The School of Education at Colorado State University is pleased to invite applications for Assistant Professor in the Organizational Learning, Performance and Change (OLPC) Program. The position is a nine-month tenure track position, beginning August 16, 2013.

Position Description:

Research: Candidates must have evidence of an active research agenda in human resource development, organizational development and change, and/or performance management that has or will result in refereed articles in top journals and attract external funding. Candidates must also be prepared to advise/mentor masters and doctoral students.

Teaching: Candidates must have evidence of or potential for effective teaching at the graduate level in human resource development (HRD), performance management, organizational development and change, action research, and/or performance consulting. OLPC offers programs online and on campus in Fort Collins.

Service: Candidates must have evidence of or potential for the ability to develop and maintain collaborative partnerships with professionals in public and private sector organizations; contribute to relevant professional organizations; and serve on school, college and university committees appropriate to the level of the position.

Responsibilities include:

- Conducting scholarly research in human resource development, performance management, organizational development and change, or closely related field, leading to publication in academic and professional journals.
- Developing a record of external funding.
- Teaching graduate courses in areas such as performance management, organizational development and change, change facilitation and leadership, learning transfer, action
research, change management, organizational development, and performance consulting.

- Engaging in program, school, university, community, and professional service activities.
- Advising masters and doctoral students.
- Supervising dissertation research.

Required Qualifications:

The successful candidate will have:

1. An earned doctorate in human resource development, human resource management, industrial organizational psychology, management, or a closely related field.
2. A record of publishing research in refereed journal articles.

Preferred Qualifications:

The successful candidate should have:

1. Experience in teaching and supervising students preparing for roles in organizational performance and change.
2. Experience in advising graduate students and supervising doctoral dissertation research.
3. Experience with technology in delivering instruction at a distance.
4. A record of writing and directing grants and contracts.
5. A record of leadership within academic societies and/or professional associations and societies.
6. A minimum of five years of work experience in business, industry, government, or a nonprofit organization as a practitioner in the field of human resource development or management, or as an internal or external consultant.
7. An active connection to practice such that the candidate’s work can be used to show relevant examples in courses, drive a research agenda and create opportunities for collaboration.

Application Process:

Please submit a letter of application outlining qualifications; curriculum vita; and the names, addresses, phone numbers, and email addresses of three professional references. Applications are due on January 15, 2013. Review will begin immediately and continue until the position is filled.

Salary:

Salary is competitive and will depend upon the qualifications and experience of the candidate.
Complete application packets should be sent electronically to:

Heidi Propp  
School of Education  
Colorado State University  
209 Education Building  
Fort Collins, CO 80523-1588  
Heidi.propp@colostate.edu

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Colorado State University is committed to providing a safe and productive learning and living community. To achieve that goal, we conduct background investigations for all final candidates being considered for employment. Background checks may include, but are not limited to, criminal history, national sex offender search and motor vehicle history

Inquiries about the position may be directed to Thomas Chermack at thomas.chermack@colostate.edu or at (970) 491-1157. Further information about the master's and doctorate degree program in Organizational Learning, Performance and Change at Colorado State University is available at http://soe.cahs.colostate.edu/programs/opc-phd.aspx