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 an enrollment of over 2,000 students, of which 1,200 are in the MBA program. In addition, the school is launching an international Ph.D. 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).

We are conducting a worldwide recruiting campaign to strengthen our academic faculty. Applications are invited for assistant, associate, and full professorships in policy and strategy, international management, organizational theory, organizational behavior, human resource management, and industrial relations. Applicants should have a Ph.D. degree (or be near completion) 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 receive a relocation/housing subsidy totaling USD42,000, as well as a start-up research grant. The school also provides passage allowance, flexible sabbatical leave, and publication bonuses.

This is a young and dynamic school within China’s oldest and most prestige university. Over thirty of our eighty-plus faculty members obtained their Ph.D.’s from overseas institutions. In the past two years alone, we have attracted people from Australian National, Berkeley, Duke, Harvard, HKUST, LBS, Minnesota, Stanford, Western Ontario, Wisconsin-Madison, and York to join our school. The school, as well as the university, is currently installing a tenure system largely based on the U.S. model. We aim to provide a supportive research environment and to assist our faculty to build a strong reputation in their research career. In return, we expect our faculty to publish in reputable international journals.

Members of the recruiting committee include Changqi Wu (Associate Dean and Chair, Strategy Department), Junping Liang (Chair, OB/HR Department), Anne Tsui (Distinguished Visiting Professor), Zhi-Xue Zhang, and Dean Xu. We are NOT conducting interviews at the conferences this year. Applicants should send their vitae and two research samples to the following address. For BPS/IM: Dr. Dean Xu, Guanghua School of Management, Peking University, Beijing 100871, China, Tel: 86-10-6275-5261, E-mail: dxu@gsm.pku.edu.cn. For OT/OB/HR/IR, Dr. Zhi-Xue Zhang, Guanghua School of Management, Peking University, Beijing 100871, China, Tel: 86-10-6276-5133, E-mail: zxzhang@gsm.pku.edu.cn.