



Full Time Resident Assistant Professor (Non-Tenure Track) of Theatrical Design *Theater & Performance Studies*

POSITION SUMMARY

The [Department of Theater & Performance Studies](#) at Occidental College invites applications for a Non-Tenure Track Resident Assistant Professor of Theater & Performance Studies with a focus in scenic design for appointment to begin August 16, 2026. The first contract will be for 3 years, renewable based on performance evaluation and sustained curricular need, subject to Union contract guidelines (SEIU Local 721).

We seek to hire a Resident Assistant Professor of Theater & Performance Studies with a focus in scenic design, who will teach introductory, intermediate and advanced courses in theatrical design. They will design and paint scenery and set elements, supervise student designers and prop and design assistants, and collaborate with department faculty and staff to plan curriculum and productions. The ideal candidate will also be able to design lighting for our three mainstage productions. They may, on occasion, teach in the college's [First Year Seminar](#) program. The teaching and designing will be equivalent to a 3/3 course load.

The Position will engage in the following courses/responsibilities:

- *Scenic design 2 productions
- *Teach design related courses at introductory, intermediate, and advanced levels
- * Lighting design 3 productions using a conventional lighting system. (The department will provide mentoring and support for candidates with limited experience in lighting design.)
- *Serve as an advisor and mentor to students
- *Contribute to department service

This faculty member will be an essential part of the program, advising and mentoring students as well as contributing to department service such as attending faculty meetings, recruitment events, and faculty retreats. This faculty member will support the mission of the college by evidencing a commitment to teaching a broad range of students.

“Resident professor” is a faculty category bargained between the College and the non-tenure track faculty union. Resident faculty are teaching faculty hired to meet long standing curricular needs at the College. They teach foundational courses within a department, and they are expected to participate in department-level service, including but not limited to contributing to department level assessment, student recruiting, program review, and community building within the Resident's department. Resident faculty are also expected to serve as advisors for students in the major or minor and pre-major/minor students (e.g., transfer, first-years). Resident faculty may engage in scholarly activities, but scholarship is not a responsibility of the position.

QUALIFICATIONS

Required Qualifications

- MFA in Theater Design (with an emphasis on scenic design) or extensive professional theatrical design experience
- A record of professional theatrical scenic design credits including in a collegiate setting
- Proficient in Vectorworks drafting, and scene painting
- Demonstrated commitment to working effectively with students from all backgrounds
- Ability and willingness to mentor students
- Demonstrated ability to organize, collaborate, and meet deadlines
- Demonstrated commitment to the [mission of the College](#)

Preferred

- Experience in lighting design
- Training and practical experience in projection design, or in other areas
- Connections to Los Angeles Theaters
- Ability to have students periodically accompany them on design projects outside of the college
- Experience teaching at the undergraduate level as the instructor of record.

SALARY

EXPECTED SALARY RANGE (Nine-month appointment): \$67,000 - \$76,500

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 DEADLINE & INSTRUCTIONS

To be assured full consideration, your application materials must be received by 9:00pm Pacific time (midnight Eastern time) **March 10, 2026**.

Application Submission Materials

You must submit a complete application package electronically via Interfolio (<https://apply.interfolio.com/180681>).

An application includes the following:

- **Cover Letter** in which you explain how your training and experience align with the required and preferred qualifications listed above and in which you describe how inclusivity is part of your teaching and design practice (1-2 pages)
- **Curriculum Vitae**
- **A portfolio of scenic design** at the professional and/or collegiate level. Demonstration of multi-media or use of digital design tools will be a plus. (i.e. projection design, Vectorworks drawings, Photoshop or other Adobe Suite Tools) Evidence of lighting design work will be a plus.
- **2 confidential letters of recommendation**

For candidates moving on to semi-finalist round we will ask for the following materials **due March 23, 2026**:

- Course syllabi for an Introduction to Design or Scenic Design course
- Student Evaluations or other evidence of pedagogical effectiveness

If you have any questions about the position, please reach out to Prof. Sarah Kozinn: kozinn@oxy.edu. If you have questions about the application process, please reach out to Department Coordinator Morgan Scott: mscott2@oxy.edu

ADDITIONAL INFORMATION

This position is included in the NonTenure Track Bargaining Unit, and the successful applicant employee, subject to the terms of the College's Collective Bargaining will be a bargaining unit Agreement with SEIU Local 721.

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.