



# TENURE OR TENURE-TRACK (OPEN RANK) PROFESSOR OF COMPUTER SCIENCE

*Open Rank*  
*Department of Computer Science*

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## **POSITION SUMMARY**

The Department of Computer Science at Occidental College invites applications for a tenure-track or tenured (open rank) Professor of Computer Science with appointment to begin Fall 2025.

The mission of the [Computer Science](#) department of Occidental College is to introduce and educate a diverse student body in computation, for their interest in both CS and across the liberal arts. We are as interested in cultivating graduates who work in the tech industry, as we are in graduates who apply computation to their other interests, whether that's biology, philosophy, policy, or music. Beyond courses in technical computer science, our curriculum includes an innovative interdisciplinary CS+X pathway, an emphasis on ethical concerns of technology, and high-impact practices such as community-based learning and peer mentorship.

As such, we seek faculty who work on computation in any of its aspects. Our tenured/tenure-track faculty have a range of backgrounds, with degrees in CS, math, and film and media studies. We are open to applicants with graduate degrees in other fields whose work intersect with computation, as well as applicants without graduate degrees but have substantial experience in creating computational products. We are more than happy to provide mentorship on computing pedagogy and research, and to support candidates in the process towards promotion and tenure. The ideal candidate would engage students in research and projects; collaborate with faculty in the social sciences, the humanities, and the arts; and contribute to the ongoing development of the department.

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. You will also be responsible for producing scholarship commensurate with the requirements for tenure and will be expected to develop a program of professional achievement (e.g., research, creative works, computational products, etc.) 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 PhD by the start date of 8/15/2025, with teaching and/or research experience that involves computation; or substantial experience (at least 10 years) in industry doing computing-related work
- Demonstrated commitment to and excellence in undergraduate teaching
- A strong record of scholarly or industry accomplishments appropriate to the level of appointment
- Interest and commitment to engaging undergraduates in research or in applied computing projects
- Interest and commitment to increasing access to and success in computer science for a diverse group of students, including those from minoritized and marginalized social groups

## SALARY RANGE

### EXPECTED SALARY RANGE:

- \$92,000-\$98,000
- \$102,000-\$115,000
- \$115,000-\$151,525

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

To be assured full consideration, your application materials must be received by November 15, 2024.

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

- Cover Letter
  - This document, no more than 5 pages, should describe your interest in and qualifications for teaching at a liberal arts college generally and at Occidental's department of Computer Science specifically; your experience in teaching and mentoring; and your plans for professional engagement, whether that's via scholarly publications, creative works, or software products. All but the first may be optionally described in separate Research and Teaching Philosophy Statements.
- Curriculum Vitae or Resume
- Commitment to Inclusive Excellence Statement
  - 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, professional work, 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.

You will upload your application materials to Interfolio: <http://apply.interfolio.com/153301>

Upon receipt of a complete application package, you will receive a preliminary questionnaire. Please complete this questionnaire by November 17, 2024 to move forward in the search process.

Please direct all questions about the position to: Justin Li at [justinnhli@oxy.edu](mailto:justinnhli@oxy.edu).

## **ADDITIONAL INFORMATION**

### **The Department and College**

Occidental College serves a diverse body of students, a diversity which is reflected in the demographics of the computer science major and the enrollment in our courses. Many of our students have interests extending outside CS, and we especially welcome applicants who can connect CS to other fields or non-academic applications, or who work in CS-adjacent fields. The department is committed to ethics and equity in CS, and has worked with students to create a Statement of Values (<https://www.oxy.edu/academics/areas-study/computer-science/computer-science-department-statement-values>) and invest in the cultural competence of the community. We work with various offices of the College to support our faculty, including for teaching through our Center for Teaching Excellence, for research through our Center for Research and Scholarship, and for community work through our Center for Community-Based Learning.

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, near Caltech, the Jet Propulsion Laboratory, the Natural History Museum, and other major research institutions. 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 therefore strongly encourage applications from candidates who will further Occidental's mission of excellence and equity in their teaching, scholarship, and/or 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 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](mailto:hr@oxy.edu)).