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Western Oregon
UNIVERSITY

Human Resources

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Tenure Track Assistant Professor Organizational Leadership

Recruitment #: F2407
Review Date: Immediate review | Open until filled
Department: Organizational Leadership Program in Behavioral Sciences Division
Salary Rate: \$56,962 - \$64,598

About Western Oregon University:

Western Oregon University is a regional public, mid-sized university – committed to changing lives, strengthening communities and transforming our world. Located in Monmouth, the heart of Oregon's lush Willamette Valley, WOU is about 20 minutes from Salem, the state's capital and about 75 minutes from Portland, the state's cultural hub.

Western is one of Oregon's oldest public institutions of higher education and was incorporated into the state system as a teacher training institution in 1882. The university offers undergraduate and graduate degrees in arts and sciences, education and professional areas. It's known for small class sizes, a focus on sustainability and a diverse liberal arts education in a student-centered environment. Western is an emerging Hispanic Serving institution, with 41% of undergraduates being students of color.

Position Summary:

Western Oregon University invites applications for a full-time tenure track Assistant Professor position in our multi-discipline Organizational Leadership Master's Program housed in the Division of Behavioral Sciences. We are seeking applicants with a background in Organizational Leadership or Industrial Organizational Psychology (with an emphasis in leadership) to contribute to the growth of our Organizational Leadership Master's Program and three certificate programs: An Adaptive Leadership Certificate, an Enabling Leadership Certificate, and an Executive Leadership Certificate. Faculty may also teach related Industrial Organizational core undergraduate courses in the Psychological Sciences Department.

The successful applicant would contribute to the growth of the Master's program and may have an opportunity to provide leadership as the Program Coordinator. The position duties would entail teaching in the Organizational Leadership Master's program (possible classes include Fundamentals of Leadership, Building Effective Teams, Leadership Action Project, and seminars/courses in the applicant's specialty area), teaching occasional undergraduate Industrial Organizational Psychology core classes (e.g., Psychology of Teamwork, Introduction to Industrial/Organizational Psychology, Psychology of Leadership, Occupational Safety and Health), advising Master's level students, sitting on student exit project committees, growing the program through community outreach, and other administrative and recruiting tasks.

Furthermore, the position requires engaging in ongoing scholarly activity and service to the program, university, and profession. Applicants who are able to develop courses in which organizational leadership is applied to other areas such as Executive Coaching, Leadership and Work-Family Balance/Building Healthy Organizations, Leading Across Cultures, and Leading Sustainability, and are encouraged to apply.



Minimum Requirements:

- PhD in Organizational Leadership, Industrial Organizational Psychology, or a related field/area of expertise focused on organization development and change (ABD considered if the degree is completed prior to the start date)

Preferred Qualifications:

- Teaching experience in higher education at the graduate and/or undergraduate level
- Evidence of productive scholarship
- Understanding of a broad range of organizational leadership topics such as building teams, organizational behavior, executive coaching, leadership and work-family balance/building healthy organizations, leading across cultures, and leading sustainability
- Experience in program development and growth
- Experience in program leadership and coordination
- Experience building relationships with community partners and recruiting strategies

Required Application materials: You may submit all materials online at www.wou.edu/prostaffapp

1. WOU Employment Application form [available here](#) - unclassified/faculty
2. Cover Letter that addresses your qualifications for the position.
3. Resume/CV
4. Unofficial transcripts for the highest degree earned
5. Name and contact information for 3 professional references

Western Oregon University is looking for equity-minded applicants who demonstrate a sensitivity to and appreciation for the complexity of the world. We draw our strength as a community from our variety of backgrounds, abilities, cultural experiences, identities, knowledge domains and means of expression. Women, Black, Indigenous and people of color, veterans, people who identify as LGBTQIA+, and people with disabilities are highly encouraged to apply for this position. All interested individuals are encouraged to apply even if they do not meet every one of the preferred qualifications listed.

Background/Education Check:

A criminal background check will be completed as a condition of employment. Education checks are processed for positions requiring a formal degree as a minimum requirement.

Benefits:

Western Oregon University offers an excellent benefits package for eligible employees which includes 95% premium paid healthcare, a generous retirement and vacation package, and reduced tuition rates for employee, spouse or dependent at any of the Oregon Public Universities. <http://www.wou.edu/hr/benefits/>

Equal Employment Opportunity:

Western Oregon University is an equal opportunity employer that is committed to diversity, equity and inclusion in the workplace. We celebrate our inclusive work environment and encourage people of all backgrounds and perspectives to apply. We embrace our differences, and know that our diverse team is a strength that drives our success.



Accommodation Requests:

Western Oregon University is committed to developing a barrier-free recruitment process and work environment. If you would like to request disability-related accommodation(s) to participate in a WOU activity or event, please complete the [online request form](#) at least three (3) business days in advance. If you have questions, contact Disability Services (ODS) at 503-838-8250 or ods@wou.edu.

Veterans Preference

Applicants are eligible to use Veterans' Preference when applying with Western Oregon University in accordance with ORS 408.225, 408.230 and 408.235; and OAR 105-040-0010 and 105-040-0015. Preference will be given only if the applicant meets the minimum criteria of the position and electronically attach the required documentation at the time of application. For information regarding Veterans' Preference qualifications, visit <http://www.oregonjobs.org/DAS/STJOBS/vetpoints.shtml>

To stay informed about the progress of this search, we invite and encourage you to explore our career page at wou.edu/hr/employment/jobs/. Unfortunately, due to the volume, it is challenging for us to offer individual updates on the status of each application, and for that, we sincerely regret any inconvenience. We thank you for your patience and interest in employment at Western Oregon University.