



# ASSOCIATE OR FULL PROFESSOR OF KINESIOLOGY

## *Department of Kinesiology*

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### **POSITION SUMMARY**

Occidental College invites applications for a tenured Professor position (at the Associate or Full rank) in the field of Kinesiology with an appointment to begin Fall 2025. We seek a scholarly leader to join us at this exciting moment as the College is reimagining the program. The new hire will join colleagues across campus to envision the future curriculum, develop existing interconnections with departments and programs on campus, and spearhead new community-based partnerships off campus.

### **SUMMARY OF DUTIES, RESPONSIBILITIES AND GOALS**

Applicants must have a PhD in Kinesiology or a related field, such as anatomy, physiology, biomechanics, exercise science, behavioral sciences, sports medicine, or any area of expertise within the breadth of the field of Kinesiology. Applicants will have an established background of scholarship and research success appropriate to the level of appointment. Strong candidates will have demonstrated a commitment to teaching and mentoring undergraduate students in their scholarly work and have a deep appreciation for the value of a liberal arts education. Strong candidates will have experience and success teaching at the undergraduate level, preferably with experience teaching discussion-based, lab-based, and research courses and high-impact practices such as community-based learning. Strong applicants will possess leadership skills, experience with program development, a desire to collaboratively envision the future of Kinesiology at Occidental College, and the ability to facilitate the translation of that vision into action.

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, the new hire's primary responsibilities will include the development and teaching of introductory and core courses in the discipline of Kinesiology, as well as courses in their area(s) of specialization. The new hire will also be responsible for producing scholarship commensurate with the requirements of a tenured professor, and will be expected to engage undergraduate students in research. The new hire will be expected to Chair the new department, advise students, serve on college-wide committees, and participate in the broader college community.

### **QUALIFICATIONS**

#### **Required Qualifications**

- PhD in Kinesiology or related fields such as anatomy, physiology, biomechanics, exercise science, or behavioral sciences
- Demonstrated commitment to, experience, and excellence in undergraduate teaching
- Demonstrated commitment to working effectively with students from minoritized and marginalized social groups
- An established scholarly program and research success appropriate to the level of appointment
- An ability to integrate undergraduates into research, and an ability to successfully train and mentor research students

- Experience managing a program successfully (for example, department Chair, leader of a scholarly or professional organization, etc.)
- Strong leadership skills that include the following:
  - Creativity with resource management and organization
  - Ability to work and collaborate with different departments, administration, and other campus constituencies
  - Strong personnel management, including mentoring of early-career colleagues
  - Experience and success in working collaboratively with colleagues
  - Ability to balance excellent teaching, scholarship, and service
- Demonstrated commitment to the four cornerstones of the mission of the College: excellence, equity, community, and service

### **Preferred Qualifications**

We welcome applicants with any of the following, though they are not requirements:

- An ability to teach courses across multiple areas of study within the Kinesiology discipline
- An ability to bridge students' academic study of Kinesiology with clinical practice in the field or with local community organizations
- Post-doctoral and/or clinical appointments
- Grant-writing experience, and/or the potential to attract extramural funding

## **SALARY RANGE**

EXPECTED SALARY RANGE:

- \$102,000-\$115,000
- \$115,000-\$145,000

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**

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

1. Cover Letter (5 pages single-spaced max) in which you:
  - Describe the education, experience, and/or skills you possess that are relevant to the Required and Preferred Qualifications listed above
  - Provide an overview of your current research program and a vision for a future research program at Occidental, including how you will incorporate undergraduate students in research
  - Describe your teaching philosophy, preferred pedagogical practices, and prior experiences in teaching and mentoring
  - Describe your past contributions to and future aspirations for promoting justice, equity, inclusion, and diversity in your professional career. This should include a discussion of how you create equitable opportunities for learning and mentoring, especially for students from marginalized and minoritized groups, and/or how you promote justice, equity, inclusion, and diversity through your research and/or service. The purpose of this statement is to help the search committee 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

2. Curriculum Vitae - On your CV, please indicate peer-reviewed publications and, where appropriate, publications that include undergraduate students.

Semi-finalist and/or Finalist candidates will be asked to submit subsequent materials, such as sample syllabi, sample published papers, and references.

### **Application Deadline**

To be assured full consideration, your application materials must be received by November 15, 2024. You will upload your application materials to Interfolio, <http://apply.interfolio.com/153050>

Upon receipt of a complete application package, you will receive a preliminary questionnaire. Please complete this questionnaire by November 18 to move forward in the search process.

Please direct all questions about the position to: Kirk Bentzen @ [kbentzen@oxy.edu](mailto:kbentzen@oxy.edu)

### **ADDITIONAL INFORMATION**

Occidental College is a nationally-ranked small liberal arts institution situated in Los Angeles. Occidental is located in the culturally-rich neighborhoods of Eagle Rock and Highland Park. The College is committed to academic excellence in a diverse community and supporting interdisciplinary and multicultural academic programs that provide a gifted and diverse group of students with an educational experience that prepares them for leadership in a pluralistic world. We strongly encourage applications from candidates who will further Occidental's mission of excellence and equity in their teaching, scholarship, and service.

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 work 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 that are underrepresented in the field are particularly encouraged to apply.

Salary is commensurate with experience and qualifications. 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/humanresources/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 a reasonable accommodation because of a disability for any part of the application or employment process, please contact Human Resources ([hr@oxy.edu](mailto:hr@oxy.edu)).

As a condition of hire for a staff position and for appointment to a faculty position, Occidental College requires that all candidates who have received a conditional offer of employment complete an application form (if they have not already done so) and consent to a background check. Satisfactory completion of a background check, along with pre-employment

verifications and references are required as a condition of employment, but only as permitted by federal, state, and local law, including the City of Los Angeles Fair Chance Initiative for Hiring Ordinance.