

BREAK BOUNDARIES

Lehigh University's Department of Management has an ADJUNCT PROFESSOR opening to teach a TALENT ANALYTICS course. The course description is below

Talent Analytics (3 credits | 150 minutes a week)

This course addresses the growing need for data-driven, analytical approaches to managing talent. To implement business strategies effectively and to gain competitive advantage through people, leaders must deal with people issues. The organizations that will win the “war for talent” will be those which are better at identifying and keeping key talent, motivating high performance, developing and promoting staff and predicting future people needs accurately. To succeed, HR must provide data-driven answers and insights on how to inform, implement and execute strategy through the people in the organization. The course provides students with practical, hands-on approaches to connect HR analytics to business performance. The course is about applying analytic tools to answer deeper questions about our understanding of how work, work systems, along with HR practices align with strategy to yield value for the firm. The goal is to have students work with data and a few commonplace HR data tools or programs. Our students have to be able to create the data, organize it, visualize it, and then be able to explain what it means—verbally, in writing, or through graphics—so that other people can understand it. That’s how you turn data into information that can be used effectively in business decision-making.

Qualifications

Master’s degree in human resources, business administration, or related business field and/or a Master’s degree in information systems, analytics, or computer science or a related field.

Experience successfully teaching talent management, organizational behavior and/ or business technology courses at the post-secondary level OR relevant industry experience at the intersection of HR and analytics (3 years).

Superior written and oral communication skills in English.

Ability to articulate teaching approaches that honor Lehigh University’s commitment to Diversity, Inclusion, and Equity.

Inquiries / Application

For any inquiries, please contact Dr. Corinne Post; Chair, Department of Management, College of Business, cgp208@lehigh.edu

To apply, please provide a cover letter, resume/CV, and names and contact information for three references. Applicants selected for an interview must submit either evidence of successful teaching (e.g. course evaluations, syllabi, assignments) or relevant business / industry work samples.

BREAK BOUNDARIES

About Lehigh

Lehigh University is a coeducational, non-denominational, private university that offers a distinct academic environment of undergraduate and graduate students from across the globe. Lehigh offers majors and programs in four colleges: The College of Arts and Sciences, the College of Business, the College of Education, the College of Health, and the P.C. Rossin College of Engineering and Applied Science. The university serves more than 5,000 undergraduate and 1,900 graduate students. The College of Business is home to approximately 1,694 undergraduates (including two interdisciplinary programs with the Rossin College of Engineering and Applied Science), 319 graduate students, and 80 full-time faculty members. Lehigh's College of Business' undergraduate programs are consistently ranked among the nation's finest, ranking 32nd in Poets and Quants 2020 ratings for the best business programs for undergraduates. Located in eastern Pennsylvania, the campus is situated on more than 2,350 acres in close proximity to both New York City and Philadelphia. Lehigh Valley International Airport is 15 minutes from campus. Lehigh University is an affirmative action/equal opportunity employer and does not discriminate on the basis of age, color, disability, gender, gender identity, genetic information, marital status, national or ethnic origin, race, religion, sexual orientation, or veteran status.