



POSTDOCTORAL FELLOWSHIP IN HISTORY AND CULTURE OF THE 20TH AND 21ST CENTURY AFRICAN DIASPORA

Postdoctoral Fellowship to Tenure-Track Department of Black Studies

POSITION SUMMARY

The Department of [Black Studies](#) at Occidental College invites applications for a **Postdoctoral Fellowship that will transition into a tenure-track Assistant Professor in History and Culture of the 20th and 21st Century African Diaspora**, with appointment to begin in Fall 2025. Applications submitted by **October 1, 2024** will receive full consideration.

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. Occidental College is inviting applications for a one-year Mellon Postdoctoral Fellowship in the Department of Black Studies. This search is part of Occidental's multiyear initiative to actively support the study of the life, culture, and history of the African diaspora and to support campus-wide efforts on behalf of equity and justice.

The Department of Black Studies is seeking a specialist in the History and Culture of the 20th and 21st century African Diaspora. We take seriously that Black Studies is a global intellectual project. Therefore, we are especially excited for candidates with expertise in regions outside the continental United States. We are especially interested in candidates who can contribute to the ["Historical Perspectives" cluster](#) of the Black Studies curriculum. Research specialties can include cultural history, media and visual culture, and the digital humanities.

In the first round, candidates must submit a Cover Letter, Curriculum Vitae, Teaching Statement, Research Statement, Writing Sample, and a Commitment to Inclusive Excellence Statement. Candidates who make it to the semi-finalist round will submit a sample syllabus for a Black Studies 101 course. Candidates who make it to the finalist round will submit three letters of recommendation and a syllabus for a 300-level Black Studies course. During the campus visit, each finalist will be expected to give a Research Talk and a Teaching Demonstration. Finalists should be prepared to discuss their Black Studies 101 and/or 300-level course during the Teaching Demonstration.

The new hire will be expected to teach courses in Black Studies' Historical Perspectives cluster, Black Studies 101, and occasional Directed Readings related to their research specialty. As the new hire gets acclimated to the College, they are welcome to participate in other compensated teaching opportunities, including the [First Year Studies Program](#) (FYS), the [Multicultural Summer Institute](#) (MSI), or the mentoring undergraduate researchers over the summer for the [Undergraduate Research Council](#) (URC).

The new hire will be responsible for producing scholarship commensurate with the requirements for tenure, and will be expected to develop a program of research that engages undergraduate students. The new hire will also be expected to participate in service, including contributing to the life of the department; advising students, serving on committees, and engaging with broader college and disciplinary communities.

QUALIFICATIONS

Required Qualifications

- All applicants must have their Ph.D in Black Studies, African American Studies, African Diaspora Studies, American Studies, Media Studies, History, Visual Studies, Art History or an adjacent field by the start of the appointment in Aug 2025.
- All applicants must be able to contribute to the “historical perspectives” cluster of the Black Studies curriculum.
- All applicants must demonstrate a commitment to and excellence in undergraduate teaching.
- All applicants must demonstrate a strong record of scholarly accomplishment appropriate to the level of appointment.
- All applicants must demonstrate experience in and potential to work collaboratively with colleagues.
- All applicants must demonstrate a commitment to work effectively with students from minoritized and marginalized social groups.
- All applicants must demonstrate experience in or potential to balance excellent teaching, scholarship, and service.
- All applicants must demonstrate a commitment to the four cornerstones of the mission of the College: excellence, equity, community, and service.

Preferred Qualifications

- Teaching and research interests in the Black Diaspora outside the continental United States..
- Experience working collaboratively with local community organizations.

SALARY RANGE

EXPECTED SALARY: \$82,500

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 INSTRUCTIONS

Application Submission Materials

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

- **Cover Letter** (2 -3 pages, single spaced) should describe the candidate’s education, current scholarship, teaching experience and potential to teach in the historical perspectives cluster of Black Studies. The cover letter will also address the candidate’s commitment to the discipline of Black Studies, and their commitment to teaching in a diverse liberal arts environment.
- **Curriculum Vitae**
- **Research Statement** (2-3 pages, single spaced) should describe the trajectory of the candidate’s research and writing agenda for several years. The statement should identify the primary questions guiding the candidate’s research; comment on research methodology; and discuss the research’s implications for Black Studies and other adjacent fields.
- **Writing Sample** should showcase the candidate’s current or recently completed research project. The writing sample should fit within the long-term research trajectory described in the research statement. The writing sample may consist of an excerpt from the candidate’s dissertation; an academic article manuscript; a book manuscript; or a recent publication, whether it be an academic article, edited collection, or an excerpt from a published monograph.
- **Teaching Philosophy Statement** (2-3 pages, single spaced) should discuss the candidate’s teaching experience, preferred pedagogical practices, and demonstrated commitment to, past evidence of, and future plans for creating equitable opportunities for learning and mentoring, especially for underrepresented students.

- **Commitment to Inclusive Excellence Statement** (2 - 3 pages, single spaced)
 - This statement provides the candidate’s unique perspective on their past and present contributions to and future aspirations for promoting justice, equity, inclusion, and diversity in their professional career. This should include their 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 candidate may also speak to how their 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 the candidate advances to the finalist phase, they will be asked to have each of their three references submit a letter of recommendation. The candidate should inform their referees early in the search process, so the candidate’s letters of recommendation will be ready should they move forward to the finalist phase of the search. The candidate should **not** submit these letters with their initial application.

Please direct all questions about the position to: **Dr. James Ford** at jford@oxy.edu.

Application Deadline

To be assured full consideration, application materials must be received by **October 1, 2024**.

You will upload your application materials to Interfolio, <http://apply.interfolio.com/151686>

Upon receipt of a complete application package, you will receive a preliminary questionnaire. Please complete this questionnaire by **October 3, 2024** to move forward in the search process.

Important Links

The Black Studies Department- <<https://www.oxy.edu/academics/areas-study/black-studies>>

Black Studies Major Requirements - <<https://www.oxy.edu/academics/areas-study/black-studies/courses-requirements>>

FYS - <<https://www.oxy.edu/academics/core-program/first-year-seminars>>

MSI - <<https://www.oxy.edu/about-oxy/equity-justice/multicultural-summer-institute>>

Undergraduate Research Council - <<https://www.oxy.edu/academics/student-research/urc>>

ADDITIONAL INFORMATION

This search is part of Occidental’s new multi-year Mellon Faculty Diversity Initiative (MFDI). The initiative aligns with the College’s Equity and Justice agenda by enabling us to hire a cluster of Arts and Humanities faculty whose work focuses on race, and whose background, expertise, and experiences will contribute to diversifying Occidental’s faculty. The successful candidate will join the fourth MFDI cohorts to add a total of nine positions in the Arts and Humanities. As part of the MFDI program, the members of the cohorts will be provided enhanced mentoring, professional development, research funds, and a greatly reduced teaching load in the postdoctoral year, prior to transitioning to a tenure-track appointment in the second year.

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).