

**San José State University**  
**San José, California**  
**ANNOUNCEMENT OF POSITION AVAILABILITY**  
*Subject to Budgetary Approval*  
**ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL DEVELOPMENT**  
**ORGANIZATION AND MANAGEMENT**

**Job Opening ID (JOID): 013150**

**RANK:** Assistant or Associate Professor. (Tenure-Track)  
One-year visiting professor appointments will also be considered.

**QUALIFICATIONS:** A strong primary theoretical background and interest in Organizational Behavior (especially macro-organizational behavior theory) and Organizational Development are required. A secondary background in Social Issues in Management is desired. The applicant should be able to teach primarily organizational behavior and organizational development courses, and secondarily Social Issues in Management courses.

Applicants should have 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. The ideal applicant would be a proficient teacher and researcher seeking a collaborative environment. Evidence of prior teaching excellence is desirable. Candidate should have a doctorate or, if ABD, be able to complete the degree within 12 months of employment.

In evaluating applications, strong preference will be given to candidates who:

- Possess an appropriate doctorate from an accredited university. If ABD, completion of the doctorate may be a requirement for continued employment and will be a prerequisite for promotion and tenure.
- For senior rank must demonstrate a record of quality research, have broad teaching experience and must be willing to assume a leadership role in the field.
- Demonstrate a record of teaching excellence, ideally enhanced by industry experience.
- Have a record of professional achievements and research leading to publications and scholarly papers.
- Have shown an ability to work as part of a team, and have excellent communication, collegiality, and interpersonal skills.

**RESPONSIBILITIES:** 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 student advisement.

**ACADEMIC ASSIGNMENT:** Undergraduate as well as graduate teaching assignments are expected. While the normal teaching load is 12 semester hours, it is common for individual faculty to teach fewer hours when engaged in approved research projects or certain other assigned University activities. Professional achievements and research leading to publications and scholarly papers are required. Knowledge of computer applications is also highly desirable.

**CONSULTING AND APPLIED RESEARCH:** Located within the heart of the "Silicon Valley" and within an hour's drive of San Francisco, a major world trade and financial center, opportunities are available for consulting and applied, field-based research.

**THE DEPARTMENT:** The Organization and Management Department serves approximately 1,600 undergraduates who have declared Management, International Business or Human Resource Management as a major.

**THE COLLEGE OF BUSINESS:** The College of Business has an enrollment of about 5,500 students in nine undergraduate concentrations and about 500 students in our graduate programs. Both the undergraduate and graduate programs are accredited by the AACSB International (the Association to Advance Collegiate Schools of Business).

**SALARY:** Commensurate with qualifications and experience.

**STARTING DATE:** August 21, 2008

**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 December 1, 2007 to:

Dr. William Y. Jiang, Chair  
Department of Organization and Management  
San José State University  
One Washington Square  
San José, CA 95192-0070  
Phone: 408-924-3550  
Email for this job: [omjob-odc@cob.sjsu.edu](mailto:omjob-odc@cob.sjsu.edu)  
College of Business Website: [www.cob.sjsu.edu](http://www.cob.sjsu.edu)  
Please include Job Opening ID (JOID) on all correspondence.

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. 945,000), 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.

SJSU is an Equal Opportunity/Affirmative Action Employer committed to nondiscrimination on the bases of race, color, religion, national origin, sex, sexual orientation, gender status, marital status, pregnancy, age, disability, or covered veteran status consistent with applicable federal and state laws. This policy applies to all SJSU students, faculty, and staff as well as University programs and activities. Reasonable accommodations are made for applicants with disabilities who self-disclose.

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 website at [www.sjsu.edu/safetyreport](http://www.sjsu.edu/safetyreport).