

Assistant/Associate Professor, Technology Adoption and
Human Resources
California Polytechnic State University

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Posted Dec. 3, 2025, set to expire Apr. 15, 2026

Job Title	Assistant/Associate Professor, Technology Adoption and Human Resources
Department	Agribusiness
Institution	California Polytechnic State University San Luis Obispo, California
Date Posted	Dec. 3, 2025
Application Deadline	Opened until filled
Position Start Date	Aug. 17, 2026
Job Categories	Assistant Professor Associate Professor
Academic Field(s)	Quantitative Analysis Production/Operations Management Technology & Information Management Human Resources Economics
Apply Online Here	https://jobs.calpoly.edu/en-us/job/553505/assistantassociate-professor-technology-adoption-and-human-resources

Apply By Email

Job Description

The Agricultural Business Department (AGB) in the College of Agriculture, Food and Environmental Sciences at California Polytechnic State University, San Luis Obispo, CA, is seeking a full-time, academic year, tenure-track Assistant/Associate Professor of Technology Adoption and Human Resources starting August 17, 2026. Rank and salary will be commensurate with qualifications and

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experience.

The successful candidate will build on Cal Poly's strong position within the California agricultural industry to train the next generation of agricultural leaders, and will advance AGB's capacity to develop programming in technology adoption and the implications for human resource management. California agricultural producers are having to adapt quickly to rising labor costs and lower labor availability, causing a surge in automated technologies being developed and adopted in agricultural production. In addition, the entire food value chain is adopting more advanced technology to track and manage agricultural products as they move from producer to processor to consumer. To train leaders that can help manage and advance these trends, AGB seeks an Assistant or Associate Professor to focus on technology adoption and human resource management. The successful candidate will support AGB's efforts to assess the commercial viability of technologies under development, the skills workers require to successfully adapt to the changing technological environment, and the workforce training and development implications of these trends. The successful candidate will be expected to develop contacts among California's agricultural producers, technology producers, and the food distribution industry. The position will also be expected to work with other CAFES departments and centers, such as Biological, Resource, and Agricultural Engineering (BRAE) and the Cal Poly Strawberry Center.

Teaching responsibilities may include courses such as basic and intermediate agricultural economics, human resource management, data analytics, quantitative management methods, and agribusiness management. Collaborations with other departments in the college, and with other colleges, are encouraged. Duties may include but are not limited to supervision of undergraduate senior projects and advising student clubs and national competition teams. The successful candidate is expected to participate in scholarly activities (i.e., research, grant writing, publications, presentations) as part of their professional development. Research collaboration with undergraduate students is particularly valued. The successful candidate is also expected to provide service on committees for the department, college, and university, as well as service to state, national, and professional organizations.

Rank and salary commensurate with education and experience of the individual selected. Anticipated hiring ranges:

Assistant Professor: \$90,948 - \$105,156

Associate Professor: \$105,492 - \$114,720

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.

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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 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

An earned doctorate (Ph.D.) in Agricultural Economics, Resource Economics, Economics, Business Administration, Management, or a closely related field. Candidates nearing completion of the doctorate (ABD) may be considered but must provide proof that the doctorate was awarded prior to the start of the appointment.

Candidates must demonstrate, or show potential for, excellence in teaching, effective communication, interpersonal skills, and ability to be a team player. Demonstrated proficiency in written and oral use of the English language is required.

Candidates must also demonstrate, or show potential for, an ability to secure external funding and publish research. The ability to interact well with peers, students, industry partners, and the general public is essential. Demonstrated experience and commitment to student-centered learning and teaching, as well as demonstrated ability to collaboratively work in multidisciplinary settings are required. Strong interests in undergraduate and graduate teaching are required. Demonstrated

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commitment to fostering inclusive, equitable, and supportive learning environments is required.

PREFERRED QUALIFICATIONS

Preference will be given to candidates with applied and innovative research backgrounds, and with research into areas with clear application to California Agriculture. Industry experience, university level teaching experience, a record of successful academic research, and the demonstrated ability to generate external funding will all be given preference.

SPECIAL CONDITIONS

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. At Cal Poly, tenure-line faculty are expected to establish an on-campus presence.

Subject to further planning and approval, Cal Poly anticipates a possible transition to semester-based year-round operations (YRO). Under YRO, full-time academic year faculty may be assigned to teach

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in two consecutive semesters (Fall/Spring, Spring/Summer, or Summer/Fall) out of the three semesters offered annually. The two-semester sequence will constitute the regular academic year appointment. Faculty may also be eligible to teach in the third semester for additional compensation, subject to departmental needs and University policy.

ABOUT THE DEPARTMENT

The Agricultural Business Department (AGB) of the College of Agriculture, Food and Environmental Sciences is comprised of roughly 600 undergraduate majors, over 140 minors, and 12 tenured/tenure track faculty. The program offers a B.S. in Agribusiness. The curriculum is diverse with key classes in data analytics, agricultural economics, accounting, and sales, and more advanced classes in marketing, agricultural policy, finance, risk management, supply chain management, human resource management, the value-added food sector, the retail sector, and global agricultural trade. Experiential learning and industry interaction are integral components of the curriculum. The department has earned numerous national student contest awards in competitions sponsored by the National Agricultural Marketing Association, Food Distribution Research Society, the National Grocers Association, and others. The department's research and education activities are conducted on a wide array of issues that include U.S. and California agricultural policies, new and emerging industries, agribusiness management, resource management, supply-chain and retail management, agricultural marketing, and technology adoption in agriculture.

HOW TO APPLY

Review will begin on January 5, 2026. Applicants are encouraged to submit materials by that date for full consideration; however, applications received after this date may be considered. Interested candidates must attach (1) cover letter, (2) resume/curriculum vitae, (3) unofficial transcripts of the highest degree, (4) goals and plans for research 5) Universal Student Success Statement (prompt below), and (6) at least three professional references with names and email addresses when completing the online faculty application.

**Universal Student Success Statement Prompt- Cal Poly is a public, student-centered university that serves the diverse constituents of the state of California and has a strong emphasis on the teacher-scholar model. Please detail your approach to teaching and learning at the collegiate level, including evidence of experience with inclusive, accessible, and intentional 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.*

Finalists for the position will be required to provide 3 letters of recommendation. The selected

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candidate will be required to provide sealed official transcripts prior to appointment for final consideration.

Cal Poly's ability to sponsor employment-based visas will depend on institutional priorities, budget availability, and current federal regulations. Cal Poly does not commit to providing visa sponsorship for this position, and applicants should not expect that such sponsorship will be offered.

Inquiries can be directed to Dr. Christiane Schroeter, Search Committee Chair, Agribusiness Department, 805-756-5054, cschroet@calpoly.edu.

Contact Information

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

Contact Dr. Christiane Schroeter
Agribusiness
California Polytechnic State University
San Luis Obispo, CA

Phone Number 805-756-5054

Contact E-mail cschroet@calpoly.edu