

Faculty Associates for Anti-Racist and Inclusive Teaching Support

Stearns Center for Teaching and Learning, George Mason University

Applications Due: Wednesday, December 15, 2021 (close of business)*

Position Dates: February 1, 2022-May 31, 2022
Possibility of summer funding, 4-8 weeks in June-August 2022[†]
Possibility of contract extension to AY 22-23[‡]

Compensation: \$5000 as stipend[§]

Background

The Curriculum and Pedagogy Committee of the George Mason University Anti-Racist and Inclusive Education Task Force (ARIE) has recommended that resources be developed to enable faculty across disciplines to implement more successful inclusive and equitable teaching strategies. In response, the Instructional Support Working Group is calling for faculty leaders to collaborate with Stearns Center staff to begin building resources and designing support structures for Mason faculty.

Job Description

The Stearns Center is seeking **TWO** Mason faculty members—from any field, rank, or appointment type—to serve in Spring 2022 as **Faculty Associates for Anti-Racist and Inclusive Teaching Support** (ARIT). The Faculty Associates will work closely with the Stearns Center Directors and team members, as well as other faculty and staff engaged in work around equitable and inclusive pedagogy. They will provide support for faculty through development of online resources and creation of interactive programming to build Mason faculty members' capacity for creating equitable classrooms.

Responsibilities

- Expand web-based resources to support Mason faculty as they improve equitable and inclusive approaches to course design, assessment, and student engagement
- Coordinate, where possible, with local units and offices to design and lead workshops, workshop series, and/or Faculty Learning Communities to support Mason faculty in anti-racist and inclusive teaching
- Work with the ARIE Implementation Leadership Team and Working Groups, in addition to committees connected to our Transformative Education Through Anti-Racist Community Engagement QEP to design pedagogical support frameworks for specific curricular and instructional proposals
- Advise Stearns Center in planning for additional culturally responsive and inclusive teaching resources and opportunities for Mason faculty
- Present resources at the Innovations in Teaching and Learning Conference in Fall 2022 and/or 2023

Preferred Qualifications

- Current knowledge about post-secondary teaching practices

- Knowledge of and experience teaching with deliberately inclusive and equitable pedagogies that support students across levels, modalities, and/or course types
- Experience mentoring faculty, formally or informally, and/or leading professional development activities
- Experience working with faculty from across disciplines
- Strong interpersonal and communication skills

Compensation

This position will be supported for the Spring 2022 semester, with the possibility of some Summer 2022 work (for additional pay). Each Associate will earn a \$5000 stipend (supported by the ARIE budget) for approximately 10 hours per week of work. Associates will join the Stearns Center directors for regular meetings and support and will have the opportunity to present their projects to sponsoring and interested units.

To apply

Please send a current vita, one-page letter of interest, and the names of two Mason references who can speak to your experiences and fit for this position by Wednesday, December 15, 2021, to stearns@gmu.edu with the subject heading **Faculty Associate: ARIT**. We hope to notify finalists no later than Friday December 17, 2021, and to confirm hiring by January 26, 2022.

^{**} Review of applications will begin December 15, and the position(s) will remain open until filled; if you are interested but need additional time to prepare your materials, please contact Stearns Center to see where we are in the process.

[†] Summer work for additional stipend is optional, and dependent on Associate availability and other summer funding received.

[‡] Funding is currently approved to support two 2022-2023 ARIT Associates; however, precise structural details including compensation models are still being discussed. To build continuity, spring 2022 ARIT Associates would have first right-of-refusal for any August 2022 appointment options.

[§] Stipends are available within the bounds of state regulations about faculty compensation; if you are already receiving other stipends, grant support, or course buyouts in spring, please check with your unit administrators to ensure your eligibility. At this time, unfortunately, there are no opportunities for course reassignment or buyout to support this position. In lieu of direct stipend, a Spring 2022 Associate may choose to direct the \$5000 to their local unit to be used for their professional development, research assistant wages, or other professional project that is completed *during Spring 2022*.