

Department: Management
Faculty Hire Number: 18-33

Effective Date of Appointment: August 22, 2018
(Subject to Budgetary Approval)

Rank: Assistant Professor

Salary: Dependent upon qualifications

About the University:

One of the largest universities in the country, California State University, Northridge (CSUN) is an urban, comprehensive university that delivers award-winning undergraduate and graduate programs to nearly 40,000 students annually and counts more than 330,000 alumni who elevate Southern California and beyond. Since its founding in 1958, CSUN has made a significant and long-term economic impact on California, generating nearly \$1.9 billion in economic impact and more than 11,700 jobs each year. The LAEDC recognized CSUN as its 2015 Eddy Award winner for its positive economic impact. Serving more students on Pell Grants than any other institution in California, CSUN is also a social elevator and one of the most diverse universities in the country. CSUN ranks 13th in awarding bachelor's degrees to historically underrepresented students and enrolls the largest number of students who are Deaf and hard of hearing of any U.S. state university. The journal *Nature* recently named CSUN a Rising Star for scientific research, and the NSF ranks CSUN in the top five nationally among similar institutions for graduates who go on to earn doctorates in the sciences. CSUN is where individuals rise. And through them, so does Greater Los Angeles and beyond.

About the College:

CSUN's David Nazarian College of Business and Economics is accredited by AACSB International. The College is home to the ninth largest undergraduate business program in the U.S. We serve a student body of nearly 7,000, many of whom are first-generation college students. Our highly regarded part-time MBA program is recognized by both the Princeton Review and U.S. News & World Report. Our Management Department prides itself on its commitment to research, teaching, and service excellence. We serve over 1,800 management majors and provide students with opportunities to work with Fortune 500 companies, small businesses, entrepreneurial ventures, and nonprofit and public organizations. Our faculty are actively engaged in training and development projects for city, county, and state agencies, as well as private companies. Our department encourages collaborative research that encompasses inquiry using both qualitative and quantitative methods. Faculty have published in top journals including: *Academy of Management Review*; *Journal of Management Inquiry*; *Sloan Management Review*; *Journal of Management Studies*; *Journal of International Business and Entrepreneurship*; *Journal of Nonprofit Management and Leadership*; *Journal of Management Education*; *Journal of Applied Psychology*; *Journal of Managerial Psychology*; *Applied Psychology: An International Review*.

CSUN's Commitment to You:

CSUN is committed to achieving excellence through teaching, scholarship, learning and inclusion. Our values include a respect for all people, building partnerships with the community and the encouragement of innovation, experimentation and creativity. CSUN strives to cultivate a community in which a diverse population can learn and work in an atmosphere of civility and respect. CSUN is especially interested in candidates who make contributions to equity and inclusion in the pursuit of excellence for all members of the university community.

For more information about the University, visit: <http://www.csun.edu>

Qualifications:

Earned Doctorate in Management, Human Resource Development, Industrial Organizational Psychology or equivalent from an accredited program with a focus on Organizational Behavior or Human Resource Management is required. Applied experience as a manager, human resource professional or consultant preferred. Candidates must provide evidence demonstrating commitment and ability to teach, mentor and work with a diverse student population, as well as evidence of the ability to lead and publish original research in peer reviewed journals. Candidates should be willing to help the college and department to build ties with the business community and strengthen the Department's Human Resource program. The potential for leadership in the Department and the College, and to bring in funded work in the form of contracts, grants and self-supporting training and education programs is desirable. At time of appointment, the successful candidate, if not a U.S.

citizen, must have authorization from the Bureau of Citizenship and Immigration Services to work in the United States.

Responsibilities:

The Management Department's curriculum and service goals strive to integrate theoretical knowledge and practical skills to solve problems facing organizations and institutions in our community and in society at large. The Department provides instruction for undergraduate management majors, students in other majors, and MBA students. The Department also provides non-business majors with a minor in management or human resource management. The successful candidate will be expected to take a role in the design and implementation of the HR program. In support of the College and University mission, the Department encourages activities that enhance student achievement; develop distinction; encourage partnership with other university and colleges, departments and; provide service to local business, government and social sector organizations. This includes seeking funding for special projects and new programs.

In order to be awarded promotion and /or tenure, faculty are required to demonstrate an ongoing commitment to teaching excellence, to engage in research relevant to their primary teaching area that results in refereed journal publications, and involvement in community service and department support. Candidates must meet and maintain CSUN's requirements for classification as Scholarly Academic (SA) under the 2013 AACSB International standards of qualification. See <https://www.csun.edu/faculty-affairs/business-and-economics>

The normal teaching load is 12 units per semester with two preparations; however a 9-unit load is normally assigned to faculty who are actively engaged in research and publication to support their professional activities.

Application Deadline:

Screening of applications will begin **January 22, 2018**. Priority will be given to applicants who meet the screening deadline; however, the position will remain open until filled.

How to Apply:

Applicants must submit a letter of application, curriculum vitae, three current letters of recommendation, teaching evaluations, up to 3 publications or working papers electronically to the address below. In later phases of the search process, applicants may be requested to provide verification of terminal degrees, licenses and certificates.

This institution is using Interfolio's By Committee to conduct this search. Applicants to this position receive a free Dossier account and can send all application materials, including confidential letters of recommendation, free of charge to:

<https://apply.interfolio.com/46770>

General Information:

In compliance with the Annual Security Report & Fire Safety Report of Campus Security Policy and Campus Crime Statistics Act, California State University, Northridge has made crime-reporting statistics available on-line [here](#). Print copies are available by request from the Department of Police Services, the Office for Faculty Affairs, and the Office of Equity and Diversity.

The person holding this position may be considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is 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.

CSUN is an Equal Opportunity Employer and prohibits discrimination on the basis of race, color, ethnicity, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, and disability. Our nondiscrimination policy is set forth in [CSU Executive Order 1096](#). Reasonable accommodations will be provided for applicants with disabilities who self-disclose by contacting Recruitment Services at (818) 677-2101.