

**Invitation to Apply for HHMI Inclusive Excellence
Biology Education Postdoctoral Fellowship
at San Francisco State University**

SEPAL – The Science Education Partnership and Assessment Laboratory – at San Francisco State University (SFSU) invites applications for a Postdoctoral Fellowship in Biology Education and Research with a strong focus on understanding and promoting inclusion, equity, and diversity in science. The position is renewable for up to 2 years and may begin as early as January 1, 2018.

Funded by a Howard Hughes Medical Institute (HHMI) Inclusive Excellence Award, the *Biology FEST: Faculty Empowering Students in Transformations* effort will engage and partner with our talented, upper-division biology majors, most of whom are first-generation college-going students, students of color, and/or transfer students. Together in collaborations with faculty, these student leaders will participate in continued transformation of the undergraduate biology experience, as peer-learning-assistants and role models in biology classrooms and as co-developers of curricular materials that highlight the importance of diversity in science.

This SEPAL Postdoctoral Fellowship position will be under the supervision of Dr. Kimberly Tanner. The Postdoctoral Fellow will collaborate in designing, collecting, and analyzing assessments to investigate the impact of the effort on student experiences in biology, including their sense of belonging and development of science identity, and on faculty teaching practices. In addition to a research role, the SEPAL Postdoctoral Fellow will also participate in day-to-day program implementation, including recruitment of participants, co-design and co-teaching of a service-learning course for participating students, planning and coordination of faculty professional development activities, and grant management and reporting.

Required and Preferred Qualifications

Required qualifications are a Ph.D. in biology or life science education and a strong interest in developing inclusive excellence in biology education scholarship and research. Experience working with diverse populations of students and faculty is essential, as is a strong interest in promoting equity and inclusion in the sciences. The abilities to prioritize tasks, to engage in long- and short-term planning, and to handle a variety of demands simultaneously are critical. Candidates must be willing and able to work a flexible schedule, including occasional travel, weekends, and extended hours during periods of intense activity. The following attributes, experiences, and knowledge are preferred: creativity and curiosity, mentorship skills, curriculum development experience, in-depth knowledge of national science education reform efforts, formal teaching experience, experience with databases, experience in developing assessments, and qualitative and quantitative assessment analysis skills. We seek a self-motivated, creative individual who has excellent interpersonal, writing, and public speaking skills who can work both

independently and as part of a team effort and who will bring new perspectives to our efforts to promote inclusion in science.

San Francisco State University is an Equal Opportunity/Affirmative Action Employer with a strong commitment to diversity. All qualified applicants will be considered without regard to race, color, sex, religion, national origin, disability, protected veteran status, or other legally protected category. We strongly encourage the application of individuals from historically underrepresented groups.

Salary and Appointment

This SEPAL Postdoctoral Fellowship position is a full-time, salaried, and benefited position at San Francisco State University. The position is annually renewable, dependent on performance and continued grant funding, which is anticipated. Salary is competitive and commensurate with professional experience and qualifications of the candidates. San Francisco State University offers excellent benefits packages.

Application Procedure

To apply for the SEPAL Postdoctoral Fellowship positions, please submit the following to SEPAL Program Administrator, Trisha DeVera, via email (deverat@sfsu.edu):

- 1) a letter of interest in the position, including your career goals (no more than 2 pages),
- 2) a current curriculum vitae,
- 3) a statement of general research interests (no more than 2 pages and need not relate specifically to this effort),
- 4) a statement of general teaching philosophy (no more than 2 pages and including a description of characteristics of inclusive classroom environments), and
- 5) the names of three professional references, including current position, relationship to the applicant, and phone and email contact information.

Application Review Timeline

Review of applications will begin on *Friday, October 20, 2017* and will continue until the position is filled.

Questions?

Questions about the position should be directed to SEPAL Director, Dr. Kimberly D. Tanner, Professor, Department of Biology, San Francisco State University, (kdtanner@sfsu.edu). More information about SEPAL can be found at: <http://www.sfsusepal.org/>.

