



HR Use Only: Position # _____
Approval Date _____
CUPA Pos. # _____ FLSA _____
SOC Code: _____ IPEDS _____

## Faculty Position Announcement

Position title: Kinesiology-Sport Administration Assistant Professor

Reports to: Director, School of Kinesiology & Health Sciences

Department: Kinesiology & Health Sciences

Position Number: FE 1101

FTE: 1.0

Date:10/09/23

Adams State University is a state-supported, regional comprehensive university located in the San Luis Valley of Southern Colorado and the city of Alamosa. As the state's premier Hispanic Serving Institution (HSI) and a Minority Serving Institution (MSI), over 50 percent of its undergraduate students represent racially diverse backgrounds. A high percentage of undergraduate students are first-generation and Pell eligible. The university offers undergraduate programs in the arts and humanities, physical and natural sciences, social sciences, kinesiology, fine arts, business, and nursing, and specializes in educator preparation in several disciplines. Adams State also offers graduate degrees in cultural resource management, public administration, music education, kinesiology, higher education administration and leadership, history, business (MBA), and educator programs, including counselor education; the university also has a doctoral (PhD) program in counselor education. The university has an active athletic program. The Adams State Grizzlies athletic teams compete under the auspices of the Rocky Mountain Athletic Conference (RMAC).

The institution is committed to increasing the diversity of its professional staff and is actively seeking qualified applicants who have experiences, skills, and/or personal attributes that augment the perspectives of our current faculty and staff. We are working to diversify our faculty and staff and especially encourage applications from women, BIPOC, LGBTQ+ community members, veterans, individuals with disabilities, and other historically-underrepresented populations. We will give particular consideration to qualified applicants with experience in ethnically diverse settings; persons who possess varied language skills, a record of successful experience in engaging diverse communities/student populations; and job seekers who can contribute to equity, diversity, and inclusion through teaching, service, and scholarship. The successful candidate will join a campus that is dedicated to inclusive excellence and acknowledges Adams State's purpose to foster the educational goals of its students and the well-being of the surrounding community.

[About Us- Diversity & Inclusive Excellence](#)

### Position Summary

The School of Kinesiology and Health Sciences at Adams State University invites applications for a full-time Assistant Professor (tenure-track) to teach courses within the Kinesiology majors. We are seeking an innovative and collaborative faculty member to teach undergraduate courses across our three undergraduate programs: Exercise Science, Sport & Exercise Studies and Sport & Recreation Management. This faculty member may also teach graduate courses in our Sport Administration program. Applicants should have the ability to teach the following courses: Diversity & Equity in Sports, Human Motor Development, Sport & Recreation Management, Sport Law, Facilities Management, and Risk Management. The applicant should be able to show evidence of a research agenda, work independently on research, and be willing to engage in collaborative scholarship with faculty and students across disciplines. The applicant should also be prepared to engage in service to the university, community, department, and profession.

The applicant must demonstrate a strong commitment to teaching as well as evidence of successful publications or a 3-5-year plan for an active scholarship agenda.

### **Mission of the School of Kinesiology and Health Sciences**

*Through undergraduate and graduate programs, the School of Kinesiology & Health Sciences at Adams State is dedicated to preparing knowledgeable practitioners and leaders in the areas of sport, exercise, fitness, physical education, coaching, and sport management.*

*In addition, the School is focused on effectively preparing students for graduate schools and professional programs in the health and allied health fields. Our small class sizes, highly qualified faculty, and personalized advising sessions are demonstrative of our department's dedication to student learning.*

*We recognize that women and people of color are often less likely to apply to a position if they don't match 100% of the job qualifications. Don't let that be the reason you miss out on this opportunity! We encourage you to apply if you can demonstrate many of these skills and competencies.*

### **Minimum Qualifications**

- Doctoral degree (ABD may be considered) in Kinesiology, Sport Administration/Management, or closely related field.
- Ability to teach in the areas listed above: Diversity & Equity in Sport, Human Motor Development; Sport Law, Facilities & Risk Management, and other courses as needed.
- Ability and willingness to engage in productive scholarly research.
- Ability and willingness to perform service to the program, department, university and profession.
- Ability and willingness to successfully recruit for the department and to work with high school students and directors.
- A demonstrated commitment to, and relevant ability successfully advocating for diversity and values of diversity.
- Ability to treat others with respect, civility, and courtesy and to work honestly, effectively, and collegially with employees, students, and the community. This includes the ability to use appropriate conflict management skills to effectively manage any disagreement that might arise

or to bring the disagreement to management for assistance in productive resolution when the situation requires.

### **Preferred Qualifications**

1. Completed Ph.D. in Kinesiology, Sport Administration/Management or closely related field.
2. 2+ years teaching experience at the collegiate level
3. Ability or experience working with historically under-served and/or underrepresented populations, and first-generation college students.
4. Ability or experience in the recruitment and/or retention of underrepresented students, including students of color.
5. Commitment to professional development, scholarship, and service to the university and community.
6. Demonstrated self-awareness of one's own cultural beliefs, perspectives, and privileges as a part of one's orientation towards teaching.
7. Demonstrated decision-making that is informed by research, data, and theory and that leverages students' unique cultures, experiences, and background as strengths.

### **Salary and Benefits**

The pay range for this position is \$51,756-\$54,984, commensurate with experience and education. In addition to salary, Adams State University offers a competitive benefits program including medical, dental, vision, disability insurance, flexible spending accounts, life insurance, and retirement savings plans. For detailed benefits information please visit <https://www.adams.edu/hr/benefits/> Opportunities for supplemental contracts may be available.

### **Required Documents**

Cover letter, curriculum vitae, teaching statement, diversity statement, graduate transcripts,<sup>1</sup> and three references.

Completed applications should include the following:

- A detailed cover letter of application addressing teaching interest/experience as well as how professional interests and goals align with Adams vision and values.
  - We encourage applicants to discuss their commitment to scholarly and/or creative excellence.
  - Additionally, we seek to learn how scholarly excellence is interwoven with their approach to service, teaching, mentoring, and affirming diverse perspectives.
- unofficial photocopies of undergraduate and graduate transcripts. Official transcripts will be required at the time of hire.
- a professional CV

---

<sup>1</sup> Copies accepted. Official transcripts required upon hire.

- Teaching Statement: (include sample course syllabi) in addition to describing your approach to teaching in general, please address the following questions:
  - What do you feel are the best strategies for supporting students who have been historically marginalized in (enter discipline)?
  - What role should faculty play in student success?
- Diversity Statement: please address the following questions:
  - Describe how your life experiences, identities, and/or professional commitments have shaped your approach to enacting Equity, Diversity, and Inclusion (EDI)?
  - How does teaching at a small HSI with a sizable population of first-generation university students set in a rural environment align with your teaching interests/experience and professional goals?
- References: name, job title, and contact information (email, phone).

**Disclosures:**

In compliance with the Immigration Control Act of 1968 candidates for positions must provide proof of eligibility to work before an offer of employment can be made final.

**Background Check Policy:**

Adams State University performs background checks as a condition of employment for prospective employees and current employees seeking certain promotional opportunities. Offers of employment are contingent upon completion of an acceptable background check. Applicants will be asked to provide personal data and sign a release form before the background check is conducted. Applicants who fail to provide the data and consent form will not be considered for employment or promotion. Background checks include review of criminal records and sex offender registry background. Credit and driving record background may apply to certain positions.

Adams State University is an Equal Opportunity/Affirmative Action employer. Applications are sought from all qualified persons regardless of race, color, sex, disability, and, as covered by law, veteran status. In addition, University policies prohibit discrimination on the basis of religion, national origin, ancestry, age, sexual orientation including transgender status and gender expression, marital status, and parental status.

**Title IX Disclosure**

Title IX of the Education Amendments of 1972 and Part 106 of the Code of Federal Regulations (CFR) prohibits discrimination on the basis of sex, including in admission and employment. Inquiries about the application of Title IX and CFR 106 to Adams State University (ASU) may be directed to ASU's Office of Equal Opportunity, Director Ana Guevara, and/or to the Assistant Secretary for Civil Rights of the Department of Education. Support resources for sexual misconduct, ASU's sexual misconduct policies, contact information for the Adams State University's Office of Equal Opportunity & Title IX, as well as a detailed procedure for filing a grievance due to discrimination on the basis of sex may be found online at <https://www.adams.edu/administration/oeo/reporting-sexual-harassment/>. These procedures also

describe the University's response to reports and/or complaints of sex discrimination or sexual harassment.

### **About Alamosa, Colorado**

Located in the beautiful San Luis Valley between the Sangre de Cristo and San Juan mountain ranges. The vast San Luis Valley is designated the Sangre de Cristo National Heritage Area. We are, at 7,500 feet, in the largest alpine valley in the United States. Alamosa is located approximately 3.5 hours from Denver, 1.5 hours from Taos, New Mexico, and 2.5 hours from Santa Fe, New Mexico. Alamosa has a population of 9,500, with recently built elementary schools, a moderate cost of living, and affordable housing. ASU takes a leading role in local theatre performances and musical events and is in an area where the opportunities for outdoor recreation abound.