



**University of North Carolina at Greensboro**  
**Bryan School of Business & Economics**  
Associate Dean for Research and Faculty



**UNC GREENSBORO**

**Bryan School of**  
*Business and Economics*



## Expectations and Qualifications

The selected candidate shall have three primary tasks: increase the dollar volume and engagement in externally funded research; lead a variety of faculty-focused processes, such as professional development, annual and post-tenure review, and promotion and tenure; and maintain a level of personal research productivity leading to scholarly publication.

Applicants must hold a PhD/DBA degree and be tenurable at the associate professor or full professor level. The discipline must be able to tie in some way to the business school. Framed so broadly, we expect and encourage applicants from a variety of Engineering areas (Industrial Engineering/Operations Research, Engineering Management, Systems Engineering, Computer Engineering, etc.), Arts & Sciences areas (e.g., Computer Science, Statistics, Psychology, Sociology, and Economics),

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*The Joseph M. Bryan School of Business & Economics at the University of North Carolina at Greensboro (UNCG) invites nominations, expressions of interest, and applications for the position of Associate Dean for Research and Faculty. The preferred starting date is August 1, 2019, although an earlier start date may be considered.*

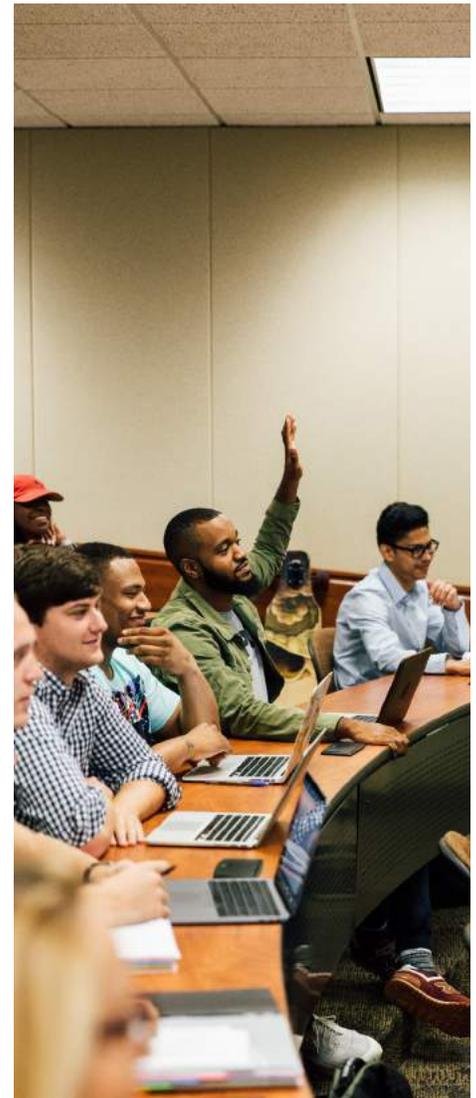
# Expectations and Qualifications (cont.)

Studies/Merchandising, Hospitality & Tourism, plus traditional business disciplines such as Business Economics, Information Systems, and Operations/Supply Chain Management, among others. What shall be key is one's record of success as a PI in attracting government funding (primarily), or possibly as a faculty director or dean of research who has had substantial success building a strong, externally funded, research operation. Those serving in program director roles at federal agencies may be attractive candidates, depending on other qualifications. Additionally, competitive candidates will have a record of scholarly publications in leading journals.

The Associate Dean reports to the Dean of the Bryan School and shall be a key member of the School's leadership team. S/he shall serve alongside the Associate Dean for Academic Affairs and Budgeting, the Assistant Dean for External Affairs, the academic department heads, the Director of Assessment and Reporting, the chief budget officer of the School, the Dean's Executive Assistant, and the chair of the Faculty Executive Committee. S/he also serves as the School's representative on the Research Advisory Council for the Vice Chancellor for Research and Engagement. One employee in the Office of Research, trained in both pre- and post-award processes and management, will work primarily for the Associate Dean, and there will be a strong tie to the faculty director of the Center for Industry Research and Engagement (CIRE),

which focuses primarily on industry contract research, and the director of Research for the North Carolina Sales Institute with respect to funded research. There is also a tie to the academic departments, not only because that is where faculty members reside and research occurs, but because post-award grant management occurs primarily at the department level.

Regarding the Bryan School's research environment, faculty development and producing impactful research are both part of the School's Strategic Plan and culture. Travel funding, which suffered during budget cuts early in the decade, have been restored and expanded; today, faculty members that have competitively reviewed papers accepted for presentation at a select set of national and international conferences are guaranteed full funding for their trip, and there is no limit on the number of top conferences one may attend. Some departments have launched research seminars and research collaboratives. The Dean's Research Scholar Program was expanded to include projects leading to submission to top journals, as well as the more traditional funding for research leading to a grant proposal, and the award amount was increased to \$5,000. A new research reward was implemented in FY17 for faculty members that publish in Financial Times Top 50 journals; the amount varies from \$5,000 to \$7,000, depending on the number of co-authors within the School, and is deposited into a research account.



In FY19 the School shall begin funding visits by editors of elite and other world leading journals to speak about what they are seeking in manuscript submissions and to consult with faculty members about their work. Additionally, the School offers attractive start-up packages for assistant professors to help them become productive in their early years. North Carolina does not permit sabbaticals, and instead offers one or two semester Research Assignments based on a strong research proposal. These, along with seed grant proposals and research award nominations, are reviewed by the School's Committee on Research, of which the Associate Dean is an ex-officio member.

# The Bryan School



## Vision

The Bryan School of Business and Economics shall be recognized as the premier business school among regional public universities in the United States.

## Mission Statement

In the Bryan School of Business and Economics, we create and disseminate knowledge about the theory and practice of business. In addition to our courses and research, we accomplish this through hands-on projects, global experiences, and outreach to the community. Our work produces principled leaders and exceptional problem solvers who have a global perspective, an innovative mindset, a broad understanding of sustainability, and a commitment to improve the organizations in which they work and the communities in which they live.



## Details About the School

Celebrating its 50th anniversary as a school in 2019-20, what is now the Bryan School was one of the heritage disciplines (the Commercial Program) when the University was founded over 125 years ago. In fall 2018, the School was comprised of more than 4,200 undergraduate and graduate students, 69 tenure stream faculty, another 22 full-time non-tenure stream faculty, and approximately 45 adjuncts who typically teach one or two courses annually. Additionally, the School employs 45 staff members, most of them on a full-time basis. More information about the faculty and staff may be found [here](#). Academic departments are an important part of organization and governance at UNC Greensboro,

and the Bryan School is organized into six departments, all housing multiple programs. They are: Accounting & Finance; Consumer, Apparel & Retail Studies; Economics; Information Systems & Supply Chain Management; Management; and Marketing, Entrepreneurship, Hospitality & Tourism. Undergraduate degrees are offered in Accounting; Business Administration with three concentrations, including Business Studies, Human Resources, and Management; Consumer, Apparel & Retail Studies with two concentrations, including apparel design and retailing; both a BA and a BS in Economics; Entrepreneurship; Finance;

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# The Bryan School

## Details About the School (Cont.)

Information Systems and Supply Chain Management; International Business; Marketing; and Sustainable Tourism & Hospitality. Graduate degrees include: MA and PhD in Applied Economics; MBA (full-time day and part-time evening; online and on-campus); MS and PhD in Consumer, Apparel & Retail Studies; MS in Accounting; MS in Information Technology & Management (online and on campus); and PhD in Information Technology; and MS in International Business (online). A variety of graduate certificate programs are offered. More information about the departments and programs may be found [here](#). Additionally, the School offers two undergraduate majors online. The School is seeking state approval to offer an online PhD in Business Administration with initial concentrations in Management and International Business commencing fall 2019.

Accredited in both business and accounting by AACSB, the Bryan School is the recipient of many rankings, honors and accolades.

Some of these include:

- #2 Most FT Female MBA Students (US News, 2015)
- #13 Part-time MBA Program in the U.S. (Bloomberg Businessweek, 2013-2015)
- #4 Public university Part-time MBA Program in the U.S. (Bloomberg Businessweek, 2013-2015)
- #4 Business Administration Major (Online) in the U.S. (BestColleges.

- com, 2017; #11 College Values Online, 2017)
- #6 MBA Best Opportunities for Minority Students (Princeton Review, 2017)
- #27 MS in IT Program (Online) in the U.S. (US News, 2018)
- #22 Retail Studies Program in the U.S. (Fashion-Schools.org, 2017)
- #21 Apparel Design Program in the U.S. (Fashion-Schools.org, 2017)

The Bryan School has five active endowed positions. They are held by: Dr. McRae C Banks, Dean (Margaret & Harrell Hill – Bryan School); Dr. Nancy Nelson Hodges, Department Head, Consumer, Apparel, and Retail Studies (Burlington Industries – CARS Department); Dr. Al Link, Economics (Virginia Batte Phillips Distinguished Professorship) – Bryan School; Dr. Prashant Palvia, Information Systems & Supply Chain Management (Joe Rosenthal Excellence Professorship - University); and Dr. Dianne H.B. Welsh, Marketing, Entrepreneurship, Hospitality & Tourism (Hayes Distinguished Professorship – Bryan School). A sixth named professorship, the DHG Term Professorship (Accounting), is held by Dr. Randy Elder, Department Head, Accounting & Finance. A seventh endowed professorship, (Putnam & Hayes Distinguished Professorship - CARS Department) is presently vacant and a search is in progress. Two other endowed professorships, both in Economics, will be funded with estate gifts. Additionally, the School has

funding for named appointments as Dean's Notable Scholars (DNS) awarded to assistant professors upon reappointment and again as associate professors upon tenure and promotion. Presently there are nine active DNS awards.

The faculty members are impressive in their research quality and productivity. For example, in 2017 the tenured and tenure track faculty members averaged 2.6 peer reviewed journal articles published or accepted (more than 20 percent of which appeared in widely acknowledged A+ and A journals, including 10 in FT50 journals), 13 books and 12 book chapters, and occupied 82 editorial positions with journals. Some of the awards they have won personally or on behalf of their programs include: NCACPA 5.0 Discussion Leader Award; NCACPA, R Donald Farmer Award; AICPA Outstanding Discussion Leader Award; Top 5 Most Cited Papers, Journal of Retailing; Top 20 Most Impactful Papers, Journal of Marketing Theory & Practice; numerous UNC System and UNCG teaching awards; numerous advisory panels and committees for various national governments and international bodies; Lifetime Achievement Award from the American Marketing Association's Sales Special Interest Group, 2014; 2018 Deshpande Award for Curriculum Innovation; First Place in the Re-Imagine Education Award competition administered by the Wharton School, 2016; GCEC Excellence in Entrepreneurship Teaching

# The Bryan School

## Details About the School (Cont.)

& Pedagogical Innovation Award 2016; Carnegie Diaspora Fellow, 2015; Fellow, Small Business Institute; Fulbright Fellowship and Kathryn and Craig Hall Distinguished Chair for Entrepreneurship in Central Europe, 2014; 2012 USASBE Outstanding Emerging Entrepreneurship Program Award; GCEC Excellence Across the Curriculum Award, 2012; SBI Best Creative Cross Disciplinary Entrepreneurship Program, 2011, and many best paper and best article awards, as well as keynote addresses around the globe.

Despite not having an Associate Dean for Research, some of the School's faculty members have been active in external funding. The following table provides data for the past five fiscal years.

| Fiscal Year | Submissions | Awards    |
|-------------|-------------|-----------|
| FY14        | \$6,192,945 | \$762,253 |
| FY15        | \$7,132,160 | \$452,670 |
| FY16        | \$2,578,782 | \$782,387 |
| FY17        | \$3,137,753 | \$149,885 |
| FY18        | \$2,050,000 | \$541,465 |

Students have traditionally performed well in national and regional competitions. Some of these include: SBI National Graduate Specialized project – 2016 3rd place; SBI National Graduate Feasibility/Business Plan, 2015 3rd place; SBI National Graduate Comprehensive Project, 2014 1st place, 2013 2nd place; SBI National Undergraduate Feasibility/Business Plan, 2016 1st place, 2014 2nd place; YMA Fashion Scholarship winners 2012, 2013, 2015, 2016; and two ITAA Paper of Distinction Awards 2015.

The School takes great pride in being one of the most diverse business schools in the UNC system and typically graduates more African American students than any other business school in the state. More information about the School may be found at the following URL: <http://bryan.uncg.edu>.





## University of North Carolina at Greensboro (UNCG)



UNCG was one of the three original institutions in the University of North Carolina system (Chapel Hill and NC State were the others) and was founded to meet the emerging need to educate women. Classified as a high research activity university, UNCG is also committed to high quality teaching in its more than 250 undergraduate, graduate, and certificate programs to its more than 20,000 students in seven colleges and schools. Approximately 81 percent of first year students live on campus, and upper class and graduate students often live adjacent to campus in private apartments. The University recently opened a new living community, Spartan Village, adjacent to campus that includes the new, state-of-the-art 216,000 SF Leonard J. Kaplan Center for Wellness. The facility houses fitness studios, spin rooms, climbing walls, lap and leisure pools, various courts, and a three-lane track, among other amenities. UNCG

competes at the NCAA Division I level in 17 sports and is a member of the Southern Conference. While most of the athletic teams have campus facilities, men's basketball hosts home games at the nearby Greensboro Coliseum, one of the nation's premier basketball venues.

UNCG has been honored with many rankings and accolades. Some of these include: Top 30 Best Bang for the Buck Southeast Colleges (Washington Monthly), Best 381 Colleges (Princeton Review), Top College for value (Educate to Career), Active Minds Healthy Campus Award (President's Higher Education Community Service Honor Roll), Best for Vets (Military Times Magazine), Top Universities Contributing Most to the Public Good (Washington Monthly), Green College (Princeton Review), and National Leader in Improving Minority Student Graduation Rates (The Education Trust).



## **Greensboro, North Carolina**

Greensboro is the third largest city in NC with approximately 290,000 people in a MSA of some 1.6 million. Ideally located in the Piedmont Triad region of North Carolina, the Blue Ridge Mountains are but two hours to the west and the North Carolina beaches on the Atlantic Ocean are but 3.5 hours to the east. The city boasts a vibrant and expanding arts and music community, family and child friendly venues, and a multitude of outdoor amenities. With seven higher education institutions in the immediate area, a large industrial base, and proximity to the Research Triangle (Raleigh-Durham) and Charlotte, it is an attractive location for dual career families.

Some of the recent rankings for Greensboro and the area include: 3rd year as #1 in Driver Satisfaction (Wayz, based on traffic density, road quality, safety, and driver services); #51 in Best Places to Live

by USNews; two of the top four high schools in NC (Weaver Center - #4 North Carolina and #104 US, and Early College at Guilford - #1 North Carolina #12 US, US News); 12 Great Places to Retire for Your Good Health (Kiplinger); #19 in the U.S. among Cities Where Your Retirement Nest Egg Will Stretch the Furthest (gobankingrates.com); 9th Best City for Women-Owned Businesses in the U.S. (WalletHub.com); 55th Best City in the U.S. for African American entrepreneurs (GoodCall); #36 in the U.S. for Business Friendliness (MarketWatch.com); 4th best city in the U.S. for the costs of car ownership and commuting (WalletHub.com); 3rd year as Bronze-level Bicycle Friendly Community (League of American Bicyclists); NC Tree City of the Year (Urban Forestry Program); and Best Hamburger in the US (Hops Burger Bar, Trip Advisor), among other rankings and accolades.



## Applications and Inquiries

Screening of Applications will begin immediately and will continue until the position is filled. For more information and to apply, please access our announcement through the UNCG Job Search system at <https://spartalent.uncg.edu/>

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**Harris Search Associates**  
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Harris Search Associates, an IIC Partners member firm, is a leading global executive search and board advisory consulting firm. Our practice is focused on identifying and attracting leaders to support the growth of clients in the areas of research, science, engineering, academic medicine and commercial enterprises. Clients include the foremost universities, research parks, institutes, academic medical centers and commercial organizations driving global innovation and discovery.

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