

Assistant Professor of Criminology and Criminal Justice

Position Category: Faculty

FLSA: Exempt

FTE: .75 (academic year full-time)

Location: Thousand Oaks

University Background:

The mission of California Lutheran University is to educate leaders for a global society who are strong in character and judgment, confident in their identity and vocation, and committed to service and justice. Founded in 1959 in beautiful Ventura County, the university has an enrollment of about 4,000 undergraduate and graduate students who come from across the nation and around the world from a diversity of backgrounds, cultures and faiths. As a federally recognized Hispanic-Serving Institution, Cal Lutheran is looking for candidates with a dedication to and success in working in diverse communities. The university is committed to an inclusive learning and work environment that values individual differences and respects each person's dignity.

Basic Function:

Under the direction of the Dean and Department Chair, the Assistant Professor is responsible for providing academic instruction to students in assigned undergraduate courses. The Assistant Professor is to serve as an academic advisor to students; contribute to department and university activities; serve on faculty or university committees; engage in scholarly activities; and/or participate in creative endeavors.

Cal Lutheran's Department of Criminology and Criminal Justice (Crim. Dept.) invites applicants for a tenure-track faculty position beginning in Fall 2027. Candidates will apply at the rank of Assistant Professor and must hold a doctorate in Criminology, Criminal Justice, or a related field. ABD status will also be considered.

The successful candidate will be able to teach a variety of undergraduate courses in criminology and criminal justice. Area of teaching and research specialization is open, with potential areas including, but not limited to, criminal law and procedure; policing and procedural justice; criminal and forensic investigation and evidentiary processes; crime analysis and data science; juvenile justice and delinquency; and evaluation research.

Applicants with expertise in the empirical study of crime and justice, evidence-based approaches to improving criminal justice systems, or innovative approaches to teaching and mentoring undergraduate students are especially encouraged to apply. Professional experience in the criminal justice system is desirable but not required. Experience mentoring undergraduate research or engaging students in scholarly, community-based, or applied research is highly desirable.

A full-teaching load is 3 courses per academic semester and 6 per academic year. Primary teaching responsibilities will be based on departmental needs and may include undergraduate courses such as Introduction to Criminal Justice, Criminal and Procedural Law, Critical Issues in Policing, Juvenile Delinquency, Research Methods & Statistics, and with the ability to develop additional courses relevant to their specialization. The successful candidate may also have opportunities to contribute to interdisciplinary programs, experiential learning initiatives, internships, and curriculum development.

The mission of the Criminology and Criminal Justice program is to develop and share knowledge about crime, criminal behavior, victimization, criminal law and procedure, and the institutions and processes of the criminal justice system through teaching, research, and service. We provide students with theoretical knowledge, research and analytical tools, ethical grounding, and practical skills that prepare them for meaningful professional pathways and lifelong learning. We aim to educate future leaders in criminal justice practice, policy, research, and related fields who will make informed and constructive contributions to a more equitable and just society. <https://www.callutheran.edu/college-arts-sciences/criminal-justice/>

In sum, the successful candidate will demonstrate excellence in undergraduate teaching, maintain an active program of scholarship appropriate for a teaching-focused institution, mentor and advise students, and contribute meaningful service to the department, university, and broader community.

Representative Duties:

- Teach undergraduate courses in criminology and criminal justice, normally 24 units per academic year. Teaching assignments will be based on departmental needs and may include Introduction to Criminal Justice, Introduction to Law and Legal Processes, Critical Issues in Policing, Research Methods and Statistics, and courses aligned with the successful candidate's expertise.
- Provide engaging academic instruction through lectures, interactive discussions, applied activities, and other inclusive, evidence-based teaching practices in classroom, individual, and technology-mediated settings. Create assignments and activities that develop students' cognitive abilities, communication skills, and higher-order thinking skills.
- Develop course curricula, syllabi, assignments, and learning activities that strengthen students' substantive knowledge, research and analytical abilities, communication skills, ethical reasoning, and higher-order thinking.
- Observe and evaluate student performance in meeting course objectives and student learning outcomes through assignments, projects, discussions, examinations, presentations, and other appropriate measures; respond to student inquiries and provide prompt, constructive feedback in class, online, and during established consultation or office hours.
- Maintain current and accurate records of course enrollment, attendance, student academic progress, and course curriculum; prepare and submit grades, assessment data, and required reports in a timely manner.
- Teach and hold regular office hours in person on campus at least four days per week.
- Provide students with a course syllabus within the first week of each course, as outlined in the Faculty Handbook.
- Mentor and advise students regarding course selection, major requirements, academic progress, applied skill development, internships, career pathways, graduate or professional education, and other post-graduate plans.
- Supervise and collaborate with students on undergraduate research and facilitate experiential and applied learning opportunities that connect criminological theory and empirical research with criminal justice policy and practice.
- Maintain an active program of scholarship appropriate for a teaching-focused institution, including research, publication, conference participation, and other scholarly, professional, or creative activities in criminology and criminal justice.
- Adhere to the responsibilities related to teaching, advising, service, and scholarly, professional, and creative activities for Assistant Professors as outlined in the Faculty Handbook.
- Adhere to the responsibilities related to teaching, advising, service, and scholarly, professional, and creative activities as outlined in the Faculty Handbook.
- Attend and participate on committees and in department, division, campus, and University meetings.
- Contribute to professional and community engagement through collaborative research, public scholarship, internships, applied learning, or partnerships with criminal justice practitioners, public agencies, and community organizations.
- Evening and weekend hours may be required.
- Perform related duties as assigned based on departmental and University needs.

Knowledge Of:

- Current theory, empirical research, policy, and professional practice in criminology and criminal justice.
- The organization, operation, and contemporary challenges of criminal justice institutions, including law enforcement agencies, courts, and related legal and community organizations.
- Criminal justice professional pathways and the knowledge and applied competencies students need to pursue careers or graduate and professional education in the field.
- Quantitative, qualitative, and applied research methods, including methods of gathering, analyzing, interpreting, presenting, and preparing data and conducting program evaluation.
- Principles and best practices of effective, inclusive, and evidence-based undergraduate teaching.
- Student learning outcomes, curriculum development, and methods of assessment.

- Effective practices in undergraduate mentoring, advising, and research supervision.
- Experiential and applied learning practices, including internships, community-based learning, undergraduate research, and practitioner partnerships.
- University curricula and the role of the major within a liberal arts education.
- Community and campus resources, services, programs, and professionals available to support student success.
- Modern computing technology, including current and emerging instructional technologies, analytical software, data tools, and other technologies relevant to teaching and scholarship.
- Ethical, legal, and professional standards related to teaching, research, criminal justice practice, student privacy, and the responsible collection and use of data.
- Recordkeeping requirements and techniques related to student enrollment, attendance, grades, academic progress, course curriculum, and program assessment.

Ability To:

- Demonstrate thorough and accurate knowledge of criminology and criminal justice.
- Design and deliver accessible, engaging, and academically rigorous course curricula using varied and inclusive teaching approaches that address different learning styles.
- Connect criminological theory and empirical research with criminal justice policy, institutional practice, and professional pathways.
- Translate empirical evidence and data into meaningful classroom, research, and applied learning experiences.
- Develop curricula, assignments, and assessments aligned with course and program learning outcomes.
- Develop students' research literacy, analytical abilities, ethical reasoning, communication skills, and applied criminal justice competencies.
- Mentor and advise students regarding academic progress, undergraduate research, internships, career preparation, and post-graduate planning.
- Supervise and collaborate with undergraduate students in scholarly, community-based, or applied research.
- Use quantitative, qualitative, or applied research methods appropriate to the candidate's area of scholarship.
- Integrate current and emerging instructional delivery technologies, analytical software, and research tools into the learning process to enhance teaching, scholarship, and the educational experience.
- Exhibit sensitivity to and understanding of the diverse academic, social, economic, cultural, racial, and ethnic backgrounds of University students.
- Exhibit sensitivity to and understanding of the needs of students with disabilities.
- Maintain professional and ethical standards that protect student confidentiality and ensure the responsible use of information and data.
- Communicate effectively, both orally and in writing, using tact, patience, and courtesy with students, colleagues, practitioners, community partners, and other constituencies.
- Establish and maintain effective and collaborative working relationships with students, faculty, staff, criminal justice practitioners, public agencies, and community organizations.
- Work constructively with colleagues and treat faculty, staff, administrators, and students with respect and professionalism.
- Analyze situations accurately and adopt effective courses of action.
- Demonstrate a commitment to professional excellence and continuous growth within criminology and criminal justice, including teaching, scholarship, advising, and service.
- Satisfactorily fulfill a faculty member's duties and responsibilities and make significant contributions to the University community.
- Analyze situations accurately and adopt practical courses of action.

Minimum Qualifications:

Possession of a Ph.D. in Criminology, Criminal Justice, or a closely related field from an accredited institution is required for appointment at the rank of Assistant Professor. Candidates who are ABD will be considered but will be appointed at the rank of Instructor until completion of the doctorate. A J.D. alone is not sufficient unless the candidate also possesses a Ph.D. in Criminology, Criminal Justice, or a closely related field.

Preferred Qualifications:

Licenses and Other Requirements:

None

Physical Abilities:

Detect to understand appropriate written correspondence; communicate clearly to exchange information in person and via the telephone or video; operate a computer and other office productivity machinery; stationary position for extended periods of time; move or transport light objects; position self to store and/or retrieve files.

Working Environment:

Indoor classroom environment; subject to visiting a variety of classroom sites on campus.

Hiring Range \$73,000 - \$82,000

Posting Number: Faculty001262020

Open Date: 08/10/2026

Close Date: 10/04/2026

Application Procedure/Special Instructions We look forward to reading your application.

Please include the following materials with your application:

1. Cover Letter: Please tell us about yourself and explain how you meet the qualifications for the position. Please also describe how you plan to support the mission and Hispanic-Serving Institution designation of California Lutheran University. Two pages maximum.
2. Curriculum Vitae or Resume: Please provide a curriculum vitae or resume detailing your educational background, professional experience, teaching experience, publications, service, appointments or positions, honors, awards, and other relevant accomplishments.
3. Please include a list of professional references whom the University may contact.
4. Statement of Teaching: Please discuss your teaching philosophy and provide concrete examples of your pedagogy. Two pages maximum.
5. Statement of Research: Please describe your program of research, noting any work completed in collaboration with undergraduate students. If you have not previously conducted research with undergraduate students, please describe your plans for future scholarship and student collaboration. Two pages maximum.
6. Inclusive Excellence Statement: Please explain how you will encourage and facilitate inclusive excellence through your teaching, mentorship, research, and service. Two pages maximum.

To apply, visit <https://apptrkr.com/9758233>

California Lutheran University is committed to providing equal opportunity in employment for all persons, regardless of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, age, sexual orientation, genetic information, gender, gender identity or expression, or any other basis protected by applicable law. No person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any program, activity or facility of the University on the basis of these factors in a manner consistent with applicable federal and state laws, regulations, ordinances, orders and rules, and University's policies, procedures, and processes.

Upon request, reasonable accommodations in the application process can be provided to individuals with qualifying disabilities. Please contact the Human Resources Department for further information or to request an accommodation.

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