**Announcement of Two Tenure Track Faculty Positions**

**Department of Management, Mays Business School**

**Texas A&M University**

The Department of Management at Mays Business School, Texas A&M University, invites applications for two full, tenured or tenure-track positions with a 9-month academic appointment beginning July 1st, 2024. Applicants will be considered for the faculty title(s) of Assistant Professor/Associate Professor/Full Professor depending on qualifications. The search for both positions is open rank but with a preference for Full/Associate Professors. We seek to hire in Strategy and/or Entrepreneurship and Organization Behavior and/or Human Resource Management. There may be opportunities for professorships or endowed chairs for qualified applicants. For these positions, we seek scholars who have interest or experience in both mentoring doctoral students and teaching at the graduate level (e.g., PhD, MBA, executive MBA).

The successful candidate is expected to have and maintain a strong record of publishing in top-quality, “A” level journals and make scholarly contributions in the area(s) of expertise. Candidates must be committed to excellence in teaching and to the importance of collegiality. The teaching load is three courses (or equivalent) per academic year and teaching opportunities exist at the graduate (PhD and masters), executive, and undergraduate levels. Candidates are expected to work actively with PhD students. Other service expectations are commensurate with the position level and will include service on doctoral committees, departmental promotion/tenure and recruiting committees, and professional service to the field.

***About the Department of Management:*** The Department of Management perennially ranks as one of the most productive management departments in the world (<http://mays.tamu.edu/department-of-management/rankings/>). We have a vibrant and outstanding group of faculty at all ranks, many of whom have served (or are serving) as key leaders in the Academy of Management (including two past presidents) as well as editors of the field’s leading journals. Indeed, Texas A&M has been home to more chief editors of the *Academy of Management Journal* than any other university in the world. Current faculty members include: Len Bierman, Steve Boivie, Wendy Boswell, Matt Call, Priyanka Dwivedi, Spenser Essman, Ricky Griffin, Ji Koung Kim, Sijun Kim, Yong Kim, Joel Koopman, Christopher Law, Yonghoon Lee, Toby Li, Huiwen Lian, Madeline Ong, Ramona Paetzold, Srikanth Paruchuri, Haram Seo, Yifan Song, Mike Withers, and Betty Zhou. We seek to promote an environment characterized by respect, support, and understanding among our faculty.

The Department of Management houses the Center for Human Resource Management, which has 25 different corporate partners (most of whom are Fortune 100 companies). Degrees offered through the department include a BBA in Management with four different tracks (consulting/general management, HRM, entrepreneurial leadership, pre-law), an MS in Human Resource Management, a MS in Entrepreneurial Leadership, and a PhD in Management, with concentrations in strategic management/strategic entrepreneurship and OB/HR. Mays PhD Graduates frequently place at top research schools. The department also has close connections with the McFerrin Center for Entrepreneurship (which received a $10 million endowment) and Center for Executive Development (which provides customized executive education programs to a large network of corporate partners).

***About Mays Business School and Texas A&M:***The Mays Business School offers an excellent research environment and instruction-centered facilities in both College Station and greater Houston. Its undergraduate, graduate, and executive programs are rated by U.S. News and World Report and Forbes as top public business programs (<http://mays.tamu.edu/rankings/>). In addition to the Mays Business School’s substantial and growing endowment, the Mays Center for Executive Development provides a robust source of revenue to support research and other initiatives, such as an upcoming expansion of the business school building. Mays Business School also supports faculty and student research via several internal grant programs, research subject pools, and a state-of-the-art research laboratory.

Founded in 1876 and serving as the oldest public university in the state, Texas A&M is one of the largest universities in the U.S., with a student population of over 70,000. An AAU institution, Texas A&M is consistently rated as one of the finest universities in the country, particularly when it comes to “best value” and “affordability” rankings (https://www.tamu.edu/assets/downloads/rankings.pdf). Moreover, Texas A&M is first nationally for having the most graduates serving as CEOs of Fortune 500 companies. Boasting one of the largest endowments among public universities in the nation, Texas A&M ranks in the top 10 among U.S. public universities for research expenditures. Texas A&M students are known for being highly engaged with the university and local community. The annual “Big Event,” for example, is the largest one-day, student-run service project in the nation. Many other leadership programs and traditions create a culture in which the university’s core values of respect, leadership, integrity, loyalty, excellence, and selfless service are embodied by its students, faculty, and alumni.

***About the Bryan/College Station Metropolitan Area:***The Bryan/College Station metro area (“Aggieland”) has a population of over 250,000, and is among the 15 fastest growing metro areas in the United States, according to the U.S. Census Bureau. Residents enjoy a vibrant economy that Forbes and WalletHub rank as one of the best areas in the United States for job growth and start-up companies. Residents also enjoy a low cost of living (including no state income taxes), short commute times, and a vast network of parks (nearly 100), walking paths, greenspaces, and high-quality golf courses. Moreover, College Station is recognized as having some of the strongest public schools in Texas, as well as a very low crime rate and excellent health care.

Culturally, the Bryan/College Station area has many different offerings in music, theatre, art, and athletics. In particular, Texas A&M frequently hosts Broadway theatre productions as well as other internationally famous music and dance shows. Other local groups, such as the Arts Council of Brazos Valley, the Brazos Valley Symphony Orchestra, the Theatre Company of BCS, and the Brazos Valley Chorale offer additional cultural opportunities, as do events such as the Texas Arts and Music Festival, the Spirit of Texas Festival, and “First Fridays” in downtown Bryan. Restaurants of different varieties and ethnic traditions are also abundant in the area. Finally, Texas A&M athletics, especially football games at Kyle Field (the fourth largest stadium in the NCAA), provide outstanding entertainment and draw thousands of visitors to the area.

Besides its many local offerings, College Station is situated between the beautiful “Texas Hill Country” to the west and the lush “Piney Woods” to the east, which provide additional recreational and cultural opportunities within a short driving distance. College Station is also in the hub of some of the largest cities in the country—it is less than a 90-minute drive to Houston, two hours to Austin, and three hours to Dallas-Fort Worth or San Antonio. Moreover, world-class beaches along the Gulf of Mexico are within a very reasonable driving distance. Finally, Easterwood Airport is located less than a mile away from campus and is served by American Airlines.

For these and many other reasons, College Station has consistently been rated as one of the best college towns in the United States. For a list of College Station’s recognitions and rankings in a variety of social and economic categories, see <https://www.cstx.gov/our_community/recognitions__rankings>.

**Qualifications**

Applicants in this position must possess a doctorate in the appropriate discipline: Management, Business, Sociology, and/or Psychology (or earn a doctorate by the first day of employment in case of Assistant Professor). Applicants should have a strong record of scholarly contributions, including publications in top-quality, “A” level journals, and should possess a publication record commensurate with the level of employment. In addition, applicants must be committed to excellence in teaching and to the importance of collegiality. Working actively with PhD students is expected of individuals chosen to fill these positions.

**Application Instructions**

We will begin reviewing candidates immediately and continue reviewing as applications are received and until the position is filled.

Interested applicants must apply through the Texas A&M University faculty job board hosted by Interfolio at [apply.interfolio.com/128114](http://apply.interfolio.com/128114) and upload the following: 1) Cover Letter, 2) Curriculum Vitae, 3) Personal Statement: Your statement should include your philosophy and plans for research, teaching, and service as applicable, and 4) Names and contact information of five (5) professional references

Questions regarding this position should be sent to Barbara Holl at **mgmtapplicant@mays.tamu.edu**.

**Equal Employment Opportunity Statement**

Equal Opportunity/Affirmative Action/Veterans/Disability Employer committed to diversity.