Professor and Department Chair - Computer Science
University of Colorado Colorado Springs

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Job Title	Professor and Department Chair - Computer Science
Department	College of Engineering and Applied Science
	https://eas.uccs.edu/departments/computer-science
Institution	University of Colorado Colorado Springs
	Colorado Springs, Colorado
Date Posted	Jul. 1, 2025
Application Deadline	Aug. 15, 2025
Position Start Date	Available immediately
Job Categories	Professor
	Department Head/Head/Chair
Academic Field(s)	Computer Science
Job Website	https://cu.taleo.net/careersection/2/jobdetail.ftl?job=36906&lang=en
Apply Online Here	https://cu.taleo.net/careersection/2/jobdetail.ftl?job=36906&lang=en
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Job Description

The University of Colorado Colorado Springs (UCCS) is a premier educational institution that prides itself on academic excellence, research, and community engagement and is actively seeking a Professor and Department Chair of Computer Science to join our team! UCCS offers a diverse and inclusive learning environment that fosters innovation, growth, and the holistic development of its students.

At the base of the Rocky Mountains, Colorado Springs is captivated by its stunning landscapes, making it a paradise for nature lovers. This city is more than its scenery—a mosaic of history, arts, and

a vibrant tech scene. We invite you to join a community that cherishes outdoor adventure as much as forward-thinking growth, an exceptional setting for both career and lifestyle.

Professor Salary Range: $ 130,000-140,000 per academic year. Compensation will be commensurate upon experience and qualifications. This position is Exempt from the Fair Labor Standards Act (FLSA) overtime provisions.

Department Chair Salary: $18,400 annually, plus two 3-credit hour teaching offloads per academic year. Department chairs are appointed for three years. Appointment and reappointment follows the department bylaws and UCCS Guidelines on Roles and Responsibilities of Department Chairs: https://provost.uccs.edu/faculty

Work Location: On-Site

Benefits at a Glance

At UCCS, our employees are our most valued asset. We're proud to offer:

- Robust Health Coverage: Our comprehensive medical plans cover preventative care at no cost, including a yearly mental health visit. Plus, benefit from affordable dental, vision plans, and competitive prescription drug prices.
- Financial & Retirement Benefits: Take advantage of our health savings, flexible spending accounts, and life and disability insurance. Plan for your future with our retirement options.
- Further Your Education: Avail nine waived credits per academic year for courses at any CU campus. We invest in your educational and professional growth.
- Wellness & More: From wellness programs aimed at achieving your best self to various additional benefits through CU Advantage, we prioritize well-being and holistic development.
- Want to know your total compensation? Use our calculator to get the complete picture!

Summary

A full professor in Computer Science will develop and teach undergraduate and graduate courses in computer science as assigned by the chair based on departmental needs, will possess a solid publication record, and be expected to develop or continue to develop a strong research group with an externally funded research program in any area of computer science.

The department chair position involves managing faculty and staff, fostering a collaborative and inclusive environment, and ensuring the continuous improvement of curriculum and academic programs. The chair will also advocate for the department's initiatives, represent the department to

internal and external stakeholders, and promote a climate of innovation, diversity, and academic rigor. The position requires strong leadership, excellent communication skills, and a commitment to fostering a culture of academic excellence.

The Department of Computer Science at UCCS excels in preparing undergraduates for careers in the computing industry locally and nationally by providing ABET-accredited classes of high quality. The department has over 700 majors across several programs including graduate-level programs to suit the needs of full-time students and working individuals in the region.

The Department of Computer Science is an NSA/DHS designated National Center of Academic Excellence in Cyber Defense Education (CAE-CD) and in Research (CAE-R). We comprise 22 fulltime faculty, including NSF CAREER, NIH MIRA, and AFOSR YIP winners, with approximately 600 undergraduates, 70 masters students, and 50 PhD students in two PhD programs---one in Computer Science and the other in Cybersecurity. In 2024-25, the department averaged $650K in active funding per tenure track faculty member. We actively support graduate students through NSF CyberCorps Scholarship for Service (SFS) and DoD Cyber Scholarship Program (CySP) grants. The department proudly advocates and pushes the university's efforts to continue to grow its high research activity.

Explore the Computer Science Department and undergraduate and graduate degrees:
https://eas.uccs.edu/departments/computer-science

Essential Functions

The duties and responsibilities of the **professor** position include, but are not limited to:

- Provide instruction to undergraduate/graduate students.
- Maintain a funded research program.
- Engage in service activities to support the University, city, state, region, nation and/or professional associations.
- Provide mentorship to students and junior faculty.
- Participate in curriculum development, implementation, and evaluation.
- Participate in meetings and other activities that advance the mission and goals of the department and college.
- Other duties as determined by the Dean and Department Chair.

The duties and responsibilities of the **Department Chair** include, but are not limited to:

Leadership

- Provide leadership toward the highest possible level of excellence in teaching, research/creative work, and leadership and service.

- Articulate the goals of the unit, both within and outside the unit, to articulate its actions or requests in pursuit of these aims.

- Maintain a climate that is collegial, that respects diversity, that treats faculty, staff and learners fairly and supports creativity and innovation.

- Ensure the department's accredited programs meet ABET-accreditation criteria and guidelines.

- Inform the unit of the stances and actions of the dean and other administrators that might affect the unit.

- Represent the unit's views on matters of educational policy and academic ethics to senior administration.

- Coordinate the recruitment, selection, and evaluation of both the academic and the staff personnel of the unit.

- Be receptive to questions, complaints, grievances, and suggestions from members of the unit, both academic personnel and staff, and from students. Follow the College's grievance procedures and act as the first level of authority above the faculty member in handling student complaints (including academic misconduct) and concerns.??

Department Administration

- Assignment of teaching and other duties within the unit consistent with appropriate FTE levels and college/school workload expectations, recognizing that the appropriate mix of teaching, research/creative work, scholarship, professional practice, clinical work and leadership and service may differ from person to person, and from time to time in the career of an individual.

- Work with the faculty and program directors to ensure timely preparation of the schedule of courses and of times and places for class meetings.

- Arrangement and assignment of duty for mentoring of students and for training and supervision of teaching assistants and other student teachers and teacher aides.

- Preparation of the budget and administration of the financial affairs of the unit, in strict accordance with dollar and FTE allocations and in accordance with University rules and procedures.

- Recommendation of sabbatical assignments and leaves of absence to the dean, and confirmation that scheduling is consistent with unit needs.

- Identify curriculum and other sources of opportunity for professional pathways, and work with the Dean, Associate Dean, Finance and Accounting Manager, and faculty to implement any new offerings.

Faculty Performance Management

- Review annual workload plans of the faculty and ensure they are consistent with assignments and expectations. Identify and assist in the acquisition of resources needed for faculty to achieve their workload goals.??

- Work with human resources to create recruiting plans and processes for any approved faculty positions in consultation with the Dean.??

- Review Faculty Course Questionnaires (FCQs) for each faculty member and provide resources and guidance for the maintenance and accomplishment of teaching excellence.?

- Monitor the academic qualification and professional qualification status of faculty. Works with the Dean to make improvement plans and workload adjustments as needed in those cases where qualifications are not maintained.??

- Monitor and assist progress of the tenure track faculty towards tenure.??

- Become familiar with and follows assigned duties related to annual evaluation of faculty

Other Duties

- Other duties/responsibilities that may arise as needed.

Tentative Search Timeline

- Priority will be given to applications submitted by: **August 15, 2025**
- Potential interview dates: **September 22 - October 3, 2025.**
- Potential start date: **Spring 2026 preferred, Fall 2026 will be considered.**

UCCS is an equal-opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

In accordance with the Equal Pay for Equal Work Act, UCCS does not discriminate based on sex in our employment or compensation practices.

Qualifications

- PhD in Computer Science or a related field

- Eligible for appointment at the rank of professor per the Department of Computer Science's most recent reappointment, promotion and tenure criteria: https://provost.uccs.edu/tenure-promotion-annual-performance-criteria-and-resources

EEO/AA Policy

CU is an Equal Opportunity Employer and complies with all applicable federal, state, and local laws governing nondiscrimination in employment. We are committed to creating a workplace where all individuals are treated with respect and dignity, and we encourage individuals from all backgrounds to apply, including protected veterans and individuals with disabilities.

In accordance with the Equal Pay for Equal Work Act, UCCS does not discriminate based on sex in our employment or compensation practices.

Contact Information

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

Contact

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