

Job Description  
Assistant Professor  
Job ID 605840  
Criminal Justice

### Workplace Culture

NAU is a community devoted to student success and sustained by an unshakable commitment to our shared mission, vision, and values. We—faculty, staff, and administrators—thrive by combining our efforts and working side by side to further NAU’s culture of excellence.



### Immigration Suppt/Sponsorship

NAU will not provide any U.S. immigration support or sponsorship for this position.

### Job Description

The Department of Criminology and Criminal Justice invites applications for a tenure track position at the level of Assistant Professor for the Flagstaff Mountain campus starting Fall 2022. The Department has a commitment to developing a diverse faculty, and we encourage candidates from underrepresented groups as well as individuals who have experience in working with diverse student populations. In order to meet our commitments as an institution committed to the advancement and success of Native American students and a Hispanic Serving Institution, as well as to support efforts promoting justice, equity, diversity and inclusion, NAU will be making a cluster hire this year across several disciplines. Broadly, this cluster is in the areas of Latinx Studies and/or Indigenous Studies. Departments participating include Comparative Cultural Studies, Music, Anthropology, Applied Indigenous Studies, Criminology and Criminal Justice, Sociology, Women and Gender Studies, and Psychological Sciences". We seek innovative scholars who have a dynamic and productive research portfolio with documented potential for continued productivity.

The position is open broadly within criminology and criminal justice. The successful candidate will have expertise in one or more of the following areas: borders and immigration, structural inequities and crimes of the powerful, racial justice, diversity and inequalities of the Southwest, impact of policing and mass incarceration on communities of color or other marginalized people, and/or community-engaged

social justice. The successful candidate is expected to teach in the core curriculum of the undergraduate and graduate program and to offer courses that reflect areas of research expertise. Successful applicants must evidence a commitment to learner-centered pedagogies and to educating a diverse student population.

The NAU Department of Criminology and Criminal Justice has a deeply democratic culture and values those who are committed to full participation in faculty governance and service.

### **Minimum Qualifications**

- A Ph.D. in Criminology, Criminal Justice, Sociology or a closely related field by the start date.
- Demonstrated success in research, such as through publications and grant activity

### **Preferred Qualifications**

The department prefers teacher/scholar candidates whose application includes evidence of the following:

- Commitment to social justice in both research and teaching.
- Expertise in one or more of the following areas: borders and immigration, structural inequities and crimes of the powerful, racial justice, diversity and inequalities of the Southwest, impact of policing and mass incarceration on communities of color or other marginalized people, and/or community-engaged social justice.
- A dynamic, innovative, and active research agenda, with a track record of publications.
- A successful track record or potential for developing grants to obtain external funding.
- Community engaged research, especially with underrepresented communities.
- Willingness to teach both undergraduate and graduate courses in the core curriculum and in areas of research expertise.
- Effective classroom teaching, innovative approaches to instruction and curriculum design, and effective support for student success.
- Demonstrated successful teaching experience at the university level.

### **General Information**

Northern Arizona University has a student population of 29,569, including approximately 21,000 on its main campus in Flagstaff and the remainder at more than 20 locations statewide and online.

Committed to a diverse and civil working and learning environment, NAU has earned a solid reputation as a university with all the features of a large institution but with a personal touch, with a faculty and staff dedicated to each student's success. All faculty members are expected to promote student learning and help students achieve academic outcomes.

While our emphasis is undergraduate education, we offer a wide range of graduate programs and research. Our institution has carefully integrated on-campus education with distance learning, forming seamless avenues for students to earn degrees.

Flagstaff has a population of about 70,000, rich in cultural diversity. Located at the base of the majestic San Francisco Peaks, Flagstaff is 140 miles north of Phoenix at intersection of Interstate 17 and Interstate 40.

For information about diversity, access and equity at NAU, see the [Center for University Access and Inclusion webpage](#).

### **COVID-19 Vaccination Requirement**

Under the recent executive order issued by President Biden requiring all employees of federal contractors to receive COVID-19 vaccinations, NAU expects all employees, including new hires, to be vaccinated unless they have an approved medical or religious accommodation. Proof of vaccination will be required by January 18, 2022. For questions about vaccines and medical or religious accommodations, please visit [FAQs for Employee Vaccination Requirement](#).

### **Background Information**

Northern Arizona University requires satisfactory results for the following: a criminal background investigation, an employment history verification and a degree verification (in some cases) prior to employment. You may also be required to complete a fingerprint background check.

Additionally, as an employer in the state of Arizona, NAU is required to participate in the federal E-Verify program that assists employers with verifying new employees' right to work in the United States.

Finally, each year Northern Arizona University releases an [Annual Security Report](#). The report is a result of a federal law known as the Clery Act. The report includes Clery reportable crime statistics for the three most recent completed calendar years and discloses procedures, practices and programs NAU uses to keep students and employees safe including how to report crimes or other emergencies occurring on campus. In addition, the [Fire Safety Report](#) is combined with the Annual Security Report for the NAU Flagstaff Mountain Campus as this campus has on-campus student housing. This report discloses fire safety policies and procedures related to on-campus student housing and statistics for fires that occurred in those facilities.

If you would like a free paper copy of the report, please contact the NAUPD Records Department at (928) 523-8884 or by visiting the department at 525 E. Pine Knoll Drive in Flagstaff.

### **Salary**

Commensurate with experience.

### **Benefits**

This is a Faculty (FAC) position. NAU offers an excellent benefit package including generous health, dental and vision insurance; participation in the Arizona State Retirement System (ASRS) or the Optional Retirement Program (ORP); sick leave accruals and 10 holidays per year; and tuition reduction for employees and qualified family members. More information on benefits at NAU is available at the NAU [HR benefits page](#).

Faculty are hired on a contract basis, renewable according to terms of the [Conditions of Faculty Service](#). Employees offered a position will be eligible for state health plans (including NAU's BCBS Plan). Employees will have 31 days from date of hire to enroll in benefits, and their benefits will then be effective the first day of the pay period following their completed enrollment.

If a new employee chooses the Arizona State Retirement System (ASRS) retirement option, participation in the ASRS Plan (and the long-term disability coverage that accompanies it) will begin on the first of the pay period following 183 days of employment. New employees who choose to participate in the Optional Retirement Plan (ORP; an alternative to the ASRS plan) will begin to participate on the first day of employment. The long-term disability plan that accompanies the ORP will begin on the first day of the pay period following 90 days of employment. More information about NAU benefits is available at the NAU [HR benefits page](#).

### **Submission Deadline**

This vacancy will be open until filled or closed. Priority review of applications will begin on January 5, 2022; with weekly reviews thereafter.

### **How to Apply**

To apply for this position, please click on the "Apply" button at the end of the job description if viewing this position through the NAU HR website. Otherwise, to view the original post and to apply, proceed to [nau.jobs](#), follow the 'Faculty and Administrator Openings' link, locate vacancy **605840**, and then "Apply" at the bottom of the page.

Application must include: : (1) a cover letter highlighting minimum and preferred qualifications for this position; (2) a curriculum vitae; (3) a research statement; (4) a teaching statement; (5) a statement highlighting commitment and/or experience to diversity, equity and inclusion; (6) unofficial transcripts of all college-level work and graduate degrees; (7) names and contact information for three references (if ABD, your committee Chair must be among the references). For more information, contact Luis Fernandez at [Luis.Fernandez@nau.edu](mailto:Luis.Fernandez@nau.edu). Save all items as PDF and/or Word documents.

If you need assistance completing your application there are instructions available on the [HR website](#) or in person in the Human Resources Department located in Building 91 on the NAU Campus - on the corner of Beaver and DuPont Streets.

If you are an individual with a disability and need reasonable accommodation to participate in the hiring process please contact the Office of Equity and Access at: 928-523-3312/TDD - 928-523-1006 or PO Box 4083, Flagstaff AZ 86011.

### **FLSA Status**

This position is exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) and therefore will not earn overtime or compensatory time for additional time worked.

### **Equal Employment Opportunity**

Northern Arizona University is a committed Equal Opportunity/Affirmative Action Institution. Women, minorities, veterans and individuals with disabilities are encouraged to apply. NAU is responsive to the needs of dual career couples.

[EEO is the Law Poster and Supplements](#)

NAU is an Employer of National Service. AmeriCorps, Peace Corps, and other National Service alumni are encouraged to apply.