

**Department of Management**  
**College of Business**  
**San Francisco State University**

**Position title:** Assistant Professor of Management (Business and Society/Sustainability)

**Start date:** August 2017

**Salary:** Commensurate with qualifications and experience. The CSU provides generous health, retirement and other benefits.

**Position Summary:**

The tenure-track position is in the Department of Management in the College of Business at San Francisco State University. SF State is a member of the California State University system and serves a diverse student body of 30,000 undergraduate and graduate students. The University seeks to promote appreciation of scholarship, freedom and, human diversity through excellence in instruction and intellectual accomplishment.

The SF State College of Business is an AACSB International accredited school, currently enrolling more than 5,000 undergraduates and 600 graduate students with 110 full-time faculty. The SFSU campus maintains the third highest enrollment of international students among masters degree institutions in the nation and is attended by international students from over 70 nations. Courses are offered both day and evening, at the University's main campus and at the Downtown Campus in the heart of San Francisco's business community.

The Department of Management faculty provide instruction and conduct research in the areas of Organizational Behavior/Human Resources, Strategic Management, and Sustainable Business. The department is home to several faculty actively engaged in scholarly research in the areas of business sustainability, business ethics, social enterprise, and corporate governance. It offers an MBA Concentration in Sustainable Business, and MBA Emphases in Leadership, Nonprofits and Social Enterprise, and Ethics and Compliance. The Center for Ethical and Sustainable Business promotes teaching, research, and business community outreach through speaker series, events and programs.

The position requires graduate and undergraduate teaching in Business and Society, with secondary assignments in related topics, mentoring and advising graduate and undergraduate students, developing an active ongoing scholarship program that advances knowledge in one's area of specialty, and ongoing committee and service assignments. The position includes a full-time faculty workload per the Collective Bargaining Agreement between the California State University and the California Faculty Association.

Teaching assignments will primarily be in undergraduate and graduate core courses in Business and Society, with additional assignments according to faculty interests and ability, such as

business sustainability, strategic management, greening of business, social entrepreneurship, or business ethics.

Scholarly research may address a range of topics in the areas of sustainable business, social entrepreneurship, business and public policy, stakeholder relations, business ethics, or other areas related to the field of Social Issues in Management, broadly defined.

Additional responsibilities include, but are not limited to, productive participation on departmental, college, and university-wide committees; mentoring and advising graduate and undergraduate students; holding regular office hours; curriculum development and improvement, particularly with regard to student learning outcomes; and remaining current in both subject area and teaching methodologies.

### **Essential Job Tasks:**

- Prepare course materials such as syllabi, lecture and discussion materials, readings and assignments, assessments, and learning resources;
- Prepare and deliver effective lectures to undergraduate and graduate students on topics such as business ethics, sustainable business practices, social entrepreneurship, stakeholder relations, corporate social responsibility, business and politics, and business regulation. Depending on experience and interest, other topics may include strategic management or leadership;
- Initiate, moderate, and facilitate classroom discussions;
- Evaluate and grade students' class work, assignments, papers, etc. in a timely manner;
- Compile, administer, and grade examinations or other learning assessments;
- Maintain student grades and other required records or reporting materials;
- Conduct research in one's field of interest and present findings in peer-reviewed journals, books, or professional conferences;
- Stay current on developments in the discipline by reading new literature, talking with colleagues, and participating in professional conferences;
- Plan, evaluate and revise curricula, course content, course materials, and methods of instruction;
- Hold regularly-scheduled office hours for the purpose of advising and assisting students;
- Actively participate on assigned committees in accordance with department or College needs, and SF State's strategic vision;
- Actively participate in collegial interactions when fulfilling service assignments and other duties at the department, college, and university level.

### **Minimum Education, Experience, Knowledge, Skills, and Personal Abilities:**

- Ph.D. degree in a field directly related to Business and Society or Sustainable Business from an AACSB accredited school (degree must be completed and awarded prior to appointment date).
- A clearly demonstrated record of teaching effectiveness, ideally with 1-2 years of undergraduate teaching (or TA) experience with a large, diverse student body or in a multicultural setting.
- Capability to conduct high quality research directly related to business in society, social entrepreneurship, or sustainable business.
- Additional competencies (business experience, consulting, etc.) are highly desirable.
- Awareness of, and sensitivity to, the educational goals of a multicultural and socially diverse urban university population.
- Knowledge of principles and methods for curriculum design, instruction of individuals and groups, and the assessment of learning;
- Planning and organizing skills sufficient to ensure implementation of the assigned curriculum, job duties, and established expectations;
- Oral and written communication skills in the English language at a level that comprehends and conveys information to and from students, colleagues, and others in an effective manner;
- Awareness and engagement with critical concerns in the discipline and capacity to continue to produce original research;
- Interpersonal orientation that encourages productive interactions with students, colleagues, and other campus stakeholders and promotes collegiality in department, college and university contexts.