

### **Position Description**

We seek a leader with a creative and entrepreneurial spirit to serve a vital role as we fulfill our vision to be a center of innovation and learning in Northern California and beyond. We are searching for a colleague with a deep commitment to engaging students in real-world practice through teaching that challenges dominant norms. We are building a curious, inquiring, and courageous community of practitioners who are committed to revolutionizing learning systems, structures, and cultures.

As one example of that commitment, our faculty members facilitate all courses through an experiential-focused, project-based curriculum. Our master's courses are all centered on culminating projects where students work with clients in real-world settings. We hope to find a colleague who will help us move even further in creating the most transformational and impactful programs possible.

This new colleague will serve as program lead of our successful MA in Organizational Learning and Effectiveness, launched in Fall 2016. The program is designed to develop students to be creative, flexible, and caring professionals who lead the development of people, performance, and organizations. The program is unique in its deep focus on real-world application and focus on innovation and creativity.

The successful candidate will demonstrate evidence of or potential for research, leadership, and the ability to work collaboratively with students, colleagues, and stakeholders. This position will take an active role in our community engagement efforts in the region.

### **Duties**

The basic teaching workload is three courses each semester and two courses in the summer. Program leadership responsibilities will result in a one-course teaching release in the fall, spring, and summer. The position also includes involvement in EdD dissertations, student recruitment, community engagement, curriculum development, internal service, and scholarship (which can include contributions to research outlets or practitioner settings).

As Program Lead, this position will play a key role in working to build and sustain the programs in Organizational Learning and Effectiveness by:

- Providing overall vision and direction for the program
- Leading the iteration and assessment of the program purpose, scope, and outcomes (MA Concentration and EdD Specialization)
- Leading the conceptualization and implementation of a student-based consulting practice, leveraging our project-based curriculum and the Benerd Innovation and Change Collaborative (faculty-run consulting practice)
- Building community and regional relationships to advance the program
- Enhancing and executing our marketing plan for the program
- Serving as faculty contact for prospective students
- Presenting and engaging with prospective students at various recruitment events, both in person and online
- Developing faculty and providing opportunities for professional development/collaboration to transform the teaching/learning experience

This colleague will hold the rank of assistant or associate professor, depending on experience level. This is a 12-month, non-tenure position with eligibility for promotion to associate and/or full professor. The position will work at both the Sacramento and Stockton Campuses, with primary campus assignment in Sacramento.

## Basic Qualifications

- Doctoral degree in a field related to learning, leadership, and change. Possible areas of study include human resource development, organization development, and organizational learning (outstanding ABDs considered, if completing degree by August 2019)
- Demonstrated success as a practitioner in a field related to organizational learning and effectiveness
- Demonstrated commitment to fostering a caring and rigorous educational environment
- Demonstrated ability to engage with colleagues in innovative program and curriculum development, and teaching practices
- Demonstrated commitment to personal development and growth in one's own teaching and practice
- Demonstrated excellence in applied scholarly research or evidence-based practice
- Demonstrated interest and experience in working in partnership with community groups, businesses, government agencies, and other organizations, as appropriate to the position
- Demonstrated successful teaching and/or training facilitation experience with adult learners
- Demonstrated commitment to diversity and working with students from multicultural communities

## Preferred Qualifications

- Demonstrated successful hybrid or online teaching experience
- Demonstrated experience with innovation methodologies (e.g., design thinking, human-centered design, lean startup)

## Application Instructions

Applications will be accepted until the position is filled; however, we will begin reviewing applications after June 9, 2019. Applications can be submitted online at <https://pacific.peopleadmin.com/postings/14234>

Please upload the following:

- A letter of interest explaining
  - How minimum and preferred qualifications are met
  - Relevant experiences that have prepared you to lead this type of program
  - Description of teaching approach
- Curriculum Vitae
- List of Professional References

Questions about the position can be directed to Dr. Rod Githens at [rgithens@pacific.edu](mailto:rgithens@pacific.edu). Questions about the online application process can be directed to [jobs@pacific.edu](mailto:jobs@pacific.edu).

## About Pacific

University of the Pacific is a nationally-ranked, comprehensive university with nine schools and colleges in Northern California. Pacific is the oldest chartered university in California, founded in 1851. The university includes 6200 students at campuses in Sacramento, San Francisco, and Stockton. Pacific is known for offering a challenging, high-quality education within a caring, student-centered environment.

The Gladys L. Benerd School of Education, one of the oldest schools of education in California, offers bachelor's, master's, and doctoral degrees in three general areas: counseling and school psychology; learning, leadership, and change; and teacher education. Our programs build on Benerd's strength of cultivating a caring community of learners that is committed to making real-world change. Our new strategic plan, *Benerd Reimagined*, sets out a new path for us as we create a school of education for the future over each of the next five years.

The Benerd School in Sacramento launched in Fall 2015 with one cohort. Today, we have a vibrant community with seven cohorts in three programs: EdD in Educational and Organizational Leadership, a Master's Program in Organizational Learning and Effectiveness, and a Master's Program in Educational Entrepreneurship, launched in Fall 2018. We will be adding additional programs in the next three years. While each of our programs fill specific niches, they all share a focus on fostering innovation and creativity. Each of our full-time faculty members are interdisciplinary in working across program areas. Please visit [pacific.edu/BenerdSac](http://pacific.edu/BenerdSac) to learn more about our work.

Both of our locations provide dynamic and engaging places to live and teach. The Sacramento metro area has a population of 2.2 million and is a vibrant center in the valley between the Coastal Range and the Sierra Nevada. As the seat of government of the sixth largest economy in the world, Sacramento provides a dynamic and engaging place to teach. Sacramento is consistently listed as one of the most diverse and multicultural cities in the U.S.

Stockton is the 13th largest city in California and has a dynamic, multi-ethnic, and multi-cultural population of more than 300,000 residents. Known as California's "Sunrise Seaport," the City of Stockton is located at the confluence of the San Joaquin River and the Delta Region waterways, allowing for ease of transportation of goods and ready access to cultural and outdoor activities. Stockton is a 90-minute drive to San Francisco and 45 minutes to Sacramento. Over 85 local wineries are located in the Stockton area.

University of the Pacific is an affirmative action and equal opportunity employer dedicated to workforce diversity. In compliance with applicable law and its own policy, Pacific is committed to recruiting and retaining a diverse faculty and staff and does not discriminate in its hiring of faculty and staff, or in the provision of its employment benefits to its faculty and staff on the basis of race, color, religion, national origin, ancestry, age, genetic information, sex/gender, marital status, veteran status, sexual orientation, medical condition, pregnancy, gender identity, gender expression or mental or physical disability.