
WESTERN MICHIGAN UNIVERSITY

**Assistant Professor, Term in Organizational Change Leadership
Department of Educational Leadership, Research, and Technology
College of Education and Human Development**

(Posting # 0605869)

Western Michigan University invites applications and nominations for the position of **Assistant Professor Organizational Change Leadership, Term** (anticipated start date: August 2022).
Renewable yearly pending budget, need and performance.

Major Responsibilities Duties for this position include a combination of teaching, advising, and service each semester in WMU's MA program in Organizational Change Leadership. The candidate will teach online, hybrid, and face-to-face courses in organizational development, leadership, and change at the master's level and advise master's students on applied capstone projects. The candidate will also serve as the faculty coordinator for the Unit and lead the marketing and recruitment efforts for both the MA and PHD programs. Because this is a graduate program, candidate will have to demonstrate and maintain a minimum level of scholarship.

Depending on development of programs, the candidate may teach at other WMU sites, and there may be a need for international travel.

Required Qualifications include:

- Earned doctorate in Organizational Studies, Organizational Development, Human and Organizational Studies, Human Resource Development, Organizational Change Leadership, or closely related field
- Experience teaching graduate level courses (face-to-face, hybrid, and/or online) in organizational development, leadership, and change or closely related field
- Experience teaching adult learners and diverse populations, including second language learners
- Experience designing and leading marketing and recruitment efforts (expertise in social media marketing preferred)
- Experience consulting with organizations, e.g., non-profits, for-profit organizations, military, health care and/or government organizations
- Experience advising undergraduate and/or graduate students

Preferred Qualifications include:

- Evidence of scholarship in organizational change/HRD/organizational studies as demonstrated by publications in books, academic journals, and presentations at national and/or international conferences
- Significant experience advising master's and doctoral students in the field of organizational studies/change leadership
- Record of professional involvement and leadership (e.g., professional associations) in the field of organizational change and development
- Passion for and demonstrated commitment to improving the educational opportunities and outcomes of ethnically, culturally, economically, and linguistically diverse communities, with inclusion, equity, and social justice a key focus.

Western Michigan University (WMU) is a Carnegie Research public university, the fourth largest in Michigan. The Carnegie Foundation for the Advancement of Teaching has classified WMU as one of only 139 public institutions it considers research universities. Today, the University offers more than 240 academic programs to students pursuing degrees through the doctoral level. More than 20 percent of its 25,000 students are enrolled in graduate course work, studying in disciplines ranging from atomic physics and graph theory to medieval literature and blind rehabilitation. Of 101 graduate offerings available, 30 lead to a doctoral degree. Kalamazoo is located midway between Detroit and Chicago and offers a wide variety of cultural and recreational opportunities. Western Michigan University is an affirmative action/equal opportunity employer consistent with applicable federal and state laws. All qualified applicants are encouraged to apply.

College: The College of Education and Human Development (CEHD) at WMU is a vital, progressive unit committed to high quality teaching, research, and service in the delivery of all programs. Contemporary, knowledge-based and competent teaching remains a priority across College of Education and Human Development programs, as its research informs and its service improves practice in educational and other organizations. The College also maintains a strong commitment to field-based education and collaborative efforts with schools and agencies to support the core work of the College.

Department: The Department of Educational Leadership, Research, and Technology (ELRT) provides courses, field experiences, and other learning opportunities for students working toward graduate degrees in Educational Leadership; Evaluation, Measurement and Research; Educational and Instructional Technology; and Organizational Change Leadership. The position also supports other Western Michigan University Master of Arts and doctoral programs. Department faculty members are engaged in a wide variety of research and service activities in and out of public education and social science arenas. Within the last year, the Department has been responsible for over \$13 million in grant funds to complete research in the field that directly impacts leadership capacity for improved student achievement. The Department is active in many professional associations and supports the needs of practitioners.

Rank and Salary: Assistant Professor, term. Salary is competitive and commensurate with qualifications and experience. A full range of benefits, including TIAA/CREF contributions is provided.

Application: Submit online application, cover letter, curriculum vitae, unofficial academic transcripts for graduate degrees, and list with full contact information for 3-5 references. Questions about the position may be directed to Mr. Jeremy Ruggles, Administrative Assistant (jeremy.s.ruggles@wmich.edu). The application process will move quickly and will remain open until filled. Application and information available at WMU jobs Web site: wmich.edu/hr/jobs (Posting #1469).

Application Deadline:

Open until filled. However, we will move quickly to hire for fall semester, beginning late August 2022.

Required application documents: Online application (Faculty Credential Summary); cover letter with list of full contact information for 3 references; curriculum vitae. Unofficial graduate-level transcripts (original transcripts will be required before hiring).

Western Michigan University is an Equal Opportunity/Affirmative Action Employer. Minorities, women, protected veterans, individuals with disabilities, & all other qualified individuals are encouraged to apply.