



The Department of Management in the Sam M. Walton College of Business at the University of Arkansas seeks applications from interested candidates for two open rank tenure-track positions in management with a specialization in human resources management and/or organizational behavior. The expected start date for the positions is August 2020. Salary is competitive and commensurate with experience.

Required Qualifications: Candidates must have a doctorate (or expect to complete their Ph.D. by August 15, 2020) in management or related disciplines (e.g., industrial/organizational psychology) from a nationally or internationally accredited university.

Preferred Qualifications: Preference will be given to candidates who possess strong research records commensurate with rank or have demonstrated the potential to publish in top-tier journals, have the ability to provide an excellent learning environment in the classroom and value collegiality.

The Department of Management is currently comprised of faculty in all areas of management. In spring of 2020, the department will be transformed into two separate departments – one focusing on human resource management and organizational behavior, and the other focusing on strategy, entrepreneurship, and venture innovation. The current positions will be an additional tenure-track line in the new Department of Management (which will now have an HRM and OB focus). The tenure track faculty who will reside in this department include: John Delery, Jennifer Kish-Gephart, Anne O’Leary-Kelly, Chris Rosen, Lauren Simon, and Adam Stoverink. Our faculty have consistently published in top journals including the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, and *Personnel Psychology*, in addition to a number of other top outlets. In addition, our faculty have received best paper awards from journals and conferences, serve in editorial positions of numerous top journals, and hold leadership positions in the Academy of Management. We also have a strong doctoral program with our students being placed in Research I universities. The Walton College offers faculty a competitive teaching load and a very supportive environment for conducting research targeted at top tier journals. Information about the department is available at: <http://waltoncollege.uark.edu/mgmt/>.

The Sam M. Walton College of Business, founded at the University of Arkansas in 1926 and accredited by AACSB International since 1931, has been ranked as a top 30 public business school for 15 years in a row by *U.S. News & World Report*. *U.S. News* currently ranks Walton College 27th. Four Walton College graduates serve as CEOs of *Fortune* 500 companies and nearly 30 Walton alumni occupy executive offices at *Fortune* 500 companies. In 1998, the Walton Family Charitable Support Foundation gave the Walton College an endowment of \$50 million, at that time the single largest up-front cash gift to a business school.

The Walton College is one of the fastest growing colleges in the nation, with a Fall 2018 enrollment of over 6000 undergraduate and over 300 graduate students. The University of Arkansas is in the midst of Campaign Arkansas, a fund-raising effort that is more than 85% of the way to its \$1.25 billion goal. Campaign funds in the past have gone to establish several scholarships, endowed professorships and chairs, summer research support, and to install state of the art classroom technology in the Walton College.

The college is located on a four-building business campus including the Business Building, housing most undergraduate and Ph.D. education, Willard Walker Hall, home of our graduate programs, the Donald W. Reynolds Center for Enterprise Development and the J.B. Hunt Transport Center for Academic Excellence, site of our state-of-the-art behavioral research lab.

We are located in Fayetteville, which offers an idyllic rural/urban mixed environment and is nestled in the beautiful Ozark Mountains. The area is part of the rapidly growing Northwest Arkansas Region with a population of about 500,000. In its latest rankings, *U.S. News & World Report* ranked Fayetteville as a top 5 place to live in the U.S. – for the third consecutive year. And Fayetteville was voted number 7 in USA TODAY's 10 Best College Towns. The Fayetteville region boasts an outstanding public school system, a low unemployment rate, and a low crime rate. Growth in the region has been propelled by the presence of large corporations such as Walmart, J.B. Hunt Transport Services Inc., and Tyson Foods. In addition, the area has emerged as a major hub of Walmart retail vendors – more than 300 of the Fortune 500 companies have a physical presence in the area – which have created a thriving business environment and many job opportunities in the region. The Northwest Arkansas Regional Airport offers 40 non-stop flights a day to 18 major U.S. cities. The area features a variety of outdoor recreational activities with excellent hiking, canoeing, and biking opportunities. The area also features many cultural amenities including two symphony orchestras, an outstanding regional theater group, a comprehensive trail system, a botanical garden, and the world-class Crystal Bridges Museum of American Art. For more see <https://walton.uark.edu/about/fayetteville.php>.

Where to apply? Applicants should submit a letter of application and a curriculum vita by September 1, 2019, to receive full consideration, but applications will be accepted until the positions are filled. The search committee will interview select candidates at the Academy of Management meetings in Boston in August 2019. If interested in being interviewed at the Academy meetings, please apply by July 31, 2019. Applicants who have not yet completed their Ph.D. but who expect to complete their Ph.D. by August 2020 should send a brief description of their dissertation and the expected timeline for completion. *Completion of the doctoral degree is expected prior to employment for the positions offered.* Initial applications should be sent to Professor Dan Worrell (dworrell@walton.uark.edu), Interim Department of Management Chair. Application materials will subsequently need to be uploaded via our recruitment site at a later time. Applicants will be sent a link to that site after initial receipt of their application materials. Finalists will be asked to submit three letters of reference.

For search related questions, please contact the head of our search committee:

Professor John E. Delery (jdelery@walton.uark.edu)
Raymond F. Orr Chair and Professor
Department of Management
Sam M. Walton College of Business
1 University of Arkansas, WCOB 402
Fayetteville, AR 72701

The University of Arkansas is an equal opportunity institution committed to achieving diversity in its faculty. Therefore, the University is especially interested in applications from qualified candidates who would contribute to the diversity of our academic departments. The University welcomes applications without regard to age, race, gender (including pregnancy), national origin, disability, religion, marital or parental status, protected veteran status, military service, genetic information, sexual orientation or gender identity. All applicant information is subject to public disclosure under the Arkansas Freedom of Information Act and persons must have proof of legal authority to work in the United States on the first day of employment.