

## Non-Tenure Track Faculty – Scenic and Lighting Design

<b>Recruitment #:</b>	F2402
<b>Review Date:</b>	Immediate review   Open until filled
<b>Department:</b>	Theatre
<b>Salary Rate:</b>	\$40,000 - \$57,000 Salary schedule [ <a href="#">CBA Article 16</a> ]

### About Western Oregon University:

Western Oregon University is a regional public, mid-sized university – committed to changing lives, strengthening communities and transforming our world. Located in Monmouth, the heart of Oregon’s lush Willamette Valley, WOU is about 20 minutes from Salem, the state’s capital and about 75 minutes from Portland, the state’s cultural hub.

Western is one of Oregon’s oldest public institutions of higher education and was incorporated into the state system as a teacher training institution in 1882. The university offers undergraduate and graduate degrees in arts and sciences, education and professional areas. It’s known for small class sizes, a focus on sustainability and a diverse liberal arts education in a student-centered environment. Western is an emerging Hispanic Serving institution, with 41% of undergraduates being students of color.

### Position Summary:

**The Department of Theatre & Dance at Western Oregon University seeks a passionate and experienced expert in scenic and lighting design to join our vibrant faculty in Creative Arts.** We are committed to fostering a student-centered environment where future theatre professionals and educators can develop their artistic talents and pedagogical skills. WOU has a rich history of liberal arts and teacher education, and is an emerging Hispanic-Serving Institution. A significant portion of our Theatre majors study in the Theatre Education concentration to become middle or high school teachers.

In this exciting role, you will:

- **Create scenic designs and lighting designs:** WOU Theatre is a vital component of campus culture, public outreach, and student activities. You will design scenery and lighting for three mainstage and one or more studio productions per year. Oversee properties, set dressing and furniture as needed for each production.
- **Collaborate:** Work with directors, designers, technical staff, and student workers in a collaborative environment. Design scenery and lighting that fits the needs of the production, the production budget, and the abilities and educational needs of the student technicians and carpenters. Oversee student designers or assistant designers as needed. Execute or oversee scenic painting; assist with light hang and focus sessions; program or oversee programming of lighting cues. Attend all design meetings, production meetings, and technical rehearsals.
- **Develop and teach undergraduate courses in technical theatre:** You will tailor courses to prepare students both for professional production work and for integrating design into middle and high school theatre programs. This includes introductory and advanced courses, potentially encompassing areas like:
  - Stage Management
  - Scenecraft
  - Lighting & Sound
  - Scenic Painting
  - Scenic Design
  - Lighting Design

- Other possible topics within the candidate's area of expertise
- **Mentor and guide students:** Provide individualized support to students throughout their academic journey, helping them refine their design skills, cultivate their artistic voices, and gain the confidence to become inspiring practitioners and educators.
- **Contribute to the growth of our BFA in Theatre Education:** Work with faculty to develop a robust program that equips future teachers with the knowledge and skills to create engaging and effective theatre experiences for students of all backgrounds.
- **Help recruit students:** Promote the Theatre program at Thespian conferences and events for prospective students. Cultivate partnerships with local schools and teachers.

### Required Qualifications:

- Master's degree in Scenic Design or a closely related field
- Portfolio of experience in scenic design and lighting design

### Preferred:

- Terminal degree (MFA or PhD) in Theatre or related field.
- Professional experience in scenic design and lighting design.
- Teaching experience, especially at the college level.
- Commitment to a student-centered approach to teaching that fosters creativity, critical thinking, and collaboration.
- Enthusiasm for working within a culturally diverse environment and supporting the success of Hispanic, LGBTQIA+, and first generation college students.
- Excellent communication, collaboration, and interpersonal skills.
- Proficiency using digital design software (e.g., AutoCAD, SketchUp, Adobe Creative Cloud applications).
- Experience or interest in theatre education at the middle and high school levels is a plus.
- Fluency in Spanish is a plus.

**This is a non-tenure track position with a potential for renewal based on performance and departmental needs.** Teaching and theatre production activities are expected to total 0.8 to 1.0 FTE in fall, winter, and spring quarters. Summer opportunities may be possible separately.

Position title is based on the candidate's highest degree completed:

- Master's Degree: Instructor
- Terminal Degree (MFA or PhD): Non-Tenure Track Assistant Professor

In your application materials, we encourage you to highlight your approach to fostering creativity in the classroom and during productions, and your vision for how theatrical design can enhance theatre education for all students.

**Required Application materials:** You may submit all materials online at [www.wou.edu/prostaffapp](http://www.wou.edu/prostaffapp)

1. WOU Employment Application form [available here](#) - unclassified/faculty
2. Cover Letter that addresses your qualifications for the position
3. Teaching philosophy
4. Resume/CV
5. Portfolio of work in scenic design and lighting design (please include a link to your website, or a PDF

file)

6. Unofficial transcripts for the highest degree earned
7. Name and contact information for 3 professional references
8. Diversity Statement: Review the Board Statement on [Diversity, Equity, Inclusion, and Accessibility](#) and respond to the following [Diversity questions](#)

Western Oregon University is looking for equity-minded applicants who demonstrate a sensitivity to and appreciation for the complexity of the world. We draw our strength as a community from our variety of backgrounds, abilities, cultural experiences, identities, knowledge domains and means of expression. Women, Black, Indigenous and people of color, veterans, people who identify as LGBTQIA+, and people with disabilities are highly encouraged to apply for this position. All interested individuals are encouraged to apply even if they do not meet every one of the preferred qualifications as listed.

Western Oregon University only considers visa support for Tenure Track employees placed in specialized positions that are continuing regular university appointments for multiple years.

#### **Background/Education Check:**

A criminal background check will be completed as a condition of employment. Education checks are processed for positions requiring a formal degree as a minimum requirement.

#### **Benefits:**

Western Oregon University offers an excellent benefits package which includes 95% premium paid healthcare, a generous pension/retirement package, internal grant funding for [travel and professional development](#) [also see [CBA Article 22](#)], start-up package for lab supplies and equipment, and reduced tuition rates for employee, spouse, and dependents at any of the Oregon Public Universities.

<http://www.wou.edu/hr/benefits/>

#### **Equal Employment Opportunity:**

Western Oregon University is an equal opportunity employer that is committed to diversity, equity and inclusion in the workplace. We celebrate our inclusive work environment and encourage people of all backgrounds and perspectives to apply. We embrace our differences, and know that our diverse team is a strength that drives our success.

#### **Accommodation Requests:**

Western Oregon University is committed to developing a barrier-free recruitment process and work environment. If you require any accommodations, please email us at [employment\[at\]wou.edu](mailto:employment[at]wou.edu) and we will work with you to meet your accessibility needs.

#### **Veterans Preference**

Applicants are eligible to use Veterans' Preference when applying with Western Oregon University in accordance with ORS 408.225, 408.230 and 408.235; and OAR 105-040-0010 and 105-040-0015. Preference will be given only if the applicant meets the minimum criteria of the position and electronically attach the required documentation at the time of application. For information regarding Veterans' Preference qualifications, visit <http://www.oregonjobs.org/DAS/STJOBS/vetpoints.shtml>