



## **UNIVERSITY OF ARKANSAS**

**Position/Rank and Salary:** The Department of Sociology and Criminology invites applications for an Instructor in Sociology. This is full-time, renewable position with a nine-month service period to begin August 2020. The salary for this position is \$40,000 per year. The teaching load for this position will be four courses per semester.

We seek candidates with demonstrated excellence in teaching and experience working with diverse student populations. Successful candidates will be prepared to teach large introductory sociology classes (between 200-500 students), assist in recruitment efforts for the major, as well as mentor and engage students within the discipline.

**Qualifications:** Candidates must have a master's degree or higher in sociology or a related field. Preference will be given to candidates with experience teaching large introductory classes, and documented commitment to exceptional teaching. Preference also will be given to candidates who can contribute to the department's mission of diversity, equity, and inclusion.

**About the Department:** The Department is dynamic, productive, friendly, and student success-oriented unit in the J. William Fulbright College of Arts and Sciences, valuing both qualitative and quantitative social science scholarship. The Department offers undergraduate degrees in Sociology and Criminology, and an M.A. in Sociology, and affiliation with three research units: the Center for Social Research, Community and Family Institute, and the Terrorism Research Center. The Department participates in African and African American Studies, Latin American & Latino Studies, and other interdisciplinary area studies programs. The department contributes to the larger university strategic mission that is part of eight priority areas that have been outlined in detail in the Chancellor's guiding priorities.

**About the University:** Founded in 1871 as a land grant institution, the University of Arkansas is classified by the Carnegie Foundation among the top two percent of universities in the nation with the highest level of research activity. Ten colleges and schools serve more than 27,100 students with more than 200 academic programs. University of Arkansas students earn nationally competitive awards at an impressive rate and represent 50 states and more than 120 countries. Located in the stunning Ozark Mountains of Northwest Arkansas, Fayetteville is a rapidly growing city in the Northwest Arkansas corridor that is consistently rated among the top places to live and work in the U.S. As an employer, the University of Arkansas offers a vibrant work environment and a workplace culture that promotes a healthy work-life balance.

**Appointment/Start Date:** August 2020

**Application Process:** For a complete position announcement and information regarding how to apply, visit [jobs.uark.edu/postings/40415](https://jobs.uark.edu/postings/40415). Completed applications received by April 5, 2020 will be assured full consideration. Late applications will be reviewed as necessary to fill the position. Applicants must submit a cover letter/letter of application and vitae. Application materials must include a list of courses taught, statement of teaching philosophy, teaching portfolio (if available) and evidence of teaching effectiveness (e.g., teaching evaluations).

A list of three professional references (name, title, email address, and contact number) willing to provide letters of reference will be requested during the application process. If contacted, candidates will be required to provide a verbal statement during the interview process regarding their contributions to diversity, equity, and inclusion. For questions about the position, please contact Dr. Lori Holyfield, Chair of the Search Committee, at [lholyfie@uark.edu](mailto:lholyfie@uark.edu)

The University of Arkansas is an Affirmative Action/EOE institution committed to achieving diversity in its faculty and staff. We encourage applications from all qualified candidates, especially individuals who contribute to diversity of our campus community. The university welcomes applications without regard to race/color, sex, gender, pregnancy, age, national origin, disability, religion, marital or parental status, protected veteran or military status, genetic information, sexual orientation, gender identity or any other characteristic protected under applicable federal or state law. Persons must have proof of legal authority to work in the United States on the first day of employment. All applicant information is subject to public disclosure under the Arkansas Freedom of Information Act.

Will the department request letters of recommendations? **Yes**

Will PA7 solicit and collect the letters of recommendation electronically from the referees? **NO**

· If electronic letters of recommendation will be collected:

· At what point in the process do you want the letters requested?

**After screening process is completed.**

How many letters will you request (min. & max) **Maximum of 3**

· What is the last day you will accept letters of recommendation?

· Will the department ask applicants to answer supplemental questions? If so, what questions will be asked (i.e. "Please describe your experience with...?" "Please explain your teaching philosophy.")?

**Interview Questions will include:**

Sociology Instructor Search – Skype Questions

1. What courses have you taught, and what were their approximate sizes?

Probe:

Which one is your favorite class to teach?

What do you like best about teaching \_\_\_\_\_

What do you find most challenging about teaching \_\_\_\_\_

2. What is your primary teaching goal when you have a larger class? And when you have a smaller class?

a. If you had to choose, which class size do you prefer?

3. What is your teaching philosophy?

4. Tell us about a great experience you have had in the classroom. What did you like most about that experience?

· (possible probe) What do you like best about teaching?

5. Tell us about a challenging experience you have had in the classroom. What did you learn from that experience?

a. (possible probe) What would you change if you could?

6. What inspires you about teaching General Sociology to students?

a.(possible probe) What attracted you to it?

7. What would you identify as your greatest strengths in teaching?

8. What would you identify as areas for growth if any?

9. Do you have any questions for us?

10. The D&I committee will also ask questions related to D&I contributions.

- What documents will applicants be required to submit  
**Cover letter, CV, teaching effectiveness (e.g., evaluations) teaching philosophy and portfolio (if available)**

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What is the closing date for this search? **March 27<sup>st</sup> or until position filled**

- Who will serve on the Search Committee (Name, Email)?

Lori Holyfield – Chair [lholyfie@uark.edu](mailto:lholyfie@uark.edu)

Douglas Adams [djadams@uark.edu](mailto:djadams@uark.edu)

Song Yang [yangwang@uark.edu](mailto:yangwang@uark.edu)

- Who will be responsible for indicating applicant ratings and selecting candidates for interview in PA7?

- Will any additional individuals require Guest User access to be able to view applicant materials (those not on Search Committee that need to see applicant materials)? Include Name and Email Address.

- Will any non-university employees need access to the applicant materials? Include Name and Email address.

- What criteria will the Search Committee use to evaluate each applicant?

**Teaching evaluations, experience in teaching introductory sociology, teaching philosophy, interview responses, and D&I interview responses, and references.**