

Assistant or Associate Professor – Business (Operations)

Program: Business (Operations)

Rank: Assistant or Associate Professor, Tenure Track

Title: Assistant or Associate Professor - Business (Operations)

Effective Date of Appointment: August 19, 2027

About the University:

California State University Channel Islands (CSUCI) is an inclusive institution dedicated to transforming lives through education, opportunity, and community engagement. Opened in 2002, CSUCI is part of the California State University system and has quickly earned recognition as a leader in higher education. Ranked 13th among "Top Public Schools" and 7th for "Top Performers on Social Mobility" in the Regional Universities West category by U.S. News & World Report in 2026, and earning the distinguished Research Colleges and Universities (RCU) Carnegie classification, CSUCI is committed to academic excellence and fostering student success.

As Ventura County's only public university, CSUCI serves a diverse community of over 4,900 undergraduate and graduate students. With a student-to-faculty ratio of 18:1, the university ensures personalized learning and meaningful connections between students and educators. Offering over 90 academic programs, CSUCI provides a wide range of academic opportunities designed to prepare students for meaningful careers and global leadership.

CSUCI is dedicated to supporting its students both academically and financially. In fact, 80% of students receive financial aid, and 61% are first-generation college students. Additionally, 55% of students are Pell Grant eligible, reflecting the university's commitment to providing access to higher education. As a proud Hispanic-Serving Institution (HSI), CSUCI embraces a vibrant cultural community, with 63% of its undergraduate students identifying as Latinx, alongside other racial and ethnic groups that enrich the campus experience. Because of its efforts to advance Latinx student success, CSUCI was one of the first colleges and universities to have earned the prestigious "Seal of Excelencia," was recertified, and most recently earned the inaugural Intentionally Thriving Institution (ITI) designation from Excelencia in Education.

With a focus on critical inquiry, innovative learning, and social justice, CSUCI is also taking proactive steps to diversify its faculty and confront systemic challenges to equity. This dedication creates an environment where every voice is valued, and students are empowered to thrive academically, socially, and personally.

Whether through its strong academic offerings, supportive community, or transformative opportunities, CSUCI provides a unique and rewarding experience for students ready to shape their future and make a lasting impact on the world.

CSUCI Mission Statement:

Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives.

CSUCI's Commitment to You:

CSUCI is committed to helping newly hired faculty develop a sense of belonging in a collaborative and supportive community dedicated to providing resources and opportunities for establishing and sustaining a research agenda and engaging in continuous improvement in equitable teaching and learning.

About the Program:

The Martin V. Smith School of Business & Economics at CSU Channel Islands seeks to cultivate a learning environment that fosters excellence in business and economics education to prepare students to effectively engage with the ever-changing dynamics of organizational landscapes. The Martin V. Smith School of Business & Economics is currently pursuing AACSB accreditation; as such, it follows a teacher/scholar model in accordance with AACSB standards. All instructional faculty are expected to meet and maintain AACSB standards of faculty qualification throughout their service at the University. Faculty appointments require that professional or scholarly currency be sustained through continued intellectual contributions or professional engagement activities.

About the Position:

This is a full-time tenure-track faculty position at the rank of Assistant/Associate Professor. The successful candidate will be the lead instructor for our Business Operations course. The candidate will be expected to conduct assessment, develop Operations curricula, and to teach other appropriate courses at the undergraduate level. The successful candidate will also be responsible for producing scholarship commensurate with the requirements for tenure, as well as contributing to the life and development of the school, advising students, serving on committees, and participating in the broader university and disciplinary communities. The candidate will also have the opportunity to teach MBA and interdisciplinary master's degree classes.

Application review begins on October 1, 2026. Position will be open until filled.

Minimum Degree Requirements:

Doctoral degree (PhD or DBA) or ABD from an accredited institution in Operations Management, Supply Chain Management, Logistics Management, or closely related field. Candidates are expected to complete the degree by August 1, 2027

Required Qualifications:

- Demonstrated preparation for teaching Operations at a university level.
- Demonstrated potential for research, scholarly, and creative activities, leading to peer-reviewed publication and a well-defined research agenda.
- Demonstrated commitment to serve MVS School and campus-wide committees.
- Demonstrated commitment to effectively engage with a broad student population and provide mentorship that supports student academic success.

Preferred Qualifications:

- Evidence of teaching high-quality Operations courses, knowledge of high impact practices (HIP) and assessment.
- Experience with curriculum design and using innovative instructional strategies and technologies.

- Commitment and ability to work with students who may need support with academic or college preparedness skills.
- Experience advising students and student organizations.
- Prior industry/professional experience in areas related to Operations.

Responsibilities:

CI faculty members are teacher/scholars who are expected to engage in an ongoing program of scholarship demonstrating intellectual and professional growth. Additionally, all faculty members are expected to assume an active collegial role in planning and governance through service on Martin V. Smith School of Business and Economics and campus-wide committees. Faculty members are expected to promote cross-cultural awareness and service to the community.

Application Deadline:

Screening of applications will begin October 1, 2026. Priority will be given to applicants who submit applications prior to the screening deadline; however, the position will remain open until filled.

Applicants must submit the following materials:

- Cover Letter.
- Curriculum Vitae/Resume.
- Three references including names, addresses, and telephone numbers.
- A teaching philosophy describing how you plan to engage and interact with students in your courses.
- A research statement describing your research interests and plans.
- A statement describing your experience mentoring students and supporting their academic and professional growth.
- A syllabus for an Operations or related field class that you have taught and if available, student ratings of teaching.

In later phases of the search process, applicants may be requested to provide verification of terminal degrees, licenses and certificates.

Submit all required materials to the CSUCI Careers application web address below:

<http://jobs.csuci.edu>

Compensation:

California State University Tenure Track (Academic Year) Salary Schedules can be found at

- <https://www.calstate.edu/csu-system/careers/compensation/Pages/SalaryScheduleDetails.aspx?RecordId=55538#-ClassNum=2360-Class=0-Date=1-PLYear=2024-PLNumber=2405-Recs=15>

- <https://www.calstate.edu/csu-system/careers/compensation/Pages/SalaryScheduleDetails.aspx?RecordId=55539#-ClassNum=2360-Class=0-Date=1-PLYear=2024-PLNumber=2405-Recs=15>

Starting salaries at CSU Channel Islands are equity-minded and are generally at the lower half of the salary range.

The University offers robust employee benefits. Please see the following link for more information (<https://www.calstate.edu/csu-system/careers/benefits/Documents/employee-benefits-summary.pdf>).

General Information:

Evidence of degree(s) is required at the time of hire.

At time of appointment, the successful candidate, if not a U.S. citizen, must be authorized to work for any employer in the United States. CSU Channel Islands is currently not sponsoring applicants for H-1B employment that are subject to the \$100,000 fee established by the "Presidential Proclamation: Restriction on Entry of Certain Nonimmigrant Workers" issued on September 19, 2025. Applicants are responsible for determining the applicability of the fee.

The person holding this position may be considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in <https://www2.calstate.edu/policies> as a condition of employment.

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

Education Code 89521 Requirements: Applicants will be required to disclose whether they have received a final administrative decision or final judicial decision determining that they have committed sexual harassment within the last 7 years only after a determination is made that they meet the minimum qualifications for the position, and before an offer of employment is extended. Applicants who reach the final stages of the application process must also sign a release form that authorizes the release of information by the applicant's current and/or former employers to the CSU concerning any substantiated allegations of misconduct.

Per CSU-wide policy (<https://www.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Documents/unit3-cfa/CFA-Out-of-State-Employment-MOU-12-16-2021.pdf>), all faculty are required to perform their work from within the State of California.

Consistent with California law and federal civil rights laws, CSU Channel Islands provides equal opportunity in education and employment without unlawful discrimination or preferential treatment based on race, sex, color, ethnicity, or national origin. Our commitment to equal opportunity means ensuring that every student and employee has access to the resources and support they need to thrive and succeed in a university environment and in their communities. CSU Channel Islands complies with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the California Equity in Higher Education Act, California's Proposition 209 (Art. I, Section 31 of the California Constitution), other applicable state and federal anti-discrimination laws, and CSU's Nondiscrimination Policy. We prohibit discriminatory preferential treatment, segregation based on race or any other protected status, and all forms of discrimination, harassment, and retaliation in all university programs, policies, and practices.

CSU Channel Islands is a diverse community of individuals committed to fostering an inclusive and intellectually vibrant environment. We cultivate a culture of open dialogue, mutual respect, and belonging to support educational excellence and student success. Through academic programs, student organizations and activities, faculty initiatives, and community partnerships, we encourage meaningful engagement with diverse

perspectives. At CSU Channel Islands, excellence is built on merit, talent, diversity, accessibility, and equal opportunity for all.

Reasonable accommodations will be provided for applicants with disabilities who self-disclose by contacting Faculty Affairs at <mailto:academicpersonnel@csuci.edu>.

To apply, visit <https://apptrkr.com/9808518>

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