201 Behavioral Sciences Building Fort Collins, Colorado 80523-1876 [www.psychology.colostate.edu](http://www.psychology.colostate.edu/)

# Industrial and Organizational Psychology Assistant Professor Position Department of Psychology, Colorado State University

**Fort Collins, CO**

# Job Description and Qualifications

The Department of Psychology in Colorado State University invites applications for a tenure- track Assistant Professor position in Industrial and Organizational Psychology (I/O) to begin August, 2021.

This position is at the rank of Assistant or Advanced Assistant Professor beginning on August 16, 2021. The successful candidate is expected to show a commitment to excellence in both research and teaching. **Priority will be given to candidates with research expertise in diversity** at work (for example, race, ethnicity, culture, nationality/national origin, sex, gender, age, sexual orientation, socioeconomic status, ability spectrum, and/or intersectionality of these dimensions) in I/O psychology or diversity at work and occupational health psychology.

Although the specific research focus is open, a primary research program that examines groups that are socially disadvantaged, under-represented, and understudied in the I/O work literature is a priority. The successful candidates will also demonstrate the ability to establish and maintain a highly productive research program and the ability to generate external funding. In addition, they must provide evidence of a commitment to excellence in teaching and mentoring and to incorporating a diversity framework in their teaching; and also evidence of the ability to teach undergraduate or graduate classes from a diversity perspective within the Department of Psychology (e.g. Selection, Diversity at Work, Intersectionality, Occupational Health Psychology). The successful candidate will be expected to mentor and train a diversity of graduate students in Industrial and Organizational Psychology.

# Expected Appointment Date

August 16, 2021

# Required and Preferred Qualifications Required

The successful candidate must have a Ph.D., or anticipated Ph.D. completion by 07/31/2021 in Industrial and Organizational Psychology (I/O) or a related discipline (for related disciplines, evidence must be provided of the candidate’s ability to teach courses in I/O psychology from a

diversity perspective). Successful candidates must also have an active research program related to diversity issues in work, as related to groups that are disadvantaged, under-represented and understudied in the I/O work literature (i.e., a clear and consistent record of publication on diversity topics in I/O Psychology), and a commitment to excellence in teaching and mentoring at the undergraduate and graduate levels.

**Preferred qualifications:** Priority may be given to candidates with one or more of the following preferred qualifications:

An active research program related to diversity at work and OHP or I/O Psychology. Our emphasis is on a scientist with an I/O background, who can teach, mentor students, and conduct research that is relevant to I/O psychology. Candidates with a clear and consistent record of diversity-focused research (e.g., race, ethnicity, culture, nationality/national origin, sex, gender, age, sexual orientation, socioeconomic status, ability spectrum, and/or intersectionalities of these dimensions**)** and publications in I/O psychology will be preferred over candidates whose publication record is primarily not diversity focused and primarily outside of I/O.

The ideal candidate will (2) be able to collaborate with and develop partnerships across campus with colleagues in other social sciences-related fields, such as Applied Social and Health Psychology, Applied Cognitive Psychology or Human Factors, Counseling Psychology, Public Health, Communication, Business, Economics, and Sociology (3) have experience in undergraduate (or graduate) instruction and/or mentoring from a diversity perspective; (4) show potential to obtain external research funding; and (5) has a record of sustained commitment to diversity, inclusion, and social justice consistent with CSU and Department values, (see special instructions). Although the area of specific research interest within I/O and OHP is open, successful candidates will be expected to be able to (6) teach core curricular classes within the Department of Psychology, including Industrial and/or Organizational psychology or OHP, from a diversity perspective. An ideal candidate will have the ability to (7) teach undergraduate and advanced courses for I/O or OHP psychology graduate students, from a diversity perspective and

(8) teach graduate and undergraduate courses in industrial and organizational psychology, from a diversity perspective.

# Department of Psychology

The Department of Psychology resides in CSU’s College of Natural Sciences, along with seven other departments: Biochemistry and Molecular Biology, Biology, Chemistry, Computer Science, Mathematics, Physics, and Statistics. The Psychology Department serves approximately 1000 undergraduate majors and 100 graduate students, with roughly 30 full-time faculty members distributed across five doctoral programs: (1) Applied Social and Health Psychology,

(2) Cognitive Neuroscience, (3) Cognitive Psychology, (4) Counseling Psychology, and (5) Industrial and Organizational Psychology. The Department houses several service centers including the Psychological Services Center, supporting graduate training objectives in counseling psychology while serving the CSU population’s mental health needs; the Center for Meaning and Purpose, which focuses on acquiring, creating, and disseminating knowledge about

enabling meaning, well-being, and positive health; and the Aging Clinic of the Rockies, which focuses on research, clinical services, and outreach for older adults in the community.

The Department proudly boasts the Tri-Ethnic Center for Prevention Research that concentrates on social problems that affect rural areas**.** Additionally, the department has an externally funded occupational health psychology training program, funded by the National Institute for Occupational Safety and Health (NIOSH) Education and Research Center which provides financial resources to support graduate student education, research, and professional development. (<http://www.ucdenver.edu/academics/colleges/PublicHealth/research/centers/CHWE/MAP/Pages>

/default.aspx#), funded by the Centers for Disease Control National Institute for Occupational Safety and Health. For more information on the CSU OHP program, visit: [http://psychology.colostate.edu/ohp/.](http://psychology.colostate.edu/ohp/) The Department is primarily located in the Behavioral Sciences Building (BSB), a LEED Gold Certified building completed in 2010. The BSB includes modern office space for all full-time faculty and graduate students, meeting and seminar rooms, state-of-the-art classrooms, and numerous lounge and study areas. In total, the Department controls over 100,000 square feet of research, teaching, and office space. More information on the Department can be obtained at: <http://psychology.colostate.edu/>

# Industrial and Organizational Psychology at CSU

The successful candidate will have a full-time appointment in the Department of Psychology and will contribute to the undergraduate and graduate programs in I/O Psychology. The I/O psychology program at CSU offers an undergraduate concentration in I/O, an online Master’s of Applied I/O program that is separate from the doctoral program, and a doctoral program. For more information on the I/O doctoral program, please visit: <http://psychology.colostate.edu/io> For more information on the online master’s program visit: [**http://www.online.colostate.edu/degrees/io-psychology/**](http://www.online.colostate.edu/degrees/io-psychology/)

# How to Apply :

For full consideration, materials **must be received by Monday, December 14, 2020** or until the position is filled. Submit application materials including: cover letter, curriculum vitae, relevant preprints/reprints (uploaded to the Special Required Documentation slot, 1 combined document no larger than 9 megabytes), statement of research interest and how it is focused on diversity, statement of teaching interests and diversity frameworks in teaching, evidence of teaching effectiveness (uploaded to the Class or Student Evaluations slot, 1 combined document no larger than 9 megabytes), contact information for three professional references, and document describing your ability to advance the department’s commitment to diversity and inclusion through research, teaching and outreach with relevant programs, goals and activities (uploaded to the Other slot) to<http://jobs.colostate.edu/postings/81476>

**Special instructions:** Under “other” please upload a personal statement describing your engagement with and contributions to diversity, equity and inclusion at work. This will help us identify candidates who have the professional skills, experience, and/or willingness to engage in activities that advance our campus diversity, equity and inclusion goals. Diversity and inclusion contributions can take a variety of forms including interest in or work to advance equitable representation in research and in access to education, or public service that addresses the needs of socially disadvantaged, underserved and/or under-representative populations.

Complete applications consist of a cover letter and CV. Three letters of reference are also requested; please provide the names and contact information for three referees. Please inform your referees they may receive an email requesting a letter of reference. Your references will be contacted immediately upon submission of the application and will receive an email with a link to submit their letter by 11:59 pm (MT) on December 14, 2020 (**12/14/2020)**. No mail in applications or letters will be accepted. Application materials of semifinalist candidates, including letters of reference, will be made available for review by the entire faculty of the Department of Psychology. Information about jobs in the Department of Psychology at Colorado State University can be obtained at <http://psychology.colostate.edu/jobs-in-psychology-at-CSU/>