



ASSISTANT PROFESSOR of BIOLOGY

Tenure-Track

Department of Biology

POSITION SUMMARY

The [Department of Biology at Occidental College](#) invites applications for two tenure-track positions at the rank of Assistant Professor in any area of Cellular and/or Molecular Biology. We seek teacher-scholars who are committed to 1) developing a research program in molecular and/or cellular biology that engages undergraduate students, 2) excellence and innovation in teaching, and 3) promoting inclusivity in both research and teaching.

Occidental faculty are committed teacher-scholars who bring research and creative discovery to life for students in classrooms, labs, studios, and mentored projects. They teach broadly in the curricula of their departments, advise students, carry out research and creative work, and provide departmental, college-wide, and external service. In this position, your primary responsibilities will include the development and teaching of introductory and core courses in the discipline, including courses in your area(s) of specialization. Specific courses that you will teach include introductory and intermediate cellular and molecular biology courses, with the opportunity to develop upper-division courses in speciality areas. You will also be responsible for producing scholarship commensurate with the requirements for tenure, and will be expected to develop a program of research that engages undergraduate students. You will also be expected to contribute to and participate in the life and development of the department, advise students, serve on committees, and participate in the broader college and disciplinary communities.

QUALIFICATIONS

Required Qualifications

- A Ph.D. in Cellular and/or Molecular Biology or a related science discipline
- Evidence of impactful peer-reviewed scholarly research and publications in the field of Cellular and/or Molecular Biology
- Compelling vision for developing a wet lab research program that integrates undergraduate training and mentoring, with potential to attract extramural funding
- Demonstrated commitment to, past evidence of, and future plans for effective teaching and mentoring in the undergraduate setting. Please do not include individual teaching evaluations
- Demonstrated commitment to, past evidence of, and future plans for creating and advancing equitable opportunities for learning and mentoring, especially for students from historically marginalized groups

- Ability to present scientific ideas clearly, in both verbal and written formats, at an appropriate level for the audience
- Commitment to collaborating effectively with colleagues across specialties, departments, or disciplines

Preferred Qualifications

- Postdoctoral research and/or postdoctoral teaching experience
- Ability to leverage College resources (e.g., genomics center, high-performance computer cluster, or natural history collections) or nearby facilities or natural resources in the Southern California area for research and/or broader impacts
- Prior experience teaching and or mentoring undergraduates
- Demonstrated commitment to engaging broader societal impacts of the scholarly research, e.g., local outreach and community engagement
- Experience teaching and utilizing bioinformatics approaches in the classroom and/or research program
- Prior experience collaborating with colleagues across specialties, departments, or disciplines
- Ability to teach and collaboratively work with campus-based colleagues in departments and programs including Biochemistry, Computer Science, Chemistry, Cognitive Science and Public Health

SALARY RANGE

EXPECTED SALARY RANGE: \$85,000 - \$92,000 (9 months)

If you are offered this position at Occidental College, your final base salary compensation will be determined based on factors such as skills, education, experience, and/or geographic location. In addition to those factors, Occidental complies with applicable pay equity laws and considers internal equity among current employees when developing the final offer. Please keep in mind that the range mentioned above is the base salary range for the role. Hiring at the maximum of the range would not be typical in order to allow for future and continued salary growth.

APPLICATION INSTRUCTIONS

Application Submission Materials

Upload your application materials to Interfolio, apply.interfolio.com/150510

You must submit a complete application package electronically to be considered by the search committee. An application includes the following:

- Cover letter
 - This letter describes your interest in the position, and the education, experience, and skills you possess that demonstrate your ability to meet all required qualifications and if applicable, preferred qualifications.
- Curriculum Vitae
- Research Statement of ~2 pages
 - This statement provides an overview of your current research program and a vision for a future research program at Occidental, including how you will incorporate undergraduate students into the research program

- Teaching Philosophy Statement of ~2 pages
 - This statement provides an overview of your teaching philosophy, preferred pedagogical practices, and prior experiences in teaching and mentoring. Please do not include student evaluations.
- Commitment to Inclusive Excellence Statement of ~1 page
 - This statement provides your unique perspective on your past and present contributions to and future aspirations for promoting justice, equity, inclusion, and diversity in your professional career. This should include your demonstrated commitment to, past evidence of, and future plans for creating equitable opportunities for learning and mentoring especially for students from marginalized and minoritized groups. You may also speak to how your research and/or service promotes justice, equity, inclusion, and diversity. The purpose of this statement is to help the department identify candidates who have professional experience, intellectual commitments, and/or willingness to engage in activities that could help the College contribute to its mission in these areas.
- List of three references with relevant contact information
 - If you advance to the finalist phase, you will be asked to have each of your three references submit a letter of recommendation. Please be prepared to have your referents submit their letters should you move forward to this phase of the search. Do not submit these letters with your initial application.

Please direct all questions about the position to: Krizia Oasin at oasin@oxy.edu or call 323-259-2697.

Application Deadline

To be assured full consideration, your application materials must be received by September 30, 2024.

The Department and College

The new faculty will join a Biology department with concentrations in Molecular and Cellular Biology, Environmental Science, and Marine Biology and investment in a shared, interdisciplinary Biochemistry major and Neurobiology minor. Campus resources include a Genomics Center with equipment for next-generation DNA sequencing, a high-performance computer cluster, animal facilities, confocal and scanning electron microscopes, and several internationally-recognized natural history collections.

Our new colleagues will join a department of 11 tenured or tenure-track faculty, 3 full-time non-tenure-track professors, and 4-5 part-time non-tenure-track professors serving a campus community of 2,000 undergraduate students. Biology is a popular major on campus with 40-50 seniors graduating annually and 15-25 seniors in the jointly-administered Biochemistry department. The department seeks individuals with a demonstrated commitment to inclusive excellence who will understand and embrace college initiatives and aspirations to support a diverse faculty, student body, and staff in all endeavors of the college.

Occidental College is a nationally ranked small liberal arts college, located in the culturally-rich Los Angeles neighborhoods of Eagle Rock and Highland Park, near City of Hope, Caltech, the Jet Propulsion Lab, and the Natural History Museum of Los Angeles. The neighborhoods surrounding the College are home to a wealth of urban amenities and cultural attractions. The College's location allows access to nearby marine and terrestrial research facilities. Occidental is recognized for its diverse student body and its outstanding undergraduate research program.

ADDITIONAL INFORMATION

Occidental is an Equal Opportunity Employer and does not unlawfully discriminate against employees or applicants on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, breastfeeding or related medical condition, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, genetic characteristic or information, military and veteran status, or any other characteristic protected by state or federal law. Occidental is strongly committed to increasing the diversity of the campus community and the curriculum, and to fostering an inclusive, equitable, and just environment within which students, staff, administrators, and faculty thrive. Candidates who can contribute to this goal through their teaching, research, advising, and other activities are encouraged to identify their strengths and experiences in this area. Individuals advancing the College's strategic equity and justice goals and those from groups whose underrepresentation in the American professoriate has been severe and longstanding are particularly encouraged to apply.

Salary is commensurate with experience and qualifications. Moving expense reimbursement (up to \$5000, taxable according to current IRS regulations), start-up funds, and a one-course reduction of teaching load in the first year are provided. A comprehensive benefits package is available that includes: excellent health, dental, life, and retirement benefits; tuition benefits for the employee, spouse, domestic partner, and dependents; additional extras including use of gym facilities and the College Library. For a detailed description of benefits, please visit <https://www.oxy.edu/offices-services/human-resources/benefits-information>.

All qualified applicants will be considered for employment, including those with criminal histories, in a manner consistent with the requirements of applicable state and local laws, including the City of Los Angeles' Fair Chance Initiative for Hiring Ordinance.

Occidental College is committed to working with and providing reasonable accommodations to applicants with qualifying disabilities. If you need reasonable accommodation because of a disability for any part of the application or employment process, please contact Human Resources (hr@oxy.edu).