

**ASSISTANT/ASSOCIATE PROFESSOR, HEALTH POLICY & MANAGEMENT
UNIVERSITY OF MINNESOTA, SCHOOL OF PUBLIC HEALTH**

The Division of Health Policy and Management, located in the School of Public Health at the University of Minnesota, invites applicants for a full-time Assistant or Associate Professor (tenure-track) or Associate Professor (with tenure) position to begin August 2023. We seek to recruit one new faculty member with demonstrated research expertise and teaching experience in healthcare organizations and management.

The School of Public Health is committed to anti-racism and anti-oppression in our mission and operations. In pursuit of this goal, we consider an individual's record working with students and colleagues from historically marginalized backgrounds and experience identifying and eliminating systemic barriers to academic success. Because the SPH and the Division seek to increase the diversity of its workforce, we particularly encourage applications from those who belong to groups that have been historically underrepresented in our discipline, including those who are Black, Indigenous, and people of color, those with disabilities, and those from LGBTQIA+ communities.

About the Job

The Division of Health Policy and Management, School of Public Health, University of Minnesota, invites applications for a position in Organizations and Management at the tenure-track Assistant/Associate Professor and tenured Associate Professor level. The individual will be active in conducting health-related organization and management research; acquiring funding to support the conduct of high-quality research; publishing peer-reviewed articles, book chapters, and/or books; teaching organizations, management, strategy, or leadership at the graduate level, including face-to-face and/or online instruction to residential and/or executive students; advising students and serving on their committees; and membership on Division, School, University, and community committees.

Qualifications

The general requirements for this position are:

- (1) Expertise in organization and management research and education;
- (2) Demonstrated interest in public health and healthcare organizations;
- (3) Strong interest in contributing to the successful development of organization and management research and teaching;
- (4) Potential for excellence in advising master's and doctoral students;
- (5) Strong written and oral English communication skills;
- (6) Demonstrated ability to work effectively with individuals from diverse communities and cultures; and,
- (7) Ability to collaborate with others in a multi-disciplinary research and teaching division.

Specific requirements for all candidates are:

- (1) Formal training in organization and management theory and research, signified with a degree such as a PhD or other doctoral-level degree in sociology, industrial or social psychology, organization behavior, organization development, management, or health services organization (an MD with Masters-level training in these areas will be considered);
- (2) Research and teaching focus on organizations and management related to health;
- (3) Strong research skills with a relevant publication record in peer-reviewed journals;
- (4) Indication of the potential for obtaining research funding; and
- (5) Demonstration of the ability and willingness to teach effectively on organizational and management topics at the graduate level.

The University of Minnesota is an equal opportunity educator and employer

Appointment at the tenure-track Associate Professor level requires sustained success in scholarly activities including:

- (1) Demonstrated experience in preparing and obtaining research grants;
- (2) Strong publication record;
- (3) Successful experience teaching graduate-level courses on organizational and management topics; and,
- (4) Presentations at relevant professional meetings.

Appointment at the tenured Associate Professor level requires the above and the following:

- (1) Clear and demonstrable evidence of impact and effectiveness as a teacher and advisor/mentor.
- (2) Demonstration of independent research productivity through peer-reviewed publications, books and book chapters, non-peer reviewed publications, presentation at scientific conferences, engagement with field of practice; academic achievement with a national or international reputation with contributions to organizations/management field; and,
- (3) Research that engages a diverse racial, ethnic, or multicultural public or student population, or that contributes to the knowledge of diversity, equity, and inclusion are valued.

About the Division

Successful candidates will join a multi-disciplinary Division faculty and academic staff of more than 40 faculty and academic staff. The Division has four active teaching programs with a combined enrollment of over 275 students, including a consistently top-ranking Master of Healthcare Administration (MHA) program with residential and executive tracks; a Master of Public Health (MPH) program in Public Health Administration and Policy (residential, distance, and executive tracks) as well as MS and PhD programs in Health Services Research, Policy, and Administration. The Division is one of four in the School of Public Health, and enjoys close working relations with healthcare delivery and financing organizations locally and across the country, as well as governmental agencies at the local, state and national levels. Information about the Division is available at: <https://www.sph.umn.edu/academics/divisions/hpm>.

How To Apply

The position is open until filled and review of applications will begin October 21, 2022. Candidates should go to <https://hr.myu.umn.edu/jobs/ext/351292> where they will be asked to provide contact and demographic information, a cover letter, two syllabi of relevant graduate or advanced undergraduate courses, CV, and contact information for three references. E-mailed applications are not accepted. Contact the Search Committee Chair, Dr. Katie White (kmwhite@umn.edu) with any questions.

Diversity

The University recognizes and values the importance of diversity and inclusion in enriching the employment experience of its employees and in supporting the academic mission. The University is committed to attracting and retaining employees with varying identities and backgrounds.

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. To learn more about diversity at the U: <http://diversity.umn.edu>.

Background Check Information

Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work here. Criminal convictions do not automatically disqualify finalists from employment.

Benefits

The University of Minnesota offers a comprehensive benefits package including:

- Competitive wages, paid holidays, vacation, and sick leave

- Low cost medical, dental, and pharmacy plans
- Health care and dependent daycare flexible spending accounts
- Excellent retirement plans with employer match
- Disability and employer paid life insurance
- Wellbeing program with reduced insurance premiums
- Tuition reimbursement opportunities covering 75%-100% of eligible tuition
- Student loan forgiveness opportunity
- Opportunities for growth and promotion
- Employee Assistance Program

Additional information about benefits can be found [here](#).

