



## POSITION ANNOUNCEMENT (UNOFFICIAL)

### TENURE TRACK POSITION IN DIVERSITY MANAGEMENT

The Department of Management at Virginia Tech is seeking applications to fill a tenure track faculty position in diversity management and to serve as director of the department's Business Diversity Center. The appointment begins in August 2013.

A strong program of scholarly research and instructional capabilities at both the undergraduate and graduate levels are important requirements of the position. A Ph.D. is required in Management or other related fields from an AACSB accredited university with a specialization that qualifies the candidate to conduct research and teach courses in diversity-related areas. The preferred candidate would have another area of specialization such as international business, organizational behavior, organizational theory, human resource management, strategy, or business ethics. The rank is open, and the candidate's program of scholarly research and accomplishments should be consistent with the rank applied for.

The Pamplin College of Business and the Department of Management at Virginia Tech have a long history and commitment to diversity. We define diversity in a broad sense to encompass research and education on the management of an international workforce both in domestic and foreign settings in addition to the more traditional work on differences related to race, gender, ethnicity, sex, religion, age, physical and mental ability, sexual orientation, work and family status, and socioeconomic background. We have recently established a Business Diversity minor housed within the Business Diversity Center of the department. As director of the Business Diversity Center, the successful candidate would be expected to provide leadership to our scholarly initiatives in diversity-related areas.

The Virginia Tech Pamplin College of Business on-campus enrollment is about 3,600 undergraduates and 290 full-time graduate students. Pamplin's undergraduate program is ranked in the nation's 50 best business schools by U.S. News & World Report. Pamplin ranks number 46 overall which puts it in the top 10 percent of the approximately 600-plus U.S. undergraduate programs accredited by the AACSB and number 26 among the public institutions.

Pamplin's full-time MBA program is ranked number 84, its evening MBA program is ranked number 37 in U.S. News & World Report, 2012. The college also offers an executive MBA program (located on its Falls Church campus in close proximity to Washington D.C.) and a professional MBA (co-located in Richmond and Roanoke VA).

Blacksburg is located in the Blue Ridge Mountains, making its beauty and temperate climate attractive to many. Blacksburg also has high quality primary and secondary schools (K-12) as well as a relatively low cost of living. The Appalachian Trail runs through this area and there are numerous hiking, camping, mountain biking, and other outdoor recreational opportunities available. Reflecting the high quality of life in the area, Blacksburg was recently rated by *Business Week* as the number one location in the US to raise children (see:

*Invent the Future*

<http://www.businessweek.com/lifestyle/virginia-town-is-best-place-in-the-us-to-raise-kids-11152011.html>

Interested applicants must complete an online application at <http://www.jobs.vt.edu> posting 070475 and attach the following documents: 1) curriculum vita, 2) evidence of teaching effectiveness, 3) a statement regarding research interests and professional goals, and 4) names and contact information for three references. Review of applications will begin June 15 and will continue until the position is filled. We will be interviewing at the Academy of International Business Meetings and National Academy of Management Meetings.

Applications must be done on-line. General inquiries may be directed to Professor Richard E. Wokutch, Search Committee Co-Chair, Department of Management, Pamplin School of Business, Virginia Tech, Blacksburg, VA 24061 or via email to [wokutch@vt.edu](mailto:wokutch@vt.edu) with the subject line of "VT Diversity Management Position Inquiry."

Virginia Tech has a strong commitment to the principle of diversity and, in that spirit, seeks a broad spectrum of candidates including women, minorities, veterans, and people with disabilities.

Individuals with disabilities desiring accommodations in the application process should notify Karen Poe, Department of Management, (540) 231-6353 or (TDD) 1-800-828-1120.