

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

Specialization: Organizational Behavior OR Human Resource Management

Job Opening ID (JOID): 24682

Rank: Open Rank (Tenure Track)

The School of Management at San Jose State University's Lucas College and Graduate School of Business seeks to fill an open rank (tenure-track) position effective in August 2019.

San Jose State University's Lucas College and Graduate School of Business offers an undergraduate concentration in Management with specialized classes in applied organizational behavior, organization theory, and strategic management. The college also offers an undergraduate concentration in HRM with specialized classes in staffing, performance management, compensation, legal issues, HR analytics, and strategic HRM.

This position is an excellent opportunity for scholars interested in a career at an institution that is a national leader in graduating URM students. San José State University is recognized as both HSI (Hispanic Serving Institution) and AANAPISI (Asian American and Native American Pacific Islander Serving Institution); 40% of our student population are first-generation and 38% are Pell-qualified. As a result, we rank #4 nationally in increasing student upward mobility.

San José State University is California's oldest public institution of higher learning. The campus is located in downtown San José (Pop. 1,000,000), in the heart of Silicon Valley. Many of California's popular 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.

Qualifications:

- Evidence of teaching excellence or evidence of potential for teaching effectiveness in Organizational Behavior or Human Resource Management; ideally informed and enhanced by industry experience or knowledge.
- Demonstrated record of scholarly publications in OB, HRM, or related areas or potential for developing a strong record commensurate with rank.
- A doctorate from an accredited university and/or scholarly active (SA) status under AACSB standards.
- A doctoral degree must be awarded by the date of appointment.

- An interest in and commitment to engaging with Silicon Valley professionals and connecting our students to the business community.
- Experience or interest teaching a multicultural student population.
- Demonstrate 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 demonstrate a strong research and teaching program engaging primarily undergraduate but also graduate students. The candidate must 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, teaching strategies, and advisement.

Salary Range: Commensurate with qualifications and experience.

Starting Date: August, 2019

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

Application Procedure:

The position remains open until filled. For full consideration, please send the following application materials **by September 14, 2018** to <http://apply.interfolio.com/53094>

- Letter of application (please include reasons for your interest in us, the Silicon Valley region, or the Bay Area)
- Curriculum vitae
- Statement of teaching interests and philosophy (please list the courses you have taught, are qualified to teach, or would like to teach)
- Statement of research interests and direction
- One or two writing samples or references to publications available online
- Teaching evaluations (if available)
- Three confidential letters of recommendation with contact information.

If you have any questions, you may contact Dr. Nancy Da Silva at nancy.dasilva@sjsu.edu.
Please include Job Opening ID (JOID) on all correspondence.

Academy of Management Meeting: We will be conducting informational interviews in Chicago. To schedule an interview, please contact SJSU.AOM2018@gmail.com

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.

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

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>.)