

Assistant or Associate Professor of Human Resource Management

Fulltime, Tenure-Track Faculty Position Open in Human Resource Management

You may be the well-qualified person to join The Citadel's Tommy & Victoria Baker School of Business as an Assistant or Associate Professor within the Management and Entrepreneurship Department, focusing on management of human resources and organizations. You would join us as an integral member of a well-established team of academic professionals who are committed to educating and developing leaders of principle to serve a global community through experiential learning.

Position Description:

This fulltime, tenure-track position is aimed at teaching and research in the emerging field of human resources management, encompassing those key competencies required for organizational effectiveness in the management of human resources and organizational development.

Academic rank will depend upon relevant qualifications and experience you bring.

Additional teaching responsibilities of the position can include, as needed and as appropriate, courses at the undergraduate and graduate levels in subjects relating to general organizational and management, and strategic management.

This role includes active engagement of students and service to the institution.

Employment would begin in 2023.

Candidate Qualifications:

To be selected, you must demonstrate the following minimum, essential qualifications:

- PhD in Management from an AACSB accredited (or equivalent) institution. Doctoral specialization should be in human resource management or a closely related field. A secondary area related to strategic management or leadership is desired. ABD candidates will be considered.
- Experience in teaching effectively undergraduate and/or graduate courses that relate to your qualifications and experience.
- Ability to sustain research activities that lead to academic publications consistent with AACSB scholarly academic standards.
- Experience in student engagement and in institutional service appropriate to your academic rank and professional advancement.

The preferred candidate would demonstrate in addition one or more of the following desired qualifications:

- Current professional certifications in human resource management earned from a recognized national organization (SHRM, HRCI, or equivalent standards).
- Organizational leadership experience, especially in a for-profit or not-for profit context, in which you managed a human resource function, or managed structured programs for people development, organizational development, and/or organizational change.
- Expertise and willingness, as needed, to teach upper-division undergraduate courses in various management and organization courses, particularly strategic management.

Job Responsibilities:

As a faculty member in the Department of Management and Entrepreneurship, you would use specialized expertise to teach management across a broad range of human resource management competencies. Your teaching responsibilities would include developing courses at undergraduate or masters-level, or a combination, engaging students through in-person, fully online, and hybrid delivery modes. You would also teach, as needed by the Department, general and specialized courses in management and organizations.

Faculty members who teach solely at undergraduate level maintain a course load of eight (8) courses per academic year by current university policy. However, faculty members who teach a combination of undergraduate and graduate levels teach six (6) courses per academic year. Opportunities for summer teaching and additional compensation may also arise.

You will be expected to engage in research and writing to produce two or more published academic articles within a rolling five-year period. Such articles must be published in a qualifying peer-reviewed academic journal on a subject related to management and/or higher education.

You will be engaging actively with students, including for academic advising.

You will also be engaging actively in institutional service, program assessments, and professional development, appropriate to your faculty role, academic rank, and tenure timeline. Your ongoing scholarship and service should also contribute to the advancement of scholarship and professionalism in your field.

As the Department continues to expand and develop consistent with the School of Business's current strategic plan, human resource and organizational courses will evolve to encompass the larger range of HR competencies. You would play an active role in shaping the undergraduate and MBA program curriculum development as the Department expands and enriches its programs.

More specifically, such HR competencies would include, for example, strategic HR planning and implementation; workforce analysis; talent acquisition and development; performance management and appraisal; total rewards; organizational development and change management; HR analytics and management systems; inclusion and diversity; employment legal and ethical standards; management-labor relations; global HR management; and sustainability goals.

The Citadel's Tommy & Victoria Baker School of Business

The Tommy & Victoria Baker School of Business is an innovative, AACSB internationally accredited institution located on The Citadel's campus in beautiful Charleston, on the coast of South Carolina. Now situated in its own newly completed educational building, the School of Business engages state-of-the-art

technology and resources for highly effective business education. The School offers multiple undergraduate programs, an undergraduate degree completion program, and a highly flexible MBA program in which all courses are fully available online.

The Citadel maintains a heritage of excellence in education, emphasizing leadership development. It has been ranked for eleven consecutive years by U.S. News and World Report as the #1 Public College in the South offering up to a master's degree. It is also named as one of the Ten Most Innovative Schools in the South. The Citadel is known as the home of the South Carolina Corps of Cadets and provides a unique, residential undergraduate experience in a military-college setting. Graduate students, including MBA students, undertake programs in the nonresidential Citadel Graduate College.

You would join us as an integral member of a well-established team of academic professionals who are committed to educating and developing leaders of principle to serve a global community through experiential learning.

The Citadel also recognizes and seeks to accommodate, if possible, the needs of dual career couples.