

The University of Texas at San Antonio
Department of Management

The Department of Management in the College of Business at The University of Texas at San Antonio invites applications for one tenure-track position in Strategy or related fields (e.g., Entrepreneurship, Organization Theory) beginning Fall 2020. The rank for this position is Assistant Professor. Responsibilities include conducting research for publications in management journals and teaching undergraduate, master's, and/or Ph.D. courses. The successful candidate should demonstrate the potential to produce high-quality scholarly research that can be published in top-tiered management journals, the ability to teach courses in Strategy as well as **demonstrate their ability to work with and be sensitive to the educational needs of diverse urban populations and support the University's commitment to thrive as a Hispanic Serving Institution and a model for student success.**

Qualifications

- *Required Qualifications:* (1) Ph.D. in management or a closely-related discipline; ABD candidates making suitable progress toward a Ph.D. will be considered, (2) potential to conduct, or a record of, high-quality scholarly research, **diversity** and other scholarly contributions that are consistent with appointment at the rank of Assistant Professor, (3) potential to succeed in teaching and professional service activities, (4) strong verbal and written communication skills, (5) **the ability and desire to work collegially with faculty from diverse cultural backgrounds and (6) the ability to work with, and be sensitive to, the educational needs of students from a diverse urban population.**
- *Preferred Qualifications:* **Intellectual contributions in the areas of diversity, inclusion and prior experience teaching and mentoring students from diverse cultural backgrounds.**

UTSA's Department of Management

The department consists of 14 tenured and tenure-track faculty members and offers undergraduate degrees in management and human resource management and graduate and doctoral degrees in business administration. The Ph.D. program is in its 17th year and currently has 12 full-time students, including two students who started the program in Fall 2019.

Our department has a strong research focus, in line with UTSA's objective of becoming a Carnegie 1 research university. We offer an environment that strongly supports faculty research. Tenured, research-active faculty generally have a 2/2 teaching load (i.e., they teach 2 courses per long semester, with no required teaching in the summer). Untenured, tenure-track faculty teach 3 courses per year. Our faculty members are publishing in the top journals in the field including *AMJ, AMR, ASQ, JAP, JIBS, Journal of Management, Management Science, OBHDP, Organizational Research Methods, Org Science, P Psych, SMJ* and others.

The UTSA College of Business, UTSA and San Antonio

With over 6,700 students, the UTSA College of Business is one of the 40 largest business schools in the nation and offers a comprehensive curriculum at the undergraduate, master's and doctoral level. Accredited by AACSB International, the college was named one of the Top 5 undergraduate business programs in Texas by *Bloomberg Businessweek*. At the graduate level, the college was ranked **the No. 4 Hispanic Serving part-time MBA program in Texas by U.S. News & World Report**. UTSA is a comprehensive urban serving university that serves approximately 32,000 students on four campuses in San Antonio. UTSA has the express goal of becoming a premier public research university. **It is located at the edge of the scenic Texas Hill Country and offers the amenities of a major multicultural, metropolitan area.** With a population of over 1.5 million, San Antonio is within a few hours' drive of Austin, Dallas, Houston, the Gulf of Mexico and the Mexican border. Major industries include healthcare and biosciences, finance, tourism, military and cyber security.

Salary and Benefits

Salary and supporting start-up packages are competitive and commensurate with qualifications and experience. UTSA offers an attractive package of benefits including medical and dental coverage plus a choice of participation in the Teacher Retirement System or an Optional Retirement System.

Application Procedure

Applicants should submit a letter of application, a current vita, research and teaching statements, **including a discussion on the role that diversity and inclusion plays in an academic environment** and the names of three references along with their affiliations, mailing addresses, e-mail contact information and telephone numbers.

Applicants must submit their full application package via the STARS program which is located at <https://jobs.utsa.edu/>. Applicants should submit the following items electronically:

1. Letter of application that documents evidence of scholarly publications, funded research, teaching experiences, and qualifications for the position;
2. Current Curriculum vita;
3. **A research and teaching statement, which includes discussion on the role diversity and inclusion plays in an academic environment;**
4. Copy of all graduate transcripts;
5. Three samples of published scholarly work;
6. Names and contact information for three references who will provide a letter of recommendation upon request;

Applications will be accepted until the position is filled. However, to ensure the fullest consideration please submit your materials no later than October 4, 2019. Applicants who are

selected for interviews must be able to show proof that they will be eligible and qualified to work in the United States by time of hire.

UTSA is an Affirmative Action/Equal Employment Opportunity Employer. Women, minorities, veterans and individuals with disabilities are encouraged to apply.

Additional information about UTSA, the College of Business and the Department of Management, respectively, can be found on the following website: <https://business.utsa.edu/>. In addition, questions may be directed to the Search Committee Chair, Dr. Michael McDonald (michael.mcdonald@utsa.edu).

All applications received by November 4, 2019 will be given consideration. Applications received after that date will be accepted and reviewed until the position is filled. Applicants selected for interviews must show proof that they will be eligible and qualified to work in the United States by the time of hire. Incomplete applications will not be reviewed. For those seeking rank at the associate or full professor with tenure, the required qualifications include a doctorate in relevant discipline, outstanding research and teaching records **and a demonstrated commitment to diversity and inclusion**. Tenure is contingent upon Board of Regents' approval.

UTSA is a diverse, Hispanic Serving Institution and over half of the student population are first generation college students. Successful candidates must demonstrate their ability to work with and be sensitive to the educational needs of diverse urban populations and support the University's commitment to thrive as a Hispanic Serving Institution and a model for student success. Successful candidates must have the ability to work with a diverse urban population and be sensitive to the education needs of such students. Demonstrated intellectual contributions linked to diversity, inclusion and/or inclusive excellence may include: experience in multicultural, diversity and power and privilege practice, demonstrated experience successfully teaching, mentoring, and advising diverse, underserved students, including students of color and non-traditional students.