

**Department of Criminal Justice
College of Humanities and Social Sciences
Assistant Professor
Fall 2027**

The Division of Politics, Administration and Justice at California State University, Fullerton, invites applications for a tenure-track Assistant Professor position in the Department of Criminal Justice (RACE & INEQUALITY) with an appointment to begin Fall 2027.

Equal Opportunity and Excellence in Education and Employment

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

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

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

Position

The Department of Criminal Justice, within the Division of Politics, Administration, and Justice, seeks a candidate who can teach core courses on race and ethnicity and/or elective courses on gangs and the criminal justice system. We are committed to pedagogy and scholarship that acknowledges historical and current structural injustices so that our students may be the catalysts for a more equitable future. We will prioritize candidates whose work will engage students in questions of fairness in the criminal justice system and in the broader community. Successful candidates would be responsible for engaging in superb teaching, advisement, and mentorship, and undertake meritorious service at the department, college, university, and community levels. Positive tenure and promotion decisions require excellence collectively in teaching, scholarship, and service.

CSUF faculty are committed teacher/scholars who bring research and creative discovery to life for students in classrooms, labs, studios, and individually mentored projects. They teach broadly in the curricula of their departments, advise students, and serve on departmental and university-wide committees. The primary responsibilities of the person in this position will include teaching either Race, Inequality and the Criminal Justice System and/or Gangs and the Criminal Justice System, with the ability to develop additional courses relevant to their specialization. This person will also be responsible for producing scholarship commensurate with the requirements for tenure. The successful candidate will also be expected to contribute to and participate in the life and development of the department, advise students, serve on committees, and participate in the broader university and disciplinary communities.

Required Qualifications

- Ph.D. in the social sciences at the time of appointment, with an emphasis in criminal and social justice.
- Demonstrated commitment to excellence in teaching a diverse undergraduate student population, including first-generation college students, low-socioeconomic students, and historically minoritized students.
- Potential for / demonstrated ability to teach existing courses, including Race, Inequality and the Criminal Justice System, and/or Gangs and the Criminal Justice System
- Potential for / demonstrated ability to contribute to curricular growth/development of the criminal justice major
- Research agenda that advances criminal and social justice in the area of race/inequality and/or gangs
- A strong record of or potential for scholarly accomplishments appropriate to the level of appointment
- Potential for / evidence of service to the university
- Potential for / evidence of service to the discipline
- Experience in working collaboratively with colleagues
- Ability to balance excellent teaching, scholarship, and service

Preferred Qualifications

- **Specialization in/Expertise in** pedagogy and scholarship with a focus on race/ethnicity or gangs and their intersections with the criminal justice system.

Application

A complete online application must be received by electronic submission to be considered. To apply, please visit <http://hr.fullerton.edu/workforce/careers.html>, choose full-time faculty, search for the position **559690**, and provide the following required materials:

- cover letter in which you respond to the required qualifications
- curriculum vitae
- research statement
- teaching statement
- graduate transcripts (unofficial copies are sufficient for initial review)
- candidate statement on commitment to inclusive excellence (no more than 500 words):
 - **Inclusive excellence** is a strategic framework that recognizes the importance of diversity, equity, and inclusion in achieving organizational success and high-quality learning and teaching. It's a way of thinking and acting that integrates these values into all aspects of an institution, from curriculum and pedagogy to recruitment and hiring. Essentially, it means that excellence is not just about achieving high standards, but also about ensuring that all members of the community have the opportunity to thrive and contribute (Williams et al., 2005).

With the Inclusive Excellence Statement, we aim to learn about the applicant's perspective on their past and present contributions to and future aspirations for promoting and engaging with a diverse student population. This statement should showcase the candidate's professional experience, intellectual commitments, and/or willingness to teach and create an academic environment supportive of all students, including but not limited to those of diverse ages, abilities, cultures, ethnicities, gender identities, languages, religions, and sexual orientations.

- Cal State Fullerton serves a student body that reflects the rich cultural, ethnic, and socioeconomic mosaic of Southern California. Please provide concrete examples of how you, as a faculty member, will support our students in one or more of the following areas, which fall under the areas of awareness and understanding, experience and commitment, and future plans.
 1. Your contributions (past, present, or future) to embedding perspectives that are reflective of the student population into your teaching and/or scholarship.
 2. Your experience in service activities that are reflective of a diverse student population.
 3. Your experience and commitment to mentoring and providing opportunities to a diverse student body inside and outside the classroom environment.
 4. Your experience integrating creative activities that are inclusive of the identities of our student body and communities.
- a list of three references with relevant contact information
 - Semi-Finalists must submit three letters of recommendation. Please have these ready for the referents to submit. On the References page of the online application, enter information and email addresses for three referents who will provide a confidential letter of reference for your application. At the appropriate time in the search process, they will receive a request via email along with information on uploading the letter. You can verify that CSUF has received each letter by logging back into your applicant portal.
 - Finalists will be asked to have each of their three referents submit a letter of recommendation. Please have these ready for the referents to offer should you proceed to this search phase.
- Semifinalists and/or finalists may be asked to submit additional materials for further consideration (e.g., scholarly articles, portfolio, etc.).

Please direct all questions about the position to Dr. Alissa Ackerman at aackerman@fullerton.edu or call 657-278-2272.

Application Deadline

To be assured full consideration, all application materials must be received by **September 10th, 2026**. The anticipated appointment date is August 2027.

The College and Department

The Department of Criminal Justice provides students with an education that is grounded in theory and evidence-based research. Our goal is to produce graduates who will prove successful in tackling the challenge of crime in a free society whether they choose a career as a criminal justice practitioner or continue their education via graduate studies. The Department of Criminal Justice is situated within the Division of Politics, Administration & Justice. We are interdisciplinary in our pedagogy, providing students with multiple perspectives regarding crime and its prevention. Being part of a multidisciplinary Division also provides faculty excellent opportunities for collaboration with colleagues from within Political Science and Public Administration. Finally, the Division itself is housed within the College of Humanities and Social Sciences which offers its students more than 20 unique degree programs.

Compensation

The Assistant Professor (Academic Year) classification salary range is \$6,221 to \$13,224 monthly (12 monthly payments per academic year). The anticipated hiring range is \$6,990 to \$7,130 per month.

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

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

CSUF Benefits

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

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

Additional Information

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

International Candidates

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

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

CSU Policies

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

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

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

Notice of Non-Discrimination based on Gender or Sex and Contact Information for Title IX Coordinator.

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California. It requires hiring employees to perform

CSU-related work within the State of California. The employee must be able to accept on-campus instruction, as assigned, and come to campus when needed. The CSU also prohibits hiring and retaining employees working permanently from a business location outside of the United States.

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