

Information for faculty applicants



1. Organisation

London Business School is a leading international centre of business education and research. London Business School offers faculty positions for internationally recognised researchers and teachers and recruits at the following levels:

- Assistant Professor
- Untenured Associate Professor
- Tenured Associate Professor
- Full Professor

2. Working at the School

London Business School's academic faculty produces high quality research that impacts positively on business all over the world. Our faculty nurtures future leaders across masters, doctoral and executive programmes. Our expertise is grouped into seven subject areas, each with its own programme of events, research centres and specialist knowledge to benefit students, researchers and practitioners alike.

It is the vision of the School to have a profound impact on the way the world does business and we believe that to do so we must draw strength from our cultural diversity. The faculty is made up of 30 nationalities from across the globe, with an age range of 29 to 73. Twenty six percent of our current faculty are female. Amongst our equality objectives, we are committed to increasing the number of female faculty and students as well as expanding our ethnic profile. We believe that London Business School offers an environment in which to work and study which is safe, welcoming, open and respectful to all.

We provide a framework, opportunities and funding to help all faculty actively steer their own professional development. This consists of a wide-range of in-house and external activities supporting research, teaching and overall career development. We aim to ensure the preparedness of faculty members for teaching by providing mentoring, in-house coaching, induction and a range of developmental activities.

3. Making an application

Applications must include cover letter, curriculum vitae, three written references, at least one current paper, and any available teaching evaluations. Applications should be made through Interfolio (<http://www.interfolio.com/>) or as requested by the relevant Subject Area. Contact details for the relevant Subject Area Manager can be found on the website as follows:

<http://www.london.edu/facultyandresearch/subjectareas.html>

4. Main duties and responsibilities

Tenure and Tenure-Track Posts

(i) Teaching

Individuals in 'tenure-track' and tenured posts are expected to deliver a full teaching load. Indicators of a faculty member's teaching performance include not only the delivery of teaching in the classroom but also:

- the initiation of new courses,
- creative and effective course design,
- the development of appropriate materials, cases and exercises,
- the updating of materials in the light of international developments and current research on a continuing basis,
- the design and use of appropriate learning methods,
- preparation for classes, student care, timely marking of assignments and other grading,
- attending meetings and functions related to specific programmes,
- conducting examinations, supervising MBA projects and PhD dissertations, etc.
- maintenance of rigorous academic standards

Teaching is expected to be of a high standard and, in evaluating a faculty member's teaching contribution, all these aspects of teaching in their widest sense will be taken into account, as well as student feedback, colleagues' evaluations, and an assessment of teaching materials, cases developed and course outlines, including consideration of the extent to which these are current and appropriately international in content and outlook. The evaluation of teaching should take into account custom teaching where applicable as well as degree and open.

(ii) Research

Individuals in 'tenure-track' and 'tenured' posts are expected to conduct high quality, original research of international standing and relevant to the School's objectives of raising the standards of management and adding to knowledge about business and management. Faculty are also expected to be output oriented, and to disseminate their research findings internationally through traditional academic outlets, especially top refereed journals. Tenured faculty may also seek to publish their work in the leading high-impact policy and/or practitioner-orientated journals, research monographs, books, and contributions to books.

In evaluating a faculty member's research, particular attention will be given to the quality and impact of his/her work. Consideration will also be given to productivity as well as the strength of the research pipeline going forward. A faculty member's research should satisfy the rigorous standards of the international peer review system and be disseminated to have real impact and influence on other researchers. In addition, tenured faculty are also encouraged to disseminate their work so that it impacts upon public policy debates and the business community world-wide. They may also provide research leadership by bidding for and raising external funds (public or private) for research and by leading research institutes, centres or programmes.

(iii) Internal Contribution

All 'tenure-track and 'tenured' faculty are expected to play a full part in the life of the School, and contribute to building and sustaining a sense of community as well as a high-quality work environment. Faculty are expected to foster a sense of community within the subject area and the School in line with the School's Values. They are expected to support its portfolio of programmes, both degree and executive ones and activities which enhance the general teaching and research environment. within their subject areas and in the School more widely. Such activities may include: mentoring students, organising /supporting research seminars and assisting in faculty recruitment. They should also be involved, at an appropriate level, in the running of the School. At the 'tenure-track' level this may include attending meetings of their subject area, programme committees and Faculty Board. At the tenured Associate Professor level, it may also include mentoring junior colleagues and participating in performance reviews. At full Professor level it will include

performing a range of administrative duties, including running a subject area, research centre or a teaching programme or taking on the role of a deputy dean (normally these posts are undertaken on a three-year rotating basis) . In addition, all faculty are expected to engage in activities to help build the School's brand, although the extent of their engagement is expected to be fairly limited while untenured, and to grow as they attain seniority. For example, 'tenure-track' faculty might attend alumni functions, provide support to careers services and/or represent the School externally on occasion. 'Tenured' faculty are expected to make more regular contributions to these activities as well as supporting the other external-facing departments in building the School's brand, for example, supporting the development office in its friend-raising and fundraising activities, for example by meeting with and presenting to donors.

(iv) **External Visibility**

The international reputation of London Business School is in large measure dependent on the international reputation and external visibility of its faculty. Faculty members are therefore encouraged to involve themselves in external as well as internal activities, in both the academic world and the business community, in Europe and internationally. Here, again, the extent of a faculty members' activity on this dimension will be lower while they are tenure-track, but will be expected to grow once they have achieved tenure.

In practice, the School finds it useful to distinguish between "academic visibility" and "practitioner visibility". Examples of each type include:

(a) **Academic Visibility**

- Refereeing, serving on editorial boards, and/or editing top academic journals
- Evaluating faculty at other institutions in relation to appointments / tenure and/or / promotion
- Participation in Academic Conferences and workshops, seminars, etc. at other institutions
- Links with academic societies, associations, etc.
- Links with university bodies, eg research councils and higher education funding bodies, etc.
- International impact.

(b) **Practitioner Visibility**

- Practitioner-orientated conferences, seminars, etc.
- Links with professional societies, bodies
- Outside consulting, teaching, directorships, etc.
- Committees of enquiry, public/voluntary bodies, etc.
- Media exposure.

Performance Evaluation

Clearly individuals could not rate 100 per cent on each of these four dimensions. While the School needs a well-rounded faculty, not all the necessary dimensions and facets need be represented to the highest degree in every individual. Indeed, a strength of the faculty is its diversity, and the School recognises that some faculty will shine in some areas more than others.

While the School needs a well-rounded faculty, the degree to which faculty are expected to reach high levels of accomplishment on each of the four performance criteria will vary by rank. In the case of untenured faculty, while they are expected to undertake some limited activities in terms of internal contribution and academic visibility, the primary emphasis will be placed on their research and teaching. Tenured associate professors, however, are expected deliver more on internal contribution and external visibility as well as in research and teaching. In the case of full professors, we expect the overall performance should remain at least at the level required of him/her on promotion or appointment to the position, but that performance on each of the four individual performance criteria might change over time. Professors should in principle be able to compensate for lower performance on one criterion by higher performance on one or more of the other criteria, subject to their continuing to be rated at least as good across all four performance criteria.

5. Person Specification

Tenured Associate / Full Professorships: Candidates will have a distinguished academic career and an established international reputation in their fields, as well as an excellent publications record.

Assistant Professors/ untenured Associate Professors: Candidates will have a PhD, a developed area of research interest and some teaching experience. Business experience would be an advantage.

Faculty are required to teach on our MBA, MSc, PhD and Executive programmes and to conduct high quality research.

For more information about the School please see our website: www.london.edu

London Business School is an equal opportunities employer

