

Assistant/Associate Professor in Organization Leadership

This position is: OPEN

Job Number: 676 Posted: 4/19/22 Revised: 9/29/22 Location: St. Davids -- Posting Type: Faculty

Position Summary

Eastern University's PhD in Organizational Leadership program, housed in the College of Business and Leadership (ACBSP-accredited), invites applications for a tenure-track doctoral faculty position at the rank of assistant or associate professor. We are looking for a dynamic teacher-researcher-mentor, dedicated to Christian higher education with a strong record and potential of publication and research. The successful candidate is expected to demonstrate foundational and advanced knowledge of quantitative research design and statistics and a strong desire and capacity to teach quantitative research methodology courses to PhD students of diverse quantitative research preparedness. Along with the quantitative research courses, other organizational leadership courses are available for teaching. In addition to teaching, supervision of dissertations is a critical component of the faculty's responsibilities.

The PhD in Organizational Leadership was founded in 2007 as a trailblazer doctoral program at Eastern University. The program celebrates the 15th anniversary in 2022 (<https://www.eastern.edu/phdcelebration>). Recruiting annually one cohort of no more than 25 students from U.S. and international contexts, the PhD program attracts working professionals who possess leadership experience in domestic and/or global business, nonprofit, public, health, ministry, and/or education sectors. The curriculum consists of core, concentration, research, and dissertation courses. The program runs in three semesters year-around. Each semester, students are engaged in blended instruction combining face-to-face residency on the St. Davids or Philadelphia campus (in September, January, or May) and online learning. The program has maintained high student retention and dissertation completion exceeding the U.S. national average. By the end of 2022 Summer, we will have graduated over 100 students. The list of their dissertations, along with some snapshots of the program, is available from the 15th Anniversary website.

The PhD program is staffed by diverse and dedicated full-time and part-time PhD faculty who keep an active research agenda, teach, supervise dissertations, and serve regularly in PhD, College, and University committees. They also practice leadership through professional services such as editorship, board work, and consulting at the national and international stages.

The PhD program espouses the foundational values of Eastern University, a member institution of the Council for Christian Colleges and Universities. We emphasize the integration of faith, reason, and justice into Christ-centered higher learning while honoring diversity among students and faculty. The main campus is situated in a beautiful western suburb of Philadelphia (St. Davids) and has several satellite campuses in Philadelphia and surrounding areas. Some programs are offered in international settings. Eastern University attracts diverse and global faculty and students and has been [nationally and internationally accredited](#) and [nationally recognized](#) for its excellence in many areas. Eastern University is an equal opportunity employer.

Responsibilities

Position Responsibilities

1. Instruction: a) Teach quantitative research methodology courses to PhD students of diverse quantitative research preparedness; b) teach other organizational leadership courses and/or concentration courses.
2. Research: Publish and present original research and conceptual works pertaining to organizational leadership topics
3. Dissertation Supervision: Provide dissertation supervision by serving as a committee chair, methodologist, and/or member
4. Service: Provide service to the department, College, University, and/or larger professional communities
5. Collegiality: Participate actively and regularly in the activities of the PhD program, college, and university; Support and assist department chair/co-chair and fellow faculty colleagues; respectfully engage PhD staff, students, alumni, and program friends.

Qualifications

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1. An earned PhD from a regionally accredited program in organizational leadership or related disciplines (Preferred: a record of research on organizational matters)
2. Quantitative methodological training and research experience (Preferred: a publication record of quantitative research articles)
3. A record of effective teaching in higher education (Preferred: a record of successful teaching blending in-person and online teaching)
4. A record of academic advising in higher education (Preferred: a record of dissertation or thesis supervision)
5. An active research agenda compatible with the PhD program (Preferred: a record of publication in peer-reviewed journals or books and successful grant-writing)
6. Demonstrated commitment to the principles of diversity and inclusion in leadership, collegial, and pedagogical practice
7. Alignment with [Eastern University's doctrinal statement](#); sincere and enthusiastic affirmation of [the University's mission, vision and core values](#); and a commitment to integrating Christian faith into teaching and professional work, not from the exclusivist but from the transformative and servant posture

About Eastern University

Eastern University is a Christian university of the arts and sciences that integrates faith, reason and justice for students in its undergraduate, graduate, Seminary, urban, professional and international programs. **Applicants should have a religious commitment compatible with its mission and be willing to endorse by signing Eastern University's doctrinal statement.** The university complies with federal and state guidelines of nondiscrimination in employment; members of protected classes encouraged to apply.

Background Checks

Standard University employees are required to complete the background clearance process. Employment is contingent upon the successful results of an employment background screening. The employment background screening may include but is not limited to your consumer credit history (for positions that work with the university finances or alumni funds only), verification of education and professional credentials, criminal history, driving history, residency, immigration status, performance, references, and other qualities pertinent to your qualifications for the following position.

Youth Clearances are required for positions with direct contact with children and essential personnel positions. Employees working with or around minor age children are required to complete the youth clearance process which includes the following four child protection clearances:

- 1) Affidavit;
- 2) FBI Criminal Record Check;
- 3) Pennsylvania Department of Human Services Child Abuse History Clearance and;
- 4) Pennsylvania State Police Criminal Record Check.

In accordance with state laws, Act 73 of 2007, Act 153 of 2014, Act 168 (relating to the Child Protective Services Law), school employees of Eastern University who will have "direct contact with children" must complete the background check process prior to employment. Results must be submitted within ten days of receipt.

Description Disclaimer

This description is intended to describe the general level and nature of work performed by the person/people assigned to this position. It is not to be construed as an exhaustive list of duties and responsibilities of the person/people so assigned.