

## **Criminal Justice, Assistant Professor (AA23013)**

**Division:** Academic Affairs

**Department:** Social & Behavioral Science, College of

**Unit:** Criminal Justice209, IFO

**Location:** Mankato

**FLSA:** Exempt

**Employment Condition:** Probationary

**APPLICATION DEADLINE:** Priority consideration will be given to applications prior to December 29, 2021.

**POSITION:** Tenure-Track (Probationary\*)

**Salary Type:** Depends on qualifications

**Bargaining Unit/Plan:** 209, IFO

### **Job Description:**

The successful candidate will work as a member of the Department of Criminal Justice and will teach courses and advise students enrolled in the undergraduate Professional Peace Officer Education Program, Criminal Justice Program, and Corrections Program. The candidate's areas of academic focus should include general criminal justice, criminology, and culturally responsive criminal justice practices. The candidate must possess the ability to work effectively with faculty, staff, and students from a range of cultural, ethnic, racial, and socioeconomic backgrounds and be willing to meet the following expectations:

- A typical faculty workload responsibility may include up to twenty four (24) credits of instruction per academic year.
- The successful candidate may need to teach in other areas as assigned and qualified.
- May be expected to develop and deliver face-to-face, hybrid, and on-line instruction at the Mankato campus, online, and/or at the university's additional locations, as assigned.
- The successful candidate will collaborate with colleagues in curriculum design, instruction and evaluation, conduct research productively and mentor students in research, help create innovative strategies for student recruitment, retention, and completion, and may be expected to develop external grant funding opportunities.

- All faculty members are expected to engage in scholarly or creative activity or research, in continuing preparation and study, in contributing to student growth and development, and in providing service to the university and community (See Article 22 and Appendix G of the <http://www.mnsu.edu/hr/bargaining.html>).
- The successful candidate will contribute to innovative strategies designed to recruit students from underrepresented groups.
- The successful candidate will incorporate an equity lens that focuses on social justice, anti-racism, diversity, cultural competence, and cultural responsiveness into their courses.
- The successful candidate will also be given the opportunity to develop courses related to their individual areas of expertise and experiential learning courses.

### **Required Qualifications:**

- Master's degree (conferred on an official transcript at the time of application.) and/or relevant tested experience in or Juris Doctorate in Police Studies, Public Administration, Criminology, Criminal Justice, Sociology, or related field with research in the field of Criminal Justice.
- Documented experience with college-level teaching and/or criminal justice training instruction in a face-to-face environment.
- Demonstrated ability to serve a diverse student population and apply an equity lens to criminal justice classes and students including social justice and/or anti-racism.

### **Preferred Qualifications:**

- Demonstrated commitment to fostering a diverse working and learning environment.
- Demonstrated effective written, oral communication and/or presentation skills.
- Completed doctorate or ABD (Ph.D., Ed.D. or Doctor of Public Administration) in Law Enforcement, Police Studies, Criminology, Criminal Justice, Sociology, Public Administration, Homeland Security, or any discipline with related research to the field of Criminal Justice.
- Demonstrated preparation to teach, advise, and support a wide variety of students.
- Demonstrated ability to teach the courses listed below, along with additional courses depending on the department's needs. Introduction to Criminal Justice, Criminal Justice and Criminology, Crime Prevention, Juvenile Justice and Delinquency, Victimology, Community interactions, and Research Methods.

- Experience with helping students develop critical thinking and decision-making skills.
- Demonstrated ability to teach using technology in the classroom and/or online course delivery.
- Commitment to active learning and to developing innovative ways to support learning.
- Experience creating community connections and fostering experiential learning opportunities.
- Demonstrated commitment to the development of students who are culturally responsive in the field of criminal justice.
- Demonstrated service in the community and criminal justice profession.
- A minimum of five years of service as a sworn, licensed law enforcement officer in the United States at the local, state, county, or federal level, or employee of an affiliated criminal justice organization or institution.

**Other Requirements:**

Work safely at all times, which includes but is not limited to, participating and completing all required safety trainings, as well as performing all job tasks in accordance with Minnesota State University, Mankato policies and procedures utilizing appropriate tools, equipment and personal protective equipment.

**About:**

**ADDITIONAL INFORMATION:**

The College of Social and Behavioral Sciences is committed to building diverse, equitable, and inclusive communities. We encourage our students to be bold in their pursuit of learning and we aspire to provide them with transformative experiences that will enable them to better understand the people and cultures of the world and thrive in a diverse, globally connected workplace. We welcome innovative candidates committed to building a diverse, equitable, and inclusive campus that serves all of our students and works to realize their intellectual success and career aspirations. We strive to foster a collaborative, interdisciplinary environment across all of our programs that encourages a culture of faculty research, professional development, and student success.

This position is grounded in the faculty belief that the educational environment is enhanced when diverse groups of people with a broad range of ideas come together. The Corrections Program is an experiential learning-based program that grounds students in theory and best practices, and also requires a field experience component and there are approximately 50 students in the program. The Criminal Justice program is a collaborative program, and although it is only in the third year, there are approximately 150 students in the program. The Professional Peace Officer Education Program is the

largest pre-professional law enforcement four-year program in Minnesota with an annual undergraduate enrollment of approximately 200-250 students. We currently have ten full-time faculty members who are committed to excellence in teaching, scholarship, and preparing students to become culturally responsive criminal justice professionals. In addition, the Criminal Justice Department has a full-time academic advisor and a Field Experiences Coordinator.

The faculty and staff in these programs are committed to excellence and being a leader in culturally responsive criminal justice education in the State of Minnesota, and across the United States. We are seeking a faculty colleague who can enhance the diversity and knowledge base of our program and department and can make a unique contribution to our curriculum and students through their experiences and interest in serving diverse populations.

**University Demographics** Minnesota State University, Mankato is a member of the Minnesota State system. Minnesota State has established a strategic vision, Equity 2030, which aims to close the educational equity gaps across race and ethnicity, socioeconomic status, ability, and geographic location by the end of the decade at every Minnesota State college and university and to provide an opportunity for all Minnesotans to create a better future for themselves, for their families, and for their communities. The focus of the work includes:

- Enhancing access and student success.
- Providing Minnesota with the talent it needs.
- Anchoring the communities and regions we serve.

Equity 2030 seeks to bridge efforts occurring within divisions and institutions, creating an intentional statewide culture of equity-minded collaboration and resulting in equitable practice embedded throughout our institutions. The full Equity 2030 plan is linked here. <https://www.minnstate.edu/Equity2030/index.html> Minnesota State University, Mankato has identified five broad themes as our basis for discussion in developing our next comprehensive strategic plan. The themes are Serving Students and Managing Enrollment, Focusing our Resources, Offering an Exceptional Student Experience, Caring for Health and Well-Being, and Ensuring a Welcoming, Equitable, and Inclusive University. We seek to attract teacher-scholars who will be culturally and academically diverse faculty members, and staff with a demonstrated commitment to creating an inclusive learning and working environment. Minnesota State University, Mankato, is student-centered and focuses on applied research that expands knowledge; improves learning; and serves the region, state, and nation. Founded as a Normal School in 1868, Minnesota State University, Mankato is now the second largest university in Minnesota with a tradition of combining big-ideas with real-working thinking to find solutions for pressing problems in the state, region, and global society. Mankato, Minnesota, is a community of nearly 44,500 people, about 85 miles southwest of the twin cities of Minneapolis and St. Paul. The University acknowledges the land and the tribal nations upon this land whose work is being accomplished. We acknowledge that we are on Dakota land. We recognize Native Nations of this region who have called this place home over thousands of years including Anishinaabe (Ojibwe), Lakota, Dakota and Ho-Chunk and Cheyenne. We acknowledge the ongoing colonialism and legacies

of violence, displacement, migrations and settlement that foreground the formation of Minnesota State Colleges and Universities.

Serving approximately 14,000 students annually, the University is an applied research institution, with more than 200 academic programs, from bachelor's through doctoral degrees. The University is a diverse and global campus with 18% students of color and 1,175 + international students from 95 countries, cutting-edge information technology solutions and extensive partnerships. With 1,600 faculty and staff, including 700 teaching faculty. The University has additional locations and a growing number of on-line programs to accelerate educational access and opportunity. These locations include partnerships in northern Minnesota's the iron range region. Fast facts about the university can be found here: <https://mankato.mnsu.edu/about-the-university/fast-facts/>

### **APPLICATION PROCEDURES:**

To apply for this position, please continue the process via this website:

<http://www.mnsu.edu/hr/vacancy/> A complete online application will include the following attachments. Incomplete applications will not be reviewed by the search committee.

- Cover Letter
- Non-Photo Resume/Curriculum Vitae
- Contact Information for three (3) references
- Unofficial Transcript(s) of your highest completed degree
- A brief (no more than one-page) diversity statement defining and describing your views and engagement with diversity, equity, and inclusion, including dimensions of social justice and racial equity related to race, gender, ability and culture. How would your views and engagement regarding diversity, equity and inclusion align with Minnesota State University, Mankato's goals?
- A one (1) page statement of your philosophy on educating students to be culturally responsive in the criminal justice system.

### **CONTACT INFORMATION:**

Dr. Pat Nelson

Criminal Justice

Phone: 507-389-1207

TTY: 800-627-3529 or 711

Email: [pat.nelson@mnsu.edu](mailto:pat.nelson@mnsu.edu)

\*Employment for this position is covered by the collective bargaining agreement for the Inter Faculty Organization which can be found at:

<http://www.mnsu.edu/hr/bargaining.html>

NOTICE: In accordance with the Minnesota State Vehicle Fleet Safety Program, employees driving on college/university business who use a rental or state vehicle shall be required to conform to MN State's vehicle use criteria and consent to a Motor Vehicle Records check.

The Minnesota State University, Mankato Annual Security and Fire Safety Report is available for your review. This report is required by federal law and contains policy statements and crime statistics for the University. The policy statements address the school's policies, procedures and programs concerning safety and security. Three years' worth of statistics are included for certain types of crimes that were reported to have occurred on-campus, or in other University affiliated locations. This report is available online at: <http://www.mnsu.edu/safety/> You may also request a paper copy from University Security at 507-389-2111, or by emailing [security@mnsu.edu](mailto:security@mnsu.edu)

**Benefits Info:**

The following link provides a brief overview of benefits available to eligible employees of Minnesota State University.

Select the IFO Summary (Faculty) link from the list for specifics of that plan.

<http://www.mnsu.edu/hr/benefitsoverview.html>

**Posting Number:** M164M

**Number of Vacancies:** 1

**Desired Start Date:** 08/15/2022

**Open Date:** 12/08/2021

**Open Until Filled:** Yes

**Special Instructions Summary:**

To apply, visit <https://apptrkr.com/2703035>

**Minnesota State University, Mankato has a long-standing commitment to diversity and is actively seeking to nurture and enrich its underrepresented communities. Women, minorities, veterans and individuals with disabilities are encouraged to apply. In accordance with USCIS regulations, successful applicants must be legally able to accept work in the United States. Requests for reasonable accommodation of a disability during the application and/or interview process should be made to the Office of Human Resources, 507-389-2015 (V), 800-627-3529 or 711 (MRS /TTY ). This Vacancy Notice is available in alternative format upon request. Minnesota State University, Mankato is an affirmative action/equal opportunity University and is a member of the Minnesota State Colleges and Universities System.**

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