

Required Position Description Template



Tenure Track Faculty Position Computer Information Systems Department College of Business Administration

California State Polytechnic University, Pomona invites applications for a tenure track faculty position in the Department of Computer Information Systems. Cal Poly Pomona is one of three polytechnic universities in the 23-campus [California State University](#) system and among 12 such institutions nationwide. Since its founding in 1938, Cal Poly Pomona students participate in an integrative experiential learning education that is inclusive, relevant, and values diverse perspectives and experiences. With a variety of degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the university is well known for its learn-by-doing approach and [Teacher Scholar Model](#).

The university is noted for its scenic and historic 1,400-acre campus, which was once the winter ranch of cereal magnate W.K. Kellogg. We acknowledge that Cal Poly Pomona resides on the territorial and homelands of the Tongva and Tataavium people who are the traditional land caretakers of Tovaangar. The university's nearly 30,000 students are taught and mentored by the campus's more than 1,400 faculty as part of 54 baccalaureate and 29 master's degree programs, 11 credential and certificate programs, and a doctorate in educational leadership.

Highly regarded among its peer institutions, Cal Poly Pomona is No. 3 in the *U.S. News and World Report* rankings of top public regional universities in the west and was named the No. 28 best value college in the nation by Money Magazine. Cal Poly Pomona, a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution, stands as a national leader in promoting [social mobility](#), and was placed among the 25 top institutions in the country in awarding bachelor's degrees to minoritized students by *Diverse Issues in Higher Education*.

The Cal Poly Pomona campus is located less than 30 miles east of downtown Los Angeles at the intersection of Los Angeles, Orange, Riverside and San Bernardino counties. It is within an hour's drive of beaches, mountains and deserts. For additional information about the university, please visit www.cpp.edu, and for more about faculty

life, please see YourLife@CPP.

Student Population. California residents comprise the majority (96%) of applicants to undergraduate programs at Cal Poly Pomona, and 41% of new students were transfers in Fall 2022. 57% of Cal Poly Pomona students are first generation, 70% receive financial aid, and 44% qualify as Pell-eligible. The university enrolls a diverse student body that identifies as 53% Latinx, 22% Asian, 14% White, 3% Black, 2% International, 4% two or more races, 3% unknown and less than 1% Native Hawaiian or Native Pacific Islander and less than 1% Native American Indigenous. Thirty-nine percent of the student body were STEM majors with the top enrolled programs including psychology, mechanical engineering, civil engineering, biology and computer science.

Inclusive Excellence and Student Success. We aspire to be the model inclusive polytechnic university in the nation. We have a strong commitment to inclusive excellence and to educational experiences that leverage the diverse perspectives and experiences needed to succeed and thrive in a diverse society.

*As a part of the application for faculty positions, all candidates must submit a ***Student Success Statement*** that demonstrates their commitment and record of contributions to diversity and equity through their teaching, scholarship, or service by speaking to at least two of the inclusive excellence criteria below.

Candidates should explain how they have engaged in the criteria below in their pedagogy, scholarship, and/or service, as well as the level to which these efforts have been consistently incorporated into their work.

Inclusive Excellence Criteria:

1. Incorporates the contributions and struggles of historic ethnic minority groups or other disadvantaged communities into their teaching, scholarly work, and/or service contributions;
2. Adopts teaching strategies that support the learning and success of students from diverse student populations;
3. Mentors and engages diverse student populations in discovery, scholarship, and creative activities;
4. Engages students in problem-based projects and learning that address the needs of diverse communities;
5. Possesses knowledge of challenges and barriers for underrepresented students and faculty within the discipline and uses it to inform their work in specific ways;
6. Mentors and assists diverse student populations interested in pursuing graduate education;

7. Engages in community-responsive action research or service with diverse student populations and communities;
8. Has experience in or demonstrates a commitment to adopting experiential learning activities and pedagogy with diverse student populations and communities; and
9. Has expertise in or demonstrated commitment to teaching, scholarship and/or service that contributes to access, diversity, and equal opportunity in higher education.

The College of Business Administration at Cal Poly Pomona is built on the inclusive polytechnic model with a central focus on learning by doing. Our Equity in Business Initiative provides a platform where students are mentored by business professionals, develop inclusive leadership skills and learn the importance of valuing diversity in work environments. The College is a regional leader in graduate education through the Singelyn Graduate School of Business which offers MBA and specialist Masters degrees in business analytics, digital supply chain management, information security, digital marketing and accounting. We offer six comprehensive undergraduate programs and our graduates are in high demand with industry partners such as Avanade, Amazon, Deloitte, The Federal Reserve, NASA's Jet Propulsion Lab and so many more. The college is accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The College has seven centers: Consultative Selling, Customer Insights and Digital Marketing, Entrepreneurship and Innovation, Mitchell C. Hill Center for Digital Innovation, Real Estate Research Council, Singelyn Center for Innovative Analytics and The California Center for Cyber Risk, where faculty members collaborate within and across disciplines for research and innovative educational programs. The College occupies a state-of-the-art, three-building complex housing over 100 faculty and staff, classrooms, lecture halls, labs, and high-tech conference rooms.

The Computer Information Systems (CIS) department is an option for the degree of Business Administration. The CIS Department also supports three graduate programs in Information Security, Business Analytics and Master of Business Administration.

The CIS department provides students with the education to become Information Technology leaders. Our cutting-edge, career-focused programs and learn-by-doing teaching make our graduates recognized nationally for their outstanding Information Technology expertise, innovative problem-solving ability, and effective interpersonal and communication skills.

The CIS Department is nationally known for the advancement and depth of its undergraduate curriculum. We are an inclusive group of 12 tenured and tenure-track faculty from diverse backgrounds that serve approximately 940 undergraduate majors and 36% of them are of underrepresented minorities. Faculty members share a strong commitment to collegiality, collaboration, dedicated teaching, innovative scholarship, active participation in the shared governance of the department, and robust intellectual engagement with each other and our

students. The department has a strong learn-by-doing philosophy and maintains a very competitive and up-to-date curriculum.

There are several student clubs that are associated with the CIS department - Forensics and Security Technology (FAST), Management Information Systems Student Association (MISSA), and Students with an Interest in the Future of Technology (SWIFT). Student clubs are very active in organizing large events, such as the Western Regional Collegiate Cyber Defense Competition and the annual Information Technology Competition. Since 2011, Cal Poly Pomona has had a Center of Innovative Analytics supporting industry and community partnerships and projects with companies such as Boeing, Meta, City of Pomona, and PCV Murcor. The Center for Innovative Analytics supports students' participation in analytics competitions, course projects, and research and industry projects led by faculty. Through innovative educational programs, the center works to develop students for future careers in data science and business analytics. The department also supports the Mitchell C. Hill Student-Run Data Center and the Center for Information Assurance. Additional information about the department is available at <http://www.cpp.edu/~cba/computer-information-systems/index.shtml>.

Position description: We are seeking two candidates for tenure-track positions of Assistant Professor to begin during the Fall Semester of 2024. The successful candidates will have teaching, research, or industry work experience in at least three different areas which include Network Security, Cybersecurity, Web Application Security, Cloud Security, IT Infrastructure, IT Administration, IS Auditing, and Digital Forensics. Additional desired areas of consideration include Artificial Intelligence, particularly regarding AI's utilization in areas of Cybersecurity, security pertaining to the Internet of Things, Data Communication, Data Analytics, and Application Development. The responsibilities for this position include teaching two undergraduate or graduate courses each semester during their first two years, conducting research leading to peer-reviewed publications, and service contributions to the CIS Department, the College of Business Administration, and the university. Applicants who have relevant working experience or demonstrates a commitment to inclusive excellence and diversity in higher education are particularly encouraged to apply.

Required Qualifications:

- 1) Academic and/or industry experiences in at least one of the following areas:
 - Network security and Cybersecurity
 - Web Application Security and Cloud Security
 - IT infrastructure and IT administration
 - Information Systems Auditing and Digital Forensics
- 2) Ph.D. in Information Systems or closely related discipline from an AACSB accredited university. A terminal degree must be earned by the start of the appointment.
- 3) Demonstrated evidence of or commitment to research resulting in peer-reviewed journal publications. Candidates with doctorate conferred more than 5 years ago must have at least two peer reviewed journal articles within the past five years.

- 4) Candidates with experience in higher education must show evidence of teaching excellence.
- 5) A Student Success Statement as specified above.

Desired Qualifications:

- Academic and/or industry experience in one or more of the following areas:
 - Artificial Intelligence
 - Data Communication
 - Data Analytics
 - Application Development
 - IoT Security
 - Emerging Technologies Pertaining to Digital Security

Conditions of Employment:

The person offered this position is required to pass a background check.

Application Process:

Application materials must be submitted online via Interfolio (coming soon). General questions can be submitted to ghcarlton@cpp.edu. The position is open until filled. First consideration will be given to completed applications received **by October 31, 2023**. A completed application will consist of:

- 1) a cover letter that describes the candidate's teaching and research experience and interests and that addresses the qualifications articulated in the position description;
- 2) a curriculum vitae;
- 3) official or unofficial transcript for each degree;
- 4) a completed application form at <http://www.cpp.edu/~faculty-affairs/documents/acadapplication.pdf>;
- 5) A Student Success Statement as specified above; and
- 6) official transcript for each degree, teaching evaluations, and three recent recommendation letters **for finalists only**

Equal Opportunity Employer

California State Polytechnic University, Pomona is an Equal Opportunity Employer. The university seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the university, and to offer our students richly varied disciplines, perspectives, and ways of knowing. Cal Poly Pomona subscribes to all state and federal regulations and prohibits discrimination based on race, color, religion, national origin, sex, gender identity/gender expression, sexual orientation, marital status, pregnancy, age, disability, genetic information, medical condition, and covered veteran status. The university hires only individuals lawfully authorized to work in the United States. As required by the Clery Disclosure Act, the university prepares a public annual security report.