



**Position Prospectus:**

**Department of Management and International Business**

**TWO POSITIONS AVAILABLE**

*Assistant Professor of Management*

**- One specializing in Human Resource Management and  
one specializing in Organizational Behavior**

**July 2010**

**This position prospectus provides background information and specifics about the position of Assistant Professor of Management. It is intended to assist qualified individuals in assessing their interest.**

**Wright State University is an equal opportunity employer and encourages applications from all qualified individuals.**

## **The Opportunity:**

The Department of Management and International Business in the Raj Soin College of Business at Wright State University, Dayton, Ohio, seeks to fill two Assistant Professor of Management positions – one in Human Resource Management and one in Organizational Behavior. These tenure-track positions offer an opportunity to join a growing Department. The Department's diverse faculty teaches undergraduate and MBA courses, has a variety of backgrounds and research interests, and is actively involved with international programs and off-campus business organizations.

We seek two new colleagues who will provide intellectual, academic, and professional talents; will work effectively in the Department, College, and University environments; and, be committed to professional outreach and partnership development. The position reports to the Chair of the Department and works collaboratively with other faculty, staff, and administration. Our preferred applicants will have a working knowledge of business and business education, particularly in the disciplines of human resources, management, and/or organizational behavior, as well as an appreciation for the roles of rigorous scholarly research and university service.

Salary and benefits for this position are highly competitive. The normal teaching load is two, four-hour courses per quarter, or six for the academic year. Summer teaching for additional compensation may be available during a compressed five-week summer session or a three-week Intersession term in December. There may be paid teaching release and/or reduced teaching load during the first year.

As a tenure-track position, granting of tenure and promotion to the rank of Associate Professor (and then to Professor) are governed by Department Bylaws posted on the department webpage (<http://www.wright.edu/rscob/acad/management>) and by the procedures included in the current Collective Bargaining Agreement between Wright State University and the faculty union, The Wright State Chapter of the American Association of University Professors (August 22, 2008 - June 30, 2011 – see the AAUP site, <http://www.wright.edu/admin/aaup/aaup.html> for a link to the full contract document). Tenure track faculty in the Department of Management and International Business are expected to publish in peer reviewed journals and be active in Department, College, University, and external community service activities including participation in professional organizations and professional activities.

The new professors will be expected to:

- Teach in one of two areas:
  1. Human Resource Management
  2. Organizational Behavior

\* Expertise/training and ability to teach in related areas such as organizational change and development, business ethics, sustainability,

social responsibility, project management, or international management will be considered an asset.

- Pursue research and scholarship opportunities for the benefit of the Department and College.
- Champion the academic study of management within the Department and College.
- Be active in Department, College, University, and external community service activities including participation in professional organizations and professional activities.

### **Qualifications for the Position**

- Earned PhD in management from an AACSB accredited institution, or earned PhD in a discipline closely related to management, received or anticipated by the hire date of September 1, 2011.
- Potential for excellence in teaching at the undergraduate and graduate levels. Preferred candidate will have prior college-level teaching experience.
- Record of scholarly intellectual contributions (e.g., publication in refereed academic journals, conference proceedings, manuscripts under review at refereed journals...).
- Potential for high quality university, community, and professional service.
- Familiarity with and commitment to business education, well-grounded in ethics and integrity.
- Commitment to collegial academic interaction with a focus on student learning.

### **Application Procedures**

Please submit a cover letter, curriculum vita, research sample, summary of student teaching evaluations, and the names and contact information (address, e-mail, and telephone) of three professional references (references will not be contacted without the applicant's permission and letters of recommendation may be requested later in the selection process). Materials should be submitted electronically at the Wright State University Job site (<https://jobs.wright.edu>).

Questions regarding the positions can be directed to Dr. Melissa L. Gruys, Chair, Search Committee ([melissa.gruys@wright.edu](mailto:melissa.gruys@wright.edu)). Due to current renovations of the building

housing the Raj Soin School of Business, email is the best way to reach Dr. Gruys -- or messages can be left at 937-775-2375 or 937-775-2290 and she will return your call.

Members of the Search Committee will be interviewing at the Academy of Management Conference in Philadelphia, August 7-10, 2010. In order to be considered for an interview at the AOM meeting, please submit a letter of interest and C.V. via email to Dr. Gruys by Friday, July 30. Please indicate your time availability during AOM in your email.

Formal review of applications will commence on October 1, 2010 and will continue until the position is filled. Applicants may be subjected to background verification. The preferred start date for this position is September 1, 2011.

### **Wright State University and Dayton, Ohio: An Overview**

Wright State University was founded in 1967 and named after Dayton's world-famous native sons, the Wright brothers. Wright State University is one of 13 state universities in Ohio and serves approximately 18,000 students, offering more than 100 undergraduate and 50 Ph.D., graduate, and professional degrees. The university is nationally accredited and consists of six colleges (Education and Human Services, Liberal Arts, Science and Mathematics, Engineering and Computer Science, Nursing and Health, the Raj Soin College of Business), and the Boonshoft School of Medicine and the School of Professional Psychology. The campus is located in a beautiful 557-acre wooded setting.

Wright State is ranked among "Best in the Midwest" in The Princeton Review. For the third year in a row, Wright State University's regional reputation has reached a national level as a "Best in the Midwest" college in The Princeton Review's annual college ratings. Wright State is among 158 schools from 12 states profiled as "Best in the Midwest" in its 2010 Best Colleges: Region by Region, released online with its 2010 Best 371 Colleges.

Wright State was named to the 2009 President's Higher Education Community Service Honor Roll, the highest federal recognition a college or university can receive for its commitment to volunteering, service-learning, and civic engagement. Wright State is listed on the Honor Roll with Distinction for its commitment to service. Approximately 4,883 Wright State students were involved in academic service-learning courses or other forms of community service during the 2008-09 school year, resulting in 226,469 service hours.

Dayton is a very livable, affordable cost of living city with numerous arts and cultural opportunities (e.g., [www.cultureworks.org](http://www.cultureworks.org)).

More information about Wright State University may be found at its web site: [www.wright.edu](http://www.wright.edu).

## **The Raj Soin College of Business**

The Raj Soin College of Business is one of six colleges within the University and was named in honor of Rajesh K. Soin, an internationally recognized entrepreneur, business leader, and community benefactor. It is AACSB accredited and enrolls approximately 1,200 undergraduate students and 500 graduate students, offering a comprehensive business program to a diverse student body. Supportive faculty offer students the individual attention they need to excel.

The College has a long tradition of developing influential business leaders in the region and beyond. Its program was the first in the region (1974) to be accredited by AACSB International.

The vision of the College is “To be a premier business college that is a catalyst for progress, innovation and positive change in the business world.” Its mission includes the following: Develop successful and ethical leaders capable of making valued contributions to businesses in the Greater Dayton area and around the globe, Advance knowledge and business practices through faculty and student research, Partner with individuals, businesses, government and other organizations to enhance professional, entrepreneurial and socio-economic progress, and Attract, develop and retain the best faculty.

The College offers a BS in Business with majors in ten disciplines in addition to five master's degrees. Master's degrees include the MBA, MS in Accountancy, MS in Logistics and Supply Chain Management, MS in Information Systems, and MS in Social and Applied Economics. In addition, the College offers a Weekend MBA at Wright State University's Lake Campus in Celina, Ohio, and Weekend MBA programs at Mason, Ohio, and “The Mound” in Miamisburg, Ohio. The College has also previously partnered with Beijing Capital University for Economics and Business, one of the premier universities in China, for an Executive MBA program.

In 2009, the College was selected by Princeton Review as one of the "Best 301 Business Schools" in the U.S. for its MBA program. The College consistently excels in numerous national student competitions in strategic management, accounting, human resources, marketing and financial service. For details on the national awards received by Raj Soin College of Business students, see the following link. Below the link is an overview of the Management related awards.

<http://www.wright.edu/business/about/awards/index.html>

The Management and International Business Department's student Human Resources Club received the Society for Human Resource Management (SHRM) Superior Merit Award 2009-2010. The Wright State 2009 Ethics Bowl Team Placed fourth nationally. Competing against students from more than 200 universities, one of Wright State University's two Ethic's Bowl teams placed fourth at the 2009 Midwest Regional Competition. Raj Soin College of Business students once again achieved top honors at the 2010 Society for Advancement of Management nationwide case competition. This

was the eighth consecutive year that Wright State has placed in the top three in the nation setting an unprecedented record in the history of the competition.

More information about the Raj Soin College of Business is available at its website: <http://www.wright.edu/rscob>.

### **The Department of Management and International Business**

The mission of the Department of Management and International Business is to be a professional academic community committed to maintaining an intellectual climate for learning. The pursuit of excellence in teaching, scholarly research and professional service is fundamental to our mission. We provide superior management education to a diverse student body, while focusing our programs to meet the developing needs of organizations in the Greater Miami Valley. We strive to continuously enhance our ability to produce students with the critical thinking skills, integrative knowledge, and relevant experiences necessary to succeed in our changing environment.

With 11 full-time faculty, the Department of Management and International Business is one of six departments in the Raj Soin College of Business. The other departments are Accountancy, Economics, Finance, Information Systems and Operations Management, and Marketing. The Department offers undergraduate majors in Management, Human Resource Management, and International Business – as well as minors in Management, International Trade and International Business (for non-business majors). It also offers two MBA concentrations - in Project Management and in Management, Innovation, and Change. Additionally, the Department delivers common body of knowledge courses for students in many degree programs at the undergraduate and master's levels (including organizational behavior and strategic management courses in the Undergraduate Business Core ).

The Department of Management and International Business has a reputation for high quality teaching and scholarship, with faculty having received awards at the College, University, regional, and national levels. Department faculty regularly publish in leading academic journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Journal of Creative Behavior*, *Journal of Managerial Psychology*, *Creativity Research Journal*, and *Journal of Business Ethics*. Faculty areas of expertise include business law, business ethics, creativity and innovation, human resources, organizational behavior, project management, public policy, entrepreneurial and small business management, and strategic management. The Department values and produces extensive scholarship for academic and practitioner audiences.

As noted above in the narrative about the college, Management and International Business department faculty have also coached student teams to national championships in the fields of ethics and management, and the Department's Human Resources Club has consistently ranked in the top ten clubs among 430 nationally.

Our new Assistant Professors of Management will have participation opportunities in existing and planned Centers of Excellence that serve businesses, advance the scholarly field of business management, and enhance students' learning opportunities. The Department houses the Institute for Business Integrity (IBI) which provides a forum for and resources to improve moral competency in business education and to promote responsible practices in the business community (<http://www.wright.edu/rscob/ibi>). IBI activities include business integrity seminars, granting business ethics scholarships, and extracurricular activities for students. The Ethics Team has achieved six consecutive Top-10 finishes at the National Intercollegiate Ethics Bowl, including the national championship in 2002. The Department is also the home of the Center for Innovation Management (CIM - <http://www.wright.edu/business/buscom/cim>). CIM is an applied research center providing business, analysis, and planning assistance, to companies, inventors, and investors in the Dayton region that have the goal of commercializing technologies, thereby creating jobs in Ohio.

The Department values ties with the business, government, not-for-profit, and professional communities, and encourages active participation with them including paid and unpaid consulting (consistent with University policy). Recent services provided by faculty include board memberships, executive coaching, labor arbitration, leadership and management training, mediation, organizational development, research, seminar presentation, and strategic planning. The faculty also participates actively in local, national, and international professional organizations (e.g., Academy of Management, Society for Industrial and Organizational Psychologists...).

More information about the Department is available at its web site:  
<http://www.wright.edu/business/acad/mib>.

Refer any questions or requests for further information to:

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