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Open Rank Term Professor (non-tenure), Organizational Leadership Department of Educational Leadership School of Education

Virginia Commonwealth University

At Virginia Commonwealth University (VCU), we are UNcommon in learning, research, creativity, service, and discovery for our students, staff, faculty, and community members. We create UNcommon opportunities and strive for UNmatched excellence. A premier, urban, public research university nationally recognized as one of the best employers for diversity, VCU is a great place to work. It's a place of opportunity, where your success is supported and your career can thrive. VCU offers employees a generous leave package, career paths for advancement, competitive pay, and an opportunity to do mission-driven work. VCU also has excellent research/grant technical support. In FY23, the SOE brought in over 40 million dollars in external research support.

In 2022, VCU achieved federal Minority Serving Institution (MSI) status and was designated by the U.S. Department of Education as eligible for the federal Title III and Title V MSI and Strengthening Institutions Programs for having met rigorous standards in the service of minority students, low-income students, and student success. We believe different perspectives and areas of expertise enhance possibilities and solutions. This philosophy drives our recruitment process. We welcome applicants with diverse experiences and backgrounds who will contribute to an already diverse community of faculty, staff, and students.

VCU's School of Education

The School of Education (SOE) is committed to inclusive excellence in the initial preparation and continuing development of professionals for leadership, teaching, service, and scholarly inquiry in culturally diverse settings across the lifespan. Our mission and values are grounded in and committed to diversity, equity, inclusion, and engagement of all students, faculty, and community stakeholders. The SOE has been named the 16th best public School of Education by U.S. News and World Report, and the second education school in Virginia. Candidates need to have demonstrated experiences advancing access, equity, inclusion, and belonging for learners who hold marginalized identities. This includes a demonstrated commitment to diversity, inclusion, social justice, equity, inclusion, and belonging in leadership through teaching, service, and mentoring.

The Department of Educational Leadership (EDLP) in the School of Education (SOE) at Virginia Commonwealth University (VCU) is committed to preparing leaders able to influence equity,

excellence, innovation, and impact in urban and other settings serving students and/or communities with unmet needs. By combining innovative research, teaching, and critical reflection with authentic community-engaged learning experiences, the department prepares leaders who can address crucial needs in culturally rich and diverse environments, including educational organizations and nonprofits, higher education, the military, corporations, and other settings. EDLP is ranked 7th for online EdDs by Fortune; according to EdDPrograms.org, we are 6th in Online Organizational Leadership and 9th in Online Higher Education Leadership. The EdD in Leadership was also a finalist for the Carnegie Project on the Educational Doctorate (CPED) Program of the Year in 2024 and 2020.

Purpose of this position

EDLP seeks applications for the position of an Open Rank Faculty, Term (non-tenure-track). We seek a candidate who supports our mission of diversity, equity, inclusion, and belonging and can collaborate and innovate effectively within our nimble department with specialization in one or more of the following areas:

- Organizational Leadership in a variety of settings, including non-profits, higher education, military, corporations, and other settings;
- Adult Learning in a variety of settings, including non-profits, military, corporations, and other settings working with adult learners, higher education;
- Instructional Design and Technology; and/or
- Global Leadership.

This is a full-time, twelve-month academic professional track (non-tenure) position with an anticipated July 1, 2025 start date. Salary will be competitive and commensurate with the candidate's qualifications and experience.

Position Responsibilities

Teaching (80%)

- Four classes per semester in Fall and Spring and two courses in the Summer.
- Teaching undergraduate and graduate courses in human and organizational development, organizational leadership, adult learning, instructional design, and/or higher education leadership.
- Serving as member or chair of dissertations and/or capstones.

Service (20%)

- Potential program coordination of the BA in Human and Organizational Development (course releases for coordination are negotiable).
- Serve on program, department, school, and University-wide committees.
- Service to national or international associations and the community is also valued.

Research (0%)

- Term faculty are not required to but may conduct research, publish, and secure grants.
- Workload may be negotiated annually with the department chair; however, the focus of this position is teaching, advising, and service.

Minimum Qualifications:

- Terminal degree in education or related field (Ph.D. or Ed.D.).
- A combination of professional experience and/or content knowledge related to human and organizational development, organizational leadership, adult learning, human resource development, and/or higher education leadership.
- Evidence or potential to teach successfully at the undergraduate level.
- Evidence or potential to teach successfully online asynchronously and synchronously.
- Well-developed practices (instructional methods, advising, collaboration) that are inclusive, asset-based, and address power dynamics and intersectional identities (e.g., race, ethnicity, gender, sexuality, religion, disability, language, etc.).
- Effective interpersonal skills and the ability to work collaboratively with a team of professionals.
- Methodological expertise in quantitative, mixed methods, or qualitative research in support of doctoral Capstone projects and dissertations.
- Ability to regularly interact in person with students and colleagues.

Preferred Qualifications:

- Experience with online delivery of instruction;
- Evidence or potential to coordinate and grow programs at the undergraduate level;
- Evidence of or potential for successful teaching at the doctoral level;
- Experience with graduate students including advising and/or chairing dissertations/capstones and serving on committees; and/or
- Experience with or potential for developing programs for interdisciplinary and/or international settings.

Application Process:

Completed applications received by December 1, 2024, will be assured full consideration. Late applications will be reviewed as necessary to fill the position.

To be considered for this position, application materials must be submitted online through the VCU Talent@VCU Recruitment application process (<https://vcu.csod.com/ux/ats/careersite/1/home?c=vcu>) and must include all of the following documents:

1. Application.
2. Cover letter of application addressing qualifications for this position.
3. Current curriculum vita.
4. Statement of how the applicant will contribute to EDLP's commitment to diversity, equity, inclusion, and belonging (DEI).
5. Personal statement to include philosophy and plans for teaching and service.
6. Contacts for three references.

Questions and inquiries may be directed to Dr. Beth Bukoski, Search Committee Chair at bukoskibe@vcu.edu. The start date for the position is July 1, 2025.

Salary: Commensurate with experience (\$80-110K)



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Virginia Commonwealth University is an equal opportunity, affirmative action University providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation or disability.