FACULTY EMPLOYMENT OPPORTUNITY

DEPARTMENT OF BUSINESS ADMINISTRATION

Full-Time (Tenure-Track)
Assistant Professor of Management/Leadership
Starting Mid-August 2015

Refer to 103849 on all correspondence and inquiries regarding this position.

THE UNIVERSITY

Sonoma State University is one of the 23 campuses of the California State University. Located in the Sonoma County wine country, 48 miles north of San Francisco, the University has an enrollment of approximately 9,000 students. As of spring 2013, the University had 497 faculty with 47% tenure-track. The University is comprised of six schools: Arts and Humanities, Business and Economics, Education, Extended and International Education, Social Sciences, and Science and Technology. Degrees are offered in 45 majors at the bachelor’s level and 16 at the master's level. Sonoma State University occupies 274 acres in the beautiful wine country of Sonoma County, in Northern California. Located at the foot of the Sonoma hills, the campus is just an hour’s drive north of San Francisco and 40 minutes away from the Pacific Ocean.

THE DEPARTMENT

The Department of Business Administration at Sonoma State University offers high-quality, relevant education in business to aspiring and practicing professionals, managers, and entrepreneurs in the private and public sectors. It does this in a liberal arts and sciences environment in which faculty emphasize the development and continuous improvement of the skills of critical thinking, effective communication, ethical reasoning, maintaining a global perspective, and applying disciplinary tools. The department offers programs of study leading to both the Bachelor of Science (BSBA) and Master of Business Administration (MBA) degrees. The BSBA program offers concentrations in accounting, finance, financial management, management, marketing, and wine business strategies. The graduate program includes a professional MBA, a wine business MBA, and an executive MBA.

Prospective applicants are encouraged to visit the School of Business and Economics web page at: www.sonoma.edu/sbe/.

DUTIES OF THE POSITION

The standard teaching load for this position is 24 units, normally comprised of three 4-unit courses per semester. The candidate is required to engage in scholarly activity including publication in refereed journals. The successful candidate will be required to teach a variety of courses in several areas of Management at both the undergraduate and graduate level area as well as in a related secondary area.

In addition to teaching and scholarship, faculty are expected to engage in academic advising, to assist the department with program assessment, administrative and/or committee work, and to serve on campus-wide committees. Sonoma State is committed to the Teacher/Scholar model and places
an emphasis on faculty support of undergraduate research. Faculty are also encouraged to participate in Freshman and Sophomore year programs when available in their schools.

**PROFESSIONAL QUALIFICATIONS**

The successful candidate must hold an earned doctorate in business administration or a related field from an accredited institution, with a significant focus in management. Strong preference will be given to candidates who have earned the doctoral degree from institutions accredited by either the AACSB or EQUIS. The successful candidate must have completed graduate level courses in three of the following areas: leadership, organizational behavior, strategy, and human resource management. Courses in two of these areas must have been completed at the doctoral level.

Strong preference will be given to candidates who have demonstrated success in teaching courses in at least two of the above four areas and who are qualified to teach courses across the undergraduate and graduate management curriculum. Significant work experience at a professional level related to one or more of the four areas is desirable.

Strong preference will also be given to candidates with scholarly output and/or teaching experience in one of the following areas: entrepreneurship, innovation, and ethics. Candidates with a demonstrated research track record leading to publication in peer-reviewed journals will be viewed positively.

To be recommended for tenure, the candidate must demonstrate satisfactory performance in four areas: teaching effectiveness; scholarship, research, creative achievement and professional development; service to the University; and public service and service to the community. Although tenure may be granted at any time, contract provisions specify that "the normal period of probation shall be a total of six (6) years of full-time probationary service and credited service, if any. Any deviation from the normal six (6) year probationary period shall be the decision of the President following his/her consideration of recommendations from the department or equivalent unit and appropriate administrator(s).” Tenure is required for promotion above the level of Associate Professor.

**RANK AND SALARY**

The salary range is approximately $88,000 to $95,000.

**HOW TO APPLY**

Do not send materials to facultysearch@sonoma.edu. To apply for this position, go to www.sonoma.edu/jobs and select Job Opportunities. If you are not currently employed at Sonoma State University, select the External Applicants box. You will be redirected to a list of all available jobs at Sonoma State University. Find and select the faculty position you are applying for to view the description and select Apply Now. If you have not applied for a job at Sonoma State University previously you will be asked to Register Now in order to proceed. After submitting the application letter and curriculum vitae, please proceed to My Career Tools to attach the additional required documents. Your statement of research interests may be a statement of scholarship and/or creative activity if appropriate to your discipline. Once you have submitted all materials, a confirmation email will be automatically sent to you. If you encounter difficulties during the application process, please email facultysearch@sonoma.edu.
Please submit:

**Required**
- Application letter
- Curriculum vitae

**Additional Required Documents**
- Statement of Research Interests
- Teaching Philosophy
- Student Evaluations
- Contact Information for 3 References

Letters of Recommendation will be requested from finalists only.

Official transcripts are required at the time of hire.

Sonoma State University hires only individuals lawfully authorized to work in the United States. All offers of employment are contingent upon presentation of documents demonstrating the appointee’s identity and eligibility to work, in accordance with the provisions of the Immigration Reform and Control Act.

**APPLICATION DEADLINE**

The deadline to apply to this position is by **Wednesday, December 3rd, 2014**.

Questions concerning this position may be directed to:

*** Dr. John Urbanski, Search Committee Chair  
*** Email: john.urbanski@sonoma.edu  
*** Phone: (707) 664-2702

Questions concerning the application process may be directed to: facultysearch@sonoma.edu.

103849 PLEASE REFER TO THIS NUMBER ON ALL CORRESPONDENCE AND INQUIRIES REGARDING THIS POSITION.

**EQUAL EMPLOYMENT OPPORTUNITY**

The university is an Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status.

**MANDATED REPORTING REQUIREMENT**

This position is 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.
CAMPUS SAFETY REPORTS

Jeanne Clery Act – Annual Security Report
Sonoma State University’s Annual Security Report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by Sonoma State University and on the public property within, or immediately adjacent to and accessible from the campus.

The report also includes institutional policies concerning campus security, alcohol/drug use, crime prevention, reporting of crimes, sexual assault and other matters. You can download a copy of this report by accessing the Police and Parking Services web site: Jeanne Clery Act - Annual Security Report, or receive a copy by contacting Police and Parking Services at (707) 664-2143.

Campus Housing Fire Safety Report
Sonoma State University’s Annual Campus Housing Fire Safety Report, in compliance with The Campus Fire Safety Right-to-Know Act, contains information about fire statistics, fire safety systems, and safety practices and standards for campus housing. The Campus Housing Fire Safety Report is available at the Housing Services website or you can contact Housing Services at (707) 664-2541 to receive printed information or additional information.

View Benefits Summary

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Department of Business Administration
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