Candidates are expected to hold the Ph.D. degree or terminal degree in their field; ABD candidates will be considered if close to completion. We are also open to considering non-traditional candidates with extensive professional and community experience with demonstrated research and teaching but who may not have a Ph.D. or other terminal degree.

## 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

Upload your application materials to Interfolio, http://apply.interfolio.com/151987

To be assured full consideration, your application materials must be submitted <u>through Interfolio</u> by 5:00 p.m. PDT, Friday, October 18, 2024. An application includes the following:

- a) Cover Letter that describes how your education, experience, and skills are relevant to the qualifications and responsibilities listed above
- b) Curriculum Vitae
- c) Research Statement. Describe your current research and possible directions in the next five years. Please include your philosophy and experiences working with undergraduates in your research.
- d) Teaching Statement. Describe your teaching philosophy and pedagogy as well as your demonstrated commitment to and future plans for teaching and mentoring students in a liberal college context, particularly underrepresented and marginalized students. Explain how you might teach our required courses and share what other courses you might want to teach in the future.
- e) 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.

Upon receipt of a complete application package, you will receive a preliminary questionnaire. Please complete this questionnaire by October 21, 2024 to move forward in the search process.

Please direct all questions about the position to: Dr. Martha Matsuoka at