



## FACULTY EMPLOYMENT OPPORTUNITY

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### **DEPARTMENT OF BUSINESS ADMINISTRATION**

**Full Time (Tenure-Track)  
Assistant or Associate Professor of Sustainability/Social Entrepreneurship  
Starting August 2018**

Refer to #104505 on all correspondence and inquiries regarding this position.

### **OUR COMMITMENT**

Sonoma State University offers an exceptional educational experience that fosters intellectual, cognitive, social, and personal growth. As the only member of the Council of Public Liberal Arts Colleges in California, we are uniquely positioned to foster ethical exploration, civic engagement, social responsibility, and global awareness combined with a solid foundation in an academic discipline. We have a strong commitment to graduating students who have the ability to think critically and communicate effectively in an ever-changing world. The unique campus culture fosters our Seawolf Commitment to integrity, respect, excellence, and responsibility and is integrated into all campus life. We nurture inclusive excellence through a celebration of the rich diversity of our local communities and our interconnected global economy. Members of the University community are expected to work effectively with faculty, staff, and students from diverse ethnic, cultural, and socioeconomic backgrounds. SSU is especially interested in candidates who make contributions to equity and inclusion in the pursuit of excellence in teaching, scholarship, and service.

### **THE UNIVERSITY**

Sonoma State University's beautiful 274-acre campus is located in Sonoma County wine country, an hour north of San Francisco. The campus offers the ideal setting for teaching and learning and access to a community of rich cultural, environmental, and recreational opportunities. Founded in 1960, Sonoma State University is one of the 23 campuses of the California State University System. As members of the largest public higher educational system in the nation, we provide accessible, high quality education to more than 9000 students. Sonoma State University is proud to be a Hispanic Serving Institution committed to achieving the goals of equal opportunity and endeavors to employ faculty and staff reflecting the ethnic and cultural diversity of the region and state.

### **FACULTY RESPONSIBILITIES**

In addition to teaching and scholarship, faculty are expected to engage in service to the department, school, and community. Sonoma State is committed to the Teacher/Scholar model and places an emphasis on faculty support of undergraduate and graduate research. Faculty are also encouraged to participate in our distinctive, high-impact Freshman and Sophomore year programs and to foster our commitment to the [CSU Graduation Initiative 2025](#) through excellent teaching, advising, and mentoring. Potential applicants are encouraged to review the [University's Reappointment, Tenure and Promotion Policy](#). All faculty are required to have the ability to work effectively in a multicultural environment.

## **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.

## **DUTIES OF THE POSITION**

The standard teaching load for this position is 12 units, normally comprised of three 4-unit courses per semester. The candidate is required to engage in scholarly activity including publication in refereed journals. All faculty are expected to maintain the American Assembly of Collegiate Schools of Business's (AACSB) Business Accreditation Standard 15 faculty qualification as a Scholarly Academic (SA). In addition to teaching and scholarly activities, the incumbent will be expected to provide 3 additional units of service to the university. This service may include but is not limited to academic advising, assisting the departmental, school and university committees, and engaging in service to the local and regional communities.

## **PROFESSIONAL QUALIFICATIONS**

### **Required:**

To be recommended for appointment, the candidate must hold an earned Ph.D. or D.B.A. in Business Administration with a primary emphasis in Sustainable Management or Social Entrepreneurship. Strong preference will be given to candidates who have earned the doctoral degree from institutions accredited by either AACSB or EQUIS. A secondary emphasis in Family/Small Business Management is highly desirable. Practical experience in Sustainable Management or Social Entrepreneurship is also desirable. Candidates with an earned doctorate in a related field who have successfully completed the AACSB bridge program in Management with the above-mentioned emphases will also be considered. All of our faculty have a demonstrated commitment to teaching and advising students from diverse backgrounds, and will be expected to participate in the mission of building an academic community that fosters inclusive excellence for all members.

### **Desired:**

Strong preference will be given to candidates who have demonstrated success in teaching courses in Sustainability and Social Entrepreneurship as well as in other areas such as Family Business or Small Business Management. Strong preference will also be given to candidates with scholarly output in at least one of the following areas: Sustainable Management or Social Entrepreneurship. Candidates with a demonstrated research track record leading to publication in peer-reviewed journals will be viewed positively. Significant practical professional experience in fields related to Sustainability or Social Entrepreneurship is highly desirable. Activities involving service to the university and external communities, as well as experience with a diverse student community are also desirable.

For appointment at the Associate Professor level, the successful candidate must demonstrate a history of significant accomplishments in all criteria listed above. Additionally, for appointment at the Associate Professor level, it is highly desirable that the candidate have significant experience serving in faculty or professional leadership positions.

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**

Salary, service credit, and rank (when appropriate) depends upon academic preparation and professional experience.

The approximate salary range for this position is: \$98,000 - \$118,000

## **HOW TO APPLY**

To apply for this position, go to [www.sonoma.edu/jobs](http://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. PDFs are the preferred format for all submissions. 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](mailto:facultysearch@sonoma.edu). Applications submitted to the faculty search email address will not be considered, so please use [the www.sonoma.edu/jobs](http://www.sonoma.edu/jobs) link above.

Please submit:

### **Required**

- Application letter
- Curriculum vitae
- Statement of research interests
- Teaching philosophy
- Contact information for three (3) references to be contacted by the committee members
- Teaching evaluations

Letters of Recommendation will be requested from finalists only.

Official transcripts may be 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. A

background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU.

## **APPLICATION DEADLINE**

Applications received by January 20, 2018 will be given full consideration. The position will remain open until filled.

Questions concerning this position may be directed to:

Armand Gilinsky, Search Committee Chair

[gilinsky@sonoma.edu](mailto:gilinsky@sonoma.edu)

Questions concerning the application process may be directed to: [facultysearch@sonoma.edu](mailto:facultysearch@sonoma.edu).

#104505 PLEASE REFER TO THIS NUMBER ON ALL CORRESPONDENCE AND INQUIRIES REGARDING THIS POSITION.

## **OTHER INFORMATION**

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.

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.

[View Benefits Summary](#)



## **SONOMA STATE UNIVERSITY**

Department of Business Administration

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