Assistant or Associate Professor in Biology (Ref: CAS-Bio2020)

Summary: The Biology Department of Queens University of Charlotte invites a broadly trained ecologist to apply for a tenure-track assistant or associate professor position in the Biology department of the College of Arts and Sciences. This position will begin in August 2020.

The selected candidate will have responsibilities for teaching courses in introductory biology, science writing, General Education “science and society” courses, and ecology. There is also opportunity to develop innovative, upper-level courses that complement and diversify current offerings. 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.

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.

Review of applications will continue until position is filled; priority given to those submitted prior to November 15, 2019.

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

Essential Requirements: Experience, Knowledge and Skills
- A PhD in the life sciences by August 1, 2020
- Excellent oral communication skills and evidence of high-quality teaching effectiveness in the life sciences as either a teaching assistant or instructor of record
- Demonstrated ability to publish primary research in the field of ecology (broadly defined)
- Expressed interest in collaborating with a diverse faculty and staff as well as engaging a diverse student population

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 the following fields of ecology: evolutionary, physiology, stream, landscape, or ecosystems and an interested in working collaboratively within or outside the sciences

Physical Requirements (with or without reasonable accommodation)
- Visual Abilities: Read reports, create presentations and use a computer system – 75-100% of the time.
Hearing: Hear well enough to communicate with co-workers, vendors and students – 75-100% of the time.

Dexterity, Grasping, Feeling: Write, type and use the telephone, copier, and computer systems – 75-100% of the time.

Mobility: Open files and operate office machines; move between departments and attend meetings across campus – 75-100% of the time.

Talking: Frequently convey detailed or important instructions and ideas accurately, loudly, or quickly – 75-100% of the time.

Lifting, Pulling, Pushing: Exert up to 30 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 – 50-74% of the time.

Cognitive/Emotional: Ability to critically think and concentrate. Must be able to respond quickly to changes in conditions – 75-100% of the time.

Work Conditions

- Work in classroom and office environment, involving contact with students, faculty, staff, parents, service providers and vendors.

Queens values campus diversity and demonstrates this in campus initiatives; we particularly encourage members of historically under-represented groups to apply. Only candidates who best match requirements of job will be contacted. The position will be removed from the website once an offer is extended and accepted, or when a sufficient candidate pool is identified. The review of applications will begin immediately and will continue until a successful candidate is selected. Due to limited staff resources, phone calls cannot be accepted or returned.

Application Process

Qualified candidates should submit via email to hr@queens.edu all of the following in (.doc) or (.pdf) format:

1. In lieu of a cover letter, teaching philosophy statement, and research statement, applicants should submit a single cover letter that specifies how they meet all essential requirements and at least some of the preferred qualifications for this position.
2. Current resume or curriculum vitae,
3. Contact information on three professional references.

Be sure to include “REF: CAS-Bio2020” and YOUR NAME in your email Subject Line. (Example: REF: CAS-Bio2020 Shawn Mullin)

Additional information

Queens is a private, co-ed, Presbyterian-affiliated University with 2,300 undergraduate and graduate students. It operates the College of Arts and Sciences, the McColl School of Business, the
Wayland H. Cato Jr. School of Education, the James L. Knight School of Communication, and the Andrew Blair College of Health, and the Presbyterian School of Nursing.

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

Queens University of Charlotte 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 704.337.2297.