

**Department of Elementary and Bilingual Education**  
**College of Education**  
**Assistant Professor**  
**Fall 2027**

The Department of Elementary and Bilingual Education at California State University, Fullerton, invites applications for a tenure-track Assistant Professor position in Elementary Education/Literacy (Spanish-English) Specialization with an appointment to begin Fall 2027. The department consists of a dynamic and diverse group of faculty scholars who thrive on collaboration and innovative ideas. The faculty work together to prepare educators in several existing programs offered in different modalities (face to face, hybrid, and online): Multiple Subject Teaching Credential, Combined Multiple Subject Teaching Credential and M.S. in Curriculum and Instruction, M.S. in Curriculum and Instruction, and M.S. in Educational Technology.

California State University, Fullerton (CSUF) is a minority-serving institution, affirmative action, and equal opportunity employer. CSUF is strongly committed to increasing the diversity of the campus community and the curriculum, and fostering principles of social justice and an inclusive environment within which students, staff, administrators, and faculty thrive. Candidates who can contribute to this goal through their teaching, research, advising, and other activities are encouraged to identify their strengths and experiences. Individuals advancing the University's strategic diversity goals and those from groups whose underrepresentation in the American professoriate has been severe and longstanding are particularly encouraged to apply.

**Equal Opportunity and Excellence in Education and Employment**

This position is open and available to all regardless of race, sex, color, ethnicity or national origin. Consistent with California law and federal civil rights laws, California State University, Fullerton (CSUF) provides equal opportunity in education and employment without unlawful discrimination or preferential treatment based on race, sex, color, ethnicity, or national origin. Our commitment to equal opportunity means ensuring that every student and employee has access to the resources and support they need to thrive and succeed in a university environment and in their communities. CSUF complies with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the California Equity in Higher Education Act, California's Proposition 209 (Art. I, Section 31 of the California Constitution), other applicable state and federal anti-discrimination laws, and CSU's Nondiscrimination Policy. We prohibit discriminatory preferential treatment, segregation based on race or any other protected status, and all forms of discrimination, harassment, and retaliation in all university programs, policies, and practices.

In addition, California State University, Fullerton is a leading public university known for its strong academic programs and commitment to student success. As one of the largest campuses in the CSU system, Cal State Fullerton fosters innovation, collaboration, and professional growth. The university values teaching, research, and service, creating an environment where students, staff, and faculty can thrive. Cal State Fullerton is a designated Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution. The university also received the prestigious Seal of Excelencia in 2021 and 2024 from Excelencia in Education, the nation's leading authority on Latinx student success. Cal State Fullerton is an equal opportunity employer with a diverse student population of over 45,000 and a faculty and staff population of 4,000. Cal State Fullerton is firmly committed to helping students achieve academic excellence, career success, and economic mobility. Joining Cal State Fullerton means becoming part of a dynamic team dedicated to making a meaningful impact. We continuously seek individuals from various disciplines who share the university's mission and core values. We welcome you to consider joining the Titan community.

CSUF is committed to retaining all faculty and has established affinity groups you can join to support your success.

## Position

We seek a knowledgeable colleague who can support diverse learners in the areas of elementary education and literacy education in English and Spanish-English bilingual contexts, and support the College of Education's commitment to just, equitable and inclusive education. The responsibilities of this tenure-track position include the development and instruction of credential and graduate courses in TK-8 teaching, with a focus on reading and literacy/language arts methods courses in English and Spanish-English bilingual contexts. Cohort leadership and field supervision in multicultural urban environments are required components of the position. A successful faculty colleague will also be expected to contribute to and participate in the life and development of the department, advise/mentor students, engage in scholarly research and publishing, serve on committees, and participate in community/professional service. These activities are essential for retention, tenure, and promotion.

## Required Qualifications

- Earned doctorate in education with an emphasis in language and literacy, reading, or related field by time of appointment
- Current or expired clear Multiple Subject/Elementary teaching credential with three years of teaching experience in diverse TK-8 settings OR three years of equivalent teaching experience
- Evidence of biliteracy in Spanish-English
- Experience using asset-based and developmentally appropriate literacy and dual-language pedagogies
- Experience with student-centered approaches to integrating technology into teaching and learning environments
- Experience facilitating learning in hybrid and online environments
- Demonstrated advocacy and successful programming for communities of color and communities historically underserved and marginalized by educational policies and practices
- Demonstrated commitment to just, equitable, and inclusive education in teaching, scholarship, and/or service

## Preferred Qualifications

- Multiple Subject/Elementary teaching credential
- Experience working with multilingual communities and evidence of a commitment to honoring plurilingualism and promoting language equity
- Experience teaching in Spanish (e.g., afterschool programs, research projects, newcomer programs, dual language, dual immersion programs)
- Experience working collaboratively with colleagues and community

## Application

A complete online application must be received by electronic submission to be considered. To apply, please visit <http://hr.fullerton.edu/workforce/careers.html>, choose full-time faculty, search for the position **558796**, and provide the following required materials:

- cover letter in which you respond to the required and preferred qualifications
- curriculum vitae

- teaching statement
- research statement
- diversity statement on just, equitable, and inclusive education (see below)
  - This statement provides the candidate's unique perspective on their past and present contributions to and future aspirations for promoting diversity, inclusion, and social justice in their professional careers. This statement aims to help the department identify candidates with professional experience, intellectual commitments, and/or willingness to engage in activities that could help CSUF contribute to its mission in these areas.
  - Diversity is a defining feature of California's past, present, and future. Increasing the diversity of our educators to better reflect the population of California is just one aspect of the College of Education's dedication to just, equitable and inclusive education. Diversity refers to the variety of personal experiences, values, and worldviews arising from cultural and circumstance differences. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, geographic region, and more.
  - All College of Education students leave with a perspective that recognizes, honors, and respects the knowledge and strengths all learners bring from their communities and identities. This perspective is known as Just Equitable and Inclusive Education (JEIE) and is evident in all our programs. College of Education students use this perspective to make community-based assets an integral component of curricular and pedagogical development to enhance academic success. In this way, our students learn to value and draw upon students' backgrounds not only to support them in developing skills leading to success in the broader society but also as a mechanism to transform our schools and communities. We believe all faculty and staff working for the College must share these same commitments.

Visit this [webpage](#) to learn more about Just, Equitable and Inclusive Education (JEIE).

The diversity statement should focus on your commitment to Just, Equitable, and Inclusive Education. The diversity statement will be assessed based on knowledge, experience, application, and expertise as it relates to JEIE. The strongest statement will have an emphasis on the intersectionality between JEIE and social identity or marker (social class, race, gender, sexual orientation, language, etc.). This statement can take several different forms and should address at least one of the following:

1. Your contributions to advancing principles focused on JEIE.
  2. How you incorporate principles of JEIE into your instructional practices, research, and/or service activities.
  3. How you have personally experienced JEIE.
  4. Your experiences and/or qualifications that enhance your ability to work with diverse students, faculty, parents, and community stakeholders.
- a list of three references with relevant contact information
    - Each of the finalists' three references will be contacted via email to participate in a reference call. On the References page of the online application, enter information and email addresses for three referents. At the appropriate time in the search process, they will receive a request via email to participate in a reference call.

Please direct all questions about the position to Dr. Kim Norman at [knorman@fullerton.edu](mailto:knorman@fullerton.edu).

## Application Deadline

To be assured full consideration, all application materials must be received by **October 1, 2026**. The anticipated appointment date is August 2027.

## Compensation

The Assistant Professor (Academic Year) classification salary range is \$6,221 to \$13,224 monthly (12 monthly payments per academic year). The anticipated hiring range is \$7,239 to \$7,381 per month.

Salary offered is commensurate with experience and qualifications. In addition, the California Equal Pay Act prohibits employers from paying its employees less than those of the opposite sex and/or another race or ethnicity for substantially similar work ([https://www.dir.ca.gov/dlse/california\\_equal\\_pay\\_act.htm](https://www.dir.ca.gov/dlse/california_equal_pay_act.htm)).

Summer research grants, moving expenses, start-up funds, and a reduced teaching load may be available.

## CSUF Benefits

An excellent comprehensive benefits package includes health/vision/dental plans; spouse, domestic partner, and dependent fee-waiver; access to campus child-care; and a defined-benefit retirement through the state system and optional tax-sheltering opportunities. For a detailed description of benefits, please visit <https://hr.fullerton.edu/total-wellness/>.

New employees hired by the CSU for the first time who first become CalPERS members on or after July 1, 2017, are subject to a 10-year vesting period for retiree health and dental benefits.

## Additional Information

Multiple positions may be hired from this recruitment based on the strength of the applicant pool.

Applicants will be required to disclose whether they have received a final administrative decision or final judicial decision determining that they have committed sexual harassment within the last 7 years only after a determination is made that they meet the minimum qualifications for the position, and before an offer of employment is extended. Applicants who reach the final stages of the application process must also sign a release form that authorizes the release of information by the applicant's current and/or former employers to the CSU concerning any substantiated allegations of misconduct.

## International Candidates

California State University, Fullerton, is not currently sponsoring any new H-1B petitions for staff, management, or faculty positions.

For tenure-track faculty positions, California State University, Fullerton is currently not sponsoring H-1B applicants subject to the \$100,000 fee established by the "Presidential Proclamation: Restriction on Entry of Certain Nonimmigrant Workers" issued on September 19, 2025. Individuals in the U.S. who hold a valid lawful nonimmigrant status visa can have a petition filed on their behalf to change their status to H-1B without being subjected to the fee. For example, the fee does not apply to an H-1B petition filed by an individual presently in the U.S. who is an F-1, J-1, or O-1 status holder.

## CSU Policies

The person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and must comply with the requirements set forth in CSU Executive Order 1083, revised July 21, 2017, as a condition of employment.

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be formally offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or the continued employment of current CSU employees who apply for the position.

Reasonable accommodations will be provided for qualified applicants with disabilities who self-disclose.

Notice of Non-Discrimination based on Gender or Sex and Contact Information for Title IX Coordinator (<http://www.fullerton.edu/titleix/about/notice.php>).

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California. It requires hiring employees to perform CSU-related work within the State of California. The employee must be able to accept on-campus instruction, as assigned, and come to campus when needed. The CSU also prohibits hiring and retaining employees working permanently from a business location outside of the United States.