

## Faculty Positions

### Carlson School of Management Work and Organizations Department

The Department of Work and Organizations in the Carlson School of Management at the University of Minnesota invites applications for two tenure-track assistant professor positions, one in organizational behavior/human resources, and another in labor economics, stratification economics, or industrial relations.

The Work and Organizations faculty value intellectual and disciplinary diversity, collaboration, rigorous and inspiring research, strong scholarly ethics, and mutual respect. We seek an extraordinary colleague who will publish world-class scholarly research, effectively teach business-school courses at the undergraduate, master's and doctoral levels, and actively develop doctoral students.

We encourage candidates who are building research and teaching portfolios on issues broadly related to inequality and diversity, equity, and inclusion (DEI), including individual workplace experiences of inequality, social class/socio-economic status and power dynamics, organizational, social, and institutional policy around DEI, the economics of labor inequality, labor market discrimination, or stratification and collective, worker-centric approaches to redressing inequality (e.g., policy and institutions) as we have particular teaching needs in courses on race, power, and justice in business, and on diversity, equity and inclusion. However, the department also delivers a variety of courses on human resources, management, organizational behavior, and leadership as well as on work and employment issues including labor relations and compensation, so applicants with broader research and teaching interests are also welcome to apply. In line with our department's values and multi-disciplinary composition, we welcome applicants with a Ph.D. from a variety of disciplines including economics, industrial relations, and sociology, and who use a variety of methods (e.g., quantitative, qualitative, field-based, and/or lab-based).

Applicants must have a Ph.D. by August 2023 and should have a scholarly research record and teaching experience appropriate to their career stage. Recent graduates are also encouraged to apply. Successful applicants will be expected to contribute to the service needs of a vibrant department, college, and university, as well as to interact with the professional business communities. The appointment will begin August 2023 at the rank of tenure-track Assistant Professor.

## Basic qualifications

Ph.D. (or equivalent international degree) or enrolled in Ph.D. or equivalent international degree-granting program at the time of application.

## Preferred qualifications

Preference will be given to scholars who have demonstrated evidence of research accomplishment and the potential to make significant future research contributions. Teaching experience and excellence is expected. Individuals must be committed to contributing to the service needs of the department, school, and profession, including mentoring and publishing with Ph.D. students. We strongly value collegiality and will be looking for a faculty member who will engage in contributing to the intellectual climate in the department through both their own independent scholarship and interacting and collaborating with others.

## Application Process and Materials

Applications must be submitted online. To be considered for this position, please click the Apply button and follow the instructions. Applications must include:

1. A cover letter
2. At least one working or published paper
3. CV
4. Three letters of recommendation

The positions will remain open until filled.

To request an accommodation during the application process, please e-mail [employ@umn.edu](mailto:employ@umn.edu) or call (612) 624-UOHR (8647).

### **Labor Econ/Stratification Economics/IR**

Review the job description and select the Apply button to begin your application.

<https://hr.myu.umn.edu/jobs/ext/352111>

If you are a current employee of our organization please use the following link instead:

<https://hr.myu.umn.edu/jobs/int/352111>

### **Org Behavior/HR**

Review the job description and select the Apply button to begin your application.

<https://hr.myu.umn.edu/jobs/ext/352112>

If you are a current employee of our organization please use the following link instead:

<https://hr.myu.umn.edu/jobs/int/352112>

## The Department of Work and Organizations

The multidisciplinary Department of Work and Organizations faculty include: Abdifatah Ali, Avner Ben-Ner, Alan Benson, John Budd, Elizabeth Campbell, Michelle Duffy, Theresa Glomb, John Kammeyer-Mueller, Colleen Flaherty Manchester, Pri Shah, Connie Wanberg, Mary Zellmer-Bruhn, and Le (Betty) Zhou. WOrg offers a highly respected PhD program leveraging the interdisciplinary research focus of the department. The department is also home to an internationally-recognized master's program in human resources and industrial relations. WOrg faculty and doctoral students produce cutting-edge research and the department offers courses pertaining to work, managing and leading people and organizations, the behavior of individuals and groups in organizations and work-related institutions, and public policies. WOrg and Carlson School Faculty are highly ranked in research productivity, ranking:

#6 in the world in the [2021 TAMUGA ranking](#)

#10 in the world in the [UT Dallas business school ranking](#).

Learn more about our department at:

<https://carlsonschool.umn.edu/departments/work-organizations-department>.

## The Carlson School of Management & University of Minnesota

With a flagship campus in the heart of the Twin Cities, 65,000 students, 25,000 employees, and 400,000 alumni, the University of Minnesota is one of the largest and most highly ranked public institutions in the world. The Carlson School contributes to the University's goal to become one of the top three public research universities in the world through breakthrough research, extraordinary education, and dynamic public engagement. The Carlson School employs 140 tenured/tenure track and professional faculty and enrolls 5,000 students in degree programs at all levels (B.S.B., MBA, M.A., and Ph.D.). The faculty regularly collaborates with faculty from other top departments across the University including applied economics, economics, public health, sociology, public policy, psychology, and law.

Overlooking the scenic Mississippi River and downtown Minneapolis skyline, the Carlson School is at the epicenter of a vibrant, economically diverse, globally oriented business environment. The Twin Cities boasts 19 *Fortune* 500 companies, including Target, Best Buy, 3M, General Mills, U.S. Bancorp, Medtronic, Ameriprise Financial, and UnitedHealth Group. In fact, Minnesota has the highest number of *Fortune* 500 companies per capita in the country.

## The Twin Cities of Minneapolis & St. Paul

The Twin Cities of Minneapolis and St. Paul are rated among the best metropolitan areas to live; our thriving and dynamic metro area is consistently listed at or near the top of various national rankings. Recognized as one of the nation's more culturally affluent metro areas, the Twin Cities' world-class museums, galleries, and theaters continue to win national awards every year. For outdoor enthusiasts, Minnesota's system of parks and trails offers abundant opportunities for year-round recreation.

## Working at the University

At the University of Minnesota, you'll find a flexible work environment and supportive colleagues who are interested in lifelong learning. We prioritize work-life balance, allowing you to invest in the future of your career and in your life outside of work.

The University also offers a comprehensive benefits package that includes:

- Competitive wages, paid holidays, and generous time off
- Continuous learning opportunities through professional training and degree-seeking programs supported by the [Regents Scholarship](#)
- Low-cost medical, dental, and pharmacy plans
- Healthcare and dependent care flexible spending accounts
- University HSA contributions
- Disability and employer-paid life insurance
- Employee wellbeing program
- Excellent retirement plans with employer contribution
- Public Service Loan Forgiveness (PSLF) [opportunity](#)
- Financial counseling services
- Employee Assistance Program with eight sessions of counseling at no cost

Please visit the [Office of Human Resources website](#) for more information regarding benefits.

## 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>.

*We acknowledge that the University of Minnesota stands on Miní Sóta Makhóche, the homelands of the Dakhóta Oyáte.*

## Employment Requirements

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.

Please note: All employees at the University of Minnesota are required to comply with the University's Administrative Policy: COVID-19 Vaccination and Safety Protocol by either providing proof of being fully vaccinated on their first day of employment, or complete a

request for an exemption for medical exemption or religious reasons. To learn more please visit:

<https://safe-campus.umn.edu/return-campus/get-the-vax>