

Washington State University – Pullman, WA
Associate or Assistant Professor in Isotope Geochemistry – Tenure Track

School of the Environment
NOTICE OF VACANCY

[The School of the Environment](#) at Washington State University invites applications for a permanent, full-time, nine-month, tenure-track Assistant or tenure-eligible Associate Professor position in Pullman, Washington. (A successful Associate Professor candidate will have an expedited tenure review upon acceptance of the position.) We seek a scholar with expertise in radiogenic isotope geochemistry and lithospheric dynamics whose research advances understanding of Earth processes and has applications to economic geology, critical mineral resources, energy transition technologies, or other energy futures research.

A strong applicant will make extensive use of our state-of-the-art Geochemical Laboratory while guiding it into its next stage of growth and building upon the school's existing strengths in Earth science research and education. The established and highly regarded WSU Geochemical Laboratories include our Radiogenic Isotope and Geochronology Laboratory (RIGL) and the Peter Hooper GeoAnalytical Laboratory (GAL). The successful candidate will contribute to a collaborative and interdisciplinary research environment that advances applications of isotope geochemistry and supports research relevant to critical minerals, energy resources, and sustainable energy futures. The successful candidate will play a leadership role in the Geochemical Laboratory, support its broad user community, and advance their scientific impact through innovative research, strategic partnerships, and external funding.

It is anticipated that the successful candidate will begin the appointment on **August 16, 2027**.

Job duties: A successful candidate will be expected to develop and maintain an internationally recognized and externally funded research program focusing on isotope geochemistry, lithospheric processes, and other Earth systems. They will support the strategic growth of the Geochemical Laboratory, advancing capabilities through the development of new applications and instrumentation. The candidate will be expected to teach both undergraduate and graduate courses and supervise undergraduate and graduate students in research projects. Finally, they will be expected to contribute to the School of the Environment's growth through curriculum development, graduate student mentorship, recruitment, and assessment activities.

Lab overview: The Geochemical Laboratory within the School of the Environment incorporates a range of geochemical equipment run by our staff of excellent technicians. This lab includes a Thermo Scientific Neptune Plus MC-ICPMS, a Thermo Fisher Scientific Element 2 ICP-MS with an Analyte Excite 193-nm ArF Excimer laser, an Agilent 8900 ICP-MS/MS with an ESI 193 nm laser system, an Agilent 7700 ICP-MS, a Class 1000 HEPA-filtered clean lab for sample preparation, a JEOL JXA8500F Field Emission electron probe, and a ThermoARL Perform'X WDXRF. These facilities are consistently used for whole rock geochemical analysis, geochronology, thermochronology, elemental microanalysis, and major and trace element mapping.

Required Qualifications for All Candidates at All Ranks:

- Completed PhD in Geology, Earth Science or adjacent disciplines.
- Demonstrated record of laboratory management.
- Demonstrated potential for external funding.

- Demonstrated potential for successful teaching and instruction.
- Demonstration of potential to support access and opportunity in research, teaching, and service in alignment with WSU's land-grant mission.

Additional Required Qualifications for Associate Professor Rank:

- Demonstrated record of external funding.
- Demonstrated record of successful supervision of graduate students.
- Proven successful teaching and instruction of upper-level undergraduate courses.
- Demonstrated record of supporting access and opportunity in research, teaching, and service in alignment with WSU's land-grant mission.
- Currently serving in the rank of an Associate Professor or equivalent and has a record of accomplishments in research and teaching commensurate with department and college standards for tenure at the level of associate professor.
 - CAS T&P Guidelines: <https://cas.wsu.edu/faculty/documents/2025/07/cas-promotion-and-tenure-guidelines.pdf/>

Preferred Qualifications for All Candidates at All Ranks:

- Demonstrated experience in the supervision of graduate students.
- Experience implementing clean laboratory SOPs.

9-Month Academic Year Salary:

Assistant Professor: \$85,000-95,000 | *Commensurate with experience and qualifications*

Associate Professor: \$96,000-110,000 | *Commensurate with experience and qualifications*

In accordance with [RCW 49.58.110](#), the above salary reflects the full salary range for this position. Individual placement within the range is based on the candidate's current experience, education, skills, and abilities related to the position or as mandated by a U.S. Department of Labor prevailing wage determination.

Benefits:

WSU offers a comprehensive benefits package which includes paid sick leave; paid holidays; medical, dental, life, and disability insurance package for employees and dependents; retirement; deferred compensation, and optional supplemental retirement accounts. For a more detailed summary of benefits offered by WSU for Faculty visit: [Benefits Information for New Employees | Human Resource Services | Washington State University](#)

Find total compensation information here: <https://hrs.wsu.edu/managers/recruitment-toolkit/total-compensation/>.

To Apply: Visit wsu.edu/jobs, select your appropriate employment status, and search for R-15562. Applicants must upload the following required documents to their online application. External candidates, please upload all documents in the "Resume/CV" section of your application. Internal candidates, please upload all documents in the "Resume/Cover Letter" section of your application.

- A cover letter addressing qualifications for this position as well as a response to the following prompt:
 - As a land-grant university, we have a commitment to ensure access and opportunity in all aspects of our work. The successful candidate for this faculty position will have the experiences, knowledge, and skills to build

their research/scholarship/creative practice, pedagogy, curriculum, and service in ways that reflect and enhance this commitment. Using the job announcement for this position, please list and explain up to three areas of responsibility you see as related to fulfilling this mission.

- Curriculum vitae
- Teaching statement that describes your teaching experience and philosophy, which may incorporate experience from formal or informal teaching and mentoring opportunities.
- Research statement that outlines your scholarly work and includes your future plans.

Reference contact information will be requested later in the recruitment process through Workday. Note: Three (3) references are required at Assistant Professor rank and four (4) references are required at Associate Professor rank.

Inquiries should be directed to Sarah Roley (sarah.roley@wsu.edu)

Posting Close Date: Applicants must submit their completed application by Sunday, December 13, 2026, at 11:59 p.m. PST.

About WSU, Pullman, CAS, and the School of the Environment: Washington State University is a land-grant, multiple-campus Research 1 institution. This position will serve on the Pullman campus, which has an enrollment of around 20,000 students and is located in Southeastern Washington on the homelands of the *Nimíipuu* (Nez Perce) Tribe and Palus people. Located 80 miles south of metropolitan Spokane, Pullman is also a quick drive away from the scenic Idaho panhandle and Moscow Mountain. The rolling hills of the Palouse offer a wide range of activities and a true four-season climate. The area provides ample opportunity to enjoy the cultural and academic hub of both Washington State University and the University of Idaho, in the neighboring town of Moscow, Idaho. For more information about the region, please refer to <https://pullmanchamber.com>.

Encompassing more than 19 departments, schools, and programs, and 19 centers, institutes, museums, and research stations across five campuses statewide, the College of Arts & Sciences (CAS) is the heart of WSU. Together over 700 CAS faculty and staff deliver more than 50% of WSU's total undergraduate and graduate instruction, including the vast majority of WSU's core curriculum. We drive disciplinary and transdisciplinary research, scholarship, and creative activities across the arts, humanities, social sciences, sciences and mathematics. The College of Arts & Sciences seeks to lead a reimagining of WSU's land-grant mission for the 21st century, expanding the boundaries of creativity and discovery while simultaneously recognizing more completely our obligations to the State of Washington and the communities we serve. For more about the College of Arts & Sciences at WSU, please refer to <https://cas.wsu.edu>.

The School of the Environment (SOE) is a multidisciplinary unit working to advance earth, environmental, and geosciences to better understand global ecology, ecosystem science, and sustainability of both the natural and human-built world. SOE incorporates four primary pillars including Earth Science, Environmental and Ecosystem Sciences, Wildlife Ecology & Conservation Sciences, and Forest Ecology and Management. Faculty, students, and staff engage in innovative research spanning Earth history, conservation science, climate change, hydrology, geoscience, environmental policy, and natural resource management.

The School of the Environment offers undergraduate and graduate degree programs that allow students to address complex challenges through scientific inquiry, collaboration, and hands-on learning. Students have opportunities to participate in field-based education, laboratory research, internships, and community-engaged projects while working alongside faculty and our external partners. Through its programs, research centers, and partnerships across Washington State and beyond, the SOE is committed to developing the next generation of scientists, helping to advance solutions that support resource management, sustainability, resilient ecosystems, and informed environmental stewardship. For more about the SOE at WSU, please refer to <https://environment.wsu.edu/>

WSU acknowledges that its locations statewide are on the homelands of Native American peoples, who have lived in this region and have been caretakers of the land from time immemorial. The Morrill Act of 1862 established our landgrant institution by providing public and federal lands that are traced back to the dispossession of Indigenous lands, often taken by coercive and violent acts, and the disregard of treaties. For that, we extend our deepest apologies. We owe our deepest gratitude to the Native peoples of this region and maintain our commitment towards reconciliation. And as a land-grant institution, WSU is deeply committed to the land-grant mission, its Memorandums of Understanding with Native tribes in the region, and a tradition of service to society. To read the full WSU land acknowledgement, please refer to <https://wsu.edu/about/wsu-land-acknowledgement/>.

WSU encourages all qualified candidates to apply, including members of the military and veterans, and persons with disabilities. WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must show employment eligibility verification as required by the U.S. Citizenship and Immigration Services.

WSU is committed to providing access and reasonable accommodation in its services, programs, activities, education and employment for individuals with disabilities. To request disability accommodation in the application process, contact Human Resource Services: 509-335-4521 (v), Washington State TDD Relay Service: Voice Callers: 1-800-833-6384; TDD Callers: 1-800-833-6388, 509-335-1259(f), or hrs@wsu.edu.

Notice of Non-Discrimination

In matters of admission, employment, housing or services, or in the educational programs or activities it operates, WSU does not discriminate or permit discrimination by any member of its community against any individual on the basis of sex, race, color, national or ethnic origin, physical disability, mental disability, sensory disability, use of a trained service animal, age, religion, creed, genetic information, marital status, sexual orientation, gender identity, protected veteran status, honorably discharged veteran, member of the military, or immigration or citizenship status except as authorized by federal or state law, regulation, or government contract.

Inquiries about the application of federal and state laws and regulations (including inquiries regarding the application of Title IX, ADA/Section 504, and implementing regulations), as well as reports and complaints of discrimination and harassment, can be made verbally or in writing to WSU's Compliance and Civil Rights, the Department of Education's Office of Civil Rights, or both.

More information, resources, and contact information are available here: [Nondiscrimination statement](#).