

Assistant Professor of Biology Tenure-Track Faculty Position

Wofford College invites applications for a tenure-track position as assistant professor in the Department of Biology to begin August 2022. At Wofford, faculty serve as teacher-scholars dedicated to the education and mentoring of undergraduates in a liberal arts tradition. Wofford embraces a broad definition of scholarship that includes discipline specific, pedagogical and interdisciplinary research. Faculty earn tenure after six years by demonstrating excellence in teaching, continued scholarly development and service to the college.

EXPECTATIONS:

Wofford faculty members are primarily educators committed to developing and practicing effective student-centered pedagogies to facilitate our students' academic development. We seek candidates that can engage students in foundational courses for majors and non-majors (e.g. BIO 103 and BIO 150), as well as upper division courses that challenge students to critically engage complex topics, particularly in field-based courses like ecology. For sciences faculty, the teaching load is 2/1/2, two courses with labs per semester, or 3/1/3, three courses without labs. Faculty also teach a course during our January term, or "Interim," which provides opportunities for faculty and students to apply more experiential learning of non-traditional topics, including international travel to unique and biodiverse destinations.

We seek candidates that are eager to pursue diverse types of scholarship in their discipline or in collaboration with researchers in other areas. A fundamental ethos of our department also is fostering undergraduate engagement in our scholarship. Aligning this ethos and one's scholarly goals also may require adaptation to the practicalities of a small undergraduate institution.

QUALIFICATIONS:

A Ph.D. in biology or related field that is biology-focused is required. Experience in the area of ecology or other field-based disciplines is essential. Ability to teach in the area of freshwater and/or marine biology is preferred but all candidates with experience in ecology or field-based biology are encouraged to apply.

Preference also will be given to candidates who demonstrate the following qualifications:

- Applicant demonstrates an interest in engaging students through student-centered pedagogies.
- Applicant is interested in engaging students in the study of regional ecosystems.
- Applicant is prepared and/or interested in engaging students in how the study of biodiversity and ecology influences broader societal issues, both locally and globally.
- Applicant has an interest in service to the biology department as well as Wofford College as a whole, and embraces the collaborative spirit of our institution.

Because Wofford College is committed to building and supporting a diverse educational environment, we invite candidates to include a brief (1 page max) statement that articulates how a candidate's experiences or future efforts would contribute to both the department and campus fostering a diverse, equitable and inclusive environment (see #7 below under "Application").

APPLICATION:

Application materials should be submitted electronically as a single PDF to biologysearch@wofford.edu. Application materials include: (1) a cover letter explaining your interest in this position, (2) curriculum vitae, (3) unofficial graduate transcripts, (4) names and contact information of four references, (5) a statement of your teaching philosophy, which should articulate a commitment to the educational ethos outlined above, (6) a statement of your research and scholarly interests that support your goals of becoming a teacher-scholar at a small undergraduate institution, and (7) a statement that demonstrates a genuine interest in working with departmental and campus efforts to develop a diverse and inclusive campus environment.

Completed applications received by October 15 will be given full consideration. Letters will be requested for applicants advancing beyond the first round of screening. Questions about the position or search should be directed to Dr. John Moeller (moellerjf@wofford.edu, 864-597-4627).

ABOUT WOFFORD COLLEGE:

Wofford College, established in 1854, is a private liberal arts residential college located a few blocks north of downtown **Spartanburg**, South Carolina. Wofford offers 27 major fields of study to a student body of 1,764 undergraduates and is nationally known for the strength of its academic program, outstanding faculty and study abroad participation. Wofford is home to one of the nation's 290 Phi Beta Kappa chapters. The college community supports 19 NCAA Division I athletics teams and numerous **student organizations**, including honor societies, professional organizations, faith-based organizations, club sports and three publications.

Wofford's priorities increasingly reflect commitments to diversity, inclusivity and coalition building. Created in the spring of 2015, the President's Diversity, Equity and Inclusion Committee has executed the recommendations of Wofford's 2014 Strategic Vision Plan: to increase the diversity of students, faculty and staff; to support programming and policy geared toward equity; and to link its investment in diversity to sustainable partnerships with the Spartanburg community. Working alongside Wofford's Center for Community-Based Learning, the committee has helped Wofford restructure campus leadership; develop diversity training for faculty and staff; increase geographic, racial, ethnic, socioeconomic and LGBTQ+ representation; and increase funding for diversity-related programming.

ABOUT SPARTANBURG:

Spartanburg is located in upstate South Carolina, 30 miles east of Greenville, South Carolina, an hour from Charlotte, North Carolina, and three hours east of Atlanta, Georgia. Historic Charleston and the South Carolina coast are three hours away, and Wofford sits an hour south of the artistic, culinary hub of Asheville, North Carolina. Spartanburg is a growing, diverse community that supports six college and university campuses along with numerous civic arts and cultural associations. It became the first city in South Carolina to join the Government Alliance on Race and Equity and, in 2012, became one of five cities nationally to participate in the 10-year Wellville program, a national nonprofit initiative dedicated to improving equitable well-being in U.S. cities. Spartanburg and Wofford partner on multiple community equity initiatives, including the Northside Initiative, which has brought together a diverse group of

citizens to revitalize a neighborhood in ways that don't reproduce the harm of earlier urban renewal programs.

EEO STATEMENT:

Wofford College values diversity within our students, faculty, and staff, and strives to recruit, develop, and retain the most talented people. Wofford College does not discriminate in employment on the bases of race, color, creed, religion, sex, (including pregnancy, childbirth or related medical conditions, including but not limited to lactation), sexual orientation, transgender status, gender identity, age, national origin, disability, veteran status, or any other legally protected status in accordance with applicable federal, state and/or local laws.

It is the policy of Wofford College to provide reasonable accommodations. If you require an accommodation to participate in any part of the hiring process, please reach out to HumanResources@Wofford.edu .

TITLE IX COMPLIANCE:

Wofford College is committed to providing an educational and work environment, including programs and activities, that is free from discrimination, harassment and retaliation. In compliance with Title IX of the Education Amendments of 1972, Wofford College does not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of sex.

Inquiries related to the application of Title IX at Wofford College can be made as follows:

Wofford College

Matthew Hammett

Director for Civil Rights, Title IX Compliance and Student Risk Assessment

Title IX Coordinator

429 North Church Street

Snyder House

Spartanburg, SC 29303

864-597-4048

hammettmk@wofford.edu

External Inquiry:

Office for Civil Rights (OCR)

U.S. Department of Education

400 Maryland Avenue SW

Washington, D.C. 20202-1100

800-421-3481

OCR@ed.gov

<https://www.ed.gov/ocr>

DISCRIMINATION, HARASSMENT AND TITLE IX REPORTING:

Individuals who experience harassment or discrimination on the basis of their membership, or perceived membership, in a protected class are encouraged to contact Wofford's Title IX Coordinator via email, phone or mail at any time or in person during normal business hours.

The Title IX Coordinator can assist individuals in making a report or formal complaint, connecting with campus and community resources, and accessing support with academics, housing and/or employment.

Individuals may also submit a report through the online Discrimination and Harassment Reporting Form. Reports can be submitted anonymously, but anonymous reports may limit the College's ability to address reports.

All reports will be reviewed and addressed using Wofford's Nondiscrimination and Anti-Harassment Policy and Procedures.