



ASSISTANT PROFESSOR OF POLITICS

Tenure-Track

Department of Politics

POSITION SUMMARY

The [Politics Department at Occidental College](#) invites applications for a tenure-track Assistant Professor in Political Theory to begin in August 2025. We seek a political theorist with a specialization in contemporary political thought. Areas of focus may include, but are not limited to, democratic theory, multiculturalism, comparative political theory, feminist theory, queer theory, critical race theory, non-Western theory, postcolonial theory, Indigenous theory, and environmental political thought. The department is especially interested in candidates whose work speaks to democratic, comparative, non-Western and/or Indigenous perspectives or environmental political thought. All candidates should be prepared to offer (i) courses in traditional political thought (ancient and modern); (ii) a survey class in contemporary political thought that addresses challenges of and to democracy, and (iii) courses in their specialization.

Strong candidates will be thoughtful in their pedagogical approaches, will seek to continually improve their teaching, and will possess a record of, or potential for, teaching excellence. Strong candidates will design and teach a wide variety of courses attractive to undergraduate liberal arts students and we welcome applications from candidates interested in contributing to the College's [First Year Program](#) as well as those whose courses might be cross listed with other humanities and social sciences departments. Successful candidates will possess a record of, or potential for, strong scholarship in the discipline of political science. Finally, strong candidates will contribute to and participate in the life of the college, through service, advising, mentoring students, and other activities.

QUALIFICATIONS

Required Qualifications

- Ph.D. in political science – Applicants may be Ph.D. candidates in political science who expect to have their Ph.D. in hand by August 1, 2025.
- A specialization in contemporary political thought.
- Demonstrated commitment to and excellence in undergraduate teaching.
- A strong record of scholarly accomplishments appropriate to the level of appointment.
- Demonstrated commitment to working effectively with students from minoritized and marginalized social groups.
- 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

- Experience working collaboratively with local community organizations

SALARY RANGE

EXPECTED SALARY RANGE: \$85,000 - \$92,000

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

Application Submission Materials

Upload your application materials to Interfolio, <http://apply.interfolio.com/150794>

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

- Cover Letter in which you describe the education, experience, and/or skills you possess that are relevant to the position description, required and preferred qualifications
- Curriculum Vitae
- Research Statement (maximum 2-page single-spaced)
- Teaching Philosophy Statement (maximum 2-page single-spaced)
- Commitment to Inclusive Excellence Statement (maximum 2-page single-spaced)
 - 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 have these ready for the referents to submit 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: Regina Freer, Chair of Politics at rfreer@oxy.edu or call 323-259-2924.

Application Deadline

To be assured full consideration, your application materials must be received by September 6, 2024.

Upon receipt of a complete application package, you will receive a preliminary questionnaire. Please complete this questionnaire by September 9, 2024 to move forward in the search process.

The Department and College

The dynamic curriculum and exciting faculty research agendas in the Politics department focus on questions of democracy, social justice, power, rights, and liberties. We work closely with our students, preparing them to become thoughtful, well-informed, and engaged leaders in our increasingly complex, interdependent world, combining rigorous in-classroom work, research, and community-based experiential learning opportunities. The faculty are active scholars and contributors to the local, state, national, and international communities.

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).