



The University of Vermont

Position Announcement:

**Andrew Harris Fellowship Program
Academic Fellowship in the Department of Sociology
College of Arts and Sciences
The University of Vermont**

The University of Vermont is pleased to announce an academic fellowship position in the Department of Sociology in the College of Arts and Sciences (CAS) at the University of Vermont (UVM). UVM is especially interested in scholars who can contribute to the College of Arts and Sciences diversity plan, which was designed in part to ensure faculty, students, and staff members from underrepresented and marginalized populations are an integral part of the life and governance of the institution.

Description

Andrew Harris was not only the first African American graduate of the University of Vermont (class of 1838), 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 Andrew Harris Fellowship honors his legacy by recruiting and supporting artists/scholars from groups that have been historically underrepresented in the academy. The College of Arts and Sciences at the University of Vermont has a demonstrated commitment to cultivating an artistic, intellectual, and social environment that actively promotes diversity among its staff, faculty and students.

The Andrew Harris Fellowship is open to those who identify as BIPOC, POC, and/or PGM and is designed to bring promising early-career scholars to the College of Arts and Sciences at the University of Vermont. The Fellowship aims to increase racial diversity at the University of Vermont, where in 2020 persons of color comprised 13.4% of faculty and staff and 13.5% percent of students. CAS's strategies to address its goals with respect to Diversity, Equity, and Inclusion initiatives include the recruitment of Andrew Harris Fellows.

Salary is set at \$56,000 for the 12-month appointment. Full health and other benefits (see list of benefits and other terms of employment: <https://www.uvm.edu/hrs/postdoctoral-associates-fellows-overview>). Relocation and research funds also available (to be determined at the time of hire).

Fellows are required to teach one course each semester (two courses over the year) for the College of Arts and Sciences, and deliver one research colloquium talk per year at the

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university related to the Fellow's research (see "Area of Expertise" below). The fellowship (Postdoctoral Associate appointment) includes an annual stipend, university health insurance, moving expenses, and research funds will be provided.

Area of Expertise

The UVM Sociology Department seeks a sociologist with research and teaching interests in crime, the criminal-legal system, the experience of justice-involved individuals, and/or law and society and social justice. Desired specializations of applicants include the role and intersection of race, gender, sexuality/identities, and economic status/poverty in interactions with the criminal-legal system and agents of control at all stages, and societal efforts aimed at combatting the impact of structural racism on the criminal-legal system. Beyond that, candidates who do mixed methods research, combining qualitative and quantitative approaches and who are prepared to contribute to the teaching of these methods, are of particular interest.

Possibility of Tenure-Track

This Fellowship is offered as a full-time, 12-month Postdoctoral Associate appointment (September 1 through August 31) in the Department of Sociology in the College of Arts and Sciences. Fellowships may be renewed for up to two years on the basis of performance and budgetary feasibility. Fellows establish and pursue their own research agenda with guidance through a mentorship program tailored to help the fellow to transition into a tenure-track faculty position at the end of the Fellowship. If, during the Fellowship, the Fellow decides to apply for a tenure-track position at UVM, the Department of Sociology will vote about converting the position to tenure-track and send the hiring recommendation to the Provost for approval. Such a tenure-track position would be 40% research, 40% teaching, and 20% service. The teaching load on the tenure track is 2-2 the first year and 2-3 thereafter. Courses taught would serve the Sociology Department, the Health and Society Program, and the Critical Race and Ethnic Studies Program in the College of Arts and Sciences.

Eligibility Criteria

- U.S. citizens and legal permanent residents are eligible to apply
- Evidence of high potential to contribute to the College of Arts and Sciences diversity plan (see below)
- Earned Ph.D. in sociology.
- Applicants must also possess teaching experience at the undergraduate level
- Evidence of high accomplishment as assessed by a faculty committee that will examine the Fellow's scholarly record, as well as a minimum of three letters of recommendation

How to Apply

Review of applications will begin March 25, 2022 and will remain open until filled.

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Please submit a complete application packet via email to:

Thomas Macias, Chair – Department of Sociology

tmacias@uvm.edu (include subject line "Harris Fellowship")

Please include:

- Cover letter that includes a description of research goals for the fellowship year; the cover letter should also provide:
 - a summary of the candidate's accomplishments
 - subject areas of interest
 - a description or statement of past contributions and commitment to advance diversity
- curriculum vita (5 pages maximum)
- three letters of recommendation
- a 20- to 30-page writing sample

For more information or questions, please contact Thomas Macias (tmacias@uvm.edu)

UVM College of Arts and 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. In fact, UVM holds that diversity and academic excellence are inseparable. Read UVM's [Why Diversity Statement](#) and [Our Common Ground values](#). 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.

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Scholarly Community at the University

The University of Vermont offers rich opportunities for engaging with scholars of sociology, race and ethnic studies, and healing, health, and health care. Faculty members in the Sociology Department, the Critical Race and Ethnic Studies Program, and the Health and Society Program in the College of Arts and Sciences will provide mentorship to the Fellow.

The Sociology Department consists of eleven faculty members whose research and teaching centers on bringing sociological perspectives to analyze current social issues. Such issues include social inequality; affluence and poverty; the family; criminal justice; social deviance: gender and sexualities; aging; race and ethnicity; race relations; population health; health care; environmental sustainability; and social responses to disaster.

UVM Sociology is engaged in community-based activities related to the justice system. The Liberal Arts in Prison Program and other service-learning classes offer student opportunities to participate in the local prison's activities, as well as other community settings. We welcome a scholar committed to local engagement and activism. The department also offers a concentration in crime and criminal justice within the sociology major and, along with the Department of Political Sciences, is the home of a university-wide, cross-disciplinary minor in Law and Society.

The Critical Race and Ethnic Studies Program (CRES) is a dynamic group of scholars in the College of Arts and Sciences who approach the study of race and ethnicity through the lens of many different disciplines. Some of those disciplines include anthropology; economics; English; environmental studies; gender, sexuality, and women's studies; global studies; political science; religion; and sociology; among others. In our program, we focus on the centrality of power relations in the development of the social categories, identities, and experiences of marginalized peoples.

The Region

Burlington, Vermont is a New England university city situated on the shores of beautiful Lake Champlain to the west, and bordered by the Green Mountains to the east, both of which offer easy access to year-round outdoor recreational activities/sports. Burlington is within driving distance to major US and Canadian cities and was recently voted one of the healthiest states in the nation and one of the most desirable cities in which to raise children.

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