

Professor of Practice of Leadership in Diversity, Equity and Inclusion (*open rank*)

SUMMARY: The McColl School of Business invites applications for a full-time Professor of Practice (open rank) of Leadership in Diversity, Equity and Inclusion with a cognate specialty in either leadership, management, organization development or a similar field. We are looking for candidates with a background in diversity, equity and inclusion who can make a significant contribution towards the goal of establishing the McColl School of Business as nationally recognized thought leaders in preparing the next generation of diverse, equity-minded and inclusive business and community leaders. The position resides in the McColl School of Business as a renewable 3-year term appointment. The position starts in August 2022 and salary is commensurate with credentials and experience.

Queens University of Charlotte is an institution that works to convene and unite the Charlotte community and provide meaningful opportunities for all of our students, employees, and community members to help chart our future course as an equitable university. Within this context, the McColl School of Business is working to become an expert resource for Charlotte and become known nationally as the leading business school in educating diverse, equity-minded, and inclusive leaders.

We are a welcoming faculty with a commitment to the academic success of our students. Our new faculty member will join the AACSB-accredited McColl School of Business at an important time in the school's history as it seeks to grow the size and reputation of its academic programs through expanded curricular offerings and collaborative partnerships in the Charlotte business community. Support is available in form of travel to academic conferences, grants for innovative teaching, support for undergraduate research and professional development. The successful candidate is committed to excellence in teaching and will value our mission to deliver a personalized and transformational educational experience. *This position is exempt from provisions of the Fair Labor Standards Act (FLSA) and is not eligible to earn overtime pay or compensatory time off for additional hours worked.*

The following values will guide the work of this faculty member:

- **TEACHING:** Our faculty teach courses in leadership, management, organization development, talent management, and diversity, equity and inclusion for undergraduate and graduate students across a variety of academic disciplines/programs. Through our Executive Leadership Institute, we offer custom programs and coaching for organizations seeking to develop their leadership potential.
- **THOUGHT LEADERSHIP:** We support research and scholarship on leadership and diversity, equity and inclusion topics and issues through programs and funding opportunities. Our faculty also develop original research and scholarship in the field.
- **PRACTICE:** We seek to expand our offerings through a variety of programs open to students, staff, faculty, and community members in leadership, diversity, equity and inclusion and social innovation, human-centered design, and change-making.

Essential Duties and Responsibilities include:

- Teach undergraduate and graduate courses in leadership, management, and organization development with an emphasis on diversity, equity and inclusion in both school and university-wide academic programs (on campus and online).
- Design, facilitate, and deliver DEI-related programming and learning opportunities (e.g., courses, workshops, materials) for different audiences with a particular focus on the business community.
- Co-create a strategy to raise the visibility of Queens University and the McColl School of Business as thought leaders in leadership and diversity, equity and inclusion.
- Sustain currency and relevancy through either a scholarly research agenda leading to publications in peer-reviewed journals or by a professional engagement agenda consistent with AACSB accreditation.
- Engage in activities to maintain appropriate qualification status for AACSB accreditation
- Contribute to course design and curriculum development
- Mentor and/or advise students
- Interact with industry professionals and participate in service activities
- Serve as an active faculty member of the McColl School of Business and Queens University

Experience, Knowledge and Skills Required:

The successful candidate will be an innovative individual with

Required

- Master's degree in leadership, management, organization development or a related/relevant field with significant experience in applying diversity, equity and inclusion concepts in an organizational setting.

OR

Doctoral degree in leadership, management, organization development or a related/relevant field with experience in applying diversity, equity and inclusion concepts in an organizational setting.

- Experience facilitating learning activities in an educational setting that promotes cultural understanding and competency and a climate of equity and inclusion.
- Teaching experience.
- Experience with diversity, equity and inclusion theories and practices.
- Familiarity with common leadership development models, training formats, materials, and curricula.
- Ability to communicate effectively to diverse audiences in corporate, community-based and higher education settings.

Preferred

- Leadership and participation in organizations that support the practice of DEI (academic, professional, or other).
- Experience teaching in an online environment.

- Experience in course design.
- Proficiency in teaching and collaborating with an executive audience.
- Proficiency in collaborative approaches to program development and project management.

Application Process

Qualified candidates should submit via email to hr@queens.edu all of the following in (.doc) or (.pdf) format.

- a letter of application addressing the position qualifications and experience
- teaching philosophy, including your philosophy of teaching a diverse student body
- current curriculum vitae
- contact information (name, email address, phone numbers) for three professional reference

Be sure to include "REF: McC-PLDEI" and Your Name in your email Subject Line. (Example: REF: **McC-PLDEI**, Shawn Smith).

Applications received by March 15, 2022 will receive first consideration. Queens will continue to accept applications until the position is filled.

About Queens

Located in the heart of the nation's second fastest growing metropolitan area, Queens University of Charlotte leverages the city's diverse and thriving environment as an extended classroom. Nationally recognized for undergraduate programs in international and interdisciplinary education, Queens blends the best of liberal arts learning with professional preparation and community engagement. Focused on supporting success for diverse learners, faculty build close and collaborative relationships with students and help them build intentional and individualized roadmaps for flourishing at Queens and beyond. At the graduate program level, the University offers innovative educational experiences that help learners advance professionally and retool for new opportunities. Our environs afford faculty myriad opportunities to advance their own professional growth and teaching and research interests by collaborating with vibrant industry, non-profit, and community organization sectors.

Because of our history of innovation and our legacy of strong leadership, **Queens is positioned to be among the new forerunners of American higher education.** This is a defining moment for Queens. While other institutions are focused on sustaining and surviving, we are thinking much bigger. Institutions that understand what is needed and are willing to reimagine what is possible can position themselves to thrive and strengthen their market position after the pandemic with innovative approaches that are deeply connected to the world and its greatest challenges.

By 2030, **Queens aspires to become the leading, private, national university of Charlotte** with deep, meaningful, and reciprocal connections to the needs of our local community and economy; inventive and multidisciplinary academic programs that are connected to the world's most pressing challenges and biggest areas of opportunity; a fully connected, integrated, and innovative set of experiences that support holistic wellness and wellbeing; a culture of continuous improvement and investment that enables faculty and staff to flourish and achieve their full potential; and a comprehensive approach to diversity, equity, and inclusion that begins on campus and radiates throughout the community.

Founded in 1983, **The McColl School of Business** has a long-standing commitment to educating students to become successful business and professional leaders through a personalized and transformational educational experience. The university and the school place a high value on engaging students from traditionally underrepresented populations, and candidates from these groups are especially encouraged to apply. All

undergraduate students complete at least one internship, and the majority will study internationally via faculty-led study tours, international internships, language-immersion programs, and semester exchange opportunities. The McColl School currently has nineteen full-time faculty members who serve five undergraduate majors (accounting, business, finance, management, and marketing) and two graduate degree programs (MBA and MS in Talent & Organization Development).

Benefits

Queens offers comprehensive benefits to eligible employees, including: medical, dental and vision insurance, domestic partner benefits, defined contribution (matching) and supplemental 403(b) retirement plans, vacation and generous paid holidays, tuition remission and tuition exchange, Queens-paid life insurance, supplemental life insurance, dependent life insurance, accidental death and dismemberment insurance, flexible spending accounts (medical, dependent care, Health Savings Account), sick leave and long-term disability leave, paid parental leave, FMLA leave when eligible, reduced cost meals at Morrison Dining Hall, employee assistance program (EAP), free access to the Levine Center, wellness programs. In addition, employees may choose benefits such as pet insurance, critical care insurance and legal assistance.

Queens University of Charlotte is an equal opportunity employer and is firmly committed to supporting and celebrating all forms of diversity. Queens does not discriminate on the basis of race, color, gender, sex (including pregnancy, child birth and conditions related to pregnancy or child birth), sexual orientation, gender identity or expression, religion, age, national origin, disability, political beliefs, veteran status, genetic information or any characteristic protected by law in the administration of its educational and admissions policies, scholarship and loan programs, athletic programs, employment and hiring policies, or other University-administered programs.

Any individual with a disability who needs any reasonable accommodation under the Americans with Disabilities Act to apply for a position or otherwise to participate in Queens' job search/selection process should contact the Director of Human Resources at 704.337.2222.

Physical Requirements *(with or without reasonable accommodation)*

- *Visual Abilities:* Read reports, create presentations, and use a computer system.
- *Hearing:* Hear well enough to communicate with co-workers, students, and vendors.
- *Dexterity, Grasping, Feeling:* Write, type, and use the telephone, copier, and computer systems.
- *Mobility:* Demonstrates appropriate techniques for physical strength training. Open files and operate office machines; move between departments and attend meetings across campus.
- *Talking:* Frequently convey detailed or important instructions and ideas accurately, loudly, or quickly.
- *Lifting, Pulling, Pushing:* Exert up to 20 pounds of force occasionally, and/or up to 15 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
- *Cognitive/Emotional:* Ability to critically think and concentrate. Must be able to respond quickly to changes in conditions.

Work Conditions

- Work is performed in classroom office, and virtual environments, involving contact with students, faculty, staff, parents, service providers and vendors.
- Work has deadlines, interruptions, and may be stressful at times.
- Work may involve teaching evening courses to accomplish objectives of the position.

This description is not intended to be an all-inclusive list of the duties and responsibilities of this positions, nor are they intended to be such a listing of the skills and abilities required to do the job. Rather, they are intended to describe the general nature of this position.