University of Rochester, Warner Graduate School of Education and Human Development
Educational Leadership Program - Higher Education/Student Affairs
Tenure Track; Open-Rank; full-time position

The University of Rochester, Warner Graduate School of Education and Human Development is seeking candidates for two open-rank, tenure-track positions focused on diversity, equity, and inclusion in education and human development. Specifically, we are seeking to fill faculty positions in Human Development and Higher Education/Student Affairs. The University of Rochester, an Equal Opportunity Employer, is dedicated to cultivating an equitable culture and actively encourages applications from candidates from groups underrepresented in higher education. Ideal candidates for this cluster hire possess the following backgrounds and interests:

- Research focus on diversity, equity, and inclusion in education and human development, which can include equity-oriented scholarship that addresses the effects of racism or discrimination and oppression in underrepresented communities.
- Potential for collaborations and/or appointments with the University of Rochester’s Frederick Douglass Institute for African & African-American Studies.
- Potential for partnerships with The Warner School’s Center For Urban Education Success; The University of Rochester Medical Center’s Office of Health Equity Research; and/or East High School, an urban public school which the Warner School has partnered with to assist in their transformation to improve educational outcomes.
- Experience and a demonstrated commitment to teaching and mentoring graduate students, especially those committed to researching and serving the needs of students from traditionally marginalized and underrepresented backgrounds.
- Commitment to engaging in meaningful local and national service.

The Warner School is developing an extensive infrastructure to support these cluster hires, which includes comprehensive mentorship, regular trainings and workshops designed specifically to address the needs of diverse faculty, and connections to university and community resources. We will also provide a fully paid research leave for one semester (after three years) to support diversity, equity, and inclusion research.

Position Description
Educational Leadership Program - Higher Education/Student Affairs (1 open-rank position)
The higher education program welcomes applications from established and emerging scholars who have a strong research agenda focused on student affairs (including issues such as student learning, student development, college access, and student success), and anchor their research in critical theoretical and methodological perspectives (e.g., critical race theory, queer theory, Black feminist epistemologies, critical disability theory, intersectionality, etc.). Applicants should be able to teach courses on topics such as student affairs administration, student development theory, diversity and equity, and retention; advise graduate students; and support doctoral research in higher education. Applicants should have a doctorate in higher education, student affairs, or a closely related field and must demonstrate a commitment to diversity, equity and inclusion in their research agenda, instructional practices, and preparation of strong educational leaders and scholars.

For more information about this position, please contact search chair, Dr. Tricia Shalka, tshalka@warner.rochester.edu.

Apply here
In addition to applying through the website, please submit the following documentation to the Warner School Dean’s Office, deansoffice@warner.rochester.edu:

1) Cover letter that addresses your interest and qualifications for the position and demonstrated commitment to engage in service with underrepresented populations within the discipline.
2) Curriculum vitae
3) Three letters of reference
4) A writing sample such as a publication, technical report, or conference paper
5) Equity, diversity, and inclusion (EDI) statement. This statement should describe your past experiences, activities, and commitments related to EDI, as well as your future plans to advance EDI, in alignment with Warner’s Priorities and Warner’s mission as a research school of education.

We will begin to review applications immediately and will continue to process later applications until the position is filled.

About the Warner School: The Warner Graduate School of Education and Human Development is part of the University of Rochester, one of the world’s leading research-intensive universities. At the Warner School we believe that education can transform lives and make the world more just and humane. This vision informs our teaching, research and service as a research school of education, as we strive to: PREPARE practitioners and researchers who are knowledgeable, reflective, skilled and caring educators, who can make a difference in individual lives as well as their fields, and who are leaders and agents of change; GENERATE and disseminate knowledge leading to new understandings of education and human development, on which more effective educational policies and practices can be grounded; COLLABORATE across disciplines, professions and constituencies to promote change that can significantly improve education and support positive human development.

Our diverse work in each of these domains is informed by the following underlying beliefs: the improvement of education is in pursuit of social justice; development and learning shape and are shaped by the contexts in which they occur; the complexity of educational problems requires an interdisciplinary and collaborative approach; and best practices are grounded in research and theory, just as useful theory and research are informed by practice. The Warner School fosters a learning community that represents and builds on the rich diversity of human experiences, backgrounds, cultures, histories, ideas and ways of living. Learn more about equity, diversity, and inclusion at Warner https://www.warner.rochester.edu/about/diversity

About Rochester: Located in western New York, Rochester is a vibrant city, with a welcoming community, affordable housing, and rich intellectual and cultural resources. Approximately six hours by car from New York City, this medium-sized city on the shore of Lake Ontario is a dynamic town, with many great restaurants, museums, businesses, colleges, universities, and schools. Discover what Rochester has to offer in all four seasons. Claiming more sites on the National Register of Historic Places than any other city its size, Rochester was also the home of women's rights activist Susan B. Anthony and abolitionist Frederick Douglass. Their commitments to equity and social justice are part of the DNA of the Rochester community and the University of Rochester. Visit our website to learn more about the University of Rochester.

The University of Rochester has a strong commitment to the principles of equity, inclusion, and diversity and, in that spirit, actively encourages applications from groups underrepresented in higher education.