Position Number

**Position Title** Visiting Assistant Teaching Professor of Biology (animal/organismal)

The Department of Biology is committed to excellence in research and teaching in the integrative life sciences, from molecules to ecosystems. Our goal is the development of well-trained biologists and scientifically literate citizens. The Faculty of teacher-scholars does innovative research and collaborates with undergraduate and graduate students to foster critical **Unit Mission** thinking, professional skills, and intellectual independence. These goals are **Statement** met, in part, by actively promoting opportunities for students to conduct original research that advances science. The Faculty values diversity. collegiality, and the pursuit of academic connections across disciplines. We place a priority on being accessible to students and colleagues. The Department strives to create an inclusive and nurturing environment for student and faculty development that encourages outreach and participation in the College, local, and professional communities.

> The Department of Biology at William & Mary, a public university of the Commonwealth of Virginia, invites applications for a two-year, non-tenure track Visiting Teaching Assistant Professor instructional position that will begin August 10, 2024.

## Position

We seek an individual with expertise in organismal biology and animal behavior who can teach a mid-level animal behavior course and an organismal biology course. The successful applicant will be expected to be an effective teacher and will have a 3-3 teaching load, including small upper-level undergraduate seminars or special topics courses and lab sections.

**Required** A Ph.D. in animal behavior/organismal biology or a closely related field is Qualifications required at the time appointment begins (August 10, 2024). Previous experience teaching undergraduate courses is required.

Preferred

Postdoctoral research experience, and the ability to offer special topics courses Qualifications in the areas of animal behavior or organismal biology are preferred.

Conditions of **Employment** 

Department 3KE110 Biology Dept

Location William & Mary

Job Open Date 02/15/2024 Review Begin <sub>03/15/2024</sub>

Date

Job Close Date

Open Until Filled **Employment** Category

Special Application Instructions

Applicants must apply at https://jobs.wm.edu .Submit a CV, a cover letter, and a statement of teaching interests that describes how your scholarly work informs your teaching and mentoring. Candidates are encouraged to reflect on their past experiences or future plans to foster an inclusive and welcoming climate for learners/scholars in Biology in any of you required documents. You cannot submit a separate diversity statement. You will be prompted to submit names and emails of three references who will be contacted by the system to submit a letter of reference. For full consideration, submit application materials by the review date March 15. Applications received after the review date will be considered if needed. Information on the degree programs in the Dept of Biology may be found at https://www.wm.edu/as/biology/about/index.php William & Mary is committed to providing a safe campus community. W&M

Background Check Statement

conducts background investigations for applicants being considered for employment. Background investigations include reference checks, a criminal history record check, and when appropriate, a financial (credit) report or driving history check.

EEO Statement William & Mary values diversity and invites applications from underrepresented groups who will enrich the research, teaching and service missions of the university. The university is an Equal Opportunity/Affirmative Action employer and encourages applications from women, minorities, protected veterans, and individuals with disabilities.

Benefits Summary Statement

William & Mary offers our employees a full array of benefits including retirement, health insurance with options for expanded dental and vision along with group and optional life insurance with coverage for spouse and children, flexible spending accounts, and an EAP (Employee Assistance Program). Our employees enjoy additional university benefits such as educational assistance, professional development, wellness benefits, and a robust holiday schedule. All employees have access to fitness facilities on campus. Staff members also have access to the university libraries, and much more. To learn more, go to: https://www.wm.edu/offices/uhr/benefits/index.php?type=none

Candidate Information (Compiled by person other than search committee)			Application & Minimum Qualifications Required			
			1 = Packet complete, 0 = Incomplete.  Note: Absence of letters does not disqualify a candidate but must be submitted before generating hiring proposal.  Score 1 if only letters are missing.	Minimum Qualifications: 3 = Meets Minimum Qualification 0 = Does not meet minimum qualification	Do not proceed if sum of D and E ≠ 4.	
Applicant Name	Contact Information	Application URL	All required documents (curriculum vitae, cover letter, statement of teaching interests)	Degree: Ph.D. in animal behavior or organismal biology or closely related field by time of appointment, August 10, 2024.	Total Minimum Qualifications Max Points = 4	
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Required Competencies in Research, Teaching, and Governance						
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Expertise in organismal biology and animal behavior related field(s)	Ability to teach a mid- level animal behavior course	Ability to teach a mid- level organismal biology course.	Previous experience teaching undergraduate courses.	Total Required Competencies in Research, Teaching, and Governance Max Points = 12		
				0		

		Preferred Qu		Tierranking		
Scoring: 2: Preferred qualification present 0: Preferred qualification absent		Scoring 1:Present, 0: Absent				
Postdoctoral research experience	Ability to offer special topics courses in animal behavior	Ability to offer special topics courses in organismal biology	Evidence of previous experience and/or future plans that demonstrate a commitment to inclusive teaching.	Total Preferred Max Points = 7	Total Points Max = 23	Ranking: Tier 1(>20): an outstanding candidate we should interview; Tier 2 (16-19): a very good candidate with some strengths, could be considered later if Tier 1 fails to materialize; Tier 3 (15-18): Weak candidate that nominally meets requirements but not strong enough to consider at present time; Tier 4 (<14): Reject, application has clear shortcomings. (This is simply a guide)
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