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 tenured position in Human Resources/Organizational Behavior beginning Fall 2020. We welcome candidates with research expertise and teaching experience in any area of Human Resource Management. The rank for this position is full Professor, although we will also consider senior Associate Professor. Responsibilities include conducting research for publication in management journals, teaching undergraduate, master’s, and/or Ph.D. courses and mentoring Ph.D. students. The successful candidate must demonstrate an ability to conduct high-quality scholarly research and publish in top-tiered management journals, the ability to teach courses in HRM 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 Human Resource Management/Organizational Behavior or a closely-related discipline (e.g., Management, Industrial/Organizational Psychology); (2) a strong record of high-quality scholarly research and other scholarly contributions that are consistent with appointment at the rank of full Professor at major research universities; (3) evidence of effective teaching in HRM topics and professional service activities; (4) strong verbal and written communication skills; (5) the ability and desire to work collegially with faculty and students from diverse cultural backgrounds, especially with historically underrepresented students, including students of color; and (6) the ability to work with, and be sensitive to, the educational needs of a diverse urban population.

- **Preferred Qualifications:** Skill, experience and the desire to mentor junior faculty and 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 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). 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 levels. 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. Tenure is contingent upon the approval of the Board of Regents.

**Application Procedure**

Applicants should submit a letter of application, research and teaching statements including a discussion on the role diversity and inclusion play in an academic environment, evidence of service contributions, a vita 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/](https://jobs.utsa.edu/). 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 the 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 at the following websites: [http://www.utsa.edu/](http://www.utsa.edu/), [https://business.utsa.edu/](https://business.utsa.edu/) and [https://business.utsa.edu/departments/management/](https://business.utsa.edu/departments/management/). In addition, questions may be directed to the Search Committee Chair, Dr. Huy Le ([huy.le@utsa.edu](mailto:huy.le@utsa.edu)).