

## Biology (2 positions)

### Position Summary

The Biology Department at Stillman College is searching for a person to fill a tenure-track position at the rank of Assistant Professor. Applicants should have a PhD degree in biology, botany, ecology, environmental science, or a closely related field, previous teaching experience, a strong interest in teaching undergraduates, postdoctoral experience, and potential to develop a research program that involves undergraduate students and is consistent with the capabilities of an undergraduate institution. The applicant should be able to teach ecology and environmental science courses, teach our biology core courses, and teach and develop electives related to their area of expertise. The successful candidate should be able to develop a productive research program that can attract external funding, involve undergraduate students in research, demonstrate a strong commitment to teaching, and participate in university and community service activities.

### Experience:

Successful candidates should have experience as a researcher and teacher. The candidate will teach general biology courses and advanced courses botany, ecology, zoology, anatomy, genetics, and biostatistics.

### Required/Desired Knowledge, Abilities, and Skills:

We particularly seek candidates with expertise in the following areas of health disparities research:

1. Interest and opportunity to train students, conduct and publish research.
2. Make a significant impact in the development and design of training and research in a renovated facility with minority and underrepresented populations that are committed to reducing and eliminating health disparities.
3. Collaborate with colleagues to develop a program and curriculum with a primary emphasis of attracting minority male students interested in minority health and research.
4. Work closely with the current STEM program to increase visibility in extending opportunities for other colleges and universities to participate in STEM research around environmental and global health.

### Qualifications include:

- Ph.D. in in Biology, Botany/Ecology or Environmental Science
- Experience teaching college-level courses
- Postdoctoral experience preferred.
- College-level teaching experience in an accredited undergraduate or graduate institution preferred.

### Primary Duties:

- Potential to develop a research program consistent with the capabilities of an undergraduate institution and be able to support existing research programs that involve undergraduate students.
- Strong promise of effectiveness in teaching (including advising), creative or scholarly achievement, and valuable service to the university, community, and profession.

- Excellent written and verbal communication skills.
- Excellent interpersonal skills and ability to work with faculty, staff, and students in a culturally diverse organization.
- Proficiency in the assessment of student learning outcomes.
- Ability to work with minimal supervision and to handle multiple tasks.
- Ability to make decisions supporting the department's mission and goals.
- High level of professional appearance and demeanor.
- Ability to maintain a high level of confidentiality.

Responsibilities of the successful candidate include:

- Engaging in curriculum and program development incorporating current educational theories and research
- Analyzing course assessments, evaluations, and data and engaging in continuous improvement of courses based on that analysis in order to advance student achievement of outcomes, success in subsequent courses, and impact on retention and graduation
- Demonstrating multicultural competence, including an awareness and understanding of historically disadvantaged populations, and creating an educational environment that affirms commitment to equity, diversity and inclusion
- Working within a collaborative and innovative department
- Engaging in district-wide efforts to improve student retention and success
- Incorporating active student learning and appropriate use of technology in the classroom
- Continuously innovating learning experiences (campus, online, hybrid) in response to assessment and evidence/data analysis
- Tailoring curriculum to engage marginalized and oppressed groups
- Utilizing active and inclusive pedagogy
- Creatively designing learning experiences that extend beyond delivering content and assist students in achieving course, program, and degree outcomes
- Teaching, advising, and mentoring students holistically from recruitment to commencement
- Engaging in shared governance

Physical Demands:

Moderate lifting up to 20 pounds as frequently as needed to move objects; dexterity to write and manipulate computer keyboard and mouse; ability to hear and speak clearly; and body mobility to stoop, kneel, bend and reach.

Working Environment:

Work is primarily performed in a university campus environment and requires a flexible schedule including possible evening and weekend work. The employee is subject to inside environmental conditions, protection from weather conditions but not necessarily from temperature changes.

Application Instructions:

To be considered for this position, applicants must include the following items in their application package:

- Completed application which can be found online. (Application)
- Letter of formal application that addresses how your experience and education qualifies you to

- perform the assigned responsibilities (Cover Letter).
- Responses to the following: What personal and professional work have you done in order to broaden your understanding of equity, diversity and inclusion? AND How have you infused equity, diversity and inclusion into your classroom in order for students to be challenged/motivated/inspired to be a part of a multicultural society?
  - Detailed curriculum vitae of all educational and professional experience, which includes a list of courses taught (Curriculum Vitae).
  - Unofficial copies of all college and university transcripts that include degree received and confer date. International transcripts must include a foreign transcript evaluation.(Transcripts).
  - A list of three current professional references with name, relationship to candidate, address, email address, and telephone number. Letters of recommendation will not be accepted in lieu of a list of professional references (References).
  - All addressed to Human Resources, Stillman College, 3601 Stillman Boulevard, Tuscaloosa, AL 35401 or by email at lgoins@stillman.edu. A background search will be required of the successful applicant.