



JOB ANNOUNCEMENT

Announcement Number	: 25-26
Position Title	: Assistant Professor
Annual Salary	: \$62,256.00
Location of Position	: University of Puerto Rico Mayaguez Campus College of Business Administration
Opening Date	: May 16, 2025
Closing Date	: June 16, 2025

INTRODUCTION

The University of Puerto Rico - Mayagüez Campus invites applications for a tenure-track position at the rank of **Assistant Professor** in the area of **General Management, Human Resources, and Entrepreneurship**. The selected candidate will contribute to the College's teaching, research, and service missions and play a vital role in its strategic initiatives, including maintaining ACBSP accreditation and achieving AACSB accreditation.

MINIMUM REQUIREMENTS

1. Academic Credentials:

Applicants will be consider for evaluations **only** if they meet the following minimum qualifications, which are presented in order of preference:

- Doctoral degree in **General Management, Human Resources, Entrepreneurship**, or a closely related field. A master's degree in one of these areas is preferred.
- Candidates with doctoral degrees in **Business Administration, Industrial/Organizational Psychology, Business Law, LLM (with a focus on Labor or Corporate Law), Labor Legislation**, or similar fields will also be considered. Preference will be given to candidates who also hold a master's degree in General Management, Human Resources, or Entrepreneurship and demonstrate substantial teaching and professional experience in their field.

The doctoral degree should preferably be awarded by an institution accredited by the Association to Advance Collegiate Schools of Business (AACSB), the Accreditation Council for Business Schools and Programs (ACBSP), or the EFMD Quality Improvement System (EQUIS).

Applicants with degrees from **foreign institutions** must submit evidence of equivalency with a U.S.-accredited degree.

Candidates with a **Ph.D.** will be prioritized over those with a DBA, Ed.D., or other doctoral degrees.

PREFERRED QUALIFICATIONS

1. University-Level Teaching Experience:

At least **two (2) years** of teaching experience at the university level, preferably in the areas of General Management, Human Resources, or Entrepreneurship.

2. Teaching Effectiveness:

If applicable, positive student evaluations demonstrating effective, student-centered teaching.

- 3. **Research and Scholarly Productivity:**
Evidence of scholarly activity, including publications in peer-reviewed journals and participation in academic conferences. Candidates should meet the **Scholarly Academic (SA)** and **Doctorally Qualified (DQ)** criteria as defined by AACSB and ACBSP accreditation standards.
- 4. **Professional Experience:**
A minimum of **five (5) years** of relevant professional experience in industry, consulting, NGOs, or other sectors in the areas of General Management, Human Resources, or Entrepreneurship.
- 5. **Graduate and Undergraduate Teaching Capability:**
Demonstrated ability to teach a **full load** of undergraduate and graduate-level courses.
- 6. **Research Agenda:**
A clear and feasible research agenda focused on regional and industry-relevant topics, with potential for **external funding**.
- 7. **Professional Certifications:**
Relevant certifications such as Certified Manager, PHR, SHRM-CP, SHRM-SCP, Certified Professional in Entrepreneurship, among others.
- 8. **Bilingual Proficiency:**
Proficiency in both Spanish and English (written and oral). Candidates whose native language is not Spanish are expected to acquire working proficiency in Spanish by the end of the probationary period.
- 9. **Experience with Online and Hybrid Instruction:**
Familiarity with educational technology and experience delivering courses in online or hybrid formats.
- 10. **Interdisciplinary Engagement:**
Willingness to participate in interdisciplinary teaching and research projects focused on contemporary business challenges.

JOB DESCRIPTION AND DUTIES

This is a full-time, tenure-track position at the Assistant Professor level. The successful candidate will be expected to fulfill the following:

- Teach undergraduate and graduate courses in face-to-face, hybrid, or online formats.
- Conduct and publish research in peer-reviewed journals recognized by the College's research standards.
- Participate in service activities at the departmental, college, campus, and university levels.

The standard teaching load is equivalent to 12 credit hours per semester. Faculty members are expected to develop externally funded research proposals, maintain academic excellence in teaching and research, and actively support the College's accreditation goals and strategic priorities.

HOW TO APPLY

Please, provide the following documents:

- 1. **Cover letter** detailing your interest in the position and addressing how you meet the minimum and preferred qualifications.
- 2. **Curriculum Vitae (CV).**
- 3. **Official undergraduate and graduate transcripts.** If applicable, include documentation verifying degree equivalency for foreign credentials.
- 4. **Statement of research agenda,** including current interests, publication record, and potential for securing external funding.
- 5. **Copies of teaching evaluations** (if available).

- 6. **Copies of diplomas and relevant professional certifications.**
- 7. **Contact information** for three (3) professional references who can evaluate your qualifications.

Note: Only complete applications received by the deadline will be considered. Please email your application package with the subject line:

“Application for Assistant Professor – General Management, Human Resources, and Entrepreneurship” to:

Dr. Roberto L. Seijo-Vidal

Dean, College of Business Administration
University of Puerto Rico – Mayagüez Campus
Call Box 9000, Mayagüez, PR 00681-9000

Email: roberto.seijo@upr.edu y/o gloria.medina@upr.edu

Phone: (787) 832-4040 ext. 3800

To learn more about the College of Business Administration at UPRM, please visit

<http://www.uprm.edu/adem>

SUBMITTED BY: 
Jesús Manuel Acevedo Rivera, MBA
Director

Among the benefits offered by the University of Puerto Rico are health insurance , savings and investment plan of the University of Puerto Rico, sick leave, and maternity and paternity leave.