

# **San José State University**

**San José, California**

## **ANNOUNCEMENT OF POSITION AVAILABILITY**

*Subject to Budgetary Approval*

**Specialization: Human Resource Management**

**Job Opening ID (JOID): 23312**

**Rank:** Assistant or Associate Professor (Tenure Track)

### **Qualifications:**

- A doctorate from an accredited university and/or scholarly active (SA) status under AACSB standards. Terminal degree must be awarded by the date of appointment.
- An ability to work in a collegial atmosphere as part of a team.
- Excellent communication and interpersonal skills.
- An interest in and commitment to interacting effectively with the Silicon Valley business community.
- Interest in teaching classes in Human Resource Management.
- Pragmatic teaching applications and approaches ideally informed and enhanced by industry experience.
- Strong evidence of high quality research capabilities in HR/OB or related areas.
- Awareness of and sensitivity to educational goals of a multicultural population as might have been gained in cross-cultural study, training, teaching, and other comparable experience.

### **Responsibilities:**

Excellence in teaching, research, and service will be expected. The successful candidate will develop a robust research and teaching program engaging primarily undergraduate but also graduate students. Our successful candidate will address the needs of a student population of great diversity – in age, cultural background, ethnicity, primary language, ability, work experience, and academic preparation – through course materials, student advisement, and teaching strategies.

### **Salary Range:**

Commensurate with qualifications and experience.

**Starting Date: August 22, 2016** (January 26, 2016 start is possible)

### **Eligibility:**

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

### **Application Procedure:**

For full consideration, please send the following **by September 21, 2015**

- Letter of application (please include any specific reasons for your interest in us, the Silicon Valley region, or the Bay Area)
- Curriculum Vitae
- Statement of teaching interests and philosophy (please list any specific courses you have taught or would like to teach)
- Statement of research interests and directions
- 1-2 Writing samples or references to publications available on line
- Teaching evaluations (if available)

- Three letters of reference
- Any other information or materials you would like us to consider

Your application materials must be submitted by **September 21, 2015** to <http://apply.interfolio.com/30001>.

If you have any questions, you may contact Dr. Meg Virick at [m.virick@sjsu.edu](mailto:m.virick@sjsu.edu)

**Please include Job Opening ID (JOID) on all correspondence.**

**Academy of Management Meeting:** We will be conducting informational interviews in Vancouver. To schedule an interview, please contact Dr. Stan Malos by email ([stan.malos@sjsu.edu](mailto:stan.malos@sjsu.edu)) by July 15, 2015 to schedule an appointment.

San Jose State University's Lucas College and Graduate School of Business offers a broad undergraduate concentration in HRM with specialized classes in staffing, performance management, compensation, legal issues, HR analytics, and strategic HRM.

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.

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](http://www.sjsu.edu/police) website at (<http://www.sjsu.edu/police>.)