

**San José State University**  
**San José, California**  
**ANNOUNCEMENT OF POSITION AVAILABILITY**  
**College of Business**  
**Department of Organization and Management**  
*Subject to Budgetary Approval*  
**Organizational Behavior and Organizational Theory**

**Job Opening ID (JOID):** 14136

**Rank:** Open rank - Assistant, Associate or Full Professor. In order to be eligible for appointment at an advanced rank, the successful candidate must have broad teaching experience and demonstrate significant scholarly/professional achievements.

**Qualifications:**

A strong primary theoretical background and interest in Organizational Behavior, Organizational Theory (especially macro-organizational behavior theory), and Organizational Development are required. The applicant should be able to teach primarily organizational behavior and organizational development 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 is a proficient teacher and researcher seeking a collaborative environment. Evidence of prior teaching excellence is desirable.

All applicants should have the following qualifications:

- Possess a doctorate from an accredited university and be academically qualified under AACSB standards. Terminal degree must be awarded by date of appointment.
- Demonstrate a record of quality research, broad teaching experience and willingness to assume a leadership role in the department and field for appointment at an advanced rank.
- 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:**

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:** January 24, 2012 or August 20, 2012

**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, including Job ID (JOID) by September 15, 2011 to:

Dr. Carol Reade, Acting Chair  
Department of Organization and Management  
San José State University  
One Washington Square  
San José, CA 95192-0070

Phone:408-924-1343  
Email: carol.ream@sjsu.edu

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. 945,942), 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 29,000 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 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 [University Police Department](http://www.sjsu.edu/police) website at <http://www.sjsu.edu/police>.