



PROFESSOR OF POLITICS OPEN-RANK, TENURED/TENURE TRACK *Politics Department*

POSITION SUMMARY

The Department of Politics at Occidental College invites applications for a tenured/tenure-track faculty appointment, open rank, in the subfield of Public Law with appointment to begin fall 2024.

SUMMARY OF DUTIES, RESPONSIBILITIES AND GOALS

The Politics Department invites applications from scholars in the political science subfield of public law, who work within the areas of judicial politics or law and society. We are interested in scholars whose work addresses fundamental questions of equity, equality and justice in the law and/or in society, in the United States or in comparative context. We especially welcome applications from scholars committed to offering community-based or practice-oriented law classes, and who may--depending on their interests, strength, and background--contribute to the college's pre-law program (such as through supporting pre-law advising, advising student internships, or developing activities such as Moot Court). We value knowledge about, a track-record of, and plans for advancing justice, equity, inclusion and diversity in teaching and mentoring.

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 provide departmental, college wide, and external service. The Politics Department is especially committed to preparing our students to be well informed, curious, and engaged leaders by delving into the subfields of political science and putting theory into practice. In this position, your primary responsibilities will include the development and teaching of a number of courses in the public law subfield, including POLS 140 (Law and Society), POLS 244 (Constitutional Law), and POLS 245 (Constitutional Law: Civil Rights and Civil Liberties). You will also have the opportunity to develop lower and upper division classes in your area of expertise and teach in our First Year Seminar program. You will further produce scholarship commensurate with the requirements for tenure and/or promotion. You will also be expected to contribute to and participate in the life and development of the department, advise and mentor students, serve on committees, participate in the broader college and disciplinary communities, and establish a track-record of advancing justice, equity, inclusion, and diversity.

QUALIFICATIONS

Required Qualifications

- Ph.D. in political science and/or JD – Applicants may be Ph.D. candidates in political science who expect to have their Ph.D. in hand by August 1, 2024.
- Background or specialization in public law with focus on judicial politics or law and society.

- Demonstrated commitment to and excellence in undergraduate teaching.
- A strong record of scholarly accomplishments appropriate to the level of appointment.
- Experience in working collaboratively with colleagues.
- 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 with community-based or practice-oriented law courses.
- Experience working with undergraduate pre-law programs.

SALARY RANGE

EXPECTED SALARY RANGE:

\$84,500 - \$96,000

\$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. To apply, please visit <http://apply.interfolio.com/129284>

- Cover Letter in which you respond to the position description, required and preferred qualifications
- Curriculum Vitae
- Research Statement
- Teaching Philosophy Statement
- 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. 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 15, 2023.

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 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 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).

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.