



Full Professor  
Democracy Initiative



Position Description



Executive Search Group

## The Opportunity

In the fall of 2020, with the generous support of the John L. Nau Foundation and the Andrew W. Mellon Foundation, the University of Virginia's [Democracy Initiative](#) and [College of Arts & Sciences](#) launched a multiyear faculty hiring project. Over four years, we will hire a dozen or more new faculty members at all ranks in the departments of Classics, History, and Philosophy, Politics, and elsewhere. Across all the searches, the Departments seek to appoint scholars whose primary research is focused on the study of the principles of democracy, democratic accountability and representation, either to advance the work of the core lab on the history and principles of democracy or to contribute to one of the Initiative's other projects.

This year, with the support of the John L. Nau Foundation, the College and Graduate School of Arts and Sciences at the University of Virginia invites applications for Full Professor position on the study of democracy. Our understanding of democracy is a capacious one that considers questions of citizenship, culture and the arts, civic practice, economics, environment, health and medicine, media and communication, political and legal institutions, religion, social mobility, and many other topics. Candidates can be working in a variety of scholarly fields within the Arts, Humanities and Interpretive Social Sciences, including cross-disciplinary, interstitial and emerging areas of study, and focus on any historical period and any geographical area. We are open to a wide range of methodologies: applicants may pursue artistic, cultural, ethnographic, historical, institutional, linguistic, literary, philosophical, political, sociological, theoretical or other approaches to deepening our understanding of democracy. We particularly seek a scholar whose work connects broadly across disciplines and seek to actively participate in the project of the Democracy Initiative and its intertwined missions of teaching, research, and public engagement.

## Democracy Initiative

The mission of the Democracy Initiative is to promote excellence in research, teaching, and public engagement on democracy at a global scale by bringing together a diverse range of scholars, government leaders, and practitioners to study and advance the prospects of democracy around the world. The Democracy Initiative is interdisciplinary and supports and advances the work of faculty, as well as graduate and undergraduate students, in the humanities, the arts, and the social sciences. To that end, the Initiative supports a variety of labs built on models of collaborative work. The Democracy Labs consist of a series of three-year, rotating labs on various topics, connected by the work of the John Nau III History and Principles of Democracy Lab (the Nau Core Lab), an interdisciplinary hub of research, teaching, and outreach. Current rotating labs are focused on corruption and the rule of law, democracy and new media, democratic statecraft, the links between environmental and racial inequality, and race, religion, and democracy. The Democracy Initiative also supports two projects focused on community engagement and research, the Memory Project and The Equity Center. In addition to holding appointments in their home

departments, each new faculty member hired under this initiative will also be a member either of the Nau Core lab or one of the Initiative's other research labs or projects.

## Key Responsibilities

### Teaching

- Contribute to both the home department or program and the Democracy Initiative.

### Research

- Contribute to disciplines and areas of focus.

### Democracy Initiative

- Contribute through teaching, leading working groups or research projects, and/or public and community engagement projects.

## Candidate Profile

Applicants should have the qualifications necessary for appointment at the rank of Full Professor within their discipline. The appointment will be made in the most appropriate department or program from those participating in the search (listed below) and joint appointments are possible.

- American Studies
- Anthropology
- Art
- Classics
- Economics
- English
- French
- German
- Global Studies
- History
- Media Studies
- Middle Eastern & South Asian Languages & Cultures
- Philosophy
- Politics

- Religious Studies
- Sociology
- Spanish
- Theatre and Performance Studies
- Women, Gender, and Sexuality

## To Apply or Nominate

UVA Executive Search Group, an internal search firm in the Office of the President, is assisting in this recruitment.

Confidential inquiries and nominations should be directed to AJ Davidson, Senior Search Consultant, at [ajh2d@virginia.edu](mailto:ajh2d@virginia.edu).

To apply, you must submit the following:

- Cover letter describing your research and teaching and addressing your demonstrated past experience working on issues of diversity, equity, and inclusion, and/or working with diverse populations (not to exceed three single-spaced pages)
- Current curriculum vitae
- A statement outlining what kinds of intellectual and/or institutional contributions you could envision making to the Democracy Initiative (not to exceed two single-spaced pages)
- The names and contact information of three referees

Please submit materials via Workday: [https://uva.wd1.myworkdayjobs.com/en-US/UVAJobs/job/Charlottesville-VA/Full-Professor--Democracy-Initiative\\_R0030018](https://uva.wd1.myworkdayjobs.com/en-US/UVAJobs/job/Charlottesville-VA/Full-Professor--Democracy-Initiative_R0030018)

The search will be carried out with full confidentiality. Applications received by December 1 will receive full consideration.

Additional information can be found at: <http://executivesearch.virginia.edu/searches>.

## University of Virginia

The University of Virginia (UVA) ranks as one of the top Universities in the nation. A vibrant and student-centric institution, UVA is animated by the forward-looking spirit of its founder, Thomas Jefferson. In 2021, the University was ranked fourth best public university by U.S. News & World Report. In each of the 20 years since U.S. News began ranking public universities as a separate category, UVA has been in the top four, and it has consistently ranked in the Top 30 among the best of all national universities, public and private. UVA brings together a diverse global community of approximately 25,000 students, hailing from virtually every state in the nation and 111 countries. UVA encompasses twelve schools in

Charlottesville, as well as the College at Wise, a small, liberal-arts college in Southwest Virginia. In Charlottesville, the University employs nearly 30,000 people, including approximately 16,000 faculty and staff and approximately 12,000 UVA Health employees.

### [A World Treasure](#)

In 1987, UNESCO named the University (in conjunction with [Monticello](#)) a World Heritage Site. This rare distinction has been bestowed upon only the world's most culturally significant landmarks, and UVA is the only U.S. university and one of only four worldwide designated as such. As a proud recipient of this honor, UVA is one of only two such sites still being used for its original purpose. Today, the original Academical Village continues to bring Jefferson's vision to life every day. The Rotunda – originally the University's library – still serves as the heart of the University. The eastern and western sides of the Lawn retain the unique pavilions and student living quarters as originally sketched. These buildings continue to play a major role in the University's community, housing our most honored faculty and student leaders and enabling them to live and learn together.

The University has begun to more deeply explore the critical and previously unrecognized role of the enslaved laborer in the construction of this historic landscape. The [Memorial to the Enslaved Laborers](#), 2020 winner of the *The Architect's Newspaper's Project of the Year*, sits within the borders of the World Heritage Site and seeks to formally acknowledge the work and the individual lives of the enslaved Black Americans who built and sustained the every-day life of the University.

### [Leadership](#)

In August 2018, [Jim Ryan](#) became the 9th President of the University of Virginia. A respected and accomplished educator and legal scholar, Ryan earned his law degree from UVA and then served on the University's School of Law faculty for 15 years. From 2013 to 2018, he acted as dean of the Harvard Graduate School of Education and the Charles William Eliot Professor of Education. The President is advised by the academic deans and the cabinet. This leadership team is dedicated to advancing the University's academic mission, research enterprise, and strategic vision.

### [2030 Plan](#)

After President Ryan's inauguration in 2018, the University set out on an inclusive process to define our strategic direction, which resulted in a new forward vision for the University.

The [2030 Strategic Plan](#)—also known as The Great and Good Plan—provides a roadmap for the future of UVA as it enters its third century. The plan outlines our vision of becoming the best public university by 2030—and one of the very best in the world, whether public or private—and how we will achieve this. To succeed, we believe we must be great, but also good, recognizing that in the not-too-distant future, it will likely be impossible for a university to be truly great if it is not also good. To accomplish this, we must strive not just for excellence, but excellence for the purpose of advancing the common good within our community, Commonwealth, and world.

### [Research](#)

A Carnegie Research 1 university, UVA has strong partnerships with leading federal and state agencies and some of the world's largest companies across a wide range of industries. Sponsored research awards total \$441 million from all sources, including federal and state agencies, industry, and private

foundations. In 2020, UVA researchers made 241 invention disclosures, with 56 patents issued. UVA's Licensing and Ventures Group helps bring innovative companies and products to market, making Charlottesville one of the most vibrant venture capital markets in the country. UVA has a large research park located near the Charlottesville airport.

### Student Experience

The UVA student experience is unique. That experience is punctuated by many distinct aspects of University life: the elegance of the architecture; the Honor System and the resulting community of trust; the Lawn and its residential community for faculty and students; the primacy of student self-governance; the diversity of the student body; the emphasis on service; and the beauty and history of the surrounding area. Founded on long-held values of academic excellence, this experience is also marked by retention (97% for first-years) and graduation (six-year rate of 94%) rates, which are among the highest in the country. These dimensions of the student experience—along with many others—shape our graduates to be driven, intellectually curious, and community-minded citizens of integrity and purpose. The current student body is made up more than 16,000 undergraduate and nearly 8,000 graduate students.

### Diversity, Equity, and Inclusion

UVA believes strongly that diversity and inclusion are a means to excellence. The University of Virginia Board of Visitors in 2020 endorsed goals with specific actions to advance racial equity at the University. These initiatives were rooted in the analysis and recommendations of President Jim Ryan's Racial Equity Task Force, convened in the summer of 2020. This important work is now ongoing across the institution.

### Financial Stewardship

The University and its associated organizations have developed a formidable financial foundation with approximately \$13.9 billion invested in the University of Virginia Investment Management Company's (UVIMCO) long-term pool. The annual endowment contribution supplementing the Academic Division's operating budget is approximately \$249.3 million, equivalent to 12% of its \$1.99 billion annual operating budget. The Medical Center's annual operating budget is \$1.95 billion. In 2016, the Board established a strategic investment fund by aggregating a variety of operating reserves totaling nearly \$2.1 billion; approximately \$100 million of investment returns annually from this fund are dedicated to transformational investments in the quality of UVA education, research, and health care services. An important element of our endowment growth has been the performance of UVIMCO, which achieved a 11.8% return over the past ten years, compared to a benchmark of 8.5% as of May 31, 2021. This stewardship of the University's financial resources has recently led all three major rating agencies to reaffirm triple-A ratings. The rating agencies noted the University's excellent reputation; student demand, highly selective admissions, and broad geographic reach; sponsored research prowess; superior wealth and liquidity management; exceptional strategic positioning supported by strong planning, risk management, and ongoing prospects to support programmatic investments; the Medical Center's prominent clinical reputation and ability to compete for patient care revenue; and remarkable donor support, among other factors.

### Making a World Class Education Accessible to All

Now entering its third century, the University of Virginia offers an affordable, world-class education that is consistently ranked among the nation's best. UVA admits talented students from across the Commonwealth, the nation, and the globe, without consideration of their financial situation. UVA is one of two public universities that has a need-blind admission process that meets 100 percent of admitted students' demonstrated need. The University offers robust student scholarship support to attract the best and brightest students from all backgrounds, while protecting against excessive student debt.

### Global Engagement

UVA is a global University with a strategic focus on preparing its students to become globally engaged citizen leaders after graduation and supporting its faculty as they discover solutions to leading global challenges, ranging from mitigating climate change to managing migration through combating infectious diseases to supporting democracy around the world. The University aims to support at least one global experience for every undergraduate student before graduation, with rapidly expanding study abroad opportunities and increasingly globally oriented curriculum, internships, and programming, even as we grow resources available for faculty pursuing global objectives.

### Athletics

UVA has a strong history of athletic performance and is committed to developing our Cavaliers both academically and athletically. NCAA championships in men's lacrosse and women's swimming and diving propelled UVA to 11th in the 2020-21 College Directors' Cup. In the 2020-21 academic year, UVA placed in the top 25 for the 14th consecutive year and is one of 10 schools to rank in the top 30 of the final Directors' Cup standings in the 27 years the program has existed. In addition, UVA baseball advanced to the College World Series, the women's soccer team earned a berth in the NCAA College Cup, rowing placed fifth at the NCAA Championships, the men's swimming and diving team finished ninth at the NCAA Championships, and men's and women's tennis teams each advanced to the NCAA Tournament's round of 16, with a freshman tennis player winning the 2021 NCAA Women's Tennis Singles Championship. UVA now has 29 team NCAA national championships.

### University Advancement and the *Honor the Future* Campaign

University Advancement is the primary driver of constituent engagement and fundraising efforts for UVA. It includes the Health System Development Office and comprises approximately 270 team members. University Advancement is charged with securing philanthropic support for pan-University priorities and strategic initiatives, and several UVA schools and units have established management partnerships with University Advancement for their development efforts. They work in close partnership with the independent foundations and fundraising offices associated with other UVA schools and units to form a holistic enterprise supporting shared strategic goals.

In support of its aspirations to be the best public university in the nation and among the best in the world, the University launched the *Honor the Future* capital campaign with a quiet phase beginning in the summer of 2017, followed by a public launch in October of 2019. UVA set an ambitious goal of \$5 billion with a target completion date of June 30, 2025. As of June 30, 2021, \$3.6 billion has been committed to *Honor the Future*, more than was received in the entirety of the previous campaign that ended in 2013.

### UVA Health



UVA Health is an academic health system that strives to provide excellence, innovation, and exceptional quality in the care of patients, the training of health professionals, and the creation and sharing of knowledge within a culture that promotes equity, diversity, and inclusivity. UVA Health is an expansive network comprising the UVA Medical Center, Novant Health / UVA Health System, UVA Transitional Care Hospital, University of Virginia Physician's Group, UVA School of Medicine, UVA School of Nursing, Claude Moore Health Sciences Library, and several other strategic partnerships and alliances. UVA Health prides itself on providing exemplary clinical care to patients from across the Commonwealth of Virginia and the surrounding region. The UVA Medical Center has received national accolades for outstanding clinical services in several disciplines, including oncology, cardiovascular, and women and children's services. The Medical Center includes the flagship 696-bed Magnet® recognized University Hospital located in Charlottesville, Virginia, which houses a Level I trauma center, the UVA Children's Hospital, the Emily Couric Clinical Cancer Center, the Charles Strickler Transplant Center, and more than 100 primary and specialty care clinics throughout Virginia. Physicians who work at UVA Medical Center are faculty in the School of Medicine's 21 clinical departments and are also employed by the UVA Physicians Group. UVA Health's commitment to patient care and employee wellbeing is reflected in a comprehensive values system. At UVA Health, faculty and staff ASPIRE to embody UVA's values of Accountability, Stewardship, Professionalism, Integrity, Respect, and Excellence. UVA Health aims to create a safe, inclusive, and compassionate environment for faculty, staff, and patients.

For more information about UVA, visit <https://www.virginia.edu/>.

## Charlottesville

Located in Central Virginia just east of the Blue Ridge Mountains, and 100 miles south of Washington, D.C., Charlottesville offers stunning natural beauty, a thriving art, music, and food culture, and an ever-growing list of things to do. In the span of a single day, you can hike part of the Appalachian trail, attend a concert, enjoy a memorable meal at one of Charlottesville's many celebrated restaurants (we rank among the nation's top 15 places with the most restaurants per capita), stroll the historic Downtown Mall, and explore Monticello, tour the Fralin Museum, visit the Jefferson School African American Heritage Center, or enjoy world-class wineries in some of the most beautiful landscapes on the East Coast.

Whatever you do, Charlottesville brings together the best of many worlds, offering the livability and community of a small city with the amenities and cultural attractions of a metropolis.

For information on Charlottesville region, visit [www.visitcharlottesville.org](http://www.visitcharlottesville.org).

*The University of Virginia is an equal opportunity/affirmative action employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply.*

*The University of Virginia, including the UVA Health System which represents the UVA Medical Center, Schools of Medicine and Nursing, UVA Physician's Group, and the Claude Moore Health Sciences Library, are fundamentally committed to the diversity of our faculty and staff. We believe diversity is excellence*



*expressing itself through every person's perspectives and lived experiences. We are equal opportunity and affirmative action employers. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity or expression, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.*