San José State University  
San José, California  
ANNOUNCEMENT OF POSITION AVAILABILITY  
Subject to Budgetary Approval  

School of Management  
Organizational Behavior Management  

JOB OPENING ID (JOID): 22943  

Rank:  Assistant Professor, Tenure Track  

Qualifications:  
A strong theoretical background and interest in Organizational Behavior (both Micro- and Macro-Organizational Behavior fields) and Organizational Design/Development are required. The applicant should be able to teach organizational behavior and organizational design/development courses. Awareness of and sensitivity to the educational goals of a multicultural population as might have been gained in cross-cultural study, training, teaching, and other comparable experience are required. All applicants should have the following qualifications:  
- Possess a doctorate from an accredited university and be scholarly active under AACSB standards. Terminal degree must be awarded by date of appointment.  
- For those with teaching experience, demonstrate a commitment to teaching excellence.  
- Demonstrate an ability to work in a collegial atmosphere as part of a team.  
- Possess excellent communication and interpersonal skills  
- Exhibit a commitment to interact effectively with the Silicon Valley business community.  
- Emphasize pragmatic teaching applications, ideally enhanced by industry experience.  
- Expertise in some other disciplines, such as international business, organizational behavior, operations and supply chain management, human resources, technology management, and business ethics, is desirable.  

Responsibilities:  
Excellence in research, teaching, and service will be expected. Teaching will be required at both the undergraduate and graduate levels. The successful candidate will develop a robust research and teaching program engaging primarily undergraduate and graduate students. Candidate must address the needs of a student population of great diversity – in age, cultural background, ethnicity, primary language, and academic preparation – through course materials, teaching strategies, and advisement.
**Salary Range:** Commensurate with qualifications and experience.

**Starting Date:** August 18, 2015

**Eligibility:** Employment is contingent upon proof of eligibility to work in the United States.

**Application Procedures:** For full consideration, send a letter of application, curriculum vitae, statement of teaching interests/philosophy and research plans, and at least three original letters of reference with contact information by **October 1st, 2014** to:

Dr. William Jiang, Interim Director, School of Management
Please include Job Opening ID (JOID) on all correspondence.
Lucas College and Graduate School of Business
San José State University
One Washington Square
San José, CA 95192-0070

San José State University is California’s oldest institution of public higher learning. The campus is located on the southern end of San Francisco Bay in downtown San José (Pop. 1,000,000), hub of the world-famous Silicon Valley high-technology research and development center. Many of California’s most popular national, recreational, and cultural attractions are conveniently close. A member of the 23-campus CSU system, San José State University enrolls approximately 30,000 students, a significant percentage of whom are members of minority groups. The University is committed to increasing the diversity of its faculty so our disciplines, students and the community can benefit from multiple ethnic and gender perspectives.

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San José State University is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, color, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, or disability. This policy applies to all San José State University students, faculty, and staff as well as University programs and activities. Reasonable accommodations are made for applicants with disabilities who self-disclose. Note that all San José State University employees are considered mandated reporters under the California Child Abuse and Neglect Reporting Act and are required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

The latest San José State University Safety 101 Uniform Campus Crime and Security Report is available. You may request a copy of San José State University’s annual safety report by contacting the University Police Department at (408) 924-2222 or by visiting the University Police Department website at [http://www.sjsu.edu/police](http://www.sjsu.edu/police).