IFO FACULTY NOTICE OF VACANCY
Assistant/Associate/Full Professor of Management Information Systems (2 positions)
College of Management
TYPE OF APPOINTMENT: Full-time, Probationary (Tenure-Track)

Metro State University, a member of the Minnesota State Colleges and Universities System, is seeking to hire up to two (2) Assistant, Associate, or Full Professor(s) of Management Information Systems. This is a full-time probationary position within the Department of Management Information Systems and will start on August 15, 2024.

We are the urban, public, comprehensive university in the Minneapolis-St. Paul metropolitan area where the faculty, staff, and students of Metro State will reflect the area's rich diversity, build a culturally competent and anti-racist learning community, and demonstrate an unwavering commitment to civic engagement.

Metro State University provides an excellent, inclusive, and engaging education to eliminate opportunity gaps and empower our students to change the world their way, pursing and applying knowledge to create a better future for our communities. The university offers programs leading to baccalaureate, masters, and applied doctoral degrees. We equip our diverse, contemporary learners with the knowledge, communication and critical thinking skills, and information literacy to analyze and resolve the problems of today and tomorrow through high quality liberal arts, professional, and graduate education.

Metro State is a five-time recipient of the Insight into Diversity Higher Education Excellence in Diversity (HEED) Award, most recently in 2023. Federally recognized as a Minority Serving Institution, our employees serve more than 9,000 diverse, contemporary learners, two-thirds of whom identify as belonging to communities of color or American Indian nations, are first in their family to attend college, and/or are eligible for Pell Grants. Since we do not operate residential facilities, Metro State University students all commute to class locations across the Minneapolis-Saint Paul metro area or take their courses wherever they are through our many distance-learning and hybrid course offerings, allowing Metro State to truly be "where learning meets living." Metro State is recognized by CollegeNet as a leading higher education promoter of social mobility for students (In the top 1.6% and ranked # 22 out of 1,441 in 2022). Recognized in 2008 and 2016 by the Carnegie

Foundation for Community Engagement, the university is committed to academic excellence and community engagement through curriculum, teaching, scholarship, and services designed to support an urban mission.

As a member of Minnesota State Colleges and Universities System, Metro State University actively works to achieve the Equity 2030 goal of the system, with initiatives to close disparities among student groups that focus on academic programs, policies and procedures, and effective student support. In addition, equity and anti-racism strategies are focused on building an inclusive and welcoming campus climate, hiring and retaining a diverse workforce, and developing our capacity to serve students in a culturally responsive manner. The university is guided by a strategic plan with a theme of "Building a Resilient, Student Ready University."

Visit the Metro State University website to learn more about the university, our programs, and our students. Learn more about Minnesota State Colleges and Universities at their website.

Description of College/School/Unit: The College of Management, located in Minneapolis, Minnesota, is a catalyst for positive change, a beacon of hope, and an institution promoting lifelong learning where learners become passionate citizens and ethical leaders capable of transforming their communities. The College transforms lives by providing equitable access to a high-quality, affordable business education. With a commitment to inclusion and civic engagement, we engage our diverse learners in acquiring skills and knowledge required to evolve organizations. The College hosts five departments that serves approximately 2,300 full-time and part-time students with 35 tenured and tenure track faculty, 129 community or adjunct faculty, 9 academic advising staff, and five staff.

The School/Academic Department: The Department of Management Information Systems at Metropolitan State is the leader in MIS education in the region and is positioned to help prepare students for the future of Information Technology (IT) positions. While many fields are having difficulties in the current economic environment, the future relating to using, developing, deploying and managing information technology looks extremely bright. Not only are at least one third of current IT professionals planning to retire in the next ten years, the field has gone through a re-structuring the early part of this decade and is now poised to be one of the top growth areas for years to come

Responsibilities
Faculty members are expected to:
- Demonstrate the ability to teach Applications Development, Information Assurance, Database and general MIS courses effectively to a diverse, contemporary student population and contribute to meaningful assessment of student learning.
- Engage in scholarly activity, creative achievement, and/or research.
- Provide evidence of continuing preparation and study.

- Contribute to student growth and development through advising and assistance.
- Engage in service to the university and community.
- Demonstrate a commitment to serving a diverse student body by delivering a student-centered education and using approaches that support equitable outcomes for all students.

Minimum Qualifications: (Quantifiable and/or years of experience on the application materials can be pre-screened by HR at the request of the Search Committee. The other minimum skills necessary to do the job should be screened by the Search Committee through phone, campus, and hiring supervisor interviews and references.)

- A completed terminal degree from a regionally accredited institution in Management Information Systems, Computer Science, or related field. ABDs with expected completion by August 15, 2024 will also be considered.
- Demonstrated ability to teach applications development, Information assurance/security, SAP-enhanced, and/or database management courses effectively to a diverse, contemporary student population and contribute to meaningful assessment of student learning.
- Demonstrated potential for success in teaching and professional service activities.
- A plan for scholarly activity, creative achievement, and/or research in the specified discipline(s), or related disciplines.
- Effective communication skills (written and verbal) to communicate with a variety of persons and groups.
- Demonstrated ability to work collaboratively in an institution with a culturally, economically, and linguistically diverse workforce and student population.
- Demonstrated ability and desire to work collegially with faculty and staff from diverse cultural backgrounds.

Preferred Qualifications: (These are typically soft skills that are preferred, but not essential to do the job and will be screened by the Search Committee through phone and on-campus interviews/presentations, and references – hard to screen "off paper credentials".

- Professional experience with SAP, applications development, Information security, and/or database management. CISA, CISSP, or similar certification also preferred for those Interested In teaching In the Information Assurance concentration.
- Demonstrated effective teaching at a post-secondary level.
- Experience developing course curricula at a post-secondary institution.

- Demonstrated contributions to assessment of student learning at a post-secondary institution.
- Professional development and/or expertise in culturally responsive pedagogy, anti-racist pedagogy, and/or universal design.
- Experience as an academic advisor for students at post-secondary institution.

Please note: Filling of these positions is dependent upon budget.

For campus safety information and crime statistics visit: https://www.metrostate.edu/students/support/safety

Salary: Salary is commensurate with education and experience and is determined by the salary placement process as outlined in the Inter Faculty Organization (IFO) Master Agreement.

Employment for this position is covered by the collective bargaining agreement for the Inter Faculty Organization (IFO) which can be found at on the Minnesota State Employee and Labor Relations website.

For the most current information on the Inter Faculty Organization, go to www.ifo.org

Application: To apply, go to https://metrostate.peopleadmin.com

*To comply with privacy and data practices requirements, please refrain from including personal information or photographs in your application materials.

Position open until filled. Applications received by 11:59 PM on December 1, 2023 will receive priority consideration.

Qualified applicants are required to attach the following documents to their online application:
- Cover letter of interest addressing your qualifications for the position;
- Current curriculum vita or resume;
- A statement of your teaching philosophy and examples of teaching effectiveness, particularly as it relates to equity and anti-racist pedagogy (limit 2 pages);
- Names of four (4) references with addresses, email addresses and telephone numbers; at least two (2) of the references must be able to address teaching effectiveness; and
- Transcripts - Valid unofficial copies of your transcript showing conferred/awarded date of your highest attained degree, with your name and the academic institution's name/logo are required. If doctoral study is in progress at the time of application, submit the most recent transcript

showing your course of study and progress to date. We are not able to accept copy/paste word documents with a list of courses/grades. If selected for hire, official original transcripts will be required.
- Additional materials may be requested at a later date.

For TTY, call Minnesota Telecommunications Relay Service (TRS) at 7-1-1 or 1.800.627.3529.

If you have other questions related to this job announcement, please contact Human Resources, at 651.793.1275 or email at hrrecruiting@metrostate.edu.

Notice: In accordance with the Minnesota State Vehicle Fleet Safety Program, employees driving on university business who use a rental or state vehicle shall be required to conform to Minnesota State's vehicle use criteria and consent to a motor vehicle records check.

Metro State University is an Equal Opportunity employer/educator committed to the principles of diversity. We prohibit discrimination against qualified individuals based on their race, sex, color, creed, religion, age, national origin, disability, protected veteran status, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership in a local commission as defined by law. As an affirmative action employer, we actively seek and encourage applications from women, minorities, persons with disabilities, and individuals with protected veteran status.

The university provides reasonable accommodations to qualified individuals with disabilities upon request.