

STETSON UNIVERSITY

SCHOOL OF BUSINESS ADMINISTRATION

POSITION: Assistant Professor of Human Resource Management

Stetson University's School of Business Administration seeks applicants and nominations for a full-time, 9-month tenure-track faculty appointment in Human Resource Management at the rank of Assistant Professor. The individual hired will be located at Stetson's DeLand, Florida, campus. Applicants should be comfortable with and able to teach courses in multiple formats (face to face, online, or hybrid) as needed.

The Stetson School of Business Administration is an entrepreneurially-minded School dedicated to delivering an innovative and comprehensive business curriculum and experience to our students. Applicants interested in developing distinctive courses and programs that leverage interdisciplinary collaborations and experiential learning within the School and across the institution are preferred.

QUALIFICATIONS:

The University seeks a candidate capable of collaborating with current faculty in growing the Human Resource Management program. Candidates must have excellent interpersonal and communication skills and the ability to work with multiple constituencies of diverse backgrounds. They must be committed to teaching excellence, engaging with students in a variety of ways, contributing to curriculum development, and engaging with the community and the profession. They must be dedicated to actively engaging in cocurricular activities designed to elevate the program's vibrancy, reputation, and enrollment.

A Ph.D. or other research doctorate with an emphasis in Human Resource Management or a related field from an AACSB accredited institution is required. Candidates with earned degrees will be given preference, but ABDs who will complete the degree by August 1, 2024 will be considered. Professional experience in the field of human resource management, or management with an emphasis on people leadership, is also required.

Experienced Assistant Professor candidates are expected to have demonstrated excellent teaching performance in human resource management courses such as foundations of human resource management, recruitment and selection, compensation and benefits, training and development, performance management, and strategic human resource management, and have an established record of scholarship that includes publications in the human resource management field. Entry-level Assistant Professor candidates are expected to demonstrate the potential for effective teaching in human resource management courses and general business management, and should demonstrate scholarly activity that leads to publication in peer-reviewed human resource management journals.

All candidates must demonstrate and maintain scholarly activity sufficient to receive Scholarly Academic status consistent with AACSB and established School of Business Administration guidelines by having an active research stream with a record of publishing in academic journals in the field of human resource management. All candidates must also be able to contribute to teaching general business management courses.

All candidates should demonstrate a passion for the highest quality of teaching and must maintain appropriate academic and professional qualifications consistent with AACSB and Stetson's School of Business Administration standards. For more information on our expectations in teaching and scholarship, our tenure policies, and our support for faculty development, please see the Office of the Provost and Academic Affairs website:

<http://www.stetson.edu/administration/provost/prospective-faculty/index.php>

Stetson University is committed to providing a welcoming and inclusive environment to ethnically and racially diverse faculty candidates, who are capable of fostering educational opportunities for underrepresented groups. Diversity is a fundamental value at Stetson University and we value faculty who are able to diversify pedagogy to meet multiple interests, or be a mentor for minority and majority students.

RESPONSIBILITIES:

The teaching load is three (3) courses per semester. Teaching responsibilities will depend on the candidate's disciplinary expertise and may include offerings for the University's requirements in General Education. Additional responsibilities include undergraduate advising; student recruitment; engaging with university, school, and departmental committees and meetings; and building partnerships with both Florida-based and national practitioners and potential employers. Potential exists for teaching at the graduate level. Engagement in multidisciplinary collaborations with other faculty is anticipated.

THE DEPARTMENT:

The Human Resource Management program is an academic major and minor within the Department of Management and Organizations. Through experiential learning opportunities, engaging classroom interactions, and close relationships with Stetson faculty and industry professionals, students acquire the business acumen and interpersonal effectiveness that will enable them to become leaders in the field of human resource management.

The Department of Management and Organizations is home to a wide variety of academic disciplines. In addition to Human Resource Management, majors and minors within the department include Management, Business Law, Entrepreneurship, Family Enterprise, International Business, Professional Sales, and Sport Business.

THE SCHOOL OF BUSINESS ADMINISTRATION:

Stetson's School of Business Administration (www.stetson.edu/business) is one of fewer than 200 elite business schools that have both business and accounting programs accredited by AACSB International. The School's programs are offered at our DeLand campus and online. The DeLand campus hosts all undergraduate programs and the Master of Business Administration program in the Lynn Business Center, a modern classroom and computer lab facility. Graduate programs are also offered online.

The School of Business Administration is well-known for its academically rigorous learning environment. In small classes and through experiential learning, faculty mentors help students achieve their academic and professional goals. All members of the University community share a commitment to social and ethical responsibility, leadership development, and lifelong learning.

The School offers a Bachelor of Business Administration, a Master of Accountancy, and a Master of Business Administration. The School is home to several distinctive programs, including the Joseph C. Prince Program in Entrepreneurship, the Roland and Sarah George Investments Institute, the Centurion Sales Program, and an extensive complement of study abroad programs. The School sponsors chapters of both Beta Gamma Sigma and Beta Alpha Psi.

THE UNIVERSITY:

Founded in 1883, Stetson University (www.stetson.edu) is a private, selective university comprised of a rich array of liberal arts and professional academic programs. Collectively, Stetson's faculty works with more than 3,500 students in undergraduate, graduate, and professional programs. The University's historic main campus, located in DeLand, enrolls more than 2,300 students in undergraduate programs in the College of Arts & Sciences, the School of Business Administration, and the School of Music. Stetson University College of Law, Florida's first law school, is in Gulfport, and, with the addition of the Tampa Law Center, serves approximately 1,000 students working full-time or part-time toward J.D. or LL.M. degrees. Graduate programs offered at the DeLand campus include Business, Accounting, Educational Leadership, and Counseling. One of Florida's oldest private institutions of higher learning, Stetson has regularly been ranked among the best regional universities in the Southeast and was the first private college in Florida to be granted a chapter of Phi Beta Kappa.

Stetson University provides an inspiring education that engages students with rigorous academic and creative study grounded in liberal learning and promotes civic values of personal and social responsibility. Working closely with faculty and with one another, students cultivate abilities to explore issues deeply, think critically, reason empirically, speak persuasively, and connect ideas creatively. Firmly committed to inclusive excellence, our vibrant community of teacher-scholars nurtures the potential of individual students to lead lives of significance and prepares each to meet the challenges of shaping the future—locally, nationally, and globally.

THE COMMUNITY:

DeLand is a picturesque residential community of 38,000 located 20 miles west of Daytona Beach and 35 miles northeast of Orlando. The area offers extensive cultural as well as recreational activities.

SALARY: Salary is competitive.

STARTING DATE: August 15, 2024, or as negotiated.

APPLICATION:

Applicants must send the following materials for consideration:

- Letter of application addressing teaching and scholarly achievements, and experience in the human resource or management field
- Detailed curriculum vitae.

- The names and contact information of three professional references, at least two of whom can provide an evaluation of teaching ability.
- Copies of undergraduate and graduate transcripts.
- Copies of publications or other relevant documents.

Candidates are encouraged to highlight skills and experiences that demonstrate a commitment to social justice, diversity, equity, and inclusion.

Application materials may be submitted electronically to HRMTprof@stetson.edu. While electronic submissions are preferred, alternatively application materials may be mailed to:

Randall Croom, Search Committee Chair
 School of Business Administration
 Stetson University
 421 N. Woodland Blvd. Unit 8398
 DeLand, FL 32723

All correspondence will be held in strictest confidence. The Search Committee will immediately begin reviewing applications and will continue to do so until the position is filled.

Stetson University is an Equal Opportunity Employer that affirms cultural diversity and inclusion as a core value of academic excellence at Stetson University. We are committed to achieving equal access in education, employment, and participation through the recruitment and retention of outstanding faculty, staff, and students from diverse backgrounds, and to meaningful academic and intellectual transformation in curriculum, research and service. We are dedicated to actions and policies that foster a community in which individuals with various identities, cultures, backgrounds, and viewpoints work together to create opportunities for engagement through rewarding and fulfilling careers and personal experiences in a culturally and racially diverse society and a globalized world. We strongly encourage members of historically under-represented and economically-disadvantaged groups and women to apply for employment. Stetson University is an EEO, ADA, ADEA, and GINA employer.