

Please see Special Instructions for more details.

**Required Application Materials include:**

1. Curriculum Vitae
2. Cover Letter Addressing Each of the Required and Preferred Qualifications
3. Research Statement (max 3 pages)
4. Teaching Statement (max 2 pages)
5. Other - Diversity Statement (max 2 pages)

## Position Details

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### Position Information

**Announcement Number** FAC - VA - 24026

**For questions regarding this position, please contact:** Michelle Meade  
Search Chair  
(406) 994-5946  
**mlmeade@montana.edu**

**Classification Title**

**Working Title** Assistant Professor of Psychology

**Brief Position Overview**

**Faculty Tenure Track** Yes

**Faculty Rank** Assistant/Associate Professor

**Position Number**

**Department** Psychology

**Division** College of Letters & Science

**Appointment Type** Faculty

**Contract Term** Academic Year

**Semester**

**If other, specify From date**

**If other, specify End date**

<b>Union Affiliation</b>	Exempt from Collective Bargaining
<b>FTE</b>	1
<b>Benefits Eligible</b>	Eligible
<b>Salary</b>	Salary commensurate with experience, education, and qualifications
<b>Contract Type</b>	MUS
<b>If other, please specify</b>	
<b>Recruitment Type</b>	Open

### Position Details

### General Statement

The Department of Psychology at Montana State University (MSU) invites applications for a tenure-track assistant professor in Psychological Science with research specialty focusing on Quantitative Psychology. The specific area of quantitative research focus is open, and might include expertise or interests in advanced statistical and research methods, such as latent variable modeling, Bayesian methods, modern research design (e.g., quasi-experimental design, randomized control trials, adaptive randomized trials, small sample designs, causal inference), multilevel modeling, longitudinal methods, generalized linear models, and/or predictive modeling (e.g., machine learning techniques, data mining). Successful candidates will have a consistent record of peer-reviewed publications that incorporate relevant quantitative approaches. Preference will be given to individuals whose methodological specialization has broad application and connection to ongoing research throughout the Department. The department has eleven Psychological Science faculty at MSU with strong research in the department's four cross-cutting themes: attention, memory, and thought; equity, diversity, and disparities; health, resilience, and well-being; and motivation and emotion. The successful candidate must have a Ph.D. in Psychology or related field by start date, will develop and maintain an active research program, demonstrate the commitment and capability to attract external funding, and show potential for excellence in undergraduate and graduate teaching and mentoring.

Montana State University values diverse perspectives and is committed to continually supporting, promoting and building an inclusive and culturally diverse campus environment. MSU recognizes the importance of work-life integration and strives to be responsive to the needs of dual career couples apply.

## **Duties and Responsibilities**

The faculty position to be filled is a full-time tenure track appointment with primary responsibilities in research and teaching. The successful candidate will become an integral part of the Psychology program, with duties to include teaching statistics and/or research methods courses as well as other courses in the candidate's area of expertise; developing a nationally recognized research program with potential for extramural funding, and participating in professional and university outreach and service activities.

## **Required Qualifications – Experience, Education, Knowledge & Skills**

1. Ph.D. in Psychology or related field by start date.
2. High-quality, original research publications, with the potential to build a nationally recognized, externally-funded research program.
3. Demonstrated potential to effectively teach and mentor undergraduate and graduate students.
4. Evidence of scholarly and professional achievements commensurate with experience.

## **Preferred Qualifications – Experience, Education, Knowledge & Skills**

1. Research expertise in one or more of the department's four cross-cutting themes: attention, memory, and thought; equity, diversity, and disparities; health, resilience, and well-being; and motivation and emotion.
2. Potential to complement current faculty research interests within the department and/or across campus.
3. Commitment to supporting, promoting, and building an inclusive and culturally diverse campus environment.
4. Commitment to supporting diversity, equity, and inclusion in the classroom, mentorship, and departmental culture.

## **The Successful Candidate Will**

- Be a dynamic scholar with clear potential to establish a funded research program that fosters participation by undergraduate and graduate students.
- Have excellent written and oral communication skills.
- Have the ability to mentor students.
- Have effective interpersonal skills including the ability to collaborate successfully with faculty, staff, and students.
- Have an appreciation for diverse constituencies, especially the ability to help students from underrepresented backgrounds succeed.

## **Position Special Requirements/Additional Information**

The job description should not be construed as an exhaustive statement of duties, responsibilities or requirements, but a general description of the job. Nothing contained herein restricts Montana State University's rights to assign or reassign duties and responsibilities to this job at any time.

## **Physical Demands**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without reasonable accommodations. The requirements listed above are representative of the knowledge, skill, and/or ability required.

## **The Program**

## The Department

The department has eleven Psychological Science faculty at MSU with strong research in the department's four cross-cutting themes: attention, memory, and thought; equity, diversity, and disparities; health, resilience, and well-being; and motivation and emotion. The department has approximately 650 undergraduate majors, 111 psychology minors, and 14 Ph.D. students. Faculty typically teach two courses per semester. MSU has many opportunities for collaborative work both within and outside the department, including with the Center for Mental Health Research and Recovery, the Center for American Indian and Rural Health Equity, the Montana Engineering Education Research Center, the Montana IDeA Network of Biomedical Research Excellence, the American Indian and Alaskan Native Clinical and Translational Research Program, the MSU Sleep Laboratory, and the Western Transportation Institute.

Faculty in the Psychology department are committed to enhancing diversity, equity, and inclusion, as evidenced by faculty who are engaged in community-based participatory research with Native American and rural communities, involvement in campus-wide DEI initiatives, and active efforts to diversify our undergraduate and graduate programs.

## The College

Montana State University values diverse perspectives and is committed to continually supporting, promoting and building an inclusive and culturally diverse campus environment. The College of Letters & Science (CLS) at Montana State University encourages individuals interested in advancing the University's Strategic Plan diversity, equity, and inclusion goals to apply. Links to the [University Strategic Plan](#); [Office of Diversity and Inclusion](#); [Black, Indigenous, and People of Color \(BIPOC\) Plan](#); [CLS Commitment to Diversity, Equity, and Inclusion](#); and [CLS newsletter, Diversity Matters](#) are all embedded here for reference. CLS is committed to developing a diverse faculty, staff, and student body and to modeling an inclusive campus community which values the expression of differences in ways that promote excellence in research, teaching, and service/outreach engagement, and institutional success. In keeping with this commitment, the College encourages applications from candidates with diverse backgrounds. We recruit, employ, train, and promote regardless of race, gender, sex, religion, gender identity or expression, sexual orientation, color, national origin, disability, age, veterans status, and other underrepresented groups. MSU also recognizes the importance of work-life integration and strives to be responsive to the needs of [dual career couples](#).

## Posting Detail Information

**Number of  
Vacancies**

1

**Desired Start  
Date**

**Position End  
Date (if  
temporary)**

**Open Date**

**Close Date**

**Applications  
will be:**

Screening of applications will begin on **November 9, 2023**; however, applications will continue to be accepted until an adequate applicant pool has been established.

**Special  
Instructions**

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Montana State University is committed to providing a working and learning environment free from discrimination. As such, the University does not discriminate in the admission, access to or conduct of its educational programs and activities nor in its employment policies and practices on the basis of race, color, religion, national origin, ethnicity, creed, service in the uniformed services (as defined in state and federal law), veteran status, gender, age, political beliefs, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation or preference. In support of the University's mission to be inclusive and diverse, applications from qualified minorities, women, veterans and persons with disabilities are highly encouraged.

## Diversity Statement

Montana State University makes accommodation for any known disability that may interfere with an applicant's ability to compete in the hiring process or an employee's ability to perform the duties of the job. To request an accommodation, contact the Human Resources Office, PO Box 172520, Montana State University, Bozeman MT 59717-2520; 406-994-3651; **recruitment@montana.edu** .

In compliance with the Montana Veteran's Employment Preference Act, MSU provides preference in employment to veterans, disabled veterans, and certain eligible relatives of veterans. To claim veteran's preference please complete the veteran's preference information located in the Demographics section of your profile.

MSU's Non-Discrimination Policy and Discrimination Grievance Procedures can be located on the MSU Website: [https://www.montana.edu/hr/recruitment-guidelines/affirmative\\_action\\_plan.html](https://www.montana.edu/hr/recruitment-guidelines/affirmative_action_plan.html) .

## FLSA Details

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### FLSA Determination

<b>FLSA Status</b>	Exempt
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## Applicant Documents

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### **Optional Documents**

### **Supplemental Questions**

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Required fields are indicated with an asterisk (\*).