

Assistant or Associate Professor in Biology

Summary: Queens University of Charlotte invites a broadly trained biologist with specific experience in conservation to apply for a **tenure-track assistant or associate professor** position in the Biology and Chemistry Department of the College of Arts and Sciences. This position will begin in **August 2022**.

The selected candidate will teach courses in introductory biology, geospatial sciences, and General Education "science and society" courses. There is also opportunity to develop innovative, upper-level courses that complement and diversify current offerings and contribute to the growth of a new Conservation Biology program. One of the key responsibilities of this position is the strengthening and development of relationships between Queens and local and regional conservation organizations. Support for this position will be targeted to maximize success as a teacher-scholar and the appointee's ability to inspire students through course-embedded research.

Queens is pursuing a multidisciplinary data analytics initiative to strengthen students' quantitative skills, expand opportunities for students and faculty to engage in data science, and create community partnerships in the Charlotte area to use data to generate insights and solve problems. The ability to contribute to this strategic initiative through any or all following is desirable: domain expertise, experience using statistical software and statistical programming languages, discipline specific and general quantitative methods, and relevant experience creating similar high-impact educational opportunities.

This position is exempt from provisions of the Fair Labor Standards Act (FLSA) and is not eligible to earn overtime pay or compensatory time off for additional hours worked.

Non-Essential Duties: Other duties may be assigned as needed to meet department, college, and university goals

Experience, Knowledge and Skills Required

- An earned PhD in the life sciences
- Evidence of high-quality teaching effectiveness in the life sciences as either a teaching assistant or instructor of record
- Prior experience working for or with a conservation organization or governmental agency
- An interest in building connections with local conservation and non-profit partners to provide research and internship opportunities for students
- Expertise using GIS in land/conservation management, landscape ecology, or other uses that could have implications for conservation of natural resources
- Demonstrated ability to publish primary research in the field of conservation biology (broadly defined)

- Expressed interest in collaborating with a diverse faculty and staff as well as engaging a diverse student population
- Expressed commitment to supporting diversity, equity, and inclusion for students, faculty, staff, and members of the broader community.

Preferred Qualifications:

- Experience mentoring undergraduate students in research activities inside and/or outside the classroom
- Experience using active learning and other techniques to engage students with diverse life experiences and learning preferences
- Record of scholarly activity in conservation biology (again, broadly defined) and an interest in working collaboratively within or outside the sciences
- A record of collaboration with conservation-based organizations that facilitated student research and internship experiences

Application Process

Qualified candidates should submit the documentation listed below via email to hr@queens.edu in (.pdf) format (*not .docx, please*). Incomplete applications will not be considered. Include the following:

1. A cover letter addressing how the candidate meets all essential requirements and at least some preferred position qualifications and experience
2. Current curriculum vitae or résumé
3. Contact information for three professional references

Be sure to include “**AP-BIO**” and **YOUR NAME** in your email Subject Line.
(**Example:** AP-BIO Shawn Mullin)

Review of applications will continue until position is filled; priority given to those submitted prior to **October 15, 2021**.

About Queens University of Charlotte

Located in the heart of the nation’s second fastest growing metropolitan area, Queens University of Charlotte leverages the city’s diverse and thriving environment as an extended classroom. Nationally recognized for undergraduate programs in international and interdisciplinary education, Queens blends the best of liberal arts learning with professional preparation and community engagement. Focused on supporting success for diverse learners, faculty build close and collaborative relationships with students and help them build intentional and individualized roadmaps for flourishing at Queens and beyond. At the graduate program level, the University offers innovative educational experiences that help learners advance professionally and retool for new opportunities. Our environs afford faculty myriad opportunities to advance their own



professional growth and teaching and research interests by collaborating with vibrant industry, non-profit, and community organization sectors.

Because of our history of innovation and our legacy of strong leadership, **Queens is positioned to be among the new forerunners of American higher education.** This is a defining moment for Queens. While other institutions are focused on sustaining and surviving, we are thinking much bigger. Institutions that understand what is needed and are willing to reimagine what is possible can position themselves to thrive and strengthen their market position after the pandemic with innovative approaches that are deeply connected to the world and its greatest challenges.

By 2030, **Queens aspires to become the leading, private, national university of Charlotte** with deep, meaningful, and reciprocal connections to the needs of our local community and economy; inventive and multidisciplinary academic programs that are connected to the world's most pressing challenges and biggest areas of opportunity; a fully connected, integrated, and innovative set of experiences that support holistic wellness and wellbeing; a culture of continuous improvement and investment that enables faculty and staff to flourish and achieve their full potential; and a comprehensive approach to diversity, equity, and inclusion that begins on campus and radiates throughout the community.

Benefits

Queens offers comprehensive benefits to eligible employees, including: medical, dental and vision insurance, domestic partner benefits, defined contribution (matching) and supplemental 403(b) retirement plans, vacation and generous paid holidays, tuition remission and tuition exchange, Queens-paid life insurance, supplemental life insurance, dependent life insurance, accidental death and dismemberment insurance, flexible spending accounts (medical, dependent care, Health Savings Account), sick leave and long-term disability leave, paid parental leave, FMLA leave when eligible, reduced cost meals at Morrison Dining Hall, employee assistance program (EAP), free access to the Levine Center, wellness programs. In addition, employees may choose benefits such as pet insurance, critical care insurance and legal assistance.

Queens University of Charlotte is an equal opportunity employer and is firmly committed to supporting and celebrating all forms of diversity. Queens does not discriminate on the basis of race, color, gender, sex (including pregnancy, child birth and conditions related to pregnancy or child birth), sexual orientation, gender identity or expression, religion, age, national origin, disability, political beliefs, veteran status, genetic information or any characteristic protected by law in the administration of its educational and admissions policies, scholarship and loan programs, athletic programs, employment and hiring policies, or other University-administered programs.

Any individual with a disability who needs any reasonable accommodation under the Americans with Disabilities Act to apply for a position or otherwise to participate in Queens' job search/selection process should contact the Director of Human Resources at 704.337.2222.

Physical Requirements *(with or without reasonable accommodation)*

- *Visual Abilities:* Read reports, create presentations, and use a computer system.
- *Hearing:* Hear well enough to communicate with co-workers, vendors, and students.
- *Dexterity, Grasping, Feeling:* Write, type, and use the telephone, copier, and computer systems.
- *Mobility:* Open files and operate office machines; move between departments and attend meetings across campus.
- *Talking:* Frequently convey detailed or important instructions and ideas accurately, loudly, or quickly.
- *Lifting, Pulling, Pushing:* Exert up to 25 pounds for force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
- *Cognitive/Emotional:* Ability to critically think and concentrate. Must be able to respond quickly to changes in conditions.

Work Conditions

- Work in classroom, virtual classroom, office, and outdoors environments, involving contact with students, faculty, staff, parents, service providers and vendors.
- Work has deadlines, multiple interruptions, high volume and may be stressful at times.

This description is not intended to be an all-inclusive list of the duties and responsibilities of this positions, nor are they intended to be such a listing of the skills and abilities required to do the job. Rather, they are intended to describe the general nature of this position.