The Department of Management at Virginia Commonwealth University is recruiting for two positions in organizational behavior and/or human resource management. Please see the full job ad below. We will be meeting with a limited number of candidates at the Academy of Management meetings in Boston.

Please accept apologies in advance for cross postings.

**Virginia Commonwealth University:** Full-time, tenure-track, faculty positions (2) in Management, Assistant, Associate, or Professor, effective August 16, 2013.

**Description:** The Department of Management in the School of Business at Virginia Commonwealth University invites applicants for two full-time, tenure-track, faculty positions in Management, effective August 16, 2013, subject to funding availability. The Department offers a Ph.D. in management with concentrations in Organizational Behavior and Human Resources Management in addition to baccalaureate majors in Human Resource Management, Business Administration and Management; a Master of Science program in Decision Sciences and in Human Resource Management; and a Post-Baccalaureate Certificate in Human Resource Management. In addition, the Department provides instruction in Organizational Behavior, Human Resource Management, Strategic Management, Organizational Communication, Entrepreneurship, Operations Management, Decision Sciences, and other subjects for the Bachelor of Science in Business, the Master of Business Administration, and the Ph.D. in Business. The Department has 31 full-time faculty. All programs in the School are AACSB accredited. Virginia Commonwealth University enrolls 32,000 students; 3,800 are enrolled in the School of Business. The School of Business is housed in a new, state of the art building. The city of Richmond consistently ranks among “Best Places to Live and Work in America” in several national publications.

**Qualifications:** An earned doctorate (Ph.D. or D.B.A.) in management or a related field (e.g., industrial/organizational psychology) with research expertise in organizational behavior and/or human resource management. Demonstrated excellence in published scholarly research, or evidence of the ability to publish in top-tier peer-reviewed journals is required. Preference will be given to candidates who can chair dissertations and supervise doctoral student research and who have good communication skills, demonstrated commitment to excellence in both teaching and research, and a desire to work collaboratively with colleagues. For one of the positions, preference will be given to candidates who can also teach research methods and/or statistics topics (e.g., causal modeling, multilevel modeling) at the doctoral level. Candidates must be eligible for employment in the United States and indicate their citizenship or visa status.

**Application Process:** Applicants should send a vita and the names of three references to: Program Coordinator (busmgmtsrech@vcu.edu), Department of Management, Virginia Commonwealth University, 301 W. Main Street, P.O. Box 844000, Richmond, VA 23284-4000. Review of applications will begin July 1, 2012 and continue until the position is filled. For additional information, contact Dr. S. Douglas Pugh, Phone: (804) 828-7116, Fax: (804) 828-1602, E-mail: sdpugh@vcu.edu, Web: www.business.vcu.edu/management. Virginia Commonwealth University is an Equal Opportunity/Affirmative Action Employer. Women, minorities and persons with disabilities are encouraged to apply.

Mike McDaniel