



CALIFORNIA
STATE UNIVERSITY
NORTH RIDGE

**FACULTY POSITION
ANNOUNCEMENT
TENURE-TRACK
(formerly AA-1)**

Department: Management

Effective Date of Appointment: August 21, 2020
(Subject to Budgetary Approval)

Faculty Hire Number: 20-07

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*.

About the Department:

The department is the largest in the College and has been growing exponentially in recent years. The department offers options in Management and Human Resource Management in the B.S.B.A., minors in both as well as a minor in Entrepreneurship. The department faculty is developing a M.S. in Human Resource Management. Our faculty and staff are dedicated to the success of our students, and our programs prepare our students for future careers as leaders in business and government in the global economy. Our outstanding faculty are noted for their applied academic research; many are consultants to business and government organizations.

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 Human Resource Management, Management, Industrial Organizational Psychology or equivalent from an accredited program is required with a focus on Human Resource Management. Applied experience as a manager, human resource professional or consultant is desirable. Candidates should provide evidence of excellent teaching with diverse students, 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 the time of appointment, candidates must meet and must continue to maintain current AACSB International standards for classification as Scholarly Academic (SA) throughout their tenure.

At time of appointment, the successful candidate, if not a U.S. citizen, must have authorization from the United States Citizenship and Immigration Services (USCIS) 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 take a role in the design and implementation of the HR program including development of curriculum recognized by professional organizations, in particular, for SHRM certification. In support of the College and University mission, the Department encourages activities that enhance student achievement; develop distinction; encourage partnership with other universities, colleges and departments; and, provide service to local business, government and social sector organizations. This includes seeking funding for special projects and new programs.

The successful candidate will be held to the standards and requirements of the college and department in which he/she is housed for recommending tenure and promotion.

Application Deadline:

Screening of applications will begin September 13, 2019. Priority will be given to applicants who meet the screening deadline; however, the position will remain open until filled.

Applicants must submit a cover letter, curriculum vitae, statement on student success, and contact information for at least three references to the address below. In later phases of the search process, applicants may be requested to provide other information deemed necessary by the search committee.

How to Apply:

This institution is using Interfolio's ByCommittee to conduct this search. Applicants for this position receive a free Dossier account and can send all application materials, including confidential letters of recommendation, free of charge to: <http://apply.interfolio.com/65920>

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 Faculty Affairs at (818) 677-2962.