



UNIVERSITY OF SOUTH ALABAMA

DEPARTMENT OF COUNSELING AND INSTRUCTIONAL SCIENCES ASSISTANT/ASSOCIATE PROFESSOR OF INSTRUCTIONAL DESIGN AND DEVELOPMENT

TENURE TRACK POSITION AVAILABLE AUGUST 15, 2027

THE DEPARTMENT OF COUNSELING AND INSTRUCTIONAL SCIENCES in the College of Education and Professional Studies at the University of South Alabama is seeking applicants for a full-time, tenure-track faculty position in Instructional Design and Development at the rank of Assistant or Associate Professor. This appointment is a nine-month position beginning August 15, 2027.

RESPONSIBILITIES include engaging in scholarly research and publication related to the candidate's expertise in Instructional Design and Development (IDD); seeking external funding for research and/or training grants; teaching graduate courses online and on campus in IDD, as well as service courses in educational technology, educational psychology, and/or educational research; supervising dissertations and advising students in IDD programs; engaging in professional and community service; working collaboratively with stakeholders across campus, business, and industry engaged in instructional design research and development; and working collaboratively with program faculty to promote, develop, and grow the IDD programs.

REQUIRED QUALIFICATIONS include:

1. an earned doctorate in instructional design and development (IDD), or a closely related discipline (ABDs will be considered as long as degree is earned by start date);
2. evidence of consistent and sustained scholarly productivity in peer-reviewed academic journals commensurate with rank;
3. evidence of or plan for seeking external funding for research or training grants;
4. successful graduate-level instruction in IDD, or related area;
5. demonstrated ability to deliver instruction in face-to-face, hybrid, and fully online formats;
6. evidence of or potential for successfully advising graduate students to degree completion;
7. experience in or plan for leading or serving on dissertation committees; experience in supervising dissertations; and
8. demonstrated evidence of collaborative partnerships within the community and with faculty peers across disciplines.

For *associate professor* consideration:

1. evidence of receiving tenure at a regionally accredited institution of higher education; and
2. cohesive research agenda with clearly articulated path to seeking full professorship.
3. experience and skill in providing program leadership.

DESIRED QUALIFICATIONS for any rank include:

1. experience in applying instructional design and human performance improvement interventions in industry and/or health care settings;
2. experience using artificial intelligence (AI), simulation, virtual reality, augmented reality, or gaming as instructional tools; and
3. the ability to teach qualitative and mixed research methods.

THE DEPARTMENT OF COUNSELING AND INSTRUCTIONAL SCIENCES

currently has 9 tenure-track faculty, 2 non-tenure track instructional faculty, and 1 staff member. The Department offers master's programs in library media, educational technology, school and clinical mental health counseling (accredited by the Council for Accreditation of Counseling and Related Educational Programs), and instructional design. The Department delivers a doctoral program in instructional design and co-delivers, along with the Department of Psychology, doctoral program in clinical and counseling psychology accredited by the American Psychological Association.

THE COLLEGE OF EDUCATION AND PROFESSIONAL STUDIES is one of nine colleges and schools of the University of South Alabama. Founded on February 1, 1967, the college serves approximately 1,700 graduate and undergraduate students. The College offers undergraduate and graduate education certification programs, as well as programs that are outside of the public-school arena. These areas include health, kinesiology, sport and recreation, clinical mental health counseling, instructional design, clinical and counseling psychology (partnering with the College of Arts and Sciences), hospitality and tourism, organizational leadership, and interdisciplinary studies.

The College is nationally accredited by the Council for the Accreditation of Educator Preparation, with programs accredited by the Alabama State Department of Education, the American Psychological Association, and the Council for Accreditation of Counseling and Related Educational Programs. Across all program areas, the College of Education and Professional Studies is committed to preparing exemplary professionals committed to life-long learning who are leaders in contributing to the betterment of our dynamic world.

THE UNIVERSITY OF SOUTH ALABAMA is a diverse and vibrant public university that is making a difference in the lives of the people of Alabama and the nation through teaching, research, service, and health care. The University offers a wide range of high-quality undergraduate and graduate academic programs to 14,000 students. Located in Mobile, Alabama, the University of South Alabama is the Flagship of the Gulf Coast, representing the only major public institution of higher learning on the upper Gulf Coast.

INTERESTED APPLICANTS should email (1) a letter of interest to include a description of research, teaching, and service experiences; (2) a current curriculum vitae; (3) a statement of research; (4) the names, affiliation, and contact information for three references; and (5) copies of unofficial undergraduate and graduate transcripts to Ms. Carjetta Taylor, Assistant to the Dean, College of Education and Professional Studies at applyceps@southalabama.edu. Please include “Instructional Design Faculty Search” in the subject line.

For full consideration, applicants must submit materials by October 15, 2026, and the search will continue until the position is filled. Inquiries about the position should be directed to Dr. Lu Ding, Search Committee Chair at (251) 380-2861 or email at lding@southalabama.edu.

The University of South Alabama is an Equal Opportunity Employer and does not discriminate based on race, color, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, age, genetic information, disability, protected veteran status, or any other applicable legally protected basis.