



北京大学光华管理学院 Guanghua School of Management Peking University Faculty position openings

The Guanghua School of Management at Peking University is a leading business school in China. The School offers undergraduate, MBA, M.S. and Ph.D. programs, with enrollment of over 2,000 students, of which 1,200 are in the MBA program. In addition, we are launching an International Doctoral Program in the 2003-2004 academic year with curricula that are in line with international academic standards. The School is partially endowed with US\$10 million by the Guanghua Education Foundation (Hong Kong). The School, as well as the university, is currently installing a tenure system following the U.S. model.

We are conducting a worldwide recruiting campaign to strengthen our academic faculty. Applications are invited for **assistant, associate, and full professorships in Business Policy & Strategy, International Management, Organization Theory, Organizational Behavior, Human Resource Management, and Industrial Relations**. Applicants should have a Ph.D. degree in a relevant field and an established academic record or strong research potential.

The starting salary is USD40,000 for assistant professor, USD50,000 for associate professor, and USD60,000 for full professor (all payable in Chinese currency). In addition to standard salary and fringe benefits, successful candidates for full-time faculty positions will also receive the following special benefits.

1. Housing benefits: the university will provide a lump-sum subsidy of 200,000RMB towards your purchase of housing.
2. Settle-down allowance: a lump-sum allowance of 150,000RMB is offered for the appointee to settle down in Beijing.
3. Research funds: a start-up research grant of 50,000RMB will be provided per year for the first two years.
4. Passage allowance: the School will reimburse one-way economic class airfares for the appointee and his/her immediate family to fly to Beijing for duty.
5. Flexible sabbatical leave: sabbatical leaves may be arranged for faculty with well-established record and with previous appointment in an overseas academic institution.
6. Publication reward: the current reward for each English publication varies from 40,000RMB to 10,000RMB (depending on journal ranks).

Applicants please send a CV and copies of two research samples to the following address. For BPS/IM: Dr. Changhui Zhou, Guanghua School of Management, Peking University, Beijing 100871, China, Tel: 86-10-6275-5089, E-mail: czhou@gsm.pku.edu.cn. For OT/OB/HR/IR, Dr. Zhixue Zhang, Guanghua School of Management, Peking University, Beijing 100871, China, Tel: 86-10-6276-5133, E-mail: zxzhang@gsm.pku.edu.cn.