



Office of Diversity and Equity (/diversity)

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Office of Diversity and Equity (ODE) (/diversity/)

Search Procedures

Mission(/diversity/mission/)

The University's search procedures are interpreted from the Affirmative Action Plans by State Government Agencies Regulations Sections 46a-68-75 through 46a-68-114, inclusive. These procedures are designed to ensure an efficient search process and to provide clear documentation efforts are undertaken by all who serve Western Connecticut State University to support its Affirmative Action Policy and all of the established goals filed in the Affirmative Action Plan. Any questions and concerns can be addressed by the Office of Diversity and Equity (ODE), (203) 837-8278.

Americans With Disabilities Act (ADA) Statement (/diversity/americans-with-disabilities-act-statement/)

Please click here (http://www.ct.gov/chro/lib/chro/AA_Regulations_Effective_4-17-2015.pdf) to review the amended Affirmative Action Plans by State Government Agencies Regulations Sections 46a-68-75 through 46a-68-114, inclusive.

Affirmative Action Policy Statement (/diversity/affirmative-action-policy-statement/)

You will find links in the below menu for each of the following search procedures:

Search Committee Guidelines (will be published by or after November 1, 2018)

- Management Confidential
Administrative Faculty (SUOAF)
Classified – Clerical, Police and Maintenance

Affirmative Action Plan - Affirmative-Action-Plan.pdf (/diversity/wp-content/uploads/sites/37/2017/09/2017-Affirmative-Action-Plan.pdf)

AAUP – Faculty

Search Committee Interview Simulation Exercise (https://elc.polyu.edu.hk/cill/eiw/interviews/default.htm)

Job interviews are the most popular pre-employment assessment approach available, and they make sense. If you are going to hire someone who you will see for many hours a week, you should try to understand their past accomplishments and establish whether or not you can get along with the person. However, interviews range from unstructured to structured, and results vary depending on who is conducting the interview. Ultimately, as hard as we might try, we are all affected by biases. The interview simulation exercise can allow for applicants (and search committee participants) to navigate the interview process objectively and to evaluate managing any recognized bias one may have during the process.

Search Documents/Forms

- University Search Plan (PDF) (/diversity/wp-content/uploads/sites/37/2017/09/University-Search-Plan-rev.-12.14.2017.pdf)
Conflict of Interest Disclosure Form (http://wcsu.edu/diversity/wp-content/uploads/sites/37/2017/09/Conflict-of-Interest-Disclosure-Form-rev.-9.22.2017.pdf)
Sample Applicant Screening Grid (http://wcsu.edu/diversity/wp-content/uploads/sites/37/2018/01/Sample-Screening-Grid-Template.xlsx)
Diversity Resource Guide (PDF) (/diversity/wp-content/uploads/sites/37/2017/09/Diversity_Resource_Guide-2017-compl.-8.15.2017.pdf)
Best Practices with Interview Biases Sheet (PDF) (http://wcsu.edu/diversity/wp-content/uploads/sites/37/2018/01/Interview-Bias-Examples-compl.-7.17.2017.pdf)
Sample Interview Guide/Grid (PDF) (http://wcsu.edu/diversity/wp-content/uploads/sites/37/2018/01/WCSU-Behavioral-interview-questions-compl.-7.17.2017.pdf)
University Finalist Memorandum (DOCX) (http://wcsu.edu/diversity/wp-content/uploads/sites/37/2018/01/Search_Committee_Finalist_Memorandum-compl.-9.02.2017.docx)

Committees and Working Groups (/diversity/committees-and-working-groups/)

University Minority Recruitment and Retention Resources (new page coming soon) (/diversity/minority-recruitment-and-retention-resources-new-page-coming-soon/)

Cultural Diversity Programming and Training(s) (/diversity/cultural-programming-and-training/)

Discrimination Complaints (/diversity/discrimination-complaints/)

Diversity Resources and Information (/diversity/resources-and-information/)

Policies and Procedures (/diversity/policies-and-procedures/)

Search Procedures (/diversity/search-procedures/)

What is Title IX and CaRR? (/diversity/what-is-title-ix-and-cart/)

Campus Response & Resource Team (/diversity/carrt/)



HR/ODE PAF INFORMATION (DO NOT FILL)

SEARCH NO.: _____

POSITION TITLE: _____

OFFICE OF DIVERSITY & EQUITY

UNIVERSITY SEARCH PLAN

INSTRUCTIONS: Please fill and complete all sections of this form. You must attach the approved Position Action Form (PAF) and Organizational Chart (if needed). Submission of an incomplete search plan will be returned.

Requestor's Name/Title: _____ PAF Approval Date: ____/____/____
 Department: _____ Request Date: ____/____/____
 Office/Contact Number: _____ Email Address: _____

POSITION CLASSIFICATION:

Position Name: _____

- | | |
|--|--|
| <input type="checkbox"/> MANAGEMENT/CONFIDENTIAL | <input type="checkbox"/> AAUP (UNIVERSITY FACULTY) |
| <input type="checkbox"/> ADMINISTRATIVE & RESIDUAL | <input type="checkbox"/> MAINTENANCE |
| <input type="checkbox"/> CLERICAL | <input type="checkbox"/> POLICE (CT FIRE AND POLICE UNION) |
| <input type="checkbox"/> SUOAF | |

POSITION STATUS:

VACANCY/REFILL POSITION REPOSTING Number of positions to fill: _____

SEARCH COMMITTEE COMPOSITION:

INSTRUCTIONS: List the proposed Chairperson and search committee participants. Give careful consideration to a diverse search committee. Before you make any selection, please extend an invitation to the proposed participant(s) listed to serve and include in the below chart. Final confirmation of the proposed search committee selection will be made by the Chief Diversity Officer based on the following:

- Has the participant served on three or less campus searches in an academic year?
- Does the participant have direct/collaborative knowledge of the position, department needs and challenges?
- Can the participant provide fair and impartial judgment with the applicant/interview process?
- Can the participant commit to a minimum of a three (3) month (or less) timeframe depending on the campus search?

No.	Participant Name (First/Last Name)	Department/Division	Position/ Title	(Select) Direct or Collaborative Affiliation	To be completed by either CDO or Human Resources	
					Gender	Race
1.	Chairperson:					
2.						
3.						
4.						
5.						
6.						
7.						
8.						
9.						
10.						

Attach any additional selections on a separate page, as needed.

Note: Additional participant selections can be made for either (or both) student and/or union representation depending on the collective bargaining agreement for the position/vacancy. Please check with the Human Resources Office and/or the Office of Diversity and Equity for directed details and advisement.

181 WHITE STREET, DANBURY, CONNECTICUT, 06810

WWW.WCSU.EDU/DIVERSITY

WESTERN CONNECTICUT STATE UNIVERSITY IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER



HR/ODE PAF INFORMATION (DO NOT FILL)

SEARCH NO.: _____

POSITION TITLE: _____

OFFICE OF DIVERSITY & EQUITY

RECRUITMENT SOURCES:

INSTRUCTIONS: Please list all planned recruitment activities, including contacts with colleges and universities, advertisement(s) in professional journals and/or newspapers, use of certification lists and/or applications on file. Describe recruitment activities to attract applicants from under-represented groups to this pool of applicants.

HUMAN RESOURCES OFFICE ADVERTISEMENT SOURCES:

- CHRONICLE FOR HIGHER EDUCATION
- DIVERSE: ISSUES IN HIGHER EDUCATION
- OTHER: _____
- INTERNAL SUOAF POSTING
- INTERNAL BOR POSTING
- HIGHEREDJOBS.COM

WCSU DIVERSITY RESOURCE GUIDE SELECTION(S):

PROFESSIONAL ASSOCIATIONS/ORGANIZATIONS:

DIVERSITY WEBSITES/PUBLICATIONS:

UPCOMING CONFERENCES/MEETINGS NOTICE(S):

SEARCH CERTIFICATION:

I, _____, affirm my time commitment as the Chairperson of the search committee and understanding on maintaining confidentiality of the employment deliberations as prescribed by CSCU Policy and the guidelines set forth in the campus search.

Chairperson Signature: _____ Date: ____/____/____

DEPARTMENT/DIVISION AFFIRMATION:

Dean/Director Signature: _____ Date: ____/____/____

Vice President's Signature: _____ Date: ____/____/____

Search Plan Approval Status:

- Search Plan Approved
- Search Plan Modified
- Search Plan Returned

CDO Signature: _____ Date: ____/____/____

Comments: _____



OFFICE OF DIVERSITY AND EQUITY

**DIVERSITY RESOURCE
GUIDE FOR
JOB ADVERTISEMENTS**

DRAFTED 7.14.2017
FINALIZED ODE 8.15.2017

DIVERSITY RESOURCES

Diversity Central

The Gildeane Group
13751 Lake City Way NE, Suite 210
Seattle, Washington 98125-8612
(206) - 362-0336
www.diversityhotwire.com

Diversity Inc. Career

(732) 509-5250
www.diversityinc.com

Diversity Job Fairs

385 West John Street
PO Box 38
Hicksville, NY 11801
<http://diversityjobfairs.jobexpo.com>

Diversity Search

805 SW Broadway, Suite 2250
Portland, OR 97205
(503) 221-7779 / (503) 221-7780 Fax
www.diversitysearch.com

Doctoral Scholar Program

Southern Regional Education Board
592 10th St. N.W.
Atlanta, GA 30318-5790
Director, Ansley A. Abraham Jr
404- 875-9211, Ext. 273
www.sreb.org/programs/dsp/zone/scholar_zone.asp

Employ Diversity

1671 The Alameda, Suite 303
San Jose, CA 95126
(408) 293-1299 / (408) 279-5899 Fax
www.employdiversity.com

Hire Diversity

425 Pine Avenue
Santa Barbara, California 93117
www.Hirediversity.com
(800) 810-7521 (Phone)
(805) 964-7239 (Fax)

IM Diversity

909 Poydras St., 36th Floor
New Orleans, LA 70112
(504) 523-0154
www.lmdiversity.com

Minority Executive Search

P.O. Box 18063
Cleveland, Ohio 44118
(216) 932-2022 / (216) 932-7988 Fax
www.minorityexecsearch.com

Minority on Line Information Service

www.molis.org

Minority Professional Network

P.O. Box 55399
Atlanta, Ga. 30308-5399
(888) 676-6389 or (770) 322-9323
www.minorityprofessionalnetwork.com

National Association of Multicultural Edu.

733 Fifteenth Street NW, Suite 430
Washington, DC 20005
(202) 628-6263 / (202) 628-6264 Fax
www.nameorg.org

***National Urban League**

120 Wall Street
New York, NY 10005
(212) 558-5300 (Phone)
(212) 344-5322 (Fax)
www.nul.org

***NAFSA: Association of International Educators**

ATTN: Conecting our World
1307 New York Avenue, NW, Suite 800
Washington, DC 20005-4701
(202) 495-2559 (Phone)
(202) 737-3657 (Fax)
www.nafsa.org

The Multicultural Advantage

Covergence Media, Inc.
(425) 296-6109
www.multiculturaladvantage.com

The National Minority Employment Network

P.O. Box 30
New Haven, CT 05762
(888) 919-1112
www.Nemnet.com

Union of Radical Political Economist

Gordon Hall, University of Massachusettes
418 N. Pleasant Street
Amherst, MA 01002
(413) 577-0806 (Phone)
(413) 577-0261 (Fax)
www.urpe.org

Working Class Study Association

Center for Study of Working Class Life
(631) 632-7536
Dept. of Economics
SUNY at Stony Brook
Stony Brook, NY 11794-4348
www.workingclass.suny.sb.edu

Workplace Diversity

3 Regent Street, Suite 304
Livingston, New Jersey 07039
(973) 992-7311
www.workplacediversity.com

GENERAL RESOURCES

AFRICAN AMERICAN

100 Black Men America Inc.

World Headquarters
141 Auburn Avenue
Atlanta, GA 30303
(404) 688-5100 (Phone)
(404) 688-1028 (Fax)
www.100blackmen.org

Coalition of Black Trade Unionist

1050 17th Street, NW Suite 605
Washington, DC 20036
(202) 496-5300
www.cbtu.org

Mailing Address:
CBTU National Office
PO Box 6628
Washington, DC 20035

National Coalition of 100 Black Women

1925 Adam C. Powell Jr. Blvd. Suite 1L
New York, NY 10026
(212) 222-5660 (Phone)
(212) 222-5675 (Fax)
www.nc100bw.org

National Urban League

120 Wall Street
New York, NY 10005
(212) 558-5300 (Phone)
(212) 344-5322 (Fax)
www.nul.org

The Africa America Institute

Graybar Building
420 Lexington Ave, Suite 1706
New York, New York 10170-0002
(212) 949-5666 / (212) 682-6174 Fax
www.aaionline.org

**The Institute for Research on the African
Diaspora in the Americas and the Caribbean
IRADAC**

The Graduate Center
365 5th Avenue – Room 7114
New York, NY 10016
(212) 817-2070 (Phone)
(212) 817-1579 (Fax)
<http://web.gc.cuny.edu/iradac/index.htm>

United Negro College Fund
8260 Willow Oak Corporate Drive
PO Box 10444
Fairfax, Virginia 22031-8044
(800) 331-22444

NY Office:

United Negro College Fund, Inc.
120 Wall Street, 9th Floor
New York, New York 10005
(212) 820-0140 (Phone)
(212) 820-0157 (Fax)
www.uncf.org

ASIAN AMERICAN

Asian Diversity Inc.
1270 Broadway, Suite 703
New York, NY 10001
Tel. 212-465-8777
Fax 212-465-8396
www.adiversity.com

National Association of Asian-American Professionals

P. O. Box 52030
Boston, MA 02205
www.naaap.org

Asian American Federation of New York

120 Wall Street, 3rd Floor
New York, NY 10005
(212) 344-5878 / (212) 344-5636 Fax
www.aafny.org

Organization of Chinese Americans

1001 Connecticut Ave., NW #601
Washington, DC 20036-5527
(202) 223-5500 / (202) 296-0540 Fax
www.ocanatl.org

HISPANIC AMERICAN/ LATIN AMERICAN

ASPIRA National Office

1444 Eye Street NW, Suite 800
Washington DC 20005
(202) 835-3600 / (202) 835-3613 Fax
www.Aspira.org

ASPIRA (NY)

520 Eight Avenue, 22nd Floor
New York, NY 10018.
(212) 564-6880
www.nyaspira.org

ASPIRA (BX)

2488 Grand Concourse, Suite 424
Bronx, NY 10458
(718) 508-0013
www.nyaspira.org

ASPIRA (NJ)

390 Broad Street, 3rd Floor
Newark, New Jersey 07104
(973) 484-7554 / (937) 484-0184 Fax
<http://nj.aspira.org>

ASPIRA (CT)

95 Park Street
Hartford, Ct. 06106
(860) 218-2020
www.ct-aspira.org

ASPIRA (PA)

4322 North 5th Street, 3rd Floor
Philadelphia, PA 19140
(215) 455-1300 / (215) 455-6310 Fax
www.Aspirapa.org

National Society of Hispanic Professionals

A/k/a Hispanic Community Professional
8551 West Sunrise Blvd., Suite 302
Plantation, Florida 33322
954-474-6880
www.latpro.com

HISPANIC/LATINO

Hispanic American Center for Economic Research (HACER Inc.)

910 17th Street NW Suite 422
Washington, DC 20006-2605
(202) 558-2544 (Phone)
www.Hacer.org

Statewide Hispanic Chamber of Commerce of N J

One Gateway Center, Suite 615
Newark, New Jersey 07302
(201) 451-9512 / (888) 226-1828 Fax
www.Shccnj.org

Hispanic Link News Service

1420 N. Street N.W.
Washington, DC 20005
(202) 234-0280 / (202) 234-4090 Fax
www.hispaniclink.org

Hispanic Network Magazine

6845 Indiana Avenue, Suite 200
Riverside, CA. 92506
800- 433-9675 / (951)276-1700 Fax
www.Hnmagazine.com

Ihispano.com

17 North State Street, Suite 1700
Chicago, IL 60602
888- 252-1220
www.Ihispano.com

League of United Latin American Citizens

2000 L Street N.W., Suite 610
Washington DC 20036
(202) 833-6130
www.lulac.org

National Council of LaRaza

Raul Yzaguirre Building
1126 16th Street, N.W.
Washington, DC 20036
(202) 785-1670
(202) 776-1792 (Fax)
www.Nclr.org

Northeast Regional Office:

New York, New York
(1212) 260-7070
(212) 260-7039 (Fax)

National Puerto Rican Coalition

1414 I Street N.W. ,Suite 802
Washington, D.C. 20036
(202) 223-3915 / (202) 429-2223 Fax
www.Bateylink.org

Saludos Hispanos

800-748-6426 or
(951) 303-8035/ 800-730-3560 Fax
www.Saludos.com

SER-Jobs for Progress National, Inc.

122 W. John Carpenter Fwy, Suite 200
Irving, Texas 75039
(469) 524-1200 / (469) 524-1287 Fax
www.Ser-national.org

CUNY Dominican Studies Institute

The City College of New York
North Academic Building (NA), 4/107
160 Convent Avenue at 138th Street
New York, New York 10031
(212) 650-7496 (Phone)
(212) 650-7489 (Fax)
www.ccnycuny.edu

ITALIAN AMERICAN**John D. Calandra****Italian American Institute**

25 West 43rd Street 18th Floor
New York, N.Y. 10036
(212) 642-2094 / (212) 642-2030 Fax
http://qcpages.que.cuny.edu/calandra

The Coalition of Italo-American Associations Inc.

555 Madison Avenue, 12th Floor
New York, NY 10022
(21) 755-1492 / (212) 755-3762 Fax
www.Italiancoalition.org

Center of Italian/ Italian-American Culture

411 Pompton Avenue
Cedar Grove, NJ 07009
(973) 571-1995 / (973) 571- 199 Fax
www.ciiac.org

National Org. of Italian American Women

25 West 43rd Street, 10th Floor
New York, NY 10036
(212) 642-2003 / (212) 642- 2006 Fax
www.noiaaw.com

The National Italian American Foundation

1860 19th Street N.W.
Washington, DC 20009
(202) 387-0600 / (202) 387- 0800 Fax
www.Niaf.org

Literacy Asssistance Center

39 Broadway, Suite 1250
New York, NY 10006
(212) 803-3300 (Phone)
(212) 785-3685
www.lacnyc.org

NATIVE AMERICAN / AMERICAN INDIAN

American Indian College Fund

8333 Greenwood Blvd
Denver, CO 80221
800-776-8363
www.collegefund.com

American Indian Graduate Center

4520 Montgomery Blvd., NE, Suite 1B
Albuquerque, NM 87109
800- 628-1920
(505) 881-4584 / (505) 884-0427 Fax
www.Aigc.com

National Congress of American Indians

1516 P. Street, NW
Washington DC 20005
(202) 466-7767 (Phone)
(202) 466-7797 (Fax)
www.ncai.org

The Tribal Employment Newsletter

10 Shiretowne Common Drive
Kennebunk, ME 04044
(207) 221-2532 (phone/fax)
www.Nativejobs.com

Tribal College Journal of American Indian HE

P. O. Box 720
130 East Montezuma
Mancos, CO 81328
(970) 533-9170 / (970) 533-9145 Fax
www.tribalcollegejournal.org

DISABILITY RESOURCES

Alexander Graham Bell Association for the Deaf and Hard of Hearing

3417 Volta Place, NW
Washington, DC 20007
(202) 337-5220 / (202) 337-8314 Fax
www.agbell.org

American Council of the Blind

2200 Wilson Boulevard
Suite 650
Washington, DC 20005
800-424-8666
(202) 467-5081/ (202) 467- 5085 Fax
www.acb.org

Association on Higher Education and Disability

107 Commerce Center Crive, Suite 204
Huntersville, NC 28078
(704) 947-7779 (Phone)
www.ahead.org

Job Accommodation Network

P. O. Box 6080
Morgantown, VW 26506-6080
(800) 526-7234/ (304) 293-5407 Fax
<http://janweb.icdi.wvu.edu/>

National Business & Disability Council

201 IU Willets Road
Albertson, NY 11507-1599
(516) 465-1516 (516) 465-3730 fax
(516)747-5355 TTY
www.nbdc.com

Office of Disability Employment Policy (ODEP)

U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenu, NW
Washington, DC 20210
(866) 487-2365 (General inquiries)
(877) 889-5627 (TTY)
www.dol.gov/odep

MUTICULTURAL

Affirmative Action Register

8356 Olive Boulevard
St. Louis, Missouri 63132
800-537-0655
(314) 991-1335 / (314) 997-1788 Fax
www.aar-eeo.com

**America's Career InfoNet/Career One Stop
(was America's Job Bank)**

1-877-348-0502
www.careeronestop.org

Brooklyn Workforce 1 Career Center

9 Bond Street, 5th Floor
Brooklyn, NY 11201
(718) 246-5219 (phone)
(718) 246-3975 (fax)

Career Builder

200 N. LaSalle Street, Suite 1100
Chicago, IL 60601
(773) 527-3600 or (800) 638-4212
www.careerbuilder.com

**Council for the Advancement & Support
Of Education (CASE)**

1307 New York Avenue NW, Suite 1000
Washington, DC 20005-4701
(202) 328-2273 / (202) 387- 4973 Fax
www.case.org

Educational Resource Group

P.O. Box 80595
Charleston, SC 29416
(843) 571-1199 / (843) 571- 6477 Fax
www.Ergteach.com

Equal Opportunity Publications, Inc.

445 Broad Hollow Rd., Suite 425
Melville, NY 11747
(631) 421-9421 / (631) 421-0359 Fax
www.eop.com

***Foundation Center –New York**

79 Fifth Avenue/16th Street
New York, NY 10003-3076

(212) 620-4230 or (800) 424-9836
(212) 807-3677 (Fax)
www.foundationcenter.org/newyork

***Foundation Center –Washington**

1627 K Street, NW Third Floor
Washington, DC 20006-1708
(202) 331-1400 (phone)
www.foundationcenter.org/washington

***NECO**

232 Madison Avenue, Suite 900
New York, NY 10016
(212) 755-1492 (Phone)
(212) 755-3762 (Fax)
<http://neco.org/index.php>

***Opportunity Knocks**

50 Hurt Plaza, Suite 845
Atlanta, GA 30303
888-OKNOCKS (outside Atlanta)
(404) 521-0487 (Fax)
www.opportunityknocks.org

Preparing Future Faculty National Office

Council of Graduate Schools
One Dupont Circle, N.W., Suite 430
Washington, D.C. 20036-1173
202- 223-3791 / 202- 331-7157 Fax
www.preparing-faculty.org

***The Chronicle of Higher Education**

1225 Twenty-Third Street, NW Seventh Floor
Washington DC 20037
(202) 466-1000 (Phone)
(202) 452-1033 (Fax)
www.chronicle.com

***The Chronicle of Philanthropy**

1255 Twenty-Third Street, NW Seventh Floor
Washington DC 20037
(202) 466-1200 (Phone)
(202) 452-2078 (Fax)

VETERANS

***Iraq and Afghanistan Veterans of America
(IAVA)**

292 Madison Avenue, 10th Floor
New York, NY 10017
(212) 982-9699 (Phone)
(212) 982-8645 (Fax)

Washington D.C. Office

777 North Capitol NE, Suite 403
Washington, DC 20002
(202) 544-7692 (Phone)
(202) 544-7694 (Fax)

<http://iava.org>

National VA Employment Program

James N. Magill
Dir. of Employment Policy
(202) 543-2239/ (202) 543-0961 Fax

U.S. Department of Veterans Affairs

810 Vermont Avenue, NW
Washington, DC 20420
www.va.gov

Veterans Affairs Counseling Center

Brooklyn College
2900 Bedford Avenue, 0303 James Hall
Brooklyn, NY 11210
(718) 951-5105 / (718) 951-3110 Fax
www.brooklyn.cuny.edu

**Veterans Employment and training Services
(VETS)**

(was Hire Vets First)

U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenue
Washington, DC 20210
(866) 4-USA-DOL (Phone)
(877) 889-5627 (TTY)
Job Search-Employment Services:
(202) 693-3046
www.dol.gov/vets

HIGHER EDUCATION RESOURCES

AFRICAN AMERICAN

African-American Institute

Graybar Building
420 Lexington Avenue, Suite 1706
New York, NY 10170

www.aaionline.org

Contact Mora McClean x 1806
(212) 949-5666 (Phone)
(212) 682-6174 (Fax)

African Studies Institute

Rutgers University
54 Joyce Kilmer Avenue
Piscataway, NJ 08854-8045
www.africanstudies.org
(732) 445-8173 (Phone)
(732) 445-1336 (Fax)

**Association for the Study of Afro-American Life
and History**

CB Powell Building
525 Bryant Street, Suite C142
Washington, DC 20059

www.asalh.com

Contact: Sylvia Cyrus, Exec. Director
(202) 865-0053 (Phone)
(202) 265-7920 (Fax)

Association of Black Sociologists

4200 Wisconsin Avenue NW
PMB 106-257
Washington, DC 20016
(202) 365-1759 (Phone)
(202) 403-3424 (Fax)

info@blacksociologists.org

Listserv: ABSLISTSERV@yahoogroups.com

Contact: Evita Bynum, Exec. Officer
www.blacksociologists.org

Black Issues in Higher Education

10520 Warwick Avenue, Suite B-8
Fairfax, Va. 22030-3136
800-783-3199 or

(703) 385-2981/ (703) 385-1839 Fax
www.blackissues.com

Diverse Issues in Higher Education

10520 Warwick Avenue, Suite B-8
Fairfax, Va. 22030-3136
800-783-3199 or
(703) 385-2981/ (703) 385-1839 Fax
www.diverseeducation.com

Lehman College-African American Association

Professor Ronald Ellis
250 Bedford Park Blvd. W. CAB22B
Bronx, NY 10468
(718) 980-8000
www.lehman.cuny.edu

**National Alliance of Black
School Educators**

310 Pennsylvania Avenue S.E.
Washington D.C. 20003
800-221-2654
(202) 608-6310 / (202) 608-6319 Fax
www.Nabse.org

**National Conference of Black Political
Scientists**

Houston Community College
Houston, TX
www.ncobps.org
(713) 718-6060

A. Philip Randolph Institute

815 16th Street, NW 4th Floor
Washington, DC 2006
(202) 508-3710 (phone)
(202) 508-3711 (fax)
www.apri.org

***The Journal of Blacks in High Education**

200W. 57th Street, Suite 1304
New York, NY 10019
(212) 399-1084 (Phone)
(212) 245-1973 (Fax)
www.jbhe.com

HISPANIC AMERICAN/ LATIN AMERICAN

Hispanic Outlook in Higher Education
80 Route 4 East, Suite 203

Paramus, NJ 07652
(800) 549-8280 (Phone)
(201) 587-9105 (Fax)
www.hispanicoutlook.com

**Latino Justice: Puerto Rican Legal Defense and
Education Fund**

99 Hudson Street, 14th Floor
New York, NY 10013
(212) 219-3360 or (800) 328-2322 (Phone)
(212) 431-4276 (Fax)
www.prldef.org

Hispanic Association of Colleges/Universities

8415 Datapoint Drive, Suite 400
San Antonio, TX 78229
(210) 692-3805 / (210) 692-0823 Fax
www.Hacu.net

HACU National Internship Program

1 Dupont Circle NW, Suite 430
Washington, DC 20036
(202) 467-0893 (Phone)
(202) 496-9177 (Fax)

DISABILITY RESOURCES

Association on Higher Education and Disability

107 Commerce Center Drive, Suite 204
Huntersville, NC 28078
(704) 947-7779 / (704) 948-7779 Fax
www.ahead.org

MULTICULTURAL

American Association for Affirmative Action

888 16th Street, NW Suite 800
Washington, DC 20006
www.affirmativeaction.org
Contact: Shirley Wilcher, Esq, Exec. Director
(202) 349-9855 Ext. 1857 or (800) 252-8952
(202) 355-1399 (Fax)

American Association of University Professors

1133 Nineteenth St., NW Suite 200
Washington, DC 20036

www.aaup.org

Contact: Ruth Flower, Director
(202) 737-5900 (Phone)
(202) 737-5526 (Fax)

**American Association of Collegiate Registrars
and Admissions**

1 Dupont Circle NW, Suite 520
Washington, DC 20036
(202) 293-9161 (Phone)
(202) 872-8857 (Fax)

www.aacrao.org

**National Association for College Admission
Counseling**

1050 N. Highland Street, Suite 400
Arlington, VA 22201
(800) 822-6285 or (703) 836-2222
(703) 243-9375 (Fax)
www.nacac.com

**New York State Association of College
Admissions Counselors**

126 S Swan Street, Suite 101
Albany, NY 12210
(518) 472-1977
(518) 472-1984

National Education Association

1201 16th Street, NW
Washington, DC 20036

www.nea.org

(202) 833-4000 (Phone)
(202) 822-7974 (Fax)

NY Office:

800 Troy-Schenectady Road
Latham, NY 12110-2445
(518) 213-6000
(518) 6414

The Chronicle of Higher Education

1255 Twenty-Third Street, NW Seventh Floor
Washington DC 20037

(202) 466-1050 (Phone/jobs)
(202) 452-1033 (Fax)

www.chroniclecareers.com

Academic Careers

485 Devon Park Dr., Suite 116

Wayne, PA 19087

(610) 964-9200

www.academiccareers.com

Academic Keys

P.O. Box 162

Storrs, CT 06268

(860) 429-0218 / (860) 429-5183 Fax

www.academickeys.com

Academic Educational Research Association

1403 K Street, N.W. Suite 1200

Washington, D.C. 20005

(202) 238-3200 / (202) 238-3250 Fax

www.aera.net

Academy Diversity Search

P.O. Box 1086

Webster, N.Y. 14580

(585) 787-0537 / (585) 787-1321 Fax

www.academicdiversitysearch.com

Adjunct Nation Employment Advertising

P.O. Box 130117

Ann Arbor, MI 48113-0117 66210

734-930-6854 / 208-728-3033 fax

www.adjunctnation.com

**American Association for Higher Education
and Accreditation**

2020 Pennsylvania Avenue N.W., #975

Washington, DC 20006

(202) 293-6440 / (877) 510-4240 Fax

www.aahe.org

**American Association of State
Colleges and Universities**

1307 New York Avenue N.W.

Washington, DC 20005

(202) 293-7070

www.aascu.org

American College Personnel Association

One Dupont Circle NW, Suite 410

Washington, DC 20036

(202) 835-2272 / (202) 296-3286 Fax

www.myacpa.org

American Council on Education (ACE)

One Dupont Circle NW
Washington, DC 20036
(202) 939-9300
www.acenet.edu

American Educational Research Association

1430 K Street, NW Suite 1200
Washington, DC 20005
(202) 238-3200 (Phone)
(202) 238-3250 (Fax)
www.aera.net

Doctoral Scholar Program

Southern Regional Education Board
592 10th St. N.W.
Atlanta, GA 30318-5790
Director, Ansley A. Abraham Jr
404- 875-9211, Ext. 273
www.sreb.org/programs/dsp/zone/scholar_zone.asp

Hire Ed Jobs

1010 Lake Street, Suite 106
Oak Park, IL 60301
(708) 848-4351/ (708) 848-4361 Fax
www.Hireedjobs.com

**High Education Recruitment Consortium
(metro NY & Southern Connecticut)**

103 Low Memorial Library
535 West 116th Street, MC 4333
New York, NY 1007
(212) 854-5449 (Phone)
(212) 854-1368 (Fax)

Minority Graduate

2210 Midwest Rd., Suite 104
Oak Brook, IL 60523
(630) 571-5330
www.minoritygraduate.com

**National Association for Equal Employment
Opportunities in Higher Education**

209 Third Street, SE
Washington, DC 20003
(202) 552-3200 (Phone)
(202) 552-3300 (Fax)
www.nafeo.org

National Collegiate Honors Council

1100 Neihardt Resident eCenter
University of Nebraska
Lincoln 540 N. 16th Street
Lincoln, NE 68588-0627
(402) 472-9150 (Phone)
(402) 472-9152 (Fax)
www.nchchonors.org

National Minority Careers in Education Expo

Tylin Promotions
1146 N. Mesa Dr. Suite 102-300
Mesa, AZ 85201-3539
www.Deptofed.org

National Minority Faculty Identification Prog.

Southwestern University
1001 East University
Georgetown, Texas 78626
(512) 863-1208 / (512) 863-6511
(512) 863-5788 Fax
www.southwestern.edu/natfacid

National Post Doctoral Association

1200 New York Avenue, N.W.
Washington, D.C. 20005
(202) 326-6424 / (202) 371-9849 Fax
www.nationalpostdoc.org

Post Doc Jobs / University Job Bank

54000 Northwind Dr., Suite 218
East Lansing, MI 48823
Or
P.O.Box 21126
Lansing, MI 48909
(517) 367-8188 / (517) 813-6106 Fax
(888) POSTDOC / (866) 99-UJOBS
www.postdocjobs.com or
www.ujobbank.com

WOMEN

Academic Diversity Search, Inc.

PO Box 1086
Webster, NY 14580
(585) 787-0537 (Phone)
(585) 787-13321 (Fax)
www.academicdiversitysearch.com

American Association of University Women

AAUW Educational Foundation
AAUW Legal Advocacy Fund
1111 Sixteenth St. N.W.
Washington, DC 20036
(202) 785-7700 (Phone) / (202)- 872-1425 Fax
www.aauw.org

Coalition of Labor Union Women

815 16th Street, NW 2nd Floor South
Washington, DC 2006
(202) 508-6969 (Phone)
(202) 508-6968 (Fax)
www.cluw.org

Minority & Women's Doctoral Directory

3001 Bridgeway, Suite K119
Sausalito, CA 94965
(415) 332-6933 / (415) 332-4799 Fax
www.mwdd.com

Women In Higher Education (WIHE)

5376 Farmco Drive
Madison, WI 53704
(608) 251-3232 / (608) 284-0601 Fax
www.wihe.com



COPY

OFFICE OF DIVERSITY & EQUITY

March 23, 2018

Mr. John DiSette, President
Administrative & Residual Employees Union
A&R Local 4200
805 Brook Street
Rocky Hill, Connecticut 06067

Dear Mr. DiSette:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. Effective July 7, 2017, I was appointed to serve the role as the University's Chief Diversity Officer, as well as ADA/504 and Title IX Coordinator. I wish to promote awareness and increased support for the University's Office of Diversity and Equity and your represented membership at WCSU.

As you are aware, affirmative action programs play an essential role in ensuring a strong and diverse community by providing general information on accessibility, upward mobility and regulatory awareness to your represented membership. WCSU continues to maintain its status as an Affirmative Action/Equal Opportunity Employer. As a continued effort and at your discretion, you are invited to examine our Affirmative Action Plan ("Plan"). On request, the University's Office of Diversity and Equity will be happy to make the Plan available for review and/or accept comments and/or suggestions from your organization and/or members at any time.

In the coming months, I will be reaching out to your represented membership to speak about the University's Affirmative Action commitment and office resources. If there is a need to discuss my actions moving forward, I would be happy to work with you and your staff to find a convenient time to meet. I hope your busy schedule will allow you to meet with me, but if time does not permit, I am available either by email at miniérdelgadoj@wcsu.edu or by telephone at (203) 837-8277. I look forward to working with your organization.

Sincerely,

JESENIA MINIER-DELGADO, MPA
CHIEF DIVERSITY OFFICER



COPY

OFFICE OF DIVERSITY & EQUITY

March 23, 2018

Mr. Jody Barr, President
SUOAF-AFSCME
Eastern Connecticut State University
Willimantic, Connecticut 06226

Dear Mr. Barr:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. Effective July 7, 2017, I was appointed to serve the role as the University's Chief Diversity Officer, as well as ADA/504 and Title IX Coordinator. I wish to promote awareness and increased support for the University's Office of Diversity and Equity and your represented membership at WCSU.

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Sincerely,

JEZENIA MINIER-DELGADO, MPA
CHIEF DIVERSITY OFFICER



COPY

OFFICE OF DIVERSITY & EQUITY

March 23, 2018

Mr. Ron McLellan, President
Connecticut Employees Union Independent
PO Box 1268
Middletown, Connecticut 06457

Dear Mr. McLellan:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. Effective July 7, 2017, I was appointed to serve the role as the University's Chief Diversity Officer, as well as ADA/504 and Title IX Coordinator. I wish to promote awareness and increased support for the University's Office of Diversity and Equity and your represented membership at WCSU.

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Sincerely,

JESENIA MINIER-DELGADO, MPA
CHIEF DIVERSITY OFFICER

COPY



OFFICE OF DIVERSITY & EQUITY

March 23, 2018

Connecticut Police & Fire Union
50 Columbus Boulevard, 3rd Floor
Hartford, Connecticut 06106

To Whom It May Concern:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. Effective July 7, 2017, I was appointed to serve the role as the University's Chief Diversity Officer, as well as ADA/504 and Title IX Coordinator. I wish to promote awareness and increased support for the University's Office of Diversity and Equity and your represented membership at WCSU.

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Sincerely,

A handwritten signature in blue ink that reads "Jesenia Minier-Delgado".

JESENIA MINIER-DELGADO, MPA
CHIEF DIVERSITY OFFICER



COPY

OFFICE OF DIVERSITY & EQUITY

March 23, 2018

Mr. Sal Luciano, Executive Director
AFSCME, CT Council 4
444 East Main Street
New Britain, Connecticut 06051

Dear Mr. Luciano:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. Effective July 7, 2017, I was appointed to serve the role as the University's Chief Diversity Officer, as well as ADA/504 and Title IX Coordinator. I wish to promote awareness and increased support for the University's Office of Diversity and Equity and your represented membership at WCSU.

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Sincerely,

JESENIA MINIER-DELGADO, MPA
CHIEF DIVERSITY OFFICER



COPY

OFFICE OF DIVERSITY & EQUITY

March 23, 2018

AAUP Office
Central Connecticut State University
Marcus White Hall, Room 316-319-322
New Britain, Connecticut 06050

To Whom It May Concern:

The State of Connecticut through all of its agencies continues to engage in a vigorous Affirmative Action program, which includes notifying labor unions of any changes to Western Connecticut State University's ("WCSU" or "University") Affirmative Action commitment. Effective July 7, 2017, I was appointed to serve the role as the University's Chief Diversity Officer, as well as ADA/504 and Title IX Coordinator. I wish to promote awareness and increased support for the University's Office of Diversity and Equity and your represented membership at WCSU.

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Sincerely,

JESENIA MINIER-DELGADO, MPA
CHIEF DIVERSITY OFFICER

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Intercollegiate Athletics
Head Men's Basketball Coach

Western Connecticut State University's Department of Intercollegiate Athletics is pleased to announce that applications are being accepted for the position of Head Men's Basketball Coach. WestConn is a Division III school and a member of the Little East Conference. Additional information about the department may be found at <http://wcsuathletics.com/landing/index>

Responsibilities include, but are not limited to, all aspects of developing and sustaining a men's basketball program that desires to be highly competitive; Providing direction, coordination, and instruction to the WestConn men's basketball team; Recruiting high quality prospective student athletes; Supervising assistant coaches; Ensuring compliance with NCAA, Little East and University policies; Monitor and assisting team members in academic, disciplinary, and personal matters; Assisting with program promotion and marketing; Representing the WestConn Athletic department at professional, civic, charity, and alumni events; Budget management and fundraising leadership are also required. Candidates must demonstrate a proven aptitude for coaching as illustrated by a strong work ethic, organizational skills, computer skills, and the ability to interact professionally within the department, the campus, and the community. This position may have a secondary duty that is commensurate with the candidate's experience.

Qualifications: Bachelor's Degree is required; Master's degree preferred. A minimum of three (3) years coaching experience at the collegiate level, preferably at least two (2) years' experience as a head coach. Candidates must have strong interpersonal skills, as well as a demonstrated ability to recruit, retain, train, and develop student-athletes. Knowledge of NCAA rules and regulations and an understanding of, and a commitment to, the Division III student-athlete philosophy is required. The ability to relate to both internal and external campus constituencies is also required. WestConn is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups. Applicants from traditionally underrepresented populations are strongly encouraged to apply.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Prospective candidates must apply electronically by submitting a cover letter, which includes the contact information for three (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Ms. Peggy Boyle, Assistant Director of Human Resources – Recruitment. In subject line of email reference: Your Last Name – Men's Basketball Coach. Email applications to: hrpositions@wcsu.edu no later than **Monday, March 13, 2017**. Late applications will not be accepted.

Western is an Affirmative Action Equal Opportunity Educator/Employer

Western is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Nursing
Assistant Professor - Tenure Track
Academic Year 2017-18

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure-track Assistant Professor position in Department of Nursing.

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The Nursing programs is one of the signature programs at WCSU and offers the following degrees in nursing: a B.S., M.S. with major in Nursing, R.N. to B.S. degree completion program accredited by the Collegiate Commission on Nursing Education (CCNE), and a unique collaborative online Ed.D. in Nursing Education, accredited by NEASC. Our graduates have achieved exceptional success on both the National Council Licensure Exam (NCLEX) and American Nurse Credentialing Center Exam for Adult Gerontological Nurse Practitioner. For more information, visit www.wcsu.edu/nursing.

Qualifications: Master's Degree in Nursing with relevant educational and clinical experience is required. The successful candidate will have experience in teaching with the ability to teach across the curriculum. For positions at the Assistant level, an academic Doctorate in Nursing or related field (Ph.D., Ed.D. or DNS) will be required at the time of tenure review. A current registered professional nurse with CT licensure is required at the time of hire. The successful candidate will be expected to participate in departmental and university service by taking an active role in developing new curricula, advising and mentoring students, serving on departmental and university committees, assisting student groups on campus and engaging in professional activity. WCSU is particularly interested in applicants who have experience working with students from diverse backgrounds and a demonstrated commitment to improving access to higher education for first generation and under-represented groups.

Salary & Benefits: The minimum starting salary is \$59,668. Salaries are dependent upon years of relevant experience. In addition to offering competitive salaries commensurate with candidates' experience WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Materials: Candidates must submit a letter which outlines interest in, and qualifications for, the position. The letter should include contact information, areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy. A curriculum vitae and the contact information for at least three (3) professional references that can comment on the applicant's teaching, scholarship, and/or service/leadership should also be included in the application materials.

Application Deadline: Application materials must be submitted to facultyvitae@wcsu.edu. In the Email Subject Line Reference **Search #600-415**. All materials should be submitted as PDF files. Application review will begin immediately and continue until the position is filled.

Western is an Affirmative Action Equal Opportunity Educator/Employer

700 501

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Ansell School of Business
Management
Assistant or Associate Professor
Tenure Track - Academic Year 2018-19

Western Connecticut State University's Ansell School of Business is pleased to announce that applications are being accepted for a tenure track position in the Management Department.

The Ansell School of Business www.wcsu.edu/asb is comprised of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration. The degrees offered are Bachelor of Business Administration, Master of Business Administration, Master of Healthcare Administration, as well as a Bachelor of Science in Justice and Law Administration. The Management curriculum is designed to provide the student with the knowledge, skills, and perspectives necessary in managerial and administrative positions in a variety of organizations.

Position Summary: The successful candidate will teach Organizational Behavior and other related courses offered by the department that could include Leadership, Managing People, or Negotiations. Teaching load may be split between the Bachelor's programs at our Danbury and Waterbury campuses and the Masters of Business Administration program. In addition, the successful candidate will participate in departmental and university service, engage in scholarly and professional activities, as well as advising and mentoring of students.

Qualifications: An earned doctorate in Management from an AACSB accredited (or equivalent accreditation) is required. Late stage (dissertation proposal approved) ABD in Management from an AACSB accredited (or equivalent accreditation) also considered. College teaching in Organizational Behavior and related courses is preferred. Candidates must present evidence of research and publication and an active agenda of scholarship. Managerial experience is a plus.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The salary ranges: Assistant Professor: \$59,668 – 80,030 and Associate Professor: \$73,707 – 98,664. Salaries are commensurate with the candidates' experience and will be determined at the time of offer of employment. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search #700-501. All materials should be submitted as PDF files. Applications must be received by Friday, January 5, 2018. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link: [http://wcsu.edu/hr/employment/AA Data Questionnaire FillableForm.pdf](http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf).

Western is an Affirmative Action Equal Opportunity Educator/Employer

700502

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Education & Educational Psychology
Assistant or Associate Professor – Special Education/Applied Behavior Analysis
Tenure Track – Academic Year 2018 - 2019

Western Connecticut State University’s School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant or Associate Professor position in Department of Education & Educational Psychology.

The School of Professional Studies is comprised of four departments: Education & Educational Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master’s degrees in Nursing and Education & Educational Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education, MS in Education Option in Curriculum, MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and an Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC. For more information, visit <http://www.wcsu.edu/education/>

Position Summary: The successful candidate will be responsible for: teaching Special Education/Applied Behavior Analysis (ABA) courses; coordinating practicum at the graduate and undergraduate levels; engaging in scholarly activities, including grant writing, program evaluation, and serving on graduate committees. The ABA courses are primarily via distance learning and special education courses are hybrid format.

Minimum qualifications: Doctorate in special education or related field with a concentration in ABA; Board Certified Behavior Analyst Certificate as stated on the Behavior Analyst Certification Board website (i.e., accrued 1,500 hours of BCBA-supervised field experience and met the BCBA coursework requirement.)

Preferred qualifications: Teaching certification in Special Education; Board Certified Behavior Analyst-Doctoral Level (BCBA-D); scholarly productivity in ABA, including behavioral research; experience teaching courses on behavioral interventions for individuals; active role in ABA-related professional associations; successful college-level teaching and supervision of practicum training activities; experience developing and teaching online courses in ABA; at least one (1) year of experience working in applied settings with individuals on the autism spectrum or other developmental disability.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The salary range is \$59,668 – \$98,664 and is contingent upon candidates' experience and training. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvita@wcsu.edu. In the Email Subject Line Reference Search #700-502. All materials should be submitted as PDF files. Applications must be received by **Thursday, March 15, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
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Western is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Nursing
Coordinator of Simulation & Clinical Learning

Western Connecticut State University is pleased to announce applications are being accepted for the position of Coordinator of Simulation & Clinical Learning. The Coordinator is responsible for managing and directing all activities related to simulation pedagogy and the nursing laboratories, as well as the establishment of simulation program structure and related processes using national standards and best practices in simulation pedagogy.

Position Summary: Designs policies, implements simulation activities and evaluates simulation based student-learning, this includes simulation design, operations, and debriefing practices to ensure safe, effective and quality learning experiences for students. Provides orientation to simulation labs and assists students with clinical learning skills using low fidelity models during open lab periods. Supports clinical learning for students by holding open lab periods that are flexible and at times may include Saturdays and/or weeknight evening hours. Schedules and coordinates clinical learning activities, simulation room assignments and simulation based learning activities for undergraduate and graduate students in conjunction with the faculty who teach those courses. Assists faculty with the development of simulation design templates to support the clinical learning portion of the curriculum. Develops instructional materials for students, laboratory assistants, and faculty. Assists and collaborates with faculty to integrate high fidelity simulation based activities into their curriculum. Provides simulation assistance to faculty by developing simulation based scenarios that include simulation controls, set-up, and moulage. Lead faculty development in simulation pedagogy and advance the development and integration of simulation across the curriculum. Responsible for inventory records and supplies, maintenance, repair, and replacement of simulation lab equipment and ensures that the lab is clean and orderly. Serves as a liaison to external vendors. Collaborates with the department chair, program coordinators, and faculty to identify and develop clinical sites for clinical education learning.

Qualifications: Bachelor's degree in Nursing is required, Master's degree in Nursing is preferred. Certified Healthcare Simulation Educator (CHSE) is preferred. Four (4) years of clinical experience as a Registered Nurse is required as is two (2) years of simulation experience. Current knowledge and experience of standards and practices involving simulation pedagogy; Knowledge and ability to lead organizational change; Experience in leading projects; Experience with purchasing and inventory control; Current knowledge of clinical nursing care; Strong oral and written communication skills; Ability to work with diverse learners; Ability to work with new technology and software; Strong organizational skills; Ability to lift and transfer mannequins and other related equipment.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Minimum Starting Salary and Benefits: \$61,617. This position is a 35 hour work week. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information may be found on our Human Resources website at <http://www.wcsu.edu/hr/benefits>

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Nursing Coordinator. Submit your one attachment to: hrpositions@wcsu.edu by **Friday, December 29, 2017**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Nursing
Coordinator of Simulation & Clinical Learning

Western Connecticut State University is pleased to announce applications are being accepted for the position of Coordinator of Simulation & Clinical Learning. The Coordinator is responsible for managing and directing all activities related to simulation pedagogy and the nursing laboratories, as well as the establishment of simulation program structure and related processes using national standards and best practices in simulation pedagogy.

Position Summary: Designs policies, implements simulation activities and evaluates simulation based student-learning, this includes simulation design, operations, and debriefing practices to ensure safe, effective and quality learning experiences for students. Provides orientation to simulation labs and assists students with clinical learning skills using low fidelity models during open lab periods. Supports clinical learning for students by holding open lab periods that are flexible and at times may include Saturdays and/or weeknight evening hours. Schedules and coordinates clinical learning activities, simulation room assignments and simulation based learning activities for undergraduate and graduate students in conjunction with the faculty who teach those courses. Assists faculty with the development of simulation design templates to support the clinical learning portion of the curriculum. Develops instructional materials for students, laboratory assistants, and faculty. Assists and collaborates with faculty to integrate high fidelity simulation based activities into their curriculum. Provides simulation assistance to faculty by developing simulation based scenarios that include simulation controls, set-up, and moulage. Lead faculty development in simulation pedagogy and advance the development and integration of simulation across the curriculum. Responsible for inventory records and supplies, maintenance, repair, and replacement of simulation lab equipment and ensures that the lab is clean and orderly. Serves as a liaison to external vendors. Collaborates with the department chair, program coordinators, and faculty to identify and develop clinical sites for clinical education learning.

Qualifications: Bachelor's degree in Nursing is required, Master's degree in Nursing is preferred. Certified Healthcare Simulation Educator (CHSE) is preferred. Four (4) years of clinical experience as a Registered Nurse is required, as is two (2) years of simulation experience. Current knowledge and experience of standards and practices involving simulation pedagogy; Knowledge and ability to lead organizational change; Experience in leading projects; Experience with purchasing and inventory control; Current knowledge of clinical nursing care; Strong oral and written communication skills; Ability to work with diverse learners; Ability to work with new technology and software; Strong organizational skills; Ability to lift and transfer mannequins and other related equipment.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary Range and Benefits: \$61,617 – \$98,355 and is commensurate upon candidates' experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Nursing Coordinator. Submit your one attachment to: hrpositions@wcsu.edu. Review of applications will begin immediately and continue until the position is filled.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Nursing
Laboratory & Clinical Coordinator

Western Connecticut State University is pleased to announce applications are being accepted for the position of Laboratory & Clinical Coordinator. The incumbent will be responsible for managing and directing all activities related to the nursing laboratory and simulation lab experiences. In addition, the incumbent will be expected to work closely with the department chair, program coordinators, and faculty in order to identify and develop sites for clinical placements.

Qualifications: Bachelor's degree in Nursing required, Master's degree preferred. Four (4) years of clinical experience as a Registered Nurse is required. Current knowledge of clinical nursing care, familiarity with simulation standards, the ability to lift and transfer mannequins and other related equipment is required. Lab simulation experience preferred. Experience with purchasing, inventory control, and the proven ability to work with new technology and software is required. Must possess excellent organizational and interpersonal communication skills, as well as the ability to work with diverse learners. WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Minimum Starting Salary and Benefits: \$61,617. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information may be found on our Human Resources website at <http://www.wcsu.edu/hr/benefits>

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Nursing Coordinator. Submit your one attachment to: hrpositions@wcsu.edu by September 22, 2017. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link: http://www.wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

REPOST
01-31-2018
OPEN
CLOSING
DATE

Western Connecticut State University
School of Professional Studies
Department of Nursing
Coordinator of Simulation & Clinical Learning

Western Connecticut State University is pleased to announce applications are being accepted for the position of Coordinator of Simulation & Clinical Learning. The Coordinator is responsible for managing and directing all activities related to simulation pedagogy and the nursing laboratories, as well as the establishment of simulation program structure and related processes using national standards and best practices in simulation pedagogy.

Position Summary: Designs policies, implements simulation activities and evaluates simulation based student-learning, this includes simulation design, operations, and debriefing practices to ensure safe, effective and quality learning experiences for students. Provides orientation to simulation labs and assists students with clinical learning skills using low fidelity models during open lab periods. Supports clinical learning for students by holding open lab periods that are flexible and at times may include Saturdays and/or weeknight evening hours. Schedules and coordinates clinical learning activities, simulation room assignments and simulation based learning activities for undergraduate and graduate students in conjunction with the faculty who teach those courses. Assists faculty with the development of simulation design templates to support the clinical learning portion of the curriculum. Develops instructional materials for students, laboratory assistants, and faculty. Assists and collaborates with faculty to integrate high fidelity simulation based activities into their curriculum. Provides simulation assistance to faculty by developing simulation based scenarios that include simulation controls, set-up, and moulage. Lead faculty development in simulation pedagogy and advance the development and integration of simulation across the curriculum. Responsible for inventory records and supplies, maintenance, repair, and replacement of simulation lab equipment and ensures that the lab is clean and orderly. Serves as a liaison to external vendors. Collaborates with the department chair, program coordinators, and faculty to identify and develop clinical sites for clinical education learning.

Qualifications: Bachelor's degree in Nursing is required, Master's degree in Nursing is preferred. Certified Healthcare Simulation Educator (CHSE) is preferred. Four (4) years of clinical experience as a Registered Nurse is required, as is two (2) years of simulation experience. Current knowledge and experience of standards and practices involving simulation pedagogy; Knowledge and ability to lead organizational change; Experience in leading projects; Experience with purchasing and inventory control; Current knowledge of clinical nursing care; Strong oral and written communication skills; Ability to work with diverse learners; Ability to work with new technology and software; Strong organizational skills; Ability to lift and transfer mannequins and other related equipment.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary Range and Benefits: \$61,617 – \$98,355 and is commensurate upon candidates' experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Prospective candidates must apply via email by submitting a cover letter, which includes the contact information for (3) current professional references and a resume, as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Nursing Coordinator. Submit your one attachment to: hrpositions@wcsu.edu. Review of applications will begin immediately and continue until the position is filled.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Education & Educational Psychology
Assistant Professor – Tenure Track
Spring 2018

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Education & Educational Psychology for January 2018.

The School of Professional Studies is comprised of four departments: Education & Educational Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Educational Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education, MS in Education Option in Curriculum, MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC. For more information, visit <http://www.wcsu.edu/education/>

Position Summary: The successful candidate will be responsible for: teaching courses in the counselor education program primarily in a face-to-face format; appropriate service; engagement in scholarly activity including research and grant writing; support for Chi Sigma Iota and our local counseling organization; and collaboration with colleagues to conduct program evaluation, CACREP accreditation, and field placement of students.

Minimum qualifications: Doctorate in counselor education or a closely related field. Experience teaching experience in counselor education.

Preferred qualifications: Doctorate from a CACREP accredited doctoral program; experience teaching in a graduate counselor education program; experience as a clinical or school counselor; a record of scholarly publications; and experience with CACREP accreditation. Preference may be shown to candidates with a well-defined research agenda in clinical mental health or school counseling.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search #700-504. All materials should be submitted as PDF files. Applications must be received by **November 3, 2017**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

[http://wcsu.edu/hr/employment/AA Data Questionnaire FillableForm.pdf](http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf).

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Dean

Western Connecticut State University is pleased to announce that applications are being accepted for the position of Dean for the School of Professional Studies.

The School of Professional Studies (SPS) is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. For more information please visit www.wcsu.edu/sps/

Western is located in Danbury, a city in Fairfield County, 50 miles north of New York City. The University is located on two campuses and serves over 5,000 undergraduate and 600 graduate students. Western is one of four comprehensive universities that comprise the Connecticut State University System. Western is divided into the School of Arts & Sciences, School of Professional Studies, School of Visual & Performing Arts, and Ansell School of Business. For more information please visit: www.wcsu.edu

Position Summary: Reporting to the Provost/Vice President for Academic Affairs, the Dean will be responsible for promoting, developing, and sustaining the School's educational, scholarly, and public service programs. The ideal candidate will be a collaborative leader, able to build consensus in and between departments, and cultivate innovation in teaching and scholarship. Through appropriate mentoring of faculty, and a clear understanding of emerging trends in higher education, the Dean will help the SPS become the regional resource for outstanding programs in education, health, and human service professions.

Qualifications:

- Demonstrated record of teaching, scholarship, and service including a doctoral degree in a field appropriate to the School's curricula. Evidence of interdisciplinary collaboration is preferred.
- Evidence of progressively increasing administrative experience, to include: evaluating faculty, managing budgets, developing curriculum, designing assessment plans, and participating in accreditation processes.
- Experience with innovative pedagogies such as simulation labs, on-line or hybrid course delivery intensive field experiences, or problem-based learning.
- Demonstrated commitment to supporting a diverse teaching and learning environment.
- Demonstrated ability to communicate effectively with internal and external constituencies, including communicating the school's value to potential funders.
- Experience with shared governance and collective bargaining agreements preferred.

Western is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$119,000. In addition to offering competitive salaries commensurate with candidates' experience, Western offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Interested applicants must submit a letter of application, which outlines the applicant's potential to contribute to the advancement of the School of Professional Studies and the University and describe how his/her experience corresponds with the requested qualifications; a current curriculum vitae; and the names, e-mail addresses and telephone numbers of four (4) professional references. Application materials (PDF format preferred) must be submitted via email to Ms. Peggy Boyle, Assistant Director of Human Resources – Recruitment: hrpositions@wcsu.edu. Application materials must be received by **Friday, February 23, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at keisha-k@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
http://www.wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

Western is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University University Police Department Police Officer

Western Connecticut State University is pleased to announce applications are being accepted for the position of Police Officer.

Applicants must be Currently Certified as a Connecticut Police Officer and be available for all shifts. As a University Police Officer will respond to emergencies and requests for assistance; provide crowd control at various events and activities; monitor designated areas to ensure physical security and authorized access in order to prevent theft, trespass, vandalism, or violation of state statutes or regulations; provide directions and routine information to the public; initiate and conduct criminal and other investigations of violations, suspicious activities or reports of incidents occurring within jurisdiction; direct traffic and enforce motor vehicle and parking regulations; conduct on-site investigations, including question witnesses, arrest individuals at scenes, and issue summonses; record information; and serve as dispatcher when necessary.

Qualifications: Certification as a law enforcement officer in the **State of Connecticut** pursuant to regulations promulgated by the Connecticut Police Officer Standards and Training Council (CT-POST) **is required**. Candidates with a pending certification status in the State of Connecticut may be employed on a temporary basis pending re-certification by CT-POST.

Successful candidates must possess excellent interpersonal, oral and written communication skills; knowledge of police and security practices and procedures, as well as relevant state and federal laws, statutes and regulations; knowledge of traffic and crowd control practices and procedures, as well as knowledge of criminal law and court procedures are required. The ability to analyze emergency situations and develop effective courses of action is required, as is the ability to utilize law enforcement computer software. A valid driver's license and the ability to satisfactorily pass a comprehensive background check, physical agility test, psychological and medical examination are also required. As WCSU is a dynamic, diverse workplace, the proven ability to work effectively with people from a variety of backgrounds and cultures is highly valued.

Salary and Benefits: Starting salary is \$24.90/hour; \$53,540/annual. WCSU offers a competitive salary commensurate with the candidate's experience and a comprehensive benefit package. Additional information can be found on our Human Resources website at <http://wcsu.edu/hr/benefits>

Application Process: Applicants must meet the above qualifications in order to be eligible. Qualified applicants must apply by following the application instructions on the following website link:

<https://www.jobapscloud.com/CT/sup/bulpreview.asp?R1=171114&R2=9035PS&R3=001>

Application Deadline: Wednesday, December 6, 2017.

700509

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Department of Health Promotion and Exercise Sciences
Assistant Professor - Tenure Track
Academic Year 2018

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in the Department of Health Promotion & Exercise Sciences (HPX.)

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Sciences, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Education Psychology, and Doctoral degrees in Education and Nursing. The HPX department currently offers two B.S. degree level programs in Health Promotion Studies and Health Education (PK-12), as well as offering courses to fulfill the University's Health and Wellness general education competency. HPX is also the home of the Institute for Holistic Health Studies. The B.S. Health Promotion Studies major has options in Allied Health Professions, Community Health, Holistic & Integrative Health, and Wellness Management. In addition, the HPX department is exploring a program to prepare students for a Master's degree in Athletic Training. The HPX department is in the process of conducting a Council on Education for Public Health (CEPH) accreditation self-study. For more information, please visit the department's webpage: www.wcsu.edu/hpx/

Position Summary: Primary teaching responsibilities are in support of the Health Promotion Studies BS degree, with a concentration in Wellness Management. Courses may include: introductory courses in health promotion in support of the health and wellness competency, exercise physiology, kinesiology, and content-specific option courses. Other responsibilities include assisting with the implementation of the Athletic Training preparation program, advising students, serving on HPX Department, SPS, and University committees, supervising student interns, supporting the HPX Department's on-going Council on Education for Public Health (CEPH) accreditation process, and engaging in creative and professional activities.

Qualifications: A Doctorate degree in Health Promotion, Public Health, Exercise Science or related field is required (ABD considered). Documented teaching experience at a university/college is required. Preference will be given to applicants with health and wellness program development. Experience in community and/or public health is preferred. Additional preference will be given to applicants with: current MCHES/CHES certification; experience in collaborative coursework with fellow faculty and community partners; experience with service and/or experiential learning; well- rounded experience in public health, wellness management, athletic training and exercise sciences.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search **#700-509**. All materials should be submitted as PDF files. Applications must be received by **January 5, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
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Western is an Affirmative Action Equal Opportunity Educator/Employer

700-512(2)

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Division of Student Affairs
Intercollegiate Athletics
Assistant Football Coach
Academic Year 2018-2019

Western Connecticut State University's Department of Intercollegiate Athletics is pleased to announce that applications are being accepted for the full time, 10 month position of Assistant Football Coach - Coach I rank.

WestConn is an NCAA Division III institution and while 13 of our intercollegiate athletic programs are members of the Little East Conference, our football program is a member of the Massachusetts State Collegiate Athletic Conference. WestConn is committed to providing student-athletes with excellent academic and athletic experiences via hard work, campus and community involvement, and promoting the values of sportsmanship, integrity, and diversity. Additional information about the department may be found at <http://wcsuathletics.com>. Additional information about the University can be found at www.wcsu.edu

Responsibilities include but are not limited to serving as the defensive coordinator and position coach, identifying and recruiting qualified student-athletes; Ensuring compliance with NCAA and MASCAC and University policies; Assist with program promotion and marketing; Representing the WestConn Athletic department at professional, civic, charity, and alumni events and serving as the academic advisor overseeing academic eligibility, course scheduling, and academic counseling. The Assistant Coach also serves as the travel coordinator and assists with fundraising. This position may have a secondary duty that is commensurate with the candidate's experience.

Qualifications: A Bachelor's degree is required, Master's Degree preferred. Extensive successful experience recruiting student athletes required. Preferred recruiting knowledge in the New England and Mid-Atlantic regions. A minimum of five (5) years coaching experience at the collegiate level with at least two (2) years' experience as a defensive coordinator either at the high school or college level. Experience playing or coaching at the DIII level. Knowledge and understanding of NCAA rules and regulations as they apply to at the Division III level is preferred. Experience with student athlete academic advisement is desirable. Extensive computer skills are required as is the ability to use Excel, Word, and Hudl software. Preferred certification in Strength and Conditioning. Excellent communication skills are required, as is the ability to work effectively with diverse populations including students, administrators, faculty, and alumni.

WestConn is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$52,648. In addition to offering competitive salaries commensurate with candidates' experience, WestConn offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of coaching expertise and experience, areas of service and/or leadership, , and a statement of athletic philosophy; a current resume; and the names and contact information for at least three (3) professional references who can comment on the applicant's coaching and/or service/leadership to

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

facultyvitae@wcsu.edu. In the Email Subject Line Reference Search #700-512. All materials should be submitted as PDF files. Applications must be received by **Monday, February 12, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WestConn Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

WestConn is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts & Sciences
Department of Chemistry
Assistant Professor–Tenure Track
Academic Year 2018 - 2019

Western Connecticut State University's Macricostas School of Arts & Sciences is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in the Department of Chemistry.

The Macricostas School of Arts and Sciences is home to 13 departments, 21 undergraduate majors and five graduate majors, and offers a variety of ways for students to further their education. The Department of Chemistry offers ACS-certified Bachelor of Arts degrees in Chemistry and in Chemistry with a Biochemistry option. The department also offers a chemistry minor. Additional information about the department may be found at <https://www.wcsu.edu/chemistry/>.

Position Summary: The successful candidate must be able to teach biochemistry lecture and laboratory. Teaching duties will include rotation through biochemistry, introductory chemistry and non-majors chemistry courses. It is expected that the appointee will develop an active research program involving undergraduate students. WCSU's small classes allow for student-based teaching and learning and project-based activities. The teaching load for all full-time faculty member is four courses (12 credits) per semester. The successful candidate will be expected to participate in departmental and university service by taking an active role in developing new curricula, advising and mentoring students, serving on departmental and university committees, assisting student groups on campus, and engaging in professional activity.

Qualifications: Candidates must have a Ph.D. in Biochemistry or related field at time of hire and have a strong commitment to excellence in teaching and undergraduate research. Previous teaching experience is preferred. Preference will be given to candidates who are able to incorporate computational chemistry and modeling into their experimental work.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit (1) a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership; (2) a statement of teaching philosophy (2 page max); (3) a description of research plans (5 page max); (4) a current curriculum vita; (5) three current letters of recommendation from professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership; and (6) copies of unofficial undergraduate and graduate transcripts to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search #700-513. All materials should be submitted as PDF files. Applications received by **January 10, 2018** will be given preference. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity.

The Affirmative Action Data Questionnaire, can be found on the following link:
[http://wcsu.edu/hr/employment/AA Data Questionnaire FillableForm.pdf](http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf).

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700514

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Division of Student Affairs
Intercollegiate Athletics
Head Coach – Men’s Basketball
Academic Year 2018-2019

Western Connecticut State University’s Department of Intercollegiate Athletics is pleased to announce that applications are being accepted for the full time, 10 month position of Head Men’s Basketball Coach - Coach II rank.

WestConn is an NCAA Division III institution and while 13 of our intercollegiate athletic programs are members of the Little East Conference, our football program is a member of the Massachusetts State Collegiate Athletic Conference. WestConn is committed to providing student-athletes with excellent academic and athletic experiences via hard work, campus and community involvement, and promoting the values of sportsmanship, integrity, and diversity. Additional information about the department may be found at <http://wcuathletics.com>. Additional information about the University can be found at www.wcsu.edu

Responsibilities include, but are not limited to, all aspects of developing and sustaining a men’s basketball program that expects to be highly competitive; Providing direction, coordination, and instruction to the WestConn men’s basketball team; Recruiting high quality prospective student athletes; Supervising assistant coaches; Ensuring compliance with NCAA, Little East and University policies; Monitor and assisting team members in academic, disciplinary, and personal matters; Assisting with program promotion and marketing; Representing the WestConn Athletic department at professional, civic, charity, and alumni events; Budget management and fundraising leadership are also required. Candidates must demonstrate a proven aptitude for coaching as illustrated by strong work ethics, organizational skills, computer skills, and the ability to interact professionally within the department, the campus, and the community. This position may have a secondary duty that is commensurate with the candidate’s experience.

Qualifications: Bachelor’s Degree is required. Master’s degree preferred. A minimum of five (5) years coaching experience at the collegiate level and at least two (2) years’ experience as a head coach. Candidates must have strong interpersonal skills, as well as a demonstrated ability to successfully recruit, train, and develop student-athletes. Must successfully demonstrate retention and graduation rates. Knowledge of NCAA rules and regulations and an understanding of, and a commitment to the Division III student-athlete philosophy is required. Must possess the ability to relate to both internal and external campus constituencies. Excellent communication skills are required, as is the ability to work effectively with diverse populations including students, administrators, faculty, and alumni.

WestConn is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates’ experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

qualifications for, the position; areas of coaching expertise and experience, areas of service and/or leadership, , and a statement of athletic philosophy; a current resume; and the names and contact information for at least three (3) professional references who can comment on the applicant's coaching and/or service/leadership to facultyhrac@wcsu.edu. In the Email Subject Line Reference Search #700-514. All materials should be submitted as PDF files. Applications must be received by **Friday, March 23, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WestConn Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

http://www.wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

WestConn is an Affirmative Action Equal Opportunity Educator/Employer

Position Announcement

700515
(Ph.D.)

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Ansell School of Business
Division of Justice & Law Administration
Assistant or Associate Professor – Tenure Track
Academic Year 2018 - 2019

Western Connecticut State University's Ansell School of Business is pleased to announce that applications are being accepted for a tenure track position in the Division of Justice and Law Administration (JLA).

The Ansell School of Business is composed of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration (JLA). The degrees offered are Bachelor of Business Administration (BBA), Master of Business Administration (MBA), Master of Healthcare Administration (MHA), as well as a Bachelor of Science in Justice and Law Administration (BS). The Division of Justice and Law Administration offers a Bachelor of Science in Justice and Law Administration. There are options in legal studies, paralegal studies, law enforcement, corrections, and criminology. Our mission is to provide an integration of substantive and practical education in courses of study designed to prepare students for a variety of career choices in law, public service, social systems and private enterprise. More information may be found on: www.wcsu.edu/asb/

Position Summary: Teaching assignments will include teaching four (4) courses per semester in our Justice and Law Administration degree program with a focus in our Law Enforcement concentration. Scholarly activity is expected. In addition, the successful candidate will participate in departmental and university service, engage in professional activity, as well as advising and mentoring of students on course selection and career opportunities.

Qualifications: An earned Ph.D. in Criminal Justice, or closely related field of study, with prior experience in domestic law enforcement and prior teaching experience. ABD's with a completion date prior to appointment will be considered. A Juris Doctor (J.D) alone will not fulfill the minimum educational requirement for this position. Prior demonstrated experience teaching at the college level including the teaching of criminal justice related writing skills is required. Additional qualifications desired are experience teaching oral advocacy, and litigation. A history of research and publications is desirable as is a commitment to meet the scholarly requirements of the division. Prior work experience in the legal field is preferred.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The salary range is \$59,668 – \$98,664 and is commensurate upon candidates' experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvita@wcsu.edu. In the Email Subject Line Reference Search #700-515. All materials should be submitted as PDF files. Applications must be received by **February 28, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity.

The Affirmative Action Data Questionnaire, can be found on the following link:

http://www.wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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700516
(JD)

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Ansell School of Business
Division of Justice & Law Administration
Assistant or Associate Professor – Tenure Track
Academic Year 2018 - 2019

Western Connecticut State University's Ansell School of Business is pleased to announce that applications are being accepted for a tenure track position in the Division of Justice and Law Administration (JLA).

The Ansell School of Business is composed of five business administration departments: Accounting, Finance, Management, Management Information Systems, Marketing, and the Division of Justice and Law Administration (JLA). The degrees offered are Bachelor of Business Administration (BBA), Master of Business Administration (MBA), Master of Healthcare Administration (MHA), as well as a Bachelor of Science in Justice and Law Administration (BS). The Division of Justice and Law Administration offers a Bachelor of Science in Justice and Law Administration. There are options in legal studies, paralegal studies, law enforcement, corrections, and criminology. Our mission is to provide an integration of substantive and practical education in courses of study designed to prepare students for a variety of career choices in law, public service, social systems and private enterprise. More information may be found on: www.wcsu.edu/ash/

Position Summary: Teaching assignments will include teaching four (4) courses per semester in our Justice and Law Administration degree program. Scholarly activity is expected. In addition, the successful candidate will participate in departmental and university service, engage in professional activity, as well as advising and mentoring of students on course selection and career opportunities.

Qualifications: An earned Juris Doctorate degree. Prior demonstrated experience teaching at the college level including the teaching of criminal justice related writing skills is required. Additional qualifications desired are experience teaching oral advocacy, and litigation. Prior demonstrated experience teaching at the college level including the teaching of criminal justice related writing skills is required. Prior work experience in the legal field is preferred. Additional qualifications desired are experience teaching oral advocacy, and litigation. A history of research and publications is desirable as is a commitment to meet the scholarly requirements of the division. Prior work experience in the legal field is preferred.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The salary range is \$59,668 – \$98,664 and is commensurate upon candidates' experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search #700-516. All materials should be submitted as PDF files. Applications must be received by **February 28, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity.

The Affirmative Action Data Questionnaire, can be found on the following link:

http://www.wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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700520

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts & Sciences
Dean

Western Connecticut State University (WCSU) is pleased to announce that applications are being accepted for the position of Dean for the Macricostas School of Arts & Sciences.

The Macricostas School of Arts & Science values quality teaching, scholarship and creative activity. The school serves approximately 1,958 undergraduate and 71 graduate students. The School offers twenty-one undergraduate majors and five graduate majors. WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, members of diverse racial, ethnic, and national groups, veterans and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion. More information on the Macricostas School of Arts & Sciences can be found at <http://www.wcsu.edu/sas/>.

WCSU is located in Danbury, a city in Fairfield County, 50 miles north of New York City. The University is located on two campuses and serves over 5,000 undergraduate and 600 graduate students. WCSU is one of four comprehensive universities that comprise the Connecticut State University System. WCSU is divided into the Macricostas School of Arts & Sciences, School of Professional Studies, School of Visual & Performing Arts, and Ansell School of Business. For more information, please visit: www.wcsu.edu

Position Summary: The Dean will be responsible for promoting, developing, and sustaining the School's educational, scholarly, and public service programs. The Dean provides collegial leadership and consensus building for faculty organized into 13 departments – Biological & Environmental Sciences; Chemistry; Communication & Media Arts; Computer Science; English; History & Non-Western Cultures; Mathematics; Philosophy & Humanistic Studies; Physics, Astronomy & Meteorology; Psychology; Social Sciences; World Languages & Literature; and Writing, Linguistics, and Creative Process. The Dean of the Macricostas School of Arts and Sciences reports to the Provost/Vice President for Academic Affairs.

Qualifications:

- A record of significant teaching, scholarship, or creative activity, including an earned doctorate in a field appropriate to the School's curricula.
- Substantial academic administrative experience such as chairperson, program director or the equivalent, including experience in enrollment and fiscal management.
- Experience in academic program development, curricular design and assessment.
- Experience with accreditation processes.
- Experience working with a variety of educational platforms, such as online, hybrid and other digital strategies is preferred.
- Demonstrated ability to communicate effectively, problem solve, and maintain good working relationships with all internal and external constituencies of the University.
- Experience working with a diverse student constituency and evidence of commitment to student success.
- Experience with campus governance, collective bargaining agreements, faculty selection and faculty evaluation is preferred.
- Experience in obtaining external grants and fundraising is preferred.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Salary & Benefits: The minimum starting salary is \$119,000. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/.

Application Process: Interested applicants must submit a letter of application, which outlines the applicant's potential to contribute to the advancement of the Macricostas School of Arts & Sciences and the University and describe how his/her experience corresponds with the requested qualifications; a current curriculum vitae; and the names, addresses, e-mail addresses and telephone numbers of four (4) professional references. Application materials must be submitted to hrpositions@wcsu.edu. All materials should be submitted as PDF files. Applications must be received by **Friday, March 9, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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700519

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
School of Professional Studies
Education & Educational Psychology
Assistant Professor – Reading
Tenure Track
Academic Year 2018 - 2018

Western Connecticut State University's School of Professional Studies is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in Department of Education & Educational Psychology. The incumbent will also serve as the Elementary Education program coordinator.

The School of Professional Studies is comprised of four departments: Education & Education Psychology, Health Promotion & Exercise Science, Nursing, and Social Work. Undergraduate degrees are offered in each of these professional fields, as well as Master's degrees in Nursing and Education & Educational Psychology, and Doctoral degrees in Education and Nursing. The Department of Education and Educational Psychology is one of the signature departments at WCSU and offers the following degrees in professional fields: a BS in Elementary Education Interdisciplinary Major, BS in Secondary Education, MS in Education Option in Curriculum, MS in School Counseling, MS in Clinical Mental Health, MS in Applied Behavior Analysis, and a Ed.D. in Instructional Leadership. Programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP), the Council for the Accreditation of Counseling and Related Programs (CACREP) and NEASC. For more information, visit <http://www.wcsu.edu/education/>

Position Summary: The successful candidate will be responsible for: teaching undergraduate and graduate literacy courses; coordinating practicum at the graduate and undergraduate levels; engaging in scholarly activities, accreditation work, Elementary Education program coordination, program evaluation, and serving on graduate committees.

Qualifications: Doctorate in Literacy or Reading is required, as is current State* Certification as a Literacy or Remedial Reading Specialist. *Certification may be from other states. Accreditation experience with program review; Experience teaching courses on literacy on undergraduate/graduate level; Active role in literacy-related professional associations; Successful college-level teaching and supervision of practicum training activities are preferred.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$59,668. In addition to offering competitive salaries commensurate with candidates' experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, research interests, and a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

#700-519. All materials should be submitted as PDF files. Applications must be received by **Thursday, March 15, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Assistant Director of Media Services – Digital Media
Information Technology & Innovation

Western Connecticut State University is pleased to announce that applications are being accepted for the position of Assistant Director of Media Services – Digital Media.

Position Summary: The Assistant Director’s primary responsibility will be producing high quality, engaging video and digital media for promotional and instructional purposes for the university. The successful candidate will work with university staff, faculty and students in developing a strategy to produce video and digital media that align with the goals of the university and will conduct the cinematography, lighting, audio, editing and graphics to meet those goals. Additional duties include scheduling and providing media support for events held at the university; supervising the equipment distribution process; managing the Video Editing Lab; providing faculty and staff the necessary training in the use and application of media technology; researching and purchasing media equipment and materials; developing the content for and distribution of digital signage as well as supervision of part-time Media Services staff.

Qualifications: Bachelor's degree in Communication, Media Production, Digital Media or Film is required. Three (3) years of experience in producing digital media/video is required. Experience in a higher education Media Center, IT or Marketing/Communication area is preferred as is experience working with media technology (e.g., classroom technology). Must possess creative and technical proficiency in all aspects of digital media/video production (scripting, cinematography, lighting, audio, editing), have excellent communication skills; ability to communicate technical concepts to technical and non-technical people. Evening and weekend work will be required.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$52,489 and is commensurate upon candidates' experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/

Application Process: Prospective candidates must submit a cover letter, which includes the names and contact information for three (3) professional references, a resume and a 3-4 minute video demonstrating creative and technical proficiency in video/digital media production. The video must demonstrate expertise in cinematography, lighting, sound and editing. The video must be submitted along with application materials in an MP4 format. Email your application materials to: Ms. Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Media Services

Application Deadline: Application materials should be submitted to hrpositions@wcsu.edu and must be received by Friday, March 23, 2018. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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700523

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Fiscal Affairs
Assistant to the Director

Western Connecticut State University is pleased to announce that applications are being accepted for the position of Assistant to the Director of Fiscal Affairs.

Position Description: Responsible for assisting the Associate Controller with a wide-variety of accounting and financial responsibilities. Performs analysis, reconciliation, and corrections of various financial accounts, cashiering activity, bank accounts, state sales tax, accounts payable, travel vouchers, payroll, and inventory systems; Creates and maintains various financial spreadsheet reports. Assists in the management of grant contracts, including filing timely reports with the appropriate agency and tracking indirect costs; documentation of office policies and procedures; and fiscal year-end financial closing and related statement preparation. Acts as general resource person for finance inquiries.

Qualifications: Bachelor's degree in accounting, finance, business administration or a related field is required. Two (2) years' experience in accounting required. Knowledge of the spreadsheet applications, preferably Microsoft Excel and other components of the Microsoft Office Suite is required.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$43,360 and is commensurate upon candidates' experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/.

Application Process: Prospective candidates must submit a cover letter, which includes the names and contact information for three (3) professional references and a resume. Email your application materials as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Ms. Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name – Fiscal Affairs

Application Deadline: Application materials should be submitted to hrpositions@wcsu.edu and must be received by **Monday, March 12, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at keisha@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:

http://www.wcsu.edu/hr/employment/AA_Data_Questionnairefillable_form.pdf.

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Position Announcement

700524

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts & Sciences
Department of Social Sciences
Assistant Professor - Sociology – Tenure Track
Academic Year 2018 - 2019

Western Connecticut State University's Macricostas School of Arts & Sciences is pleased to announce applications are being accepted for a tenure track Assistant Professor of Sociology position in the Department of Social Sciences. The Macricostas School of Arts and Sciences is home to 13 departments, 21 undergraduate majors and five graduate majors, and offers a variety of ways for students to further their education. The Department of Social Sciences is an interdisciplinary department including anthropology, economics, geography, political science, and sociology. The department offers a combined undergraduate major in sociology/anthropology. Additional information about the department may be found at <http://www.wcsu.edu/socialsci/>. Located only 60 miles from New York City, WCSU is uniquely positioned with a host of opportunities and resources that enrich our local university and the broader community of Danbury, Connecticut.

Position Summary: The successful candidate will teach both introductory and upper division courses in sociology, and one course annually in either research methods, quantitative methods, or our capstone senior research course. Will be expected to participate in departmental and university service by taking an active role in developing new curricula, advising and mentoring students, serving on committees, assisting student groups on campus, and engaging in professional activity. WCSU has a 4/4 teaching load, but class sizes are capped at between 15-38 students each. Faculty may apply for course load reduction for research purposes beginning in their second year. Additionally, there are generous travel, research, and other grants competitively awarded each year.

Qualifications: Area(s) of expertise should be in one or more of the following: poverty, gender and sexuality, social inequality, urban studies, the sociology of consumption, and/or environmental sociology with a preferred regional focus on either Europe, Oceania, South Asia, Southeast Asia, or the United States (if US then especially African American, Asian American, and/or working-class studies). A PhD in sociology is required; ABD with expected completion dates by December 2018 will be considered. Candidates must also have a demonstrated record of teaching experience.

WCSU's small classes allow for student focused teaching and learning, and project-based activities. We are particularly interested in applicants who have experience working with students from different backgrounds, and a demonstrated commitment to improving access to higher education for first-generation and under-represented groups. WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The salary range is \$59,668 – \$80,030 and is commensurate with experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. All faculty in the Connecticut State University system are represented by the American Association of University Professors (AAUP).

Application Process: Interested applicants must submit a cover letter (outlining area(s) and region(s) of specialization, and detailing other qualifications); a curriculum vitae; a writing sample reflecting current research interests; a statement of teaching philosophy; and contact information for at least three (3) professional references.

Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

to facultyvitae@wcsu.edu. In the email subject line, reference **Search #700-524**. All materials should be submitted as PDF files. Only candidates who advance in the selection process will be required to submit letters of reference and a summary of teaching evaluations. Applications must be received by **Thursday, March 29, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire can be found on the following link:
[http://wcsu.edu/hr/employment/AA Data Questionnaire FillableForm.pdf](http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf).

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Environmental Health and Safety Assistant
Environmental & Facilities Services

Western Connecticut State University is pleased to announce that applications are being accepted for the position of Environmental Health and Safety (EHS) Assistant.

This position is responsible for assisting the Director of Environmental Health & Safety in the day to day management of all environmental health and safety programs. This will include assisting in incident investigations, OSHA 300 log management, and implementing ergonomic and industrial hygiene programs. Will also be responsible for collecting and preparing biological and Universal waste for disposal, conducting inspections of life and fire safety equipment, as well as delivering training to students, faculty and staff.

Qualifications: Bachelor's degree in a related field is required, as is two (2) years' experience in the environmental health and safety field. Hazardous Waste Operation & Maintenance Training (Hazwoper 40 hour certification) is preferred. Knowledge of chemical properties and segregation techniques is required, as well as basic knowledge of OSHA's general industry safety standards. Solid recordkeeping skills are required. In addition to being able to lift 50 lbs., the successful candidate must pass a pre-employment medical exam, and is required to be fit tested for, and to wear a respirator. A valid driver's license is required, a CDL is preferred.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The minimum starting salary is \$43,360 and is commensurate upon candidates' experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/.

Application Process: Prospective candidates must submit a cover letter, which includes the names and contact information for three (3) professional references and a resume. Email your application materials as one (1) complete file (PDF or Word format only) and not via multiple attachments to: Ms. Peggy Boyle, Assistant Director of Human Resources - Recruitment. In subject line of email reference: Your Last Name - EHS Assistant

Application Deadline: Application materials should be submitted to hrpositions@wcsu.edu and must be received by **Friday, March 9, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link:
http://www.wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Macricostas School of Arts & Sciences
Department of Mathematics
Assistant Professor–Tenure Track
Academic Year 2018 - 2019

Western Connecticut State University’s Macricostas School of Arts & Sciences is pleased to announce that applications are being accepted for a tenure track Assistant Professor position in the Department of Mathematics.

The Macricostas School of Arts and Sciences is home to 13 departments, 21 undergraduate majors and five graduate majors, and offers a variety of ways for students to further their education. The Department of Mathematics offers Bachelor of Arts degrees in Mathematics, and in Mathematics with a Computer Science option, as well as a Bachelor of Science in Mathematics for Secondary Education. The department also offers a Mathematics minor. Additional information about the department may be found at www.wcsu.edu/math/.

Position Summary: The successful candidate will teach courses in all levels of mathematics, as well as participate in departmental and university service by taking an active role in developing new curricula, advising and mentoring students, serving on departmental and university committees, assisting student groups on campus, and engaging in professional activity and scholarship. Standard teaching load is 24-credits per year or the equivalent of 4 courses each semester.

Qualifications: A Ph.D. in Mathematics or Applied Mathematics is required. Preference will be given to candidates with specialization or expertise in applied mathematics or computational statistics. Other evaluation criteria will include: teaching experience, a record of (or potential for) scholarship, a record of (or potential for) service to the department and university community; and appropriate experience using technology. Activities that are valuable to the department include, advising and mentoring students, grant writing, revising curricula, developing programs, serving on departmental and university committees, and promoting connections with other departments. WCSU is particularly interested in applicants who have experience working with students from different backgrounds and a demonstrated commitment to improving access to higher education for first-generation and under-represented groups.

WCSU is committed to enhancing our diverse university community by actively encouraging minorities, veterans, women and people with disabilities to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The salary range is \$59,668 – \$80,030 and is commensurate upon candidates' experience. WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance.

Application Process: Interested applicants must submit a letter of application, which outlines interest in, and qualifications for, the position; areas of teaching expertise and experience, areas of service and/or leadership, a statement of teaching philosophy and a statement of scholarship, a current curriculum vita; and at least three (3) reference letters that comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. In the Email Subject Line Reference Search #700-527. All materials should be submitted as PDF files. Applications must be received by **April 4, 2018**. Late applications will not be accepted.

Position Announcement

Western Connecticut State University
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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
www.wcsu.edu

Western Connecticut State University
Environmental and Facilities Services
Custodian

Western Connecticut State University is currently accepting applications for a second (2nd) shift Custodian positions. Mandatory overtime will be required during snow storms and other emergency situations. Duties include cleaning classrooms, bathrooms, and common areas by dusting, mopping, sweeping, stripping/waxing floors, and trash and snow removal in addition to other related duties.

Minimum Qualifications: Valid driver's license is required. Prior experience with commercial/institutional cleaning processes, equipment, and materials is preferred, as is prior janitorial experience in facilities with multiple buildings. The ability to follow written and oral directions is required, as is the ability to operate, care for, and perform minor maintenance on tools and equipment used in daily work. Must also have adequate physical agility, strength, and stamina to perform the job duties. Must satisfactorily pass a pre-employment drug screen, physical/medical exam as well as a thorough criminal background check.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Starting Salary: \$16.03 per hour plus benefits including health and dental insurance, retirement plan, 12 paid vacation days, 12 paid holidays, 3 paid personal days, and paid sick leave. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/.

Application Process: Applicants must apply for the position through the State of Connecticut Employment Opportunities website: <https://www.jobapscloud.com/CT/>. Applicants will be required to set up a **JobAps User Account** and complete a **Master Application**. You then will need to submit your completed Master Application to the position you wish to apply for. The Custodian position details may be found at: <https://www.jobapscloud.com/CT/sup/bulpreview.asp?R1=180319&R2=0429TC&R3=001>. If you need assistance, please stop in to WCSU's Human Resources Office at 181 White Street, Danbury, CT. Applications will not be accepted if sent to Western Connecticut State University.

Application Deadline: Application materials must be submitted by **Monday, April 2, 2018**. Late application will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire, can be found on the following link: http://wcsu.edu/hr/employment/AA_Data_Questionnaire_FillableForm.pdf.

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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
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Western Connecticut State University
Macricostas School of Arts & Sciences
Writing, Linguistics & Creative Process
Assistant Professor/Coordinator of Composition
Tenure Track - Academic Year 2018 - 2019

Western Connecticut State University's Macricostas School of Arts & Sciences is pleased to announce that applications are being accepted for a tenure-track Assistant Professor position in the Department of Writing, Linguistics & Creative Process. The incumbent will also serve as the Coordinator of Composition.

The Macricostas School of Arts and Sciences is home to 13 departments, 21 undergraduate majors, and five graduate majors, and offers a variety of ways for students to further their education. The Department of Writing, Linguistics & Creative Process offers the bachelor's degree in Professional Writing with concentrations in Creative Writing, Journalism and Public Relations, and Business and Technical Writing. The Department's graduate program includes the nation's only Master of Fine Arts in Creative and Professional Writing. The department also offers three undergraduate minors and a variety of writing intensive courses for credit in General Education. Faculty in the department carry 12 credit hours per semester, but the Composition Coordinator receives three (3) hours of reassigned time each semester. Additional information on the department may be found at www.wcsu.edu/writing.

Position Summary: The successful candidate will teach in the Professional Writing program and in the general education composition program. The successful candidate will also oversee the university's first-year composition program, initiating and recommending changes to the curriculum as needed. Although full-time faculty members carry a four-four teaching load, the Coordinator of Composition will teach three courses and work one-quarter time overseeing the composition program. Professors are expected to maintain an active research program, serve on committees, and advise students.

Qualifications: Completed Ph.D. in Rhetoric and Composition or a closely related field is required. Will consider candidates with a dissertation defense date scheduled before June 1, 2018. Evidence of scholarship in Rhetoric and Composition is required. Preference will be given to candidates with a strong background in teaching college composition, experience in administration and assessment, and a background in faculty development. A dissertation and/or publications on college writing specifically are desirable. Evidence of effective teaching is required, as are excellent written and oral communication skills.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The salary range is \$59,668 to \$80,030, dependent on years of full-time experience. In addition to offering a competitive salary commensurate with the candidate's experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance. Faculty members are protected by a strong union as part of the American Association of University Professors (AAUP).

Application Process: Interested applicants must submit a letter of application outlining interest in and qualifications for the position; areas of teaching expertise and experience; areas of service and/or leadership; research interests; a statement of teaching philosophy; a current curriculum vita; and the names and contact

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Western Connecticut State University
Danbury, Connecticut 06810
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information for at least three (3) professional references who can comment on the applicant's teaching, scholarship, and/or service/leadership to facultyvitae@wcsu.edu. Finalists will be asked to submit examples of their writing. In the Email Subject Line Reference Search #700-710. All materials should be submitted as PDF files. Applications must be received by **April 1, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data

Questionnaire can be found on the following link:
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Position Announcement

Western Connecticut State University
Danbury, Connecticut 06810
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Western Connecticut State University
Macricostas School of Arts & Sciences
Writing, Linguistics & Creative Process
Assistant Professor—Tenure Track
Academic Year 2018 - 2019

Western Connecticut State University's Macricostas School of Arts & Sciences is pleased to announce that applications are being accepted for a tenure-track Assistant Professor position in the Department of Writing, Linguistics & Creative Process. The incumbent will also serve as the Coordinator of Composition.

The Macricostas School of Arts and Sciences is home to 13 departments, 21 undergraduate majors, and five graduate majors, and offers a variety of ways for students to further their education. The Department of Writing, Linguistics & Creative Process offers the bachelor's degree in Professional Writing with concentrations in Creative Writing, Journalism and Public Relations, and Business and Technical Writing. The Department's graduate program includes the nation's only Master of Fine Arts in Creative and Professional Writing. The department also offers three undergraduate minors and a variety of writing intensive courses for credit in General Education. Faculty in the department carry 12 credit hours per semester, but the Composition Coordinator receives three (3) hours of reassigned time each semester. Additional information on the department may be found at www.wcsu.edu/writing.

Position Summary: The successful candidate will teach in the Professional Writing program and in the general education composition program. The successful candidate will also oversee the university's first-year composition program, initiating and recommending changes to the curriculum as needed. Although full-time faculty members carry a four-four teaching load, the Coordinator of Composition will teach three courses and work one-quarter time overseeing the composition program. Professors are expected to maintain an active research program, serve on committees, and advise students.

Qualifications: Completed Ph.D. in Rhetoric and Composition or a closely related field is required at the time of application, along with evidence of scholarship in Rhetoric and Composition. Preference will be given to candidates with a strong background in teaching college composition, experience in administration and assessment, and a background in faculty development. A dissertation and/or publications on college writing specifically are desirable. Evidence of effective teaching is required, as are excellent written and oral communication skills.

WCSU is committed to enhancing our diverse university community by actively encouraging people with disabilities, minorities, veterans, and women to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion.

Salary & Benefits: The salary range is \$59,668 to \$80,030, dependent on years of full-time experience. In addition to offering a competitive salary commensurate with the candidate's experience, WCSU offers a comprehensive benefits package. Additional information on benefits can be found at www.wcsu.edu/hr/benefits/. There are grant opportunities to support research and conference attendance. Faculty members are protected by a strong union as part of the American Association of University Professors (AAUP).

Application Process: Interested applicants must submit a letter of application outlining interest in and qualifications for the position; areas of teaching expertise and experience; areas of service and/or leadership; research interests; a statement of teaching philosophy; a current curriculum vita; and the names and contact information for at least three (3) professional references who can comment on the applicant's teaching, scholarship,

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Western Connecticut State University
Danbury, Connecticut 06810
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and/or service/leadership to facultyvitae@wcsu.edu. Finalists will be asked to submit examples of their writing. In the Email Subject Line Reference Search **#700-710**. All materials should be submitted as PDF files. Applications must be received by **January 12, 2018**. Late applications will not be accepted.

State and Federal requirements expect that organizations with 100 or more employees invite applicants to self-identify gender and race. We kindly request all applicants to complete the Affirmative Action Data Questionnaire and to please return the completed form to Ms. Keisha Stokes in the WCSU Office of Diversity and Equity at stokesk@wcsu.edu. Completion of this data will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for reporting purposes only and will be kept separate from all search records and only accessed by the Office of Diversity and Equity. The Affirmative Action Data Questionnaire can be found on the following link:

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