

Assistant Professor - Diversity and Democracy - Goldman
School of Public Policy and the Othering & Belonging
Institute
University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=263579>

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Posted Oct. 8, 2025, set to expire Nov. 26, 2025

Job Title Assistant Professor - Diversity and Democracy -
Goldman School of Public Policy and the Othering &
Belonging Institute

Department Goldman School of Public Policy and the Othering &
Belonging Institute

Institution University of California Berkeley
Berkeley, California

Date Posted Oct. 8, 2025

Application Deadline 11/26/2025

Position Start Date Available immediately

Job Categories Assistant Professor

Academic Field(s) Political Science - General
Government - Policy/Public Affairs

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Job Description

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**Assistant Professor - Diversity and Democracy - Goldman School of Public Policy and the
Othering & Belonging Institute**

Position overview

Position title: Assistant Professor

Salary range:

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The current salary range for this position is \$80,800-\$128,700 (9-month academic year salary), however, off-scale salary and other components of pay, which would yield compensation that is higher than this range, are offered to meet competitive conditions.

Anticipated start: 7/1/2026

Application Window

Open date: October 6, 2025

Next review date: Wednesday, Nov 26, 2025 at 11:59pm (Pacific Time)

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

Final date: Wednesday, Nov 26, 2025 at 11:59pm (Pacific Time)

Applications will continue to be accepted until this date.

Position description

The Goldman School of Public Policy (GSPP) and the Othering & Belonging Institute (OBI) at the University of California, Berkeley seek applicants for a tenure-track, Assistant Professor appointment in democracy policy. This position is part of a cluster hire through the Othering & Belonging Institute, in which the successful candidate will be an integral part of the Diversity and Democracy Cluster in addition to having a tenure-track faculty appointment in GSPP. OBI's Democracy and Diversity Cluster focuses on three overlapping areas: 1) diversity and identity; 2) diversity, civil society and political action; and 3) legal or philosophical frameworks for diverse democracies. This search has a particular interest in democracy policy - that is, research and teaching that protects, promotes, and delivers on the promises of democracy through public policy.

We seek accomplished scholars who use rigorous methods to study how public policy shapes civic identity, civic participation, and disputes about civic standing. Specific areas of focus can include, but are not limited to: determinants of belonging; the role of educational institutions in promoting democracy and strategies for co-governance; policy implementation and the role of community organizations, bureaucracies, and experts; the courts and legal analysis of voting and election systems, political incorporation and civil rights; and the influence of technology and the broader information environment on civic learning and participation. We welcome applicants from any relevant discipline who use empirical approaches (qualitative, quantitative, or mixed methods) to address issues with clear relevance to contemporary policy challenges. We will prioritize candidates with a strong track-record of research in the areas above or adjacent ones and who contribute actively to our rigorous

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interdisciplinary, evidence-based community of scholars and practitioners. We will also prioritize candidates who actively disseminate their research to, and learn from, diverse audiences of practitioners, policymakers, and affected communities.

Successful candidates will support and advance the research goals of GSPP's "Democracy Policy" initiative and OBI's Diversity and Democracy Cluster at the University of California, Berkeley. The Democracy Policy initiative and OBI's cluster both aim to build hubs of teaching, practice, and scholarship that examine how public policy shapes democratic processes and institutions, and how those processes and institutions in turn shape public policy. Democracy policies include policies governing elections and voting; speech and expression; policies that shape the functioning of educational institutions wherein quality public education is a gateway public good; information, journalism, and media integrity; civic, social, and political identity; institutional trust and responsive, accountable government; and data and technology.

The successful applicant's faculty home unit will be at GSPP, and the faculty member would also join a dynamic cluster of OBI faculty across academic units who together will connect and advance the study of democracy and diversity on the Berkeley campus. The cluster structure will provide support and cross-disciplinary opportunities intended to foster the success and career development of faculty hired into the cluster.

The department is committed to addressing the family needs of faculty, including dual career couples and single parents. We are also interested in candidates who have had non-traditional career paths or who have taken time off for family reasons, or who have achieved excellence in careers outside academia. For information about potential relocation to Berkeley, or career needs of accompanying partners and spouses, please visit: <http://ofew.berkeley.edu/new-faculty>

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Qualifications

Basic qualifications (required at time of application)

PhD (or equivalent international degree), or enrolled in PhD or equivalent international degree-granting program at the time of application.

Preferred qualifications

Candidates should have a strong track-record of independent and/or collaborative research excellence, experience teaching, and familiarity with or interest in a professional graduate school setting, and a commitment to interdisciplinary perspectives and collegial service. The ideal candidate will be a scholar whose work directly informs urgent policy questions facing democratic societies today.

Application Requirements

Document requirements

- Cover Letter - A cover letter detailing the applicant's research and teaching interests, and their reason for applying for the position. The cover letter should separately address the candidate's research accomplishments/interests as well as their teaching interests.
- Curriculum Vitae - Your most recently updated C.V.
- Research Statement - Please discuss research accomplishments and proposed plans. This can include, for example, your publication record, awards, presentations, inclusive research practices that promote the excellence of your research, and areas for future research.
- Significant Research Sample
- Optional Significant Research Sample #1 (Optional)
- Optional Significant Research Sample #2 (Optional)
- Teaching, Mentoring, and Service Statement - Please discuss prior teaching experience, teaching approach, and future teaching interests. This can include, for example, specific efforts and accomplishments, and future plans to support the success of all students through inclusive curriculum, classroom environment, and pedagogy. Please also discuss your mentoring experiences and approach. This can include, for example, past efforts and future plans to support the success of all students, and to foster an inclusive research environment that removes barriers and promotes equitable access and advancement of the research program. Finally, please discuss specific prior and proposed academic, professional and/or public service activities. This can include, for example, participating in professional or scientific associations, serving on committees that advance department, campus or discipline goals, and conducting outreach activities that can remove barriers and increase participation of academics in your field.

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- Authorization to Release Information Form - A reference check will be completed only if you are selected as the candidate to whom the hiring unit would like to extend a formal offer. Download, complete, sign, and upload the [Authorization to Release Information form](#).

Reference requirements

- 3-5 letters of reference required

Reference letters must be **requested** by the deadline to have a complete application in APRecruit, but the search committee expects to receive the letters by the deadline, or asap afterwards.

Apply link: <https://aprecruit.berkeley.edu/JPF05162>

Help contact: aaschiller@berkeley.edu

About UC Berkeley

UC Berkeley is committed to diversity, equity, inclusion, and belonging in our public mission of research, teaching, and service, consistent with [UC Regents Policy 4400](#) and University of California Academic Personnel policy ([APM 210 1-d](#)). These values are embedded in our [Principles of Community](#), which reflect our passion for critical inquiry, debate, discovery and innovation, and our deep commitment to contributing to a better world. Every member of the UC Berkeley community has a role in sustaining a safe, caring and humane environment in which these values can thrive.

The University of California, Berkeley is an Equal Opportunity 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.

For more information, please refer to the [University of California's Affirmative Action and Nondiscrimination in Employment 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](#) 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

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government directives may impose additional requirements.

The University of California is committed to creating and maintaining a community dedicated to the advancement, application, and transmission of knowledge and creative endeavors through academic excellence, where all individuals who participate in University programs and activities can work and learn together in a safe and secure environment, free of violence, harassment, or discrimination. Consistent with this commitment, UC Berkeley requires all applicants for Senate faculty positions to complete, sign, and upload an Authorization of Information Release form into AP Recruit as part of their application. If an applicant does not include the signed authorization, the application will be considered incomplete, and as with any incomplete application, will not receive further consideration. Although all applicants for faculty recruitments must complete the entire application, applicants will only be subject to institutional reference checks if and when they are selected as the candidate to whom the hiring unit would like to extend a formal offer. More information is available on [this website](#).

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.

- "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 or discrimination, as defined by the employer.
- [UC Sexual Violence and Sexual Harassment Policy](#)
- [UC Anti-Discrimination Policy](#)
- [APM - 035: Affirmative Action and Nondiscrimination in Employment](#)

Job location
Berkeley, CA

To apply, visit <https://aprecruit.berkeley.edu/JPF05162>

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Contact Information

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

Contact

N/A

University of California Berkeley

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