

Baylor University's Department of Psychology and Neuroscience seeks a visionary leader to fill a **full-time (tenured) Associate Professor / Professor** position who will serve as **Department Chair** beginning in August 2024. This position offers an opportunity to guide and elevate our successful and well-supported programs within a dynamic and forward-thinking department.

Our department of 29 full-time faculty members consists of distinguished researchers, clinical scientists, and practitioner scientists who are leaders in their respective fields. The successful candidate will possess the qualities necessary to excel as a leader in this complex, interdisciplinary environment, fostering collaborations across diverse research types, including basic, clinical, and epidemiological research and various psychology subspecialties. We prioritize the generation, testing, and dissemination of new scientific ideas. We are a leading department at the University in securing external funding and in our publication rates, with both our esteemed Ph.D. and Psy.D. (practitioner-scientist) programs contributing significantly to this achievement. The successful chair will demonstrate a comprehensive understanding of relevant funding streams and accreditation standards, ensuring effective resource allocation and program development.

In addition to our research activities, we take great pride in serving a thriving community of over 1000 undergraduate majors and over 60 doctoral students, benefiting from dedicated faculty, engaging curriculum, and many hands-on learning opportunities. The department has a long history of teaching excellence, with numerous faculty recognized for outstanding teaching and mentoring. By leading the department, the successful chair will help shape these students' educational experiences. The chair will display active leadership to broaden and strengthen the department, empowering faculty to excel across a full range of activities, including instruction, research, clinical supervision, and service.

Joining our department means leading a collaborative environment alongside motivated colleagues. The department has a leadership team, including the chair, associate chair, undergraduate program director, graduate program directors, director of clinical training, director of the psychology clinic, and a diversity, equity, and inclusion (DEI) department committee chair. Our department promotes a dynamic research and learning environment in which individuals of differing perspectives and cultural backgrounds pursue academic goals with mutual respect and shared inquiry. The successful chair should have a clear, strategic vision for further advancing the research and education programs in the department, particularly within the context of Baylor's newly established R1 status.

To learn more about the Department of Psychology and Neuroscience, including information on the department's commitment to DEI, please visit this link: [Psychology and Neuroscience](#). Baylor offers outstanding benefits, including generous retirement contributions, tuition remission, and affordable, high-quality medical plans. Baylor's racial minority percentage makes our student body one of the most diverse in the Big 12. Baylor is located in Waco, a growing, thriving, and diverse city in a metropolitan area of about 250,000 that is about 90 miles in between Austin and Dallas.

### **Qualifications**

Applicants must have a doctoral degree in Psychology or Neuroscience with a distinguished scholarly achievement and research productivity record. The specific focus of their program of research is open.

The successful candidate will have:

1. Demonstrated leadership experience in an academic setting, including academic administration (broadly defined), with a track record of successfully fostering collaborative relationships across diverse disciplines and research types;

2. Research accomplishments consistent with those required for an appointment as a tenured Associate Professor or Professor; and
3. Teaching and mentoring experience, with a successful track record in the classroom.

### **Application Instructions**

Please submit the following materials electronically via [Interfolio](#): (a) letter of application, (b) current curriculum vitae, (c) statement describing research accomplishments, (d) statement describing teaching accomplishments, (e) statement of leadership experience and accomplishments, (f) copy of the transcript from highest-degree granting institution, and (g) contact information for three individuals who will provide letters of recommendation. Recommendation letters will be requested for all applicants invited for an initial (remote) interview. Candidates subsequently invited for an on-campus interview will need to provide official transcripts.

All applications submitted by **12/01/2023** will be fully considered, with an initial review of applications occurring on an ongoing basis starting 11/01/2023.

Questions concerning the positions should be directed to Thomas Fergus, Ph.D., Search Committee Chair, at [thomas\\_fergus@baylor.edu](mailto:thomas_fergus@baylor.edu).

**About Baylor University:** Located in [Waco, Texas](#), Baylor University is the oldest college in Texas. With a population of 21,000 diverse students, Baylor is one of the top universities in the nation, having been named an R1 institution by the Carnegie Classification in January 2022. Baylor is also on the honor roll of the "Great Colleges to Work For" from The Chronicle of Higher Education; Baylor offers competitive salaries and [benefits](#) while allowing faculty and staff to live in one of the fastest-growing parts of the state. Our strategic plan, [Illuminate](#), guides the University as we continue to live up to Baylor's [mission](#) of educating men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community.