



Position Announcement:

**Andrew Harris Fellowship Program
Academic Fellowship in the School of the Arts / Theatre & Dance Program
College of Arts and Sciences
The University of Vermont**

The University of Vermont is pleased to announce an academic fellowship position in the School of the Arts/Theatre & Dance Program in the College of Arts and Sciences (CAS) at The University of Vermont (UVM). UVM is especially interested in artists and 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 artists/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 2021 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.

This Fellowship is offered as a full-time, 12-month Post-Doctoral/Post-MFA Associate appointment (September 1, through August 31) in the Theatre and Dance Program, housed in a newly formed School of the Arts in the College of Arts and Sciences. Fellows are required to teach one or two courses for the College of Arts and Sciences, and design Theatre & Dance mainstage productions (to be determined at the time of hire - see "Area of Expertise" below).

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).

Possibility of Tenure-Track

Fellowships may be renewed for up to two years on the basis of performance and budgetary feasibility. Fellows establish and pursue their creative work and/or 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 contract term. If, during the Fellowship, the Fellow decides to apply for a tenure-track position at UVM, Theatre & Dance faculty will vote about converting the position to tenure-track and send the

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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.

Area of Expertise

Applicants must have a specialization in the area of **lighting design and technologies for live performance**. Preferred candidates will also have expertise in the area of **sound design and technologies for live performance**. Applicants must be committed to collaborative environments, ensemble-based planning and creation processes, and undergraduate mentorship.

Applications must also contribute to at least one, preferably two of the following areas of expertise: digital media; multimedia; projection design; intermedia; sound design; new media and performance; design and technology for site-specific performance.

Additionally, candidates who are committed to original performance creation, with creative arts practices, aesthetics, and pedagogies emphasizing social justice, sustainability, diversity, equity, inclusion, and accessibility are of particular interest.

Eligibility Criteria

- U.S. citizens and permanent residents (LPR) are eligible to apply
- Evidence of high potential to contribute to the College of Arts and Sciences diversity plan (see below)
- Terminal degree (most likely M.F.A. or Ph.D.) in the relevant discipline of teaching and research or creative activity (ABD will be considered)
- Applicants must also possess teaching experience at the undergraduate level
- Evidence of high accomplishment as assessed by a faculty committee that will examine the publication or artistic record, as well as a minimum of three letters of recommendation

How to Apply

Review of applications will begin March 18, 2022 and will remain open until filled.

Please submit a complete application packet via email to:

Paul Besaw, Interim Chair, Department of Theatre & Dance
pbsaw@uvm.edu (include subject line: "Harris Fellowship")

Please include:

- Cover letter that includes a description of creative work/research goals for the fellowship year. The cover letter should provide:
 - a summary of the candidate's accomplishments and subject areas of interest
 - a description or statement of past contributions and commitment to advance diversity
- curriculum vitae (5 pages maximum)
- three letters of recommendation
- creative and/or writing samples (may include online portfolio)

For more information or questions, please contact Paul Besaw (pbsaw@uvm.edu), Interim Chair, Department of Theatre & Dance.

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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.

Arts at UVM and Vermont

The University of Vermont offers rich opportunities for engaging with artists and scholars in the arts, both on campus and in the community. The College of Arts and Sciences offers undergraduate degrees in Art History, Creative Writing, Dance, Film & Television Studies, Music, Studio Art, and Theatre. All of these programs will come together in a newly formed School of the Arts at UVM in the 2022-2023 academic year, offering new opportunities for collaboration and exchange across the disciplines. In addition, The University of Vermont is located in Burlington, home to the Flynn Center for the Performing Arts, the largest arts presenter in the State of Vermont, as well as numerous professional theatre/dance/arts organizations.

Burlington, the country's "smallest biggest city," 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 U.S. and Canadian cities and was recently voted one of the healthiest states in the nation.