

Post Doctoral Scholar Racial Equity - Haas School of
Business
University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=251271>

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Posted Jan. 8, 2025, set to expire Feb. 28, 2025

Job Title	Post Doctoral Scholar Racial Equity - Haas School of Business
Department	
Institution	University of California Berkeley Berkeley, California
Date Posted	Jan. 8, 2025
Application Deadline	02/28/2025
Position Start Date	Available immediately
Job Categories	Post-Doc
Academic Field(s)	Business - General
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Job Description

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Position overview **Position title:** Post-Doctoral Scholar Employee

Salary range: Post Doc:

The UC academic salary scales set the minimum pay at appointment. See the following table for the current postdoctoral scholar salary scales: https://www.ucop.edu/academic-personnel-programs/_files/2024-25/oct-2024-scales/t23.pdf The current full-time salary range for post doc positions is \$66,737 - \$80,034. Salaries above the minimum may be offered to meet competitive conditions. A reasonable estimate for this postdoctoral scholar position is \$80,000 to \$90,000 annually.

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Lecturer:

See the following table for the current lecturer salary scales: https://www.ucop.edu/academic-personnel-programs/_files/2024-25/july-2024-scales/t15.pdf. The current full-time salary range for lecturer positions is \$68,247 - \$192,040. Both appointments will not exceed a combined 100% time between roles.

Percent time: 100%

Anticipated start: July 1, 2025

Position duration: Appointment is two years.

Application Window

Open date: January 7, 2025

Next review date: Wednesday, Jan 22, 2025 at 11:59pm (Pacific Time)

Apply by this date to ensure full consideration by the committee.

Final date: Friday, Feb 28, 2025 at 11:59pm (Pacific Time)

Applications will continue to be accepted until this date, but those received after the review date will only be considered if the position has not yet been filled.

Position description

The Haas School of Business at the University of California, Berkeley seeks applications for a Postdoctoral Scholar-Employee (Title Code 3252) appointment focused on topics related to racial equity and business (finance, economics, organizational behavior, social psychology, accounting, real estate, marketing, entrepreneurship, artificial intelligence, environmental science, etc.).

The position is primarily a research opportunity that provides extensive freedom to develop one's own research agenda, but also comes with expectations to collaborate with Haas faculty and advise doctoral students. The position also includes the opportunity to teach an elective course or co-teach in our new core course "Business Communication in Diverse Work Environments." Should you teach, you will be appointed to a lecturer position.

Postdoctoral scholars conduct research under the general oversight of a faculty mentor/supervisor. The faculty mentor is largely dependent on the research interest/overlap. Including, but not limited to Economic Analysis & Policy (<https://haas.berkeley.edu/eap/faculty/>) and Management of Organization (<https://haas.berkeley.edu/mors/faculty/>)

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) faculty that the candidate could work with.

Lecturer positions may range up to 33% time. General Duties as a lecturer in addition to teaching responsibilities include:

- Holding office hours
- Assigning grades
- Advising students
- Preparing course materials.

Qualifications

Basic qualifications (required at time of application)

Ph.D. (or equivalent international degree), or enrolled in a Ph.D. (or equivalent international degree) program at the time of application.

Additional qualifications (required at time of start)

1. Ph.D. (or equivalent international degree) by the start date.
2. No more than two years of post-degree research experience.

Preferred qualifications

1. Experience in finance, economics, organizational behavior, social psychology, accounting, real estate, marketing, entrepreneurship, artificial intelligence, or environmental science as it relates to racial equality and business.
2. Demonstrates an understanding of and commitment to diversity, equity, inclusion, and belonging in a business, organization, or public university setting.
3. Ability to facilitate discussions about topics related to racial equity in business-related fields
4. Strong written and oral communication skills
5. Demonstrated ability to stay organized and meet research deadlines
6. Excellent interpersonal skills, demonstrating a desire to promote diversity, equity, inclusion, and belonging to establish and maintain positive & professional working relationships with colleagues, students, and team members.
7. Research specialty in topic relevant to racial equity in business

Application Requirements

Document requirements

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- Curriculum Vitae - Your most recently updated C.V.
- Cover Letter
- Statement of Research
- Statement of Teaching (Optional)
- Statement on Contributions to Advancing Diversity, Equity, and Inclusion - Statement on your contributions to diversity, equity, and inclusion, including information about your understanding of these topics, your record of activities to date, and your specific plans and goals for advancing equity and inclusion if hired at Berkeley (for additional information go to <https://ofew.berkeley.edu/recruitment/contributions-diversity>).

Reference requirements

- 2-4 letters of reference required

Applicants should submit two letters of reference.

Apply link: <https://aprecruit.berkeley.edu/JPF04679>

Help contact: deipostdoc@berkeley.edu

About UC Berkeley

UC Berkeley is committed to diversity, equity, inclusion, and belonging. The excellence of the institution requires an environment in which the diverse community of faculty, students, and staff are welcome and included. Successful candidates will demonstrate knowledge and skill related to ensuring equity and inclusion in the activities of their academic position (e.g., teaching, research, and service, as applicable).

The University of California, Berkeley is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status.

Please refer to the [University of California's Affirmative Action Policy](#) and the [University of California's Anti-Discrimination Policy](#).

In searches when letters of reference are required all letters will be treated as confidential per University of California policy and California state law. Please refer potential referees, including when letters are provided via a third party (i.e., dossier service or career center), to the [UC Berkeley statement of confidentiality](#)

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prior to submitting their letter.

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct, are currently being investigated for misconduct, left a position during an investigation for alleged misconduct, or have filed an appeal with a previous employer.

- "Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer.
- [UC Sexual Violence and Sexual Harassment Policy](#)
- [UC Anti-Discrimination Policy for Employees, Students and Third Parties](#)
- [APM - 035: Affirmative Action and Nondiscrimination in Employment](#)

Job location

Berkeley, CA

To apply, visit <https://aprecruit.berkeley.edu/JPF04679>

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

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