

Department: Management

Faculty Hire Number: #23-12

Effective Date of Appointment: Fall 2023 (Subject to Budgetary Approval)

Rank: Assistant Professor

Salary: Dependent upon qualifications

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.

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. 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.

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

About the College:

Serving over 7,000 students, the David Nazarian College of Business and Economics is one of the largest business schools in the nation and is accredited by AACSB International, the highest standard in business and management education. We offer a variety of outstanding academic programs that are designed to prepare our students for future careers as leaders in business and government in the global economy. The Nazarian College was ranked a top 50 business college by Money Magazine in 2022 and its highly regarded part-time MBA program has been recognized by both the Princeton Review and U.S. News & World Report. It houses the number one Volunteer Income Tax Assistance (VITA) clinic in the country, top ranked programs in accounting, finance and financial planning as well as new programs in entrepreneurship and business analytics.

For more information about the Nazarian College of Business & Economics, see:

<https://www.csun.edu/nazarian>

About the Department:

The 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 Journal*; *Journal of Applied Psychology*; *Strategic Management Journal*; *Organization Studies*; *Journal of Management Studies*; *Journal of Management*; *Research Policy*; *Entrepreneurship Theory & Practice*; *Strategic Entrepreneurship Journal*; *Journal of Organizational Behavior*; *Personnel Psychology*; *Leadership Quarterly*; *Journal of Business Ethics*; *Organization & Environment*; *Business and Society*; *Journal of Management Inquiry*; *Harvard Business Review* and *Sloan Management Review*.

For more information about the Department of Management, see: <https://www.csun.edu/management/>

Position:

The Department of Management at California State University, Northridge (CSUN) is seeking a tenure-track faculty member in Management at the rank of Assistant Professor.

The successful candidate will build curriculum / teach courses in sustainability management as well as within their disciplinary area in management (whether micro or macro). They will conduct research in the area of sustainability management, broadly defined. This includes (but is not limited to) such topics as: business sustainability, organizations and the natural environment, corporate social responsibility, social entrepreneurship, environmental, social and governance (ESG) management, circular economy, environmental justice, and grand challenges such as climate change and food (in)security.

As a Hispanic-serving Institution (HSI), inclusiveness and diversity are integral to CSUN's commitment to excellence in teaching, research, and engagement. As of Fall 2020, CSUN enrolls ~40,000 students, where 56% are Latinx, 20.8% are White, 9.3% are Asian-American, 4.8% are Black/African American, 0.1% are Native American, and 0.1% are Native Hawaiian or Pacific Islander. The successful candidate will help the Department achieve equitable outcomes for all students through teaching, student mentorship, scholarship, and service. In addition, the position requires weekly office hours, attending faculty meetings, and service to the department, college, and university. The successful candidate will be held to the tenure and promotion requirements of the college and department in which they are housed.

Required Qualifications:

We are seeking candidates with demonstrated experience in and/or commitment to teaching and working effectively with individuals from diverse backgrounds and members of underrepresented groups.

- Ph.D. in Management (or in a related field). The doctorate degree must be from program(s) accredited by AACSB International or ABET (or an equivalent accreditation). Terminal degree must be awarded by date of appointment.
- Evidence of, or clear potential for, excellence in university-level teaching and in creating a student-centered learning environment.
- Evidence of, or clear potential for, conducting and publishing original research on sustainability management (as specified in the position description) in peer reviewed journals.

Preferred Qualifications:

- Evidence of, or clear potential for, incorporating inclusion, diversity, and educational equity in their teaching and/or scholarship. This would include (but is not limited to) the candidate's ability to engage with a diverse student body as well as their facility in creating a culturally responsive pedagogy that leads to equitable outcomes for all students.
- Relevant prior professional or business experience in the field and/or relationships with the business community.
- Evidence of, or clear potential for, contributing to supportive and collaborative work environments. This would include the ability to adopt inclusive approaches to mentoring.
- Potential to take on leadership roles in the Department, College and University.
- Evidence of, or clear potential for, bringing in funded work in the form of contracts, grants and self-supporting training and education programs.

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 minors in management, human resource and talent management, and entrepreneurship. 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.

Application Deadline:

Screening of applications will begin **November 15, 2022**. Priority will be given to candidates who meet the screening deadline; however, the position will remain open until filled.

How to Apply:

Candidates should complete the CSUN online application. The submitted materials should include a cover letter, CV, teaching statement, research statement, and diversity, equity, and inclusion (DEI) statement. The DEI statement should provide an understanding of the candidate's capabilities to address diversity, inclusion, and equity in support of CSUN diverse student and community populations and should span their teaching, research, and service.

Letters of recommendation and additional evidence of research and teaching accomplishments may be requested of those candidates who advance to later stages of the search.

To apply and for more detailed information on the application and hiring process, please visit this link: www.csun.edu/careers.

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 candidates or continued employment of current CSU employees who apply for the position.

As a condition of employment, all employees need to certify vaccination status by attesting they are fully vaccinated, need a medical exemption, need a religious exemption, or are not working on campus. You can obtain more information about or access the full vaccination policy [here](#).

In accordance with the California State University (CSU) Out-of-State Employment Policy, the CSU is a state entity whose business operations reside within the State of California and prohibits hiring employees to perform CSU-related work outside of California.

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. California State University, Northridge is a sponsoring agency (i.e. H-1-B Visa).

CSUN is an Equal Opportunity Employer and prohibits discrimination based on 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 candidates with disabilities who self-disclose by contacting Management office at 818-677-2457.