Professor and Department Chair  
Department of Modern Languages and Cultures

Introduction
The Department of Modern Languages and Cultures at Baylor University invites nominations and applications for the position of Department Chair. The position, which begins August 2019, carries the rank of Full Professor; however, applications from advanced Associate Professors will also be considered. Language and field of specialization is open. With over 70 full-time faculty divided among four divisions, the Department offers eleven languages, including majors in Spanish, French, German, and Russian; an M.A. in Spanish; minors in Chinese, Arabic, Italian, and Japanese; courses in Portuguese, Swahili, and Korean; and majors/minors in Asian Studies, Latin American Studies, and Middle Eastern Studies.

The successful applicant will be a dynamic, experienced leader with an outstanding scholarly record and proven commitment to excellent teaching. In addition to advocating for language diversity and communication with other disciplines, the applicant should demonstrate support of Baylor’s distinctive Christian mission and its strategic vision Pro Futuris featuring the academic plan Illuminate. Baylor is actively recruiting individuals with a commitment to transformational education, compelling scholarship, informed engagement, and judicious stewardship as a means to advance the university’s aspiration to become a tier-one research university while reaffirming that no inherent dichotomy exists between rigorous academic inquiry and an active life of faith.

Baylor University is consistently listed with highest honors among The Chronicle of Higher Education’s “Great Colleges to Work For.” Baylor University provides a vibrant campus community for over 17,000 undergraduate and graduate students by blending a faculty commitment to teaching and scholarship. Chartered in 1845, Baylor is the oldest continuously operating university in Texas and the world’s largest Baptist university. Located in Waco, the institution enrolls students from all 50 states, the District of Columbia, and more than 85 countries in 12 nationally recognized academic divisions offering 142 baccalaureate, 75 master’s, 40 doctoral, a juris doctor, and education specialist programs.

Position Summary
The Chair is the chief academic and administrative officer, overseeing the Department’s programs of education, research, service, and outreach. With active support of collegiality and professional development, the Chair mentors faculty and students, conducts research, and provides research and teaching opportunities in all disciplines associated with Modern Languages and Cultures. The Chair administers the department and enhances its relationship with other departments in the Baylor College of Arts and Sciences, as well as with the university at large. While reporting to the Dean of the College, the Chair collaborates with other chairs, deans, and executive officers on behalf of the university.
**Desired Attributes**

1. Recognized scholar with an earned doctorate in Language, Literature, Linguistics, Culture, Area Studies, Media/Film, or related discipline;

2. Furtherance of highest-order scholarship and advocacy for ongoing research projects; Mentorship and guidance to faculty across all ranks;

3. Commitment to pedagogy for transformational learning and inspirational teaching;

4. Visionary thinker with proactive management and problem-solving skills; Team builder within, among, and beyond language Divisions, promoting the academic enterprise as a synergistic whole;

5. Proactive communicator to other departments, Dean, and Provost; Ability to express Baylor’s Christian mission and the role of literature, linguistics, and culture of languages other than English in supporting that mission;

6. Primary departmental representative to students, parents, alumni, high schools, other institutions, and organizations, while remaining professionally vital and versed in professional standards;

7. Leadership in recruitment, retention, development, and recognition of faculty, staff, and students; Promotion of a positive atmosphere of excellence, achievement, and selfless service;

8. Willing contributor to development and fundraising as a way to diversify revenue streams and advance departmental programs;

9. Commitment to diversity among faculty, staff, and students in order to advance a climate at home and abroad that welcomes and encourages dialogue across lines of difference;

10. Experience overseeing budget, staff, study-abroad programs, graduate or undergraduate studies, Dean’s office, or major campus initiatives.
Department of Modern Languages and Cultures

Guiding principles
The Department of Modern Languages and Cultures prepares students for the challenges and opportunities of global citizenship by fostering both linguistic proficiency and intercultural awareness within a nurturing community of scholars.

Our PRIMO (Priorities for Modern Languages and Cultures) document spells out our mission priorities: enhancing the experience within the classroom; connecting to a world beyond the classroom; fostering a community of scholars; preparing students for global citizenship and leadership; enriching academic programs; and communicating our message.

Research and Funding Opportunities
Baylor offers a number of internal funding opportunities as well as comprehensive support for external funding application processes, such as interactive workshops and our Proposal Development Program. The University Research Committee funds multiple projects twice per year in both the small and mid-range grant categories. For more information on funding opportunities, visit Research at Baylor.

Faculty members can apply not only for traditional semester and academic-year research leaves, but also summer sabbaticals that provide salary and research funding for work carried out during the summer months. Additionally, the Academy for Teaching and Learning offers fellowships, lectures, workshops, and summer faculty teaching grants.

Undergraduate Engagement
Baylor offers strong support for its undergraduate students in their academic work, professional development, and living communities. Faculty also receive support for enlisting undergraduates in research projects. Collaborations such as URSA (Undergraduate Research and Scholarly Achievement) offer grants and venues for presenting scholarly work, such as Scholar’s Week every spring. MLC faculty members also direct readings and advise students completing a thesis in the Honors Program.

Baylor & Beyond, a Living and Learning Community housed in North Russell, thrives on the efforts of MLC faculty members and has become a highly visible success story in the effort “to develop cultural competency for worldwide leadership through service to others, language acquisition, mission and study abroad opportunities, and undergraduate research.”

Offering scholarships and initiatives for semester and summer study abroad, The Center for Global Engagement facilitates student and faculty exchanges, “bringing the world to Baylor / Sending Baylor to the world.” These possibilities for involvement are enhanced even more by a thriving network of urban and global missions and through linkage with the Office for Career & Professional Development.

Exceptional students benefit even more through the efforts of SPARK (Scholarship Programs,
Awards, Research, Knowledge, housed in the College of Arts & Sciences), many of them majors and minors in MLC with research and service projects inspired by previous trips abroad, whether through summer, semester, or mission trip involvement.

Finally, a rich collaboration exists within MLC and with other departments. Examples include the World Cinema Series, MLC Colloquia, guest lectures, interdisciplinary research, teaching, study and reading groups such as the 19th-Century Research Group and Women’s and Gender Studies, or the Institute for Faith and Learning.

For additional information, see our departmental website. A report on the Strategic Plan (ASPIRE) within the College of Arts and Sciences is available here. Click the links for more information on Baylor’s Pro Futuris, Diversity and Inclusion Initiatives, and Title IX Initiatives.

BAYLOR UNIVERSITY

Baylor University enjoys high standing among national rating services that evaluate quality of education, research activity, affordability, baccalaureate value, and athletic excellence. These rankings recognize not only Baylor as a whole, but also its many respected schools and departments, which are led by gifted, award-winning professors. Baylor is classified as a research university with "high research activity" by the Carnegie Foundation for the Advancement of Teaching, and is in the nation’s top eight percent in the National Merit Scholars program. U.S. News & World Report most recently ranked Baylor No. 75 on their annual review of national universities, and Kiplinger’s Best Values in Private Colleges (2017) ranked Baylor at No. 64 for private universities. The Fiske Guide to Colleges listed Baylor University as a “Best Buy” in private universities for 2018, one of only 44 public and private colleges and universities in the United States, Canada, and Great Britain to earn the designation.

The Baylor Law School is one of only three law schools since 1984 to receive the prestigious American Bar Association’s Pro Bono Publico Award, presented each year to five individuals and/or organizations that have “demonstrated outstanding commitment to volunteer legal services for the poor and disadvantaged.” Baylor was one of only 23 universities nationwide to receive an “A” from the American Council of Trustees and Alumni in a 2015 report that gauges an institution's commitment to general education. From 2010 to 2018, Baylor has been named to The Chronicle of Higher Education’s Honor Roll as one of the country’s “great colleges to work for”—one of only ten national universities identified by the Chronicle as “large four-year colleges” awarded honor roll status. The university is listed in the 2015-2016 Colleges of Distinction publication as one of the best colleges for African American students, and is noted for its strong record of preparing graduates for real-world success.

Baylor students avail themselves of 332 clubs and organizations, including 40 national and local sororities and fraternities. Baylor is one of the select ten percent of U.S. colleges and universities with a Phi Beta Kappa chapter, the nation’s oldest scholastic honor society. Baylor students, faculty and staff annually volunteer more than 150,000 hours of community service locally, and the university is home to the first chapter of Habitat for Humanity established at a college campus. The university fields nationally competitive athletics teams in 19 varsity sports in NCAA Division I and the Big 12 Conference. Baylor teams have earned NCAA championships in women's basketball (2005 and 2012), and men’s tennis (2004), and the university has won a combined 50 Big 12 Conference championships (31 regular season, 19 tournament) in the league’s 18-year history. Baylor has produced four Olympic gold medalists, with 10 gold medals among them. The university has finished either first or second among Big 12 institutions in Graduation Success Rate six times in the last eight years.
Location
Geography, climate, demographics, and ambiance combine to offer Baylor faculty, staff, and students an excellent place to live. Situated between Dallas-Fort Worth and Austin, the Waco area features a picturesque downtown and a historic campus on the banks of the Brazos River. Cameron Park, one of the of the biggest municipal parks in Texas, boasts 416 acres and hosts trail, bike, and triathlon races. A scenic river walkway along the east and west banks of the Brazos River, adjacent to the Baylor campus, features a lighted trail that passes underneath an historic suspension bridge. The greater Waco area offers an increasing number of shops, restaurants, and major attractions, including a bustling farmers’ market, pristine golf venues, a 52-acre zoological park with more than 300 species from around the world, the Texas Ranger Hall of Fame and Museum, the Texas Sports Hall of Fame, and the Waco Mammoth National Monument. An arts community thrives within the town, and the university’s nine arts organizations stage year-round art exhibitions and theatrical and musical productions.
Nominations and Applications

Please submit any nominations to MLCChairSearch@baylor.edu. Complete applications including cover letter, current curriculum vitae, three confidential letters of recommendation, and official graduate school transcripts should be submitted to Interfolio via the following link: https://apply.interfolio.com/54246

Applications will be reviewed immediately and accepted until the position is filled. To ensure full consideration, submit complete application by December 1, 2018. Preliminary interviews at MLA. Salary and benefits commensurate with rank and experience. To learn more about the above position and the College of Arts and Sciences, please visit the following URLs:

https://jobs.baylor.edu/postings/search
http://www.baylor.edu/artsandsciences/

For more information or to discuss this position, contact MLCChairSearch@baylor.edu or call (254) 710-7162.

Baylor is an Affirmative Action/Equal Opportunity employer and complies with all applicable anti-discrimination laws, including those regarding age, race, color, sex, national origin, veterans, genetic information, and disability. As a religious educational institution affiliated with the Baptist General Convention of Texas, Baylor is lawfully permitted to consider an applicant’s religion as a selection criterion. Baylor encourages minorities, women, veterans, and individuals with disabilities to apply.