

**Position Rank and Title:** Assistant or Associate Professor

**School/Department Name:** School of Management

**Compensation:** Commensurate with qualifications, experience, and rank as established by the[CSU Salary Schedule](https://www.calstate.edu/csu-system/careers/compensation/Pages/salary-schedule.aspx). See[Benefits Summary](https://www.calstate.edu/csu-system/careers/benefits/Documents/employee-benefits-summary.pdf) for details about the CSU’s excellent employment benefits.

**Target Start Date:** August 17, 2023

**Application Deadline:** December 2, 2022 (Applications accepted until filled or closed)

**Position Description**

The School of Management at San Jose State University’s Lucas College and Graduate School of Business seeks to fill an Assistant/Associate (tenure-track) position in Human Resource Management beginning August 2023. Applicants should be interested in teaching courses in Workforce Planning, Staffing and Training; Fundamentals of Human Resource Management; Diversity in Organizations; and other undergraduate and graduate HRM courses; ideally with a research agenda that focuses on an area of HRM with a diversity, equity and inclusion (DEI) lens.

The School of Management is home to the Management and Human Resource Management concentrations. Students with a concentration in Human Resource Management receive a professional education that prepares them to identify, analyze, and solve workforce issues and cultivate cultures of employee success. The school's Institute for People and Performance advances knowledge of human capital management, through a combination of training, research, and engagement with industry and professional organizations, and preparing professionals for their SHRM certification. For more information about the School of Management, please visit the department’s website at<https://www.sjsu.edu/mgmt/>.

The Lucas College and Graduate School of Business is the largest provider of business graduates to Silicon Valley. Blending a multi-cultural, global perspective with the Silicon Valley’s historic foundation of technological innovation, our programs reflect our esteemed, local heritage. With over 80% of our students working in the Valley, our business students and alumni are truly Powering Silicon Valley. We provide the resources, skills, and opportunities for students to succeed. The college as well as the university are highly supportive and committed to faculty success. Please see <https://www.sjsu.edu/cfd/>. Our faculty are highly engaged with our students and serve as mentors and advisors to student organizations including Advancement Institute for Management, Latino Business Student Association, SHRM Student Club, Women in Business.

San José State University values diversity, equity, inclusion, and belonging. Our excellence in research, teaching, and service can only be fully realized by faculty, students, and staff who share our commitment to these values. SJSU enrolls more than 36,000 students, many of whom are historically underserved, and around 45% are first-generation and 38% are Pell-recipients. SJSU is a Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander (AANAPISI) Serving Institution. The university’s commitment to social justice extends from its vibrant, inclusive campus to an international network of over 275,000 alumni. As such, San José State is committed to increasing the diversity of its faculty so our disciplines, students, and the community can benefit from multiple ethnic and gender perspectives.

Successful candidates will demonstrate evidence of a commitment to equity and inclusion through their research, teaching, and/or service. We ask that all applicants include a Diversity Statement with their application package. A guide to writing this statement can be found at [SJSU Diversity Statement Guidelines](https://www.sjsu.edu/provost/faculty-success/sjsu-diversity-statement-guidelines-for-faculty-applicants.php), along with information about how these statements will be evaluated.

**Required Qualifications**

* A doctorate from an accredited university and/or scholarly active (SA) status under AACSB standards. A doctoral degree must be awarded by the date of appointment.
* Evidence of teaching excellence or potential for teaching effectiveness in Human Resource Management courses including HR workforce planning, staffing, and training, fundamentals of HR, diversity in organizations, ideally informed and enhanced by industry exposure or knowledge.
* Demonstrated record of scholarly publications in HRM or related areas (e.g., OB, DEI) or potential for developing a strong scholarly record commensurate with rank (Assistant/Associate).
* An interest in engaging with Silicon Valley HR professionals and connecting our students – largely first generation, economically diverse, and multicultural - to the business community.
* Evidence of awareness and sensitivity to the educational goals of a socially and economically diverse student population as might have been gained in cross-cultural study, training, teaching, and other comparable experience.

**Preferred Qualifications**

Priority will be given to candidates whose research focus in DEI within an HRM framework

**Key Responsibilities**

* Teaching HR Workforce Planning, Staffing, and Training; Fundamentals of Human Resource Management; and Diversity in Management.
* Developing and maintaining an active research agenda, ideally publishing research in DEI with an HR framework.
* Engaging with multicultural and diverse undergraduate and graduate students.
* Participation in shared governance in department, college, and university committees and other service assignments.
* Developing inclusive course materials, teaching strategies and advisement to meet the needs of a student population of great diversity in age, abilities, cultural background, ethnicity, religion, economic background, primary language, sexual orientation, gender identity, and academic preparation .
* Utilization of Canvas Learning Management System (LMS) for courses.

**Other Duties**

Note that all San José State University employees are considered mandated reporters under the California Child Abuse and Neglect Reporting Act and are required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

Pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and CSU systemwide policy, some faculty duties may lead to designation as a Campus Security Authority (CSA). CSAs are required to complete Clery Act training and to immediately report Clery incidents to the institution.

**Application Procedure**

Select *Apply Now* to complete the SJSU Online Employment Application and attach the following documents:

* letter of interest (please include reasons for your interest in us, the Silicon Valley region, or the Bay Area).
* curriculum vitae.
* [diversity statement](https://www.sjsu.edu/provost/faculty-success/sjsu-diversity-statement-guidelines-for-faculty-applicants.php).
* statement of teaching interests/philosophy (please list the courses you have taught, and/or would like to teach).
* statement of research plans/agenda.
* one or two writing samples or references to publications available online.
* three references with contact information.

Inquiries may be directed to the Search Committee Chair:Dr. Monica Gavino, [**monica.gavino@sjsu.edu**](mailto:monica.gavino@sjsu.edu)**.**

**Conditional Offer**

The work for this faculty position is located in the State of California. Employment is contingent upon proof of eligibility to work in the United States. Proof of immunization and booster shots against COVID-19 or proof of a medical or religious exemption and compliance with testing protocols is required for employment. Satisfactory completion of a background check (including a criminal records check) is required for employment. SJSU will make a conditional offer of employment, which may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current employee who was conditionally offered the position.

**San José State University: Silicon Valley's Public University**

Located in the heart of Silicon Valley — one of the most innovative regions in the world — [San José State University](http://www.sjsu.edu/about/index.php) is the founding campus of the 23-campus California State University (CSU) system and the first public university in the West. Recognized as a leading transformative educational institution, San José State is an essential partner in the technological, economic, cultural, and social development of Silicon Valley, the Bay Area, and California. SJSU is a top-200 school nationally in research funding and second highest in research productivity in the CSU system. Cutting-edge research, world-class scholarship, student-centered learning, diverse communities, and commitment to social justice, allow SJSU to provide life-changing opportunities and advance the public good locally and globally.

**Equal Employment Statement**

San José State University prohibits discrimination on the basis of Age, Ancestry, Caste, Color, Disability, Ethnicity, Gender, Gender Expression, Gender Identity, Genetic Information, Marital Status, Medical Condition, Military Status, Nationality, Race, Religion, Religious Creed, Sex, Sexual Orientation, Sex Stereotype, and Veteran Status. This policy applies to all San José State University students, faculty, and staff as well as University programs and activities. Reasonable accommodations are made for applicants with disabilities who self-disclose.

**Campus Security and Fire Safety Notification**

Pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the Annual Security Report (ASR) is also now available for viewing at <https://www.sjsu.edu/clery/docs/SJSU-Annual-Security-Report.pdf>. The ASR contains the current security and safety-related policy statements, emergency preparedness and evacuation information, crime prevention and Sexual Assault prevention information, and information about drug and alcohol prevention programming. The ASR also contains statistics of Clery crimes for San José State University locations for the three most recent calendar years. A paper copy of the ASR is available upon request by contacting the Office of the Clery Director by phone at 408-924-1501 or by email at [clerycompliance@sjsu.edu](mailto:clerycompliance@sjsu.edu).

Pursuant to the Higher Education Opportunity Act, the Annual Fire Safety Report (AFSR) is available at <https://www.sjsu.edu/clery/docs/SJSU-Annual-Fire-Safety-Report.pdf>. The purpose of this report is to disclose statistics for fires that occurred within SJSU on-campus housing facilities for the three most recent calendar years, and to distribute fire safety policies and procedures intended to promote safety on Campus. A paper copy of the AFSR is available upon request by contacting the Housing Office by phone at 408-795-5600 or by email at [uhs-frontdesk@sjsu.edu](mailto:uhs-frontdesk@sjsu.edu).