

**Announcement of Tenure Track Faculty Positions  
Department of Management, Mays Business School  
Texas A&M University**

**Position and Qualifications:** The Department of Management in Mays Business School at Texas A&M University is seeking applicants for five tenure-track faculty positions beginning Fall of 2023. The positions include: (a) one in Organizational Behavior with a preference for Associate/Full, (b) one in Human Resource Management with a preference for Associate/Full, (c) one in Strategic Management with a preference for Associate/Full, (d) one in Strategic Entrepreneurship with a preference for a rookie/advanced assistant and, (e) one in any of the four areas with a preference for Associate/Full. There are opportunities for professorships or endowed chairs for qualified applicants. Ph.D. candidates and current Assistant Professors are also strongly encouraged to apply, and for the positions with a preference for Associate or Full Professors, we seek scholars who have interest or experience in both mentoring doctoral students and teaching at the graduate level (e.g., PhD, MBA, executive MBA).

Applicants for these positions should possess a doctorate in the appropriate discipline or earn a doctorate by the first day of employment. Applicants should have a strong record of scholarly contributions, including publications in top-quality, "A" level journals. Applicants at the Full, Associate, or advanced Assistant-level should possess a publication record commensurate with that level. In addition, applicants must be committed to excellence in teaching and to the importance of collegiality. Working actively with PhD students is expected of individuals chosen to fill these positions.

**About the Department of Management:** The Department of Management perennially ranks as one of the most productive management departments in the world (<http://mays.tamu.edu/department-of-management/rankings/>). We have a vibrant and outstanding group of faculty at all ranks, many of whom have served (or are serving) as key leaders in the Academy of Management (including two past presidents) as well as editors of the field's leading journals. Indeed, Texas A&M has been home to more chief editors of the *Academy of Management Journal* than any other university in the world. Current faculty members include: Len Bierman, Steve Boivie, Wendy Boswell, Matt Call, Nitya Chawla, Priyanka Dwivedi, Duane Ireland, Ricky Griffin, Ji Koung Kim, Yong Kim, Joel Koopman, Toby Li, Huiwen Lian, Madeline Ong, Ramona Paetzold, Srikanth Paruchuri, Haram Seo, Yifan Song, and Mike Withers. As a department, we are committed to building a scholarly community that values diversity, equity, and inclusion. We believe that diversity in all forms enhances our collective academic endeavor by promoting high quality scholarship and collaboration; as such, we strongly encourage applicants from diverse backgrounds to apply. We seek to promote an environment characterized by respect, support, and understanding among our faculty.

The Department of Management houses the Center for Human Resource Management, which has 25 different corporate partners (most of whom are Fortune 100 companies). Degrees offered through the department include a BBA in Management with four different tracks (consulting/general management, HRM, entrepreneurial leadership, pre-law), an MS in Human Resource Management, a MS in Entrepreneurial Leadership, and a PhD in Management, with concentrations in OB/HR and strategic management/strategic entrepreneurship. Mays PhD Graduates frequently place at top research schools. The department also has close connections with the McFerrin Center for Entrepreneurship (which recently received a \$10 million endowment) and Center for Executive Development (which provides customized executive education programs to a large network of corporate partners).

**About Mays Business School and Texas A&M:** The Mays Business School offers an excellent research environment and instruction-centered facilities in both College Station and greater Houston. Its

undergraduate, graduate, and executive programs are rated by U.S. News and World Report and Forbes as top public business programs (<http://mays.tamu.edu/rankings/>). In addition to the Mays Business School's substantial and growing endowment, the Mays Center for Executive Development provides a robust source of revenue to support research and other initiatives, such as an upcoming expansion of the business school building. Mays Business School also supports faculty and student research via several internal grant programs, research subject pools, and a state-of-the-art research laboratory. Mays Business School is committed to increasing diversity and fostering an environment of inclusion for students, staff and faculty of all races, ethnicities, cultures, religion, language, citizenship, gender, socioeconomic status, age, sexual orientation or physical ability (more information on the school's commitment to diversity can be found here: <https://mays.tamu.edu/office-of-diversity-and-inclusion/>).

Founded in 1876 and serving as the oldest public university in the state, Texas A&M is one of the largest universities in the U.S., with a student population of nearly 70,000. An AAU institution, Texas A&M is consistently rated as one of the finest universities in the country, particularly when it comes to "best value" and "affordability" rankings (<https://www.tamu.edu/assets/downloads/rankings.pdf>). Moreover, Texas A&M is first nationally for having the most graduates serving as CEOs of Fortune 500 companies. Boasting one of the largest endowments among public universities in the nation, Texas A&M ranks in the top 10 among U.S. public universities for research expenditures. Texas A&M students are known for being highly engaged with the university and local community. The annual "Big Event," for example, is the largest one-day, student-run service project in the nation. Many other leadership programs and traditions create a culture in which the university's core values of respect, leadership, integrity, loyalty, excellence, and selfless service are embodied by its students, faculty, and alumni.

***About the Bryan/College Station Metropolitan Area:*** The Bryan/College Station metro area ("Aggieland") has a population of over 250,000, and is among the 15 fastest growing metro areas in the United States, according to the U.S. Census Bureau. Residents enjoy a vibrant economy that Forbes and WalletHub rank as one of the best areas in the United States for job growth and start-up companies. Residents also enjoy a low cost of living (including no state income taxes), short commute times, and a vast network of parks (nearly 100), walking paths, greenspaces, and high-quality golf courses. Moreover, College Station is recognized as having some of the strongest public schools in Texas, as well as a very low crime rate and excellent health care.

Culturally, the Bryan/College Station area has many different offerings in music, theatre, art, and athletics. In particular, Texas A&M frequently hosts Broadway theatre productions as well as other internationally famous music and dance shows. Other local groups, such as the Arts Council of Brazos Valley, the Brazos Valley Symphony Orchestra, the Theatre Company of BCS, and the Brazos Valley Chorale offer additional cultural opportunities, as do events such as the Texas Arts and Music Festival, the Spirit of Texas Festival, and "First Fridays" in downtown Bryan. Restaurants of different varieties and ethnic traditions are also abundant in the area. Finally, Texas A&M athletics, especially football games at Kyle Field (the fourth largest stadium in the NCAA), provide outstanding entertainment and draw thousands of visitors to the area.

Besides its many local offerings, College Station is situated between the beautiful "Texas Hill Country" to the west and the lush "Piney Woods" to the east, which provide additional recreational and cultural opportunities within a short driving distance. College Station is also in the hub of some of the largest cities in the country—it is a 90-minute drive to Houston, two hours to Austin, and three hours to Dallas-Fort Worth or San Antonio. Moreover, world-class beaches along the Gulf of Mexico are within a

very reasonable driving distance. Finally, Easterwood Airport is located less than a mile away from campus and is served by American Airlines.

For these and many other reasons, College Station has consistently been rated as one of the best college towns in the United States. For a list of College Station's recognitions and rankings in a variety of social and economic categories, see [https://www.cstx.gov/our\\_community/recognitions\\_rankings](https://www.cstx.gov/our_community/recognitions_rankings).

**Applications:** We will begin reviewing candidates immediately and continue reviewing as applications are received and until the positions are filled. If interested, please email [mngmtapplicant@mays.tamu.edu](mailto:mngmtapplicant@mays.tamu.edu) with a cover letter that describes your interest in the position and professional goals as well as a recent copy of your *Curriculum Vitae*. The formal application (to be submitted via Interfolio; see link below) should include (1) a cover letter that describes the applicant's interest in the position and professional goals, (2) a *Curriculum Vitae*, (3) a research statement, (4) a teaching statement, (5) a statement indicating your commitment to diversity, equity, & inclusion (DE&I), and (6) a list of three individuals whom we may contact for a letter of reference (there is no need to solicit the actual letters right now). The DE&I statement should explain how your scholarship, teaching, and/or other service experiences have contributed to diversity, equity, and inclusion (including information about what diversity means to you and why it is important, your experience and engagement with diversity across the different roles you have played to date, and your specific plans and goals for advancing diversity, equity, and inclusion if hired as a Texas A&M faculty member in the Department of Management).

**Please submit applications through:** [apply.interfolio.com/109974](https://apply.interfolio.com/109974)

*Texas A&M University is committed to enriching the learning and working environment for all visitors, students, faculty, and staff by promoting a culture that embraces inclusion, diversity, equity, and accountability. Diverse perspectives, talents, and identities are vital to accomplishing our [mission](#) and living our [core values](#).*

*Texas A&M University is an Equal Opportunity, Affirmative Action Employer committed to diversity.*