



**IFO FACULTY NOTICE OF VACANCY**  
**Assistant/Associate Professor of Gender Studies and A newly forming interdisciplinary department that includes Ethnic and Religious Studies /College of Liberal Arts**  
**TYPE OF APPOINTMENT (Fixed-Term, 9-Month Appointment, Renewable up to 3 years)**

Metropolitan State University, a member of the Minnesota State Colleges and Universities System, is seeking to hire an Assistant or Associate Professor of Gender and Ethnic Studies. This is a full-time fixed-term position with a locus of appointment in the newly forming interdisciplinary department and an assignment in the Gender Studies program and will start on August 15, 2023. **TYPE OF APPOINTMENT (Fixed-Term, 9-Month Appointment, Renewable up to 3 years)**

*We are the urban, public, comprehensive university in the Minneapolis-St. Paul metropolitan area where the faculty, staff and students of Metropolitan State will reflect the area's rich diversity, build a culturally competent and anti-racist learning community, and demonstrate an unwavering commitment to civic engagement.*

Metropolitan State University provides an excellent, inclusive and engaging education to eliminate opportunity gaps and lead our communities to a prosperous and equitable future. The university offers programs leading to baccalaureate, masters and applied doctoral degrees. We provide accessible, high quality liberal arts, professional and graduate education with continued emphasis on marginalized groups, including adult learners. Metro State is a five-time recipient of the Insight into Diversity Higher Education Excellence in Diversity (HEED) Award, most recently in 2021. Federally recognized as a Minority Serving Institution, its employees serve more than 9,000 post-traditional learners, two-thirds of whom identify as belonging to communities of color or American Indian nations, are first in their family to attend college, and/or are eligible for Pell Grants. Since we do not operate residential facilities, Metro State University students all commute to class locations across the Minneapolis-St. Paul metro area. Metropolitan State is recognized by CollegeNet as a leading higher education promoter of social mobility for students (Ranked # 67 out of 1550 in 2021). Recognized in 2008 and 2016 by the Carnegie Foundation for Community Engagement and named to the President's Higher Education Community Service Honor Roll, the university is committed to academic excellence and community engagement through curriculum, teaching scholarship and services designed to support an urban mission. As a member of Minnesota State Colleges and Universities System, Metropolitan State University is actively working to achieve the [Equity 2030](#) goal of the system, with initiatives to close disparities among student groups that focus on academic programs, policies and procedures, and effective student support. The University recently completed a [strategic plan](#) for the next five years with a theme of "Building a Resilient, Student Ready University."

Visit the [Metropolitan State University website](#) to learn more about the university, our programs, and our students. Learn more about Minnesota State Colleges and Universities at their [website](#).

**The School/Academic Department:** The newly forming interdisciplinary department which includes Ethnic and Religious Studies focuses on diverse racial-ethnic communities in the United States within a globalized, transnational context. Situated at the heart of the program are matters of race, racism, racialization and power; and ethnic identity development and performance. The Ethnic Studies major and minor program offers a robust range of core and comparative ethnic studies courses with corollary curricular focal areas in Asian American, Black/African American, Indigenous, and Latinx Studies that examine aspects of historical and experiential knowledges that overlap and diverge between these four racial pan-ethnicities across a range of categories, including gender, immigration, social institutions, media, faith traditions, affective states, work, and public policy, among others. The Gender Studies Program offers students an interdisciplinary examination of the role of gender across the spectrum of human experience. The program investigates how gender functions and shapes the lives and experiences of people, including the institutional, social, and scientific forces that create meaning around gender; the struggles and achievements of women across cultures and time; and the study of LGBT (lesbian, gay, bisexual and transgender) identity and communities. This undergraduate major and minor program offer a small set of core courses supported by a larger number of electives in various disciplines across the university.

### **Responsibilities:**

- Faculty members are expected to demonstrate ability to teach Gender and Ethnic Studies courses effectively at the undergraduate level
- Engage in scholarly research or creative achievement
- Provide evidence of continuing preparation and study
- Contribute to student growth and development through advising and assistance and engage in service to the university and community
- Outstanding candidates will demonstrate a commitment to serving a culturally diverse student body through delivering a student-centered education in a liberal arts and sciences context and will possess the ability to work effectively with a wide range of individuals.
- Collaborate with diverse faculty in a way that contributes to a positive scholarly environment
- Be open to experimentation and innovation within an ever-changing higher education environment
- Create and/or teach general education, introductory, upper division, and graduate interdisciplinary courses on topics in Gender and Ethnic Studies
- Teach already-existing courses in Ethnic Studies and Gender Studies at an introductory, upper-division and possibly graduate level
- Develop new curriculum in the Gender Studies and Ethnic Studies programs.
- Assume leadership roles in the Gender Studies program
- Teach across multiple modalities (online asynchronous, online synchronous, hybrid, and face-to-face courses)
- Engage in curriculum and program (outreach, events, student advising) development in Gender Studies
- Ability to teach and/or develop a broad range of preparations including at least one course in the Gender Studies core sequence, and other preparations in Gender and Ethnic Studies with focuses in multiple areas that should include two or more of the following:
  - Indigeneity, gender, and sexuality

- Race, gender, sexuality, and the Global South
- Women of Color and Lesbian of Color Feminisms
- Race, gender, sexuality, and media
- Asian, African, and/or Latin American genders and sexualities in migration, immigration, and transnationalism
- Intersectionality theories
- Comparative ethnic studies
- Asian American Studies
- Asian American genders and sexualities,
- New and emergent race, ethnicity, sexuality, and gender identities

**Minimum Qualifications:**

- PhD in Gender or Women’s Studies, Ethnic Studies, American Studies, or other interdisciplinary fields including humanities or social science disciplines with an emphasis in intersectional approaches to race, gender, sexuality, and/or extensive research, scholarship, and teaching in intersectional approaches to race, gender, sexuality from an interdisciplinary liberal arts perspective.
- Minimum of 1-2 years of teaching experience at the post-secondary level
- Demonstrated understanding of intersectional connections between Gender Studies and Ethnic Studies
- Communication skills (written & verbal) to communicate with a variety of persons and groups.
- Demonstrated ability to work in an institution with a culturally, economically and linguistically diverse workforce.

**Preferred Qualifications:**

- Experience in program building, curriculum and online course development, and leadership
- Outstanding/Excellent communication, written & verbal skills to communicate with a variety of persons and groups, especially adult and non-traditional learners.

**Please note: Filling of **this position** is dependent upon budget.**

For campus safety information and crime statistics visit:

<https://www.metrostate.edu/students/support/safety>

**Salary:** Salary is commensurate with education and experience, and is determined by the salary placement process as outlined in the Inter Faculty Organization (IFO) Master Agreement.

\* Employment for this position is covered by the collective bargaining agreement for the Inter Faculty Organization which can be found at: [https://www.minnstate.edu/system/working/docs/contracts/2019-2021%20IFO%20Contract\\_Final.pdf](https://www.minnstate.edu/system/working/docs/contracts/2019-2021%20IFO%20Contract_Final.pdf)

For the most current information on the IFO, go to [www.ifo.org](http://www.ifo.org)

**Application:** To apply, go to <https://metrostate.peopleadmin.com>

\*To comply with privacy and data practices requirements, please refrain from including personal information or photographs in your application materials.

**Applications must be received by 11:59 PM on Closing Date: March 20, 2023**

**Qualified applicants are required to attach the following documents to their online application:**

- Cover letter of interest addressing your qualifications for the position;
- Current curriculum vita or resume;
- One-page statement of your teaching philosophy, particularly as it relates to equity and anti-racist pedagogy, and/or examples of teaching effectiveness;
- Names of four (4) references with addresses, email addresses and telephone numbers; at least two (2) of the references must be able to address teaching effectiveness;
- Transcripts - Valid unofficial copies of your transcript showing conferred/awarded date of your highest attained degree, with your name and the academic institution's name/logo are required. If doctoral study is in progress at the time of application, submit the most recent transcript showing your course of study and progress to date. We are not able to accept copy/paste word documents with a list of courses/grades or DARS reports. If selected for hire, official original transcripts will be required.
- Additional materials may be requested at a later date.

For TTY, call Minnesota Telecommunications Relay Service (TRS) at 7-1-1 or 1-800-627-3529.

If you have other questions related to this job announcement, please contact Human Resources, at 651.793.1275 or email at [hrrcruiting@metrostate.edu](mailto:hrrcruiting@metrostate.edu).

**Notice:** In accordance with the Minnesota State Vehicle Fleet Safety Program, employees driving on university business who use a rental or state vehicle shall be required to conform to Minnesota State's vehicle use criteria and consent to a motor vehicle records check.

Metropolitan State University is an Equal Opportunity employer/educator committed to the principles of diversity. We prohibit discrimination against qualified individuals based on their race, sex, color, creed, religion, age, national origin, disability, protected veteran status, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership in a local commission as defined by law. As an affirmative action employer, we actively seek and encourage applications from women, minorities, persons with disabilities, and individuals with protected veteran status.

The University provides reasonable accommodations to qualified individuals with disabilities upon request.