

Further Information for Prospective Faculty Applicants for Fall, 2012

ASA Ad edition (Aug. 10, 2011)

BAYLOR UNIVERSITY. Assistant or Associate Professor. The Department of Sociology is recruiting a tenure-track sociologist for August, 2012. Preferred career stage is advanced assistant or entry-level associate professor. Applicants should have an interest in the sociology of religion as well as expertise in one or more other core areas of sociology. This individual will be expected to teach undergraduate courses and contribute substantially to doctoral training in our two graduate program tracks: sociology of religion and applied sociology.

Candidates should submit a letter of application, curriculum vitae, transcripts, reprints or other writing samples, and three letters of reference to Chair, Search Committee, Department of Sociology, Baylor University, One Bear Place #97326, Waco, TX 76798-7326. Applications will be reviewed beginning September 15, 2011, and will be accepted until the position is filled. To ensure full consideration, applications should be complete by October 15, 2011. Baylor is affiliated with the Baptist General Convention of Texas. As an Affirmative Action/Equal Employment Opportunity Employer, Baylor encourages minorities, women, veterans, and persons with disabilities to apply.

Parameters of Appointment

- Rank: Assistant or Associate Professor
- Tenure Status: Tenure-track
- Contract: 10-month; annually renewable
- Salary: Mid-\$60K to upper \$70K
- Substantial support for moving expenses
- Very competitive benefits
 - Tuition remission for dependents (full vestment after five years)
 - Blue Cross-Blue Shield medical coverage
 - University contribution to individual retirement accounts is 10%
 - Free access to the Student Life Center, a splendid fitness and recreation facility
 - Free parking
 - Other benefits and much more information available at:
<http://www.baylor.edu/path/pfaculty.htm>

Support for Early-Career Scholars

- Generous start-up package has averaged \$25K for recent hires
- Teaching load generally two courses per semester
- Department minimizes new course preparations for tenure-track faculty

- Collegial environment that promotes interaction and collaboration

Sociology at Baylor

The course “Science of Society” was first taught by Baylor President Samuel Palmer Brooks in 1910, marking the introduction of the topic to the American Southwest. At Yale, Brooks had studied under William Graham Sumner and acquired the latter’s disdain for the term “sociology” and its originator, Auguste Comte. One hundred years later, Baylor’s Department of Sociology is growing at a time that many departments are barely holding their own. This recruitment is a replacement position promptly granted us by the administration. Our strategic plan calls for adding four additional (new) faculty lines by 2015.

For much of the Baylor century of sociology, the department has enjoyed a stellar reputation for its teaching and training. More than 115 Baylor undergraduates have gone on to be successful professional sociologists. The department is the only department thus far named a Distinguished Teaching Department by the Southwestern Sociological Association. In the 1990s, the department expanded its graduate training to include a Ph.D. in applied sociology that emphasizes research design, data collection, analysis, and reporting. Graduates of that program are employed in corporate and university settings. In the early 2000s, the doctoral program added a second track in sociology of religion. While graduate students focus on one area, they take advantage of the best that both the applied and religion tracks have to offer. With a solid methods skill set and substantive foundation, it is not unusual for a Baylor Ph.D. graduate to have published 4-5 journal articles as a student. The advent of the sociology of religion component of the program has clearly generated a vast synergy in which many of us are now researching and writing about religion. Still, the administration agrees with us that we must build further on our core sociology expertise. While we seek an individual with an interest in sociology of religion, that persons should also have specializations in other areas of sociology that complement the existing faculty. At the undergraduate level, we are presently unable to staff courses such as community, population, social psychology, and social stratification. And, we would prefer to offer more sections of sociology of the family. At the graduate level, we would like to offer our advanced quantitative course more often with greater variety of topics (e.g., structural equation modeling, longitudinal analysis). Needed substantive seminars include community, social stratification, and demographic techniques. Please address your interest in such course offerings in your letter of application.

This is a dynamic and growing department with the 12 graduate faculty evenly divided between tenured and tenure-track ranks. And, we now have 25 doctoral students who are fully funded with assistantship stipends and tuition remission. As the ratio of graduate faculty to students suggests, the successful applicant will be someone who can immediately carry a mentoring load in the doctoral program. Preferred candidates will have had faculty appointments in other graduate programs or be sufficiently established

as teachers and scholars that they can step right in and participate in our graduate training.

Baylor sociology is on the move and counts leading institutions among its peers. In doctoral department rankings done by Academic Analytics, Inc., we rank in the upper quartile of programs, doing very well in journal publishing, book publishing, and citations. The recent NRC rankings likewise show Baylor sociology ranked in the top quartile of doctoral programs. The NRC's S-Rank shows us ranked just below Arizona, Indiana, Wisconsin, Iowa, and Maryland. We are ranked just above Florida State, Northwestern, Berkeley, Rutgers, and Syracuse. Clearly, we are a highly productive faculty and seek someone similarly inclined.

Baylor's Vision 2012

The Department of Sociology is a leading participant in Baylor's quest to become a top research institution while maintaining its traditional religious character. Faculty in the department fully embrace the [vision statement](#). Candidates who are invited for interviews are expected to be familiar with this statement and be prepared to reflect on it as they meet with students, faculty and administrators.

Baylor Religion Survey (BRS)

One important way that the Department of Sociology contributes to the goals of Vision 2012 is through its leadership of the Baylor Religion Survey. In 2002, the faculty developed the concept of a national survey focused on religious behavior. Most surveys ask a handful of questions about religion. BRS was designed to permit many more questions about religion. Initial funding for two national waves of BRS was obtained from the Templeton Foundation. The data were collected by the Gallup Organization. Baylor has now committed to fund four more waves in the next decade as part of the department's strategic plan. BRS has proven to be a powerful integrative force for the department, bringing together faculty and students from both Ph.D. tracks (applied and religion). We expect that the individual hired will have abundant opportunities to be involved in design and analysis of subsequent surveys. Join us and enjoy these singular opportunities to obtain nationally representative survey data tailored to your research interests.

Religion at Baylor

As a Christian university in the Baptist tradition, Baylor expects that prospective faculty members will be comfortable in an environment where individuals freely express their religious beliefs. Affiliation with and active participation in a congregation are required for tenure as part of the individual's service assignment. We strongly suggest that applicants devote a short paragraph in their application letters to their interest in being part of such a setting. It is also helpful for the search committee if the applicant includes a few sentences about past and present religious involvement. The search committee will ask short-listed applicants about their affiliation and level of participation in Christian or

Jewish congregations. The department nominates 2-3 prospects for interviews. The religious information along with the letter of application is reviewed at the administrative level before proposed candidates are approved for interviews. Applicants who are brought to campus to interview will meet with university administrators to discuss their views on teaching and doing research at a Christian university.

Living in Central Texas

Baylor is adjacent to Interstate 35 in Waco, about 100 miles south of the Dallas-Ft. Worth area and 100 miles north of Austin. Houston is a three-hour drive to the southeast, and San Antonio is three hours directly south. The proximity to I-35 permits faculty to reside in several nearby suburban communities and in surrounding rural towns. Only five minutes from campus, downtown Waco is undergoing a new urban renaissance that features loft apartments, restaurants, theaters, and much more. Adjacent to downtown is Cameron Park, one of the nation's largest municipal parks. Newcomers remark about the ease with which we commute to work and get around Central Texas. We enjoy an extraordinarily low cost of living, especially with respect to housing. Houses are so affordable that incoming tenure-track faculty members have all purchased homes on or before arrival. For that matter, most graduate students buy houses. Our quality of life is also enhanced by a number of excellent public school districts, a large community college, and a technical college. The newly renovated Waco airport has 9 commuter flights a day to major hub airports in Dallas-Ft. Worth and Houston, providing easy connections to virtually anywhere in under an hour. McLennan County is the easternmost county in the government's delineation of the Great Plains. As such, we are located on a dividing line between the humid warmth of east Texas and the arid climate of west Texas. A prevailing southerly breeze tempers our weather. Winter here is mild with only a few days when temperatures drop below freezing. Though the summers are hot, they are dry, and humidity levels are relatively low. Here are links to much more information on [Waco](#) and two suburban communities where many faculty live ([Hewitt](#) and [Woodway](#)). Hewitt was recently ranked the 44th best small U.S. city by CNN Money Magazine (ranked number two in Texas).