

From ILA's Leadership Jobs Board:

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https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=371bf4c2-8681-458c-8b35-722b1fc8d540&ccId=19000101_000001&type=MP&lang=en_US&jobId=518489

**Human and Organizational Development PhD Programs (HOD)
Doctoral Faculty Position: Sustainability Leadership**

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: December 1, 2024, as preparation for the Spring 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 May 1, 2024.

Applications will only be considered complete if both a CV and a cover letter are uploaded. (Please do not use Easy Apply.)

Apply via the link here:

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=371bf4c2-8681-458c-8b35-722b1fc8d540&ccId=19000101_000001&type=MP&lang=en_US&jobId=518489

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 as consultants, coaches, therapists, and educators. Reflecting Fielding's commitment to diversity, social justice, and inclusivity, HOD faculty are scholars with academic backgrounds in Environmental and Social Justice, Leadership, Sociology, Anthropology, Organizational Behavior, Communications, Human Development, Psychology, Education, and related areas.

The PhD in Organizational Development and Change (ODC).

Emphasizing a multidisciplinary integration of human and organizational systems, the ODC PhD degree develops student knowledge, practice, and research skills that empower them to create inclusive, flourishing organizations, respond adaptively to complex organizational and social challenges, and effect positive organizational change while becoming change agents and activists for social and ecological justice.

The PhD in Human Development (HD)

Focused 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 to become change agents and activists for social and ecological justice.

QUALIFICATIONS

We seek a Sustainability Leadership faculty member 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, who has an active research program and a record of research and scholarly publications. Candidates should demonstrate teaching, research, publication, and practice experience in several of the following areas:

- Environmental justice: Public sector governance and policy, private sector organizations, and non-governmental organizations that foster social, political, and economic sustainability.
- Global ecology, including environmental policy, ethics, environmental social movements; climate resilience and adaptation; regenerative sustainability; sustainability transitions; and traditional ecological knowledge.
- The future of work, workers' rights, and the development of inclusive workforces
- The design of resilient and equitable communities.
- The relationships between human inner growth and development (including values, meaning-making, cognitive complexity, and worldviews), and pathways for transformative change.
- The efficient and equitable uses of resources and fair distribution of burdens with respect for other species, the environment, and marginalized communities with environmental justice concerns.

- Resilience in the face of complex adaptive challenges such as climate change, social and environmental injustice, biodiversity loss, and global disruptions, including war, pandemics, or disasters.
- The use of AI in research on social, political, and economic change.
- Justice, equity, diversity and inclusion.

Preferred candidates will also have graduate teaching experience in research methodologies drawing from forms of qualitative, interpretive/critical, quantitative, and/or action research. Additionally, we seek applicants with a scholar-practitioner orientation and experience in leadership sustainability.

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 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 April 1, 2024, with interviews planned for the second week of May.

Online Application Link: Apply via the link on this page

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=371bf4c2-8681-458c-8b35-722b1fc8d540&ccId=19000101_000001&type=MP&lang=en_US&jobId=518489

Note: Candidates wishing to be considered for this doctoral faculty position must show proof of the right to work in the U.S.

Fielding Graduate University is committed to inclusive excellence and encourages diversity and inclusivity in all its enterprises. As an equal opportunity employer committed to social justice, we value and welcome individuals of all ages, abilities, backgrounds, beliefs, genders, gender identities, gender expressions, marital status, national origins, races and ethnicities, religious affiliations, sexual orientations, veteran status – and other visible and non-visible differences. We seek employees who are committed to creating a respectful, welcoming, and inclusive environment for all community members.