

Advertisement text



The College of Agriculture, Food and Environmental Sciences at California Polytechnic State University (Cal Poly) in San Luis Obispo, California, is seeking a full-time 12-month department head for its Experience Industry Management Department.

This position has a starting date of no later than July 31, 2026. The Department Head is a faculty position and will provide leadership for all programmatic and administrative functions including instruction, research, and alumni and industry engagement. The Department Head leads a talented team of 7 tenure-track faculty members, 1 full-time lecturer, a pool of part-time lecturers, and 1 staff member who engage with approximately 381 undergraduate students enrolled in the Recreation, Parks, and Tourism Administration major and 70 students enrolled in the Event Planning and Experience Management minor.

This position will provide leadership for the Experience Industry Management Department in the following areas:

- Faculty and staff hiring, development, mentoring, and workload assignments
- advancement and fundraising
- Management of budget, facilities, and departmental resources
- Departmental curriculum development, assessment, and strategic planning
- Equal-opportunity, accessibility, and nondiscrimination initiatives that foster a respectful and inclusive academic environment for all

The successful candidate will also teach undergraduate and potential graduate courses in the program through in-person, online, hybrid or other modalities as needed. The successful candidate will be expected to engage in scholarly activities (i.e., research, publishing, presenting, and grant or contract writing) as part of professional development. Additional duties will include mentoring students, and participating in University, College, and Departmental committees, service, and other activities. The Cal Poly community believes in the "teacher-scholar model," which emphasizes scholarly activities and teaching excellence.

Department Head appointments and 12-month assignments are made and continue at the pleasure of the College Dean. This is a tenured position within the Experience Industry Management Department. Appointments with tenure shall be made only after an evaluation and recommendation by tenured faculty in the appropriate department. Tenure is given only in the instructional portion of the position, which includes teaching, research, and service. Academic rank and salary will be commensurate with the selected candidate's qualifications and experience.

Anticipated hiring ranges:

- \$155,000 - \$165,000 for Associate Professor rank
- \$175,000 - \$185,000 for Full Professor rank

EQUAL OPPORTUNITY AND EXCELLENCE IN EDUCATION AND EMPLOYMENT

This position is open and available to all regardless of race, sex, color, ethnicity or national origin. Consistent with California law and federal civil rights laws, Cal Poly provides equal opportunity in education and employment without unlawful discrimination or preferential treatment based on race, sex, color, ethnicity, or national origin. Our commitment to equal opportunity means ensuring that every student and employee has access to the resources and support they need to thrive and succeed in a university environment and in their communities. Cal Poly complies with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the California Equity in Higher Education Act, California's Proposition 209 (Art. I, Section 31 of the California Constitution), other applicable state and federal anti-discrimination laws, and CSU's Nondiscrimination Policy. We prohibit discriminatory preferential treatment, segregation based on race or any other protected status, and all forms of discrimination, harassment, and retaliation in all university programs, policies, and practices.

Cal Poly is a diverse community of individuals who represent many perspectives, beliefs and identities, and is committed to fostering an inclusive, respectful, and intellectually vibrant environment. We cultivate a culture of open dialogue, mutual respect, and belonging to support educational excellence and student success. Through academic programs, student organizations and activities, faculty initiatives, and community partnerships, we encourage meaningful engagement with diverse perspectives. As a higher education institution, we are dedicated to advancing knowledge and empowering individuals to reach their full potential by prioritizing inclusive curriculum development, faculty and staff training, student mentorship, and comprehensive support programs. At

Cal Poly, excellence is built on merit, talent, diversity, accessibility, and equal opportunity for all

REQUIRED QUALIFICATIONS

- A Ph.D. or Ed.D. in Recreation, Parks, and Tourism, Hospitality, Experience Industry Management, or a closely related field
- Distinguished record of achievement in Experience Industry Management and related fields, and qualifications appropriate for a tenured appointment at the rank of Associate Professor or Full Professor within the department
- Demonstrated exceptional leadership and management of students, faculty, staff, and community, and strong interpersonal skills
- Strong professional record of academic achievement, including publications, grants, presentations, and cooperative projects in the experience industry
- Strong commitment to teaching excellence, with demonstrated teaching excellence in person, online, asynchronous, and hybrid formats
- A broad-based knowledge of the experience industry in areas such as event planning and management, experience design, experiential marketing, sport management, hospitality, community recreation, outdoor and adventure recreation, tourism, and destination marketing and management
- Demonstrated experience in collaborative priority setting and decision-making, as well as faculty mentorship and professional development
- Demonstrated experience in carrying out CAFES' mission through an appropriate combination of teaching, research, and advancement
- Demonstrated ability to manage resources in order to solve problems with creativity and innovation
- Ability to interact with Experience Industry stakeholders in developing research and industry initiatives of local, regional, national and global importance
- Evidence of leading institutional advancement and fundraising
- Outstanding written and verbal English communication skills
- Demonstrated ability to cultivate a respectful, inclusive, and nondiscriminatory learning and working environment for all students, staff, and faculty

PREFERRED QUALIFICATIONS

- Demonstrated experience in successfully allocating, directing, and monitoring annual budgets
- Evidence of working collaboratively with partners including industry, local, state, or national government agencies, non-governmental entities, and an advisory council
- Experience in interdisciplinary research and coordinating a center, institute, or research lab
- Familiarity with instructional technology and online learning
- A track record of effectiveness in teaching both undergraduate and graduate courses and overseeing comprehensive curriculum development
- The ability to collaborate on research with faculty across the College and the University
- International experience or the desire to cultivate international partnerships
- Experience working with underrepresented students in research, teaching, service, advising, mentoring, or the community

SPECIAL CONDITIONS

The person holding this position must be willing to travel and attend training programs off-site for occasional professional development.

The person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

Following a conditional offer of employment, a background check (including a criminal records check) must be completed satisfactorily before any candidate may start work with Cal Poly, San Luis Obispo. Failure to satisfactorily complete the background check may result in the withdrawal of the offer of employment. Note: Cal Poly cannot deny an applicant a position solely or in part due to a criminal conviction history until it has performed an individualized assessment and linked the relevant conviction history with specific job duties in the position being sought.

Please note: Current employees who are offered positions on campus will be required to undergo a background check for any position where a background check is required by law or that Cal Poly has designated as sensitive. Sensitive positions are those requiring heightened scrutiny of individuals holding the position based on potential for harm to

children, concerns for the safety and security of people, animals, or property, or heightened risk of financial loss to Cal Poly or individuals in the university community.

For health and well-being, Cal Poly is a smoke & tobacco-free campus. The university is committed to promoting a healthy environment for all members of our community.

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California and prohibits hiring employees to perform CSU related work outside of California. It is also expected that faculty establish an on-campus presence to fulfill their responsibilities. At Cal Poly, tenure-line faculty are expected to establish an on-campus presence.

ABOUT THE DEPARTMENT

The Experience Industry Management Department of the College of Agriculture, Food and Environmental Sciences offers a B.S. in Recreation, Parks, & Tourism Administration and a minor in Event Planning and Experience Management. The Experience Industry Management department, accredited by the Council on Accreditation of Parks, Recreation, Tourism and Related Professions, offers areas of study in Event Planning and Experience Management, Tourism, Hospitality and Destination Management, and Sport and Recreation Management.

The Experience Industry Management department's vision is to cultivate leaders and innovators in industries that promote healthy lifestyles, protect memorable places, and facilitate life-enhancing experiences for individuals, communities, and the global society.

ABOUT THE COLLEGE

The College of Agriculture, Food and Environmental Sciences (CAFES) at Cal Poly is one of the nation's premier colleges of agriculture and natural resources – and the fifth-largest of its kind in the U.S. With more than 4,100 undergraduates, 16 majors, five graduate programs, and 192 dedicated faculty and staff, CAFES is a powerhouse of innovation, impact and hands-on learning.

Our signature Learn by Doing philosophy comes alive across 10,000 acres of cropland, pastures, orchards, vineyards, and forests, as well as in specialized teaching and research facilities. From the Animal Health Center and Equine Center to the Center for Wine and Viticulture, Ag Tech Center and Plant Sciences Complex, students and faculty work side by side – tackling real-world challenges and shaping the future of food, agriculture and the environment.

Discover more at cafes.calpoly.edu

HOW TO APPLY

Applicants are encouraged to submit materials by November 7, 2025 for full consideration; however, applications received after this date may be considered. Interested candidates must attach the following:

1.
 1. A cover letter providing some detail of applicant's qualifications and interest in the position
 2. Resume/CV
 3. Unofficial transcripts of the highest degree
 4. Statement of philosophy on leadership and management of an academic department
 5. Statement of goals and plans for research
 6. Universal Success Statement (see prompt below)
 7. At least three professional references with names and email addresses when completing the online faculty application

*Universal Student Success Statement Prompt - Cal Poly takes pride in its status as a teaching university and in its emphasis on the teacher-scholar model. Please detail your approach to inclusive, accessible, and intentional teaching at the collegiate level, including evidence of experience with inclusive and equitable teaching, to a wide variety of students and a description of how you will continue to develop this expertise at Cal Poly. Service or scholarship related to skills developed in these areas might also be included here. Please articulate your teaching philosophy, approach, and goals within this statement.

Finalists for the position will be required to provide 3 letters of recommendation. The selected candidate will be required to provide official transcripts prior to appointment for final consideration. For inquiries reach out to recruitment committee chair Keri Schwab, PhD., keschwab@calpoly.edu