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Human and Organizational Development PhD Programs (HOD)

Fielding Graduate University

Location: Remote with required attendance at a limited number of National & Regional Sessions

Closing Date: Review of applications will begin March 15, 2024, with interviews planned for early April. The application deadline is April 15, 2024.

Apply at:
https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=371bf4c2-8681-458c-8b35-722b1fc8d540&ccId=19000101_000001&jobId=516680&lang=en_US

Human and Organizational Development PhD Programs (HOD)

Doctoral Faculty Position: Human Development

Reports to: Program Director, Human and Organizational Development Programs

Position: Regular, full-time, 12-month

Hiring/Budgeted Salary or Hourly Range: The budgeted salary range that the university reasonably expects to pay for this position is $74,000 - $76,000 annually

Full Salary Range: The full salary range for the position is $74,000 - $80,000 annually

FLSA Status: Exempt

Location: Remote with required attendance at a limited number of National & Regional Sessions

Preferred Start Date: August 1, 2024, as preparation for the summer term.

 Salary offers are determined based on final candidate qualifications and experience; the budget for the position; and the application of fair, equitable, and consistent pay practices at the university.

The application deadline is April 15, 2024.

Applications will only be considered complete if both a CV and a cover letter are uploaded. Online Application Link:

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=371bf4c2-8681-458c-8b35-722b1fc8d540&ccId=19000101_000001&jobId=516680&lang=en_US

ABOUT FIELDING GRADUATE UNIVERSITY

Fielding Graduate University offers an innovative, global graduate community dedicated to educating scholars, leaders, and practitioners in pursuit of a more just and sustainable world. We do this by providing exemplary interdisciplinary programs within a distributed and relational learning model grounded in student-driven inquiry that leads to enhanced knowledge and practice. Fielding has approximately 1,050 students and more than 150 faculty members residing throughout the United States and internationally. (Visit our website at www.fielding.edu.)

Human and Organizational Development Programs

In our 50th year, Fielding's distributed approach to doctoral education is rigorous, relational, learner-centered, globally oriented, and competence-based. Our students are primarily mid-career professionals working as corporate, non-profit, education, government, and military leaders or serving as consultants, coaches, therapists, and educators. Reflecting Fielding's commitment to diversity, social justice, and inclusivity, HOD faculty are scholars with academic backgrounds in – Human Development, Psychology, Sociology, Communications, Education, Organizational Behavior and Development, Leadership, Sustainability, and related areas.

The PhD in Human Development (HD) focuses on an individual's transformational growth across the lifespan in personal and cultural settings. HD students study people as individuals and as members of systems, learning to optimize interpersonal relationships and become change agents and activists for social and ecological justice.

QUALIFICATIONS

We seek a Human Development faculty with a doctorate from an accredited institution, who has taught for a minimum of three years at the graduate level (doctoral teaching experience preferred) and supervised doctoral dissertations, with an active research program and a record of research and scholarly publications. We seek applicants who have demonstrated teaching, research, and publication expertise that explores the intersection of Human Development with several of the following areas:

- Adult Development
- Transformative Learning
- Cultural & Ethnic Studies/Intersectionality/Indigenous Ways of Knowing
- Longevity and Aging
- Trauma and Resilience
- Coaching Research
- Humanistic, Consciousness and Somatic Studies

- Justice, Equity, Diversity, and Inclusion

Preferred candidates will also have taught and published in research methodologies drawing from forms of qualitative, interpretive/critical, quantitative, phenomenology, appreciative inquiry, and/or action research. Additionally, we seek applicants with a scholar/practitioner orientation and professional experience in human development.

Applicants who can contribute to diversity, inclusion, and equal opportunity in higher education through their teaching, research, and mentorship are strongly encouraged to apply. We are committed to building a diverse and inclusive organization and are most interested in finding the best candidates for the job. We strongly encourage you to apply if you meet the qualifications described.

CORE FACULTY MEMBERS

Core faculty members are expected to engage in three general areas of effort: to provide mentoring and educational experiences for doctoral students, to be productive in scholarship and practice, and to engage in governance and service to Fielding Graduate University and the larger academic community.

Faculty members mentor students one-to-one and in small groups for academic success, supervise doctoral dissertations, teach online course seminars that blend synchronous and asynchronous interactions, facilitate the development and completion of individual learning contracts, and offer seminars at an annual residential conference, virtual conferences, and smaller regional events. Faculty members also conduct regular meetings (via Zoom or Teams) with students individually and in groups. Faculty areas of effort include, but are not limited to, the following responsibilities:

- Engage in collaborative education for self-directed adult learners.
- Assess students' academic performance to achieve educational, personal, and professional development goals.
- Support students through individualized academic and professional feedback to strengthen doctoral-level knowledge and skills.
- Remain productive in scholarship and practice to better serve students.
- Engage in professional service to the HOD Programs and Fielding Graduate University, contributing to student achievement.
- Engage in community, social, and organizational change action within the HOD Programs, Fielding, and larger professional and societal contexts.

FIELDING'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Improving diversity, equity, and inclusion is an active process that requires continuous commitment to promote collaborative learning and change through attracting, retaining, graduating, and honoring a more diverse population of students, faculty, staff, alums, and community friends. Fielding's commitment to social and ecological justice is part of our explicit commitment to understanding, analyzing, and acting to reduce inequality, oppression, and social

stratification through recognizing the linkages between economic, social, racial, and ecological justice. The University strives to ensure that the values of DEI are embodied in all academic programs and course content, faculty, staff, and student performance and assessment. We challenge our community to think boldly and take specific actions that are realistic and measurable. By working here, you join a diverse and vibrant community that advances Fielding's world-changing mission in meaningful ways, inspires innovation and collaboration, and builds skills and expertise.

Thank you for considering employment with Fielding Graduate University.

Our employees are among our most valued resources, and we are committed to maintaining a diverse and inclusive workforce comprised of talented, qualified, and hardworking individuals. We strive to take good care of our employees and their families with excellent benefits and to provide a stimulating and supportive work environment with opportunities for professional growth and advancement.

Application Instructions

Fielding Graduate University utilizes ADP Workforce Now for online applications. You will be prompted to create a username and password to initiate the application process. **Applications will only be considered complete if both a CV and a cover letter are uploaded. Please do not use Easy Apply.** Applicants are encouraged to have their employment history, educational information, and professional references on hand while completing the application. The online application process takes approximately 30-60 minutes. Upon completion, applicants will receive confirmation via email.

Review of applications will begin March 15, 2024, with interviews planned for early April.