



The University of Vermont

Position Announcement:

**Henderson-Harris Fellowship Program
Academic Fellowship in the Department of Political Science
College of Arts and Sciences
The University of Vermont**

The University of Vermont's Department of Political Science in The College of Arts & Sciences invites applications for a **Henderson-Harris Post-Doctoral Fellowship with a specialization in Political Theory**. The position, which starts in Fall of 2025, lasts for a period of up to two years, with the expectation that the Fellow will transition to a tenure-track Assistant Professor position at the completion of the Fellowship.

Preference will be given to candidates whose research focuses on the themes of inequality and/or exclusion, in either a domestic or global context. We define these themes very broadly—they include economic and political inequalities, gender hierarchies, racial and ethnic inequality or exclusion, the disparate burdens of environmental pollution, and more. Candidates should have the capacity to teach and engage students in the subfield of political theory.

Applicants should have their PhD by the start of the Fellowship. We seek candidates who demonstrate excellence and promise in scholarship and teaching, and an ability to engage a variety of learners with effective pedagogies. Fellows are expected to teach one course per semester (two courses per academic year) and deliver one research colloquium talk per year related to their research. The Fellowship includes an annual salary, health insurance, and a fund to support research.

This Fellowship is offered as a full-time, 12-month Post-Doctoral/Post-MFA Associate appointment (September 1, 2025 through August 31, 2026). The salary is \$66,000 for the 12-month appointment. For a list of benefits and other terms of employment, see: (<https://www.uvm.edu/hrs/postdoctoral-associates-fellows-overview>).

Possibility of Tenure-Track:

Fellows establish and pursue their own research agenda with guidance through a mentorship program tailored to help them transition into a tenure-track faculty position at the end of the Fellowship. If the Fellow decides to apply for a tenure-track position at UVM, the Department of Political Science will conduct a vote about converting the position to tenure-track and send the hiring recommendation to the Provost for approval.



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Application Process:

Review of applications will begin on November 22, 2024 and the position will remain open until filled.

Applicants are asked to submit materials to Alex Zakaras (azakaras@uvm.edu), Professor of Political Science and chair of the search committee.

Applicants are asked to submit the following materials:

- A cover letter;
- CV;
- three letters of reference;
- a statement of research interests;
- a statement of teaching philosophy;
- a statement about how they plan to contribute to the diversity, inclusion and equity work of the University and the College of Arts and Sciences.

Questions may be directed to Alex Zakaras (azakaras@uvm.edu).

The University

Established in 1791, the University of Vermont is considered a public-ivy and consistently ranked as one of the top public universities in the United States. Our academic programs combine faculty-student relationships most commonly found in a small liberal arts college with the

resources of a land-grant research institution. UVM's tradition of equity and social justice extends not only to faculty, staff, and students, but also is reflected in a commitment to environmentally sound and sustainable practices.

The College of Arts & Sciences

In the College of Arts and Sciences (CAS), students experience the connectedness and accessibility of a small liberal arts college within a high caliber public research institution. Whether students are pursuing the Fine Arts, the Humanities, Natural Science and Mathematics or Social Sciences, they have a place here, in the College of Arts and Sciences' academic ecosystem.

The College of Arts and Sciences highly values the excellence that results when people from different backgrounds and perspectives work, interact, and learn together. In this



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way, commitment to diversity fosters our educational mission. For our students, it prepares them for life and work ahead: it recognizes that we are a culturally, ethnically, and racially diverse nation, one that is also situated in an increasingly global environment.

For our faculty, scholarship and research are increasingly cooperative activities-often crossing national borders-requiring the abilities and skills to work with others often from very different backgrounds. For both our students and faculty, diversity enhances our curriculum, enriches the classroom experience, and fosters the exchange of ideas. As our society, economy, politics, and global interactions become increasingly diverse, so must our intellectual community of students, faculty, and staff.

The College of Arts & Sciences' Diversity Plan

The College of Arts & Sciences (CAS) will become a role model for the creation of a welcoming and socially nurturing environment that actively promotes a sincere appreciation of diversity. To achieve our purpose, CAS will:

Ensure faculty, students, and staff members from underrepresented and marginalized populations are an integral part of the life and governance of the institution

Substantially increase the representation of women, minoritized, and other marginalized groups among faculty, students, and staff

Engage all students, faculty, staff and community members in rich curricular and co-curricular experiences that enhance their understanding and appreciation of people of diverse personal and group histories, identities, and perspectives

Establishing a diverse and inclusive culture is a priority at the University of Vermont. UVM holds that diversity and academic excellence are inseparable. The University of Vermont is an educationally purposeful community seeking to prepare students to be accountable leaders in a diverse and changing world. Members of the University of Vermont community embrace and advance the values of [Our Common Ground](#).

The Department

The Department of **Political Science** is one of the largest departments in UVM's College of Arts and Sciences and continues to attract a growing number of undergraduate students. Our internationally recognized faculty include highly productive scholars who have won grants from major foundations and published in some of the best outlets in the field. Our



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faculty have also been recognized as among the best teachers at UVM. For more information about the department, see: <https://www.uvm.edu/cas/polisci>

The Community

UVM is located in Burlington, Vermont, which is rated as one of the best small cities in the country. The greater Burlington area has an increasingly diverse population of about 125,000 and enjoys a panoramic setting on the shore of Lake Champlain, between the Green Mountains of Vermont and the Adirondack Mountains of New York State. The surrounding area provides an environment rich in cultural, civic and recreational activities. Vermont has a deep history of social activism and political participation. It offers many opportunities for collaborative partnerships in community and state-wide human service and social change organizations in multiple fields of practice, including state agencies.

Henderson Harris Fellowship Program

The Henderson-Harris Fellowship Program honors the memory of George Washington Henderson and Andrew Harris. George Washington Henderson was one of the first African American students elected to Phi Beta Kappa and to graduate from the University of Vermont (class of 1877). Andrew Harris was not only the very first African American graduate of the University of Vermont (class of 1838), but he was also the first African American college graduate in the United States to champion the abolition of slavery and to demand full equality for people of color. The Henderson-Harris Fellowship Program, offered in cooperation with academic departments, supports post-doctoral scholars whose expertise aligns with advancing the University of Vermont's (UVM) research and teaching priorities, particularly those related to Our Common Ground principles and UVM's inclusive excellence objectives.

The Henderson-Harris Fellowship Program seeks applicants whose diverse lived experiences have profoundly shaped their research, pedagogical, and service-oriented objectives. Ideal candidates will be able to articulate the influence of these experiences on their academic pursuits, particularly those whose research and teaching goals directly engage with issues of inequality and injustice within their respective disciplines. We welcome applications from all candidates who are committed to these values.

The Henderson-Harris fellowships are awarded for a maximum of two years, with the expectation that the Fellow will transition to a tenure-track position at UVM upon completion of the fellowship. The requesting unit must contribute at least one-half of the starting salary and start-up expenses. In-kind commitments from the Vice Provost for Faculty Affairs (VPFA) will include professional development, peer mentoring, community



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building, and networking opportunities, as applicable. UVM will not sponsor employment authorization for these positions. Academic units are encouraged to assess the interest and potential of Henderson-Harris Fellows candidates before the submission of the Faculty Staffing proposal. Academic units are also strongly encouraged to explore joint efforts and identify thematic areas for cluster hires.

The University of Vermont is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other category legally protected by federal or state law. The University encourages applications from all individuals who will contribute to the diversity and excellence of the institution. For all applicants, employment is subject to a successful background check.