

STETSON UNIVERSITY

SCHOOL OF BUSINESS ADMINISTRATION

POSITION: ASSISTANT PROFESSOR OF MANAGEMENT (TENURE-TRACK)

Stetson University's School of Business Administration, an entrepreneurially minded School with a balanced emphasis on teaching and research and dedicated to delivering an innovative and comprehensive business curriculum to our students, seeks applications for a tenure-track Assistant Professor of Management in the Department of Management and Organizations. Applicants should have excellent interpersonal and communication skills, demonstrated collegiality, and the ability to work with multiple constituencies of diverse backgrounds. This is a full-time, 9-month position that begins in August 2026 and is based in DeLand, Florida.

QUALIFICATIONS:

The University seeks a candidate who will contribute to the development of a Human Resource Management program within the Master of Business Administration graduate program and contribute to teaching undergraduates within the Department of Management and Organizations. A Ph.D. or other research doctorate with an emphasis in Human Resource Management, Organizational Behavior, or Leadership Studies 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, 2026 will be considered. Professional experience in the field of human resource management or management with an emphasis on people leadership is preferred.

Entry-level Assistant Professor candidates are expected to demonstrate potential for effective teaching in human resource management, organizational behavior, or leadership courses, preferably with teaching experience, and should demonstrate scholarly activity that leads to publication in peer-reviewed, academic journals in one of those fields. Experienced Assistant Professor candidates are expected to have demonstrated excellent teaching performance in human resource management, organizational behavior, or leadership courses, and have an active research stream with a record of publishing in peer-reviewed, academic journals in one of those fields. All candidates must also be able to contribute to teaching general business management courses, and the ability to contribute to teaching introductory international business management courses is preferred. Evidence of professional activity sufficient to be qualified as "Scholarly Academic," as defined by AACSB and Stetson's faculty qualification standards, is required.

RESPONSIBILITIES:

The annual teaching load includes five regular courses and one approved contribution (equivalent to one course) to Hatter Ready, the University's experiential, contemporary, and integrative learning initiative. Teaching responsibilities will include undergraduate and graduate courses and will depend on the candidate's disciplinary expertise, and may include offerings for the University's requirements in General Education. Interested faculty may also offer theme-based courses that meet the University's requirements in General Education (e.g., First-Year or Junior Seminars) or international courses through Stetson's WORLD program and the Rinker Center for International Learning.

Additional responsibilities include undergraduate advising; assistance with student recruitment; service to the university, college, and/or department; professional engagement; and building partnerships with both Florida-based and national practitioners and potential employers. All

candidates should demonstrate a passion for the highest quality of teaching and maintain appropriate academic qualifications consistent with AACSB and 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: www.stetson.edu/provost.

THE DEPARTMENT:

The Department of Management and Organizations is home to a wide variety of academic disciplines. Majors and minors within the Department include Human Resource Management, Management, International Business, Business Law, Entrepreneurship, Family Enterprise, Professional Sales, and Sport Business. Specialized programs within the Department provide students with a variety of experiential learning opportunities, including participation in national and regional competitions in human resource management, professional sales, entrepreneurship, and business ethics, as well as collaboration with venture capital investors and entrepreneurs. With close ties to Central Florida's business community, our Department provides education, training, and real-life business experiences to undergraduate, MBA, and MAcc students.

THE SCHOOL OF BUSINESS ADMINISTRATION:

Stetson's School of Business Administration (www.stetson.edu/business) is one of fewer than 200 elite business schools with dual accreditation of both the business school and accounting program by AACSB International. The School of Business Administration is well-known for its academically rigorous learning environment and experiential learning opportunities. In small classes and beyond, faculty mentors help students to 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 DeLand campus hosts all undergraduate programs in the Lynn Business Center, a modern classroom and computer lab facility. Several distinctive programs include the Joseph C. Prince Program in Entrepreneurship, the Roland and Sarah George Investments Institute, the Centurion Sales Program, and the summer Study Abroad Program in Innsbruck, Austria.

The Master of Accountancy (MAcc) program is offered online and the Master of Business Administration (MBA) program is offered online and in person. Additional programs that combine a Stetson MBA with a Master of Healthcare Administration (MHA), a Juris Doctor (JD), or a concurrent Master of Science (MS) are made possible by partnerships with AdventHealth, Stetson University College of Law, and University of Florida Health, respectively.

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 nearly 3,700 students in undergraduate, graduate, and professional programs. The University's historic main campus, located in DeLand, enrolls approximately 2,300 students in undergraduate programs in the College of Arts and Sciences, the School of Business Administration, and the School of Music. Stetson University College of Law, Florida's first law school, moved from the main campus to Gulfport in 1945, 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 based at the main campus in DeLand include Business, Accounting, Education, Counselor Education, and Creative Writing, with Educational Leadership cohorts also offered at the Gulfport campus. Florida's oldest private institution 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, 35 miles northeast of Orlando, and just over an hour from Walt Disney World and Universal Studios. The area offers extensive cultural as well as recreational activities.

SALARY: Salary is competitive.

STARTING DATE: August 10, 2026

APPLICATION:

Applicants must supply 1) a cover letter that describes the candidate's qualifications for the position as detailed in this announcement, 2) a current Curriculum Vitae, 3) evidence of teaching effectiveness, if applicable (e.g., sample of recent, system-generated teaching evaluations), 4) evidence of scholarship in the form of recent publication(s) or working paper(s), and 5) names and contact information for three professional references, at least two of whom can provide an evaluation of teaching ability or potential. In the cover letter, candidates are encouraged to highlight skills and experiences that demonstrate a commitment to promoting inclusive academic environments and engaging across differences.

Application materials may be submitted electronically to Professor Paula Miller, Management Search Committee Chair, at MGMTprof@stetson.edu.

All correspondence will be held in strictest confidence. The Search Committee will begin its review of applications immediately and will continue to review applications until the position is filled. Finalists will be invited to campus early in Fall 2025.

Authorization Requirements:

Work authorization sponsorship may be available for this position. However, sponsorship is contingent upon the non-applicability of the visa petition fees outlined in the relevant Executive Order signed September 19, 2025. Due to the recent federally-mandated increased financial expense, the

university is not in a position to absorb this significantly increased cost of sponsorship for new H-1B petitions at this time. International candidates are encouraged to apply but should be aware that eligibility for sponsorship will be evaluated in accordance with current U.S. immigration regulations and institutional policies.

Stetson University is an Equal Opportunity Employer that affirms inclusive environments and engaging across differences 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 a tapestry of 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 an increasingly diverse society and a globalized world. We encourage qualified candidates across all backgrounds and identities to apply for employment, including members of historically underrepresented groups. Stetson University is an EEO, ADA, ADEA, and GINA employer.
