

## Further Information for Prospective Faculty Applicants for Fall, 2017

### **BAYLOR UNIVERSITY. Assistant Professor.**

Pending final administrative approval, the Department of Sociology has been authorized to recruit a tenure-track sociologist for August, 2017. Preferred career stage is advanced assistant professor, but we welcome applications from beginning scholars as well. We seek a quantitative sociologist who specializes in health and/or family. This individual will be expected to teach undergraduate courses and contribute substantially to a doctoral program that presently has two emphases: sociology of religion and applied sociology. We are actively building in the health and society area and expect it to become a third focus of our graduate training. PhD required at the time of appointment.

Once we have final authorization (expected in early August), an application portal will be made available for applicants. Items to be submitted at that time include a letter of application, curriculum vitae, transcripts, reprints or other writing samples, and three letters of reference. Applications will be reviewed beginning September 15, 2016, and will be accepted until the position is filled. To ensure full consideration, applications should be complete by October 1, 2016. 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 Professor
- Tenure Status: Tenure-track
- Contract: 10-month; annually renewable
- Salary: \$75K to \$85K
- 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 10.8%
  - Free access to a splendid fitness and recreation facility
  - Free parking
  - Other benefits and much more information available at:  
<http://www.baylor.edu/path/pfaculty.htm>
- No university has been designated by the *Chronicle* as a "Great College to Work For" more often than Baylor. See  
<http://www.baylor.edu/mediacommunications/news.php?action=story&story=158405&buref=1155-90749>

### **Support for Early-Career Scholars**

- Generous start-up package has averaged \$25K per 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**

More than 100 years after the course "Science of Society" was first taught by Baylor President Samuel Palmer Brooks, Baylor's Department of Sociology is growing when

many departments are barely holding their own. Our strategic plan calls for adding three additional (new) faculty lines by 2018.

For much of the Baylor century of sociology, the department has enjoyed a stellar reputation for its teaching and training. More than 120 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. 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. We want our Ph.D. graduates to be prepared to research and teach in a variety of areas. In keeping with Baylor's strategic plan *Pro Futuris*, we are now building in the areas of health/medical and family sociology. Baylor has long been known as an institution that produces high-quality applicants for medical schools. We plan to be part of a growing campus emphasis on education for health careers and research in those related fields.

This is a dynamic and growing department with the 11 graduate faculty evenly divided between tenured and tenure-track ranks. We also have arrangements with regular distinguished visitors, Christopher Ellison and James Davison Hunter, who contribute to the intellectual climate and work with graduate students. And, we now have 24 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 need to be someone who can immediately contribute to mentoring in the doctoral program.

Baylor sociology is on the move and counts leading institutions among its peers. In doctoral department rankings done by Academic Analytics, Inc., we rank at the upper quartile of programs on the productivity index, doing very well in journal publishing, book publishing, and citations. The recent NRC rankings similarly 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. Department faculty have published in a wide range of journals including *ASR*, *Social Forces*, *Social Psychology Quarterly*, *Social Science Research*, *Sociological Quarterly*, the *Journal for the Scientific Study of Religion and Deviant Behavior* among many. Book publishers include California, NYU, Oxford, and Rowman and Littlefield. Clearly, we are a highly productive faculty and seek someone similarly inclined.

### **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 Christian or Jewish congregation are expected 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 campus 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, a spectacular new stadium facility, 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 our incoming tenure-track faculty members have all purchased homes on or before arrival. Most of our graduate students purchase homes as well. The remarkable local housing market has gained extraordinary exposure through the HGTV series *Fixer Upper*. Indeed, Chip and Joanna Gaines are Baylor graduates, and many of the houses they "fix up" are owned by Baylor faculty, staff, and even one of our doctoral students. Our quality of life is also enhanced by a number of excellent public school districts, a large community college, and a technical college. A number of faculty live close to campus and have their children at a relatively new and growing classical school in downtown Waco. The newly renovated Waco airport has 5 regional jet flights a day to the major hub airport at Dallas-Ft. Worth, providing easy connections to virtually anywhere in under an hour. Here are links to much more information on [Waco](#) and two suburban communities where many faculty live ([Hewitt](#) and [Woodway](#)).