

Management Research /Teaching Fellows Program at Columbia Business School

Preamble and Rationale for the Program:

Columbia Business School is committed to educating and developing leaders and builders of enterprises who create value for their stakeholders and society at large. We are equally committed to developing new scholars and teachers, and to creating and disseminating new knowledge, concepts, and tools which advance the understanding and practice of management.

The Business School presently offers classes at the undergraduate, masters, and doctoral levels, and has a robust cadre of research scholars—from research assistants to tenured professors— who are all engaged in achieving our mission.

Among our researchers at all levels, managing the balance between conducting research and sharing the learning that the research has produced, is a constant challenge. The purpose of the “Management Research /Teaching Fellows Program at Columbia Business School” is to create an opportunity at the postdoctoral level for scholars who have recently completed their PhD (normally within the past three years) to develop their teaching expertise efficiently, normally within one semester by teaching two classes simultaneously, and to have long stretches of uninterrupted research time during the remaining eight to ten months of the year.

Offering two sections during the same semester allows the fellows to practice and hone their teaching skills efficiently, and has consistently resulted in successful class delivery and superlative student teaching ratings for our full-time faculty. There may be certain situations where it is a better option for the fellow to teach their two classes in separate semesters, and in those cases we seek the flexibility to make that adjustment.

In the field of Business, postdoctoral training is becoming more popular for scholars as they seek to make progress on their research agenda and gain teaching experience before starting a tenure track position. Therefore, we believe formalizing this program now will be of great benefit to the Business School.

Program:

Appointment Structure:

- Candidates will be appointed for one year at a time, normally beginning July 1.
- Candidates will normally be re-appointed for a second year, assuming satisfactory performance and available funding.
- Candidates may be re-appointed for a third year at the request of the department or division and upon approval of the Dean’s Office.
- Because of the components of this program which include both research and teaching responsibilities, Management Research /Teaching Fellows will not need to be appointed as adjunct faculty during the semester(s) in which they are teaching. Normally, appointments will be full-time.

Candidate Responsibilities:

- Candidates will be expected to conduct research and participate in the School's intellectual life throughout the year, including seminar and other meeting attendance as appropriate.
- Candidates will be expected to collaborate with faculty and other researchers at the University on their research.
- Candidates will be expected to seek to publish the results of their research noting their affiliation with Columbia University.
- Candidates will be expected to teach up to two classes in one semester (or over two semesters if necessary or preferred) during each year that they are in the program.

Program Structure:

- Each candidate in the program will have a full-time faculty advisor who will advise the candidate on their research and mentor them through their teaching.
- In instances where there is more than one candidate teaching the same class, the same full-time faculty member will often be assigned to all candidates.

Benefits:

- The Business School will support visa applications for any candidates who are not eligible to work in the US.
- The candidates will be eligible for all benefits that are available from the University to all candidates appointed to the same title at the time of appointment (see University Benefits page.)
- The candidates will not be eligible for University housing because the Business School's small allocation of housing does not accommodate this need.

Candidate Qualifications:

- Candidates must have completed their doctoral degrees before they begin the program.
- Candidates must have outstanding records of research that are relevant to the classes they are expected to teach.
- Candidates must have a well-defined research agenda that is of interest to and aligned with interests of the School.

Program Administration:

- The Business School's dean's office will review need and authorize the number of positions available annually during the faculty search approval / budget process in the late spring or early summer for the following fiscal year.
- Applications for the program will be solicited during the academic year prior to the anticipated appointment.
- A search committee of 2-6 people with applicable expertise will be appointed to review applicants and make recommendations.
- Selections will be made in the spring prior to the academic year of anticipated appointment.
- The Dean's office will review the recommendations and make offers to the candidates.

Administrative Notes:

- Participants in the Management Research /Teaching Fellows Program are eligible to apply for tenure-track positions at Columbia University. However, participation in the program does not provide candidates any special consideration for such positions.
- The Business School and the Management Division may continue to appoint postdocs under the normal University postdoctoral appointment structure.