

Davidson Biology Hiring Visiting Assistant Professor of Biology in Organismal Biology or Biostatistics

[Read the Job Description & Apply](#)

COVID note:

Davidson College is requiring new employees hired into jobs posted after August 1, 2021, and all employees with a start date on or later than September 1, 2021, to be vaccinated to help protect the health and safety of our community. New employees will be required to submit proof of at least the first dose of a vaccine on or before their start date and proof of full vaccination no later than 5 weeks after their start date. Please see the full new hire vaccination policy [here](#).

Position Summary

The Davidson College Biology Department invites applications for a two-year visiting assistant professor position in **organismal biology, ecology, and/or biostatistics**, beginning 01 July 2022. The area of specialization is open and may include physiology, evolution, ecology, behavior, conservation biology, or related fields. The successful candidate will have a Ph.D. in biology (or related field) by June 2022, ability, experience, and interest in teaching biostatistics, introductory organismal biology, and/or courses in ecology. We seek an individual with demonstrated potential for excellence in undergraduate teaching, which includes fostering inclusive learning environments where all students can thrive. The annual teaching load is five courses over two semesters, which will be met through a combination of an introductory organismal/ecological biology course plus lab (BIO114; counts for two courses), a biostatistics course (BIO240), and/or an upper-level course in the candidate's area of specialization.

Appointment Term

The position will begin on July 1, 2022 and will end on June 30, 2024.

Teaching Expectations

We expect that the visiting assistant professor of biology will demonstrate potential for excellence in teaching, which includes fostering inclusive learning environments where all students can thrive. Teaching responsibilities include introductory organismal/ecological biology (with lab) and biostatistics in the first year of the two-year position, with opportunities to teach

those courses and an advanced organismal-level course (with lab) in the second year, for an annual five course teaching load (where courses with class and two lab sections count as two courses). Courses with labs are typically capped at 32 students, biostatistics is capped at 20 students, and seminars are capped at 12 students.

Candidate Qualifications

A Ph.D. in biology or related field is required with postdoctoral research and teaching experience (or equivalent) preferred. Davidson College is strongly committed to achieving excellence and cultural diversity. We welcome applications from individuals of all identities and backgrounds.

Who We Are

Davidson College is a residential, four-year liberal arts college, located 20 miles from Charlotte, NC. Davidson faculty members enjoy a low faculty-student ratio, emphasis on and appreciation of pedagogical excellence, and outstanding facilities. We uphold a collegial, respectful atmosphere that honors academic achievement and integrity, upholds educational excellence, encourages student-faculty collaborative research, and prioritizes inclusive pedagogy. Davidson College is an ideal workplace for those interested in interdisciplinary collaboration, building community, and developing pedagogical practices.

Commitments to Diversity, Equity, and Inclusivity

Davidson shares [aspirations to reimagine the liberal arts](#), a singular commitment to educational excellence and access, and educating students toward achieving disproportionate impact for good. The successful candidate will demonstrate a commitment to fostering diversity and inclusivity and have experience interacting with students of diverse backgrounds. The search includes a meeting with representatives from Davidson's [Student Initiative for Academic Diversity](#) (SIAD) to discuss student experiences with diversity and inclusivity in the classroom. Davidson's current accreditation quality enhancement plan (QEP) focuses on inclusive pedagogy with an emphasis on gateway quantitative courses (STEM and Economics).

Davidson is actively pursuing inclusive excellence and is a current recipient of a major grant from HHMI's [Inclusive Excellence](#) initiative in undergraduate science education. Davidson also participates in [QuestBridge, Posse](#), and other initiatives including [The Davidson Trust](#), a no-loan financial aid program for all students. Davidson has a non-discrimination policy and strong, ongoing commitments to social justice, quality, and access. As an example, Davidson appointed a [Commission on Race and Slavery](#) to build a comprehensive understanding of the college's history involving slavery and the lives of enslaved people. This work inspired [beginning steps](#) towards acknowledging the college's past and achieving racial equity and justice.

How We Support You

To support your growth, security, and well-being at Davidson College, the successful candidate would have the opportunity to have a faculty mentor, and the Biology Department is committed to professional development of all its faculty members, including visitors. In addition, all junior faculty members can gain peer support, guidance, and networking opportunities from our Junior Faculty Network and, if applicable, the Faculty of Color Caucus, the LGBTQIA+ Faculty/Staff Caucus, and other affinity groups. We in the Biology Department are happy to share syllabi and course materials when possible. When available, the college can also provide rental housing adjacent to campus for new faculty members, which can alleviate the burden of searching for accommodations in a new or unfamiliar location; a property manager in the Physical Plant can assist with locating housing.

Davidson College will provide \$2,000 in annual travel funds for faculty members to attend professional conferences, as well as up to \$2,500 for moving expenses. The college also provides limited opportunities to apply for research support for visitors, particularly for summer research collaborations between faculty members and students in the summer between the two years of the appointment. Moreover, the Biology Department budget provides support for consumables related to teaching and faculty-student research.

Facilities and Instrumentation

In 2017 Biology moved into a [new science facility](#) housing biology, chemistry, environmental science, and psychology. Each science faculty member with an active research program has use of a dedicated research space that is further supported by shared facilities and instrumentation (freezers, centrifuges, autoclaves, dishwashers, ice machines, balances, water systems, etc.). Visitors may find collaborative research opportunities in existing laboratories. All teaching labs are well equipped with computers, projection systems, and specialized instrumentation. Major scientific instrumentation includes: a microscopy suite (including confocal), a tissue culture facility, environmental chambers, animal facility, spectrophotometers, PCR machines, a new rooftop greenhouse, and more. The building also features classrooms designed for active learning and informal spaces that [promote interdisciplinary collaboration and community building](#). In addition to this new science building the college also operates a [lake campus](#), a [farm](#), and a 100-acre [ecological preserve](#) that supports science education in various ways. Biology faculty members also have access to preserves and parks through relationships with local lands conservancies, municipal parks departments, and land owners.

Professional Development

The college provides faculty members with professional development opportunities through mentoring, a [Center for Teaching and Learning](#), a pre-tenure faculty group (JFN), a faculty of color caucus, a LGBTQA caucus, and grants for teaching innovations. It also sponsors workshops

on teaching and participates in local, regional, and national organizations dedicated to outstanding undergraduate education.

The Charlotte Area

[Davidson](#) is a lakeside college town just 20 miles north of the thriving city of Charlotte. As North Carolina's largest city, [Charlotte](#) is a financial center featuring professional sports teams and a busy hub airport with frequent nonstop flights to many domestic and international destinations. Thus, Davidson students, staff, and faculty members enjoy the diverse advantages and opportunities provided by remarkable proximity to a lively major city, suburbs, and charming small towns, and lakefront communities on [Lake Norman](#) (North Carolina's largest lake). Moreover, with the mountains of Western N.C. and the beaches of the Atlantic only a few hours drive in either direction, rural and recreational areas are also readily accessible and available.

Apply

Application materials must be submitted through [Davidson's employment portal](#) by clicking the button that reads "Apply now." Preference will be given to candidates who have submitted their materials by February 28, 2022. Application materials will include three documents:

- A concise cover letter with discrete sections describing the candidate's approach to and experience teaching and a *brief* overview of research. Here you may summarize your eligibility for this position, interest in working at a liberal arts college, your interest in working at Davidson College, any accomplishments that you want to feature, and your ability to teach the desired courses. Although teaching experience is helpful, we prioritize potential for excellence in undergraduate instruction.
- CV: Summarize your education and professional accomplishments. Include names and contact information of three references (no page limit).
- Statement of your potential contributions to Davidson's institutional commitment to diversity and inclusion, answering three prompts, preferably in bullet form:
 1. Describe your past experience or training in educational diversity, inclusion, equity, and/or justice (DEIJ) initiatives or practices.
 2. In your past teaching or mentoring experiences (if applicable), how have you implemented DEIJ practices?
 3. How would you implement DEIJ practices in your proposed teaching at Davidson College?).
- **The initial screening of candidates will be based on an evaluation of just the candidates' statement of potential contributions to Davidson's commitment to diversity and inclusive pedagogy.**
- Inquiries may be sent to Dr. Chris Paradise at chparadise@davidson.edu.

- In the interest of conducting a fair hiring process, we will **not** review any additional materials that are submitted outside of the requested materials.

Candidate Selection

The initial screening of candidates will be based on an evaluation of the candidates' statement of potential contributions to Davidson's commitment to diversity and inclusive pedagogy. Specifically, DEIJ statements will be scored using a rubric that aligns with the three prompts detailed above.

Candidates who pass through to the next round will be assessed on their cover letter detailing their teaching and research, and CV. Teaching experience and ability/potential to teach the organismal/ecological half of introductory biology, biostatistics, and an advanced organismal-level course are paramount.

Inquiries may be sent to Dr. Chris Paradise at [chparadise@davidson.edu](mailto:chparadise@ davidson.edu).

Search Timeline and Process

The search committee expects to begin application review in **late February**, conduct preliminary interviews by phone/Zoom with top candidates in early to mid-March, and then invite the top candidate for a campus interview in late March / early April (this schedule is subject to change without notice). Campus interviews will include meetings with the Vice President for Academic Affairs/Dean of Faculty, the Associate Dean of Teaching and Learning, a representative from human resources, as well as faculty members, staff members, and students in biology, and representatives of Davidson's Student Initiative for Academic Diversity (SIAD). Each candidate will be expected to teach a sample class during the one-day interview process.

At Davidson College, we believe the college grows stronger by recruiting and retaining a diverse faculty and staff committed to building an inclusive community. To achieve and sustain educational excellence, we seek to hire talented faculty and staff members across the intersections of diverse races, ethnicities, religions and worldviews, sexual orientations, gender identities, ages, socio-economic backgrounds, political perspectives, abilities, cultures, and national origins.