

## UNC KENAN-FLAGLER BUSINESS SCHOOL

# FACULTY SUPPORT OPPORTUNITIES

*For more than a century, UNC Kenan-Flagler has offered an alternative to a traditional business education. Through our curriculum, experiences and a collaborative culture, we equip our students with the real-world skills to succeed and the courage to do what's right.*

### **At the Heart of our Enterprise is our Faculty**

*Our professors educate and support our students and examine the critical issues that influence global business in the 21st century. Our faculty are teachers, researchers, mentors and leaders. To continue this tradition, embark upon new initiatives and remain a top-tier business school, we must retain our best and brightest professors and recruit new scholars and researchers into their ranks.*

## THE NEED FOR NEW FACULTY

Hiring new faculty is a top priority of Dean Douglas A. Shackelford. For years there has been a shortage of business faculty, especially those who excel at both teaching and research. We compete fiercely with business schools around the world to hire top professors and ensure our talented faculty remain at the School. We need to hire an additional 10 to 12 full-time professors by 2030, a move that will add about \$5 million annually to the School's operating budget. Two key factors are driving our need for new faculty:

### **We are serving more students through program expansions**

To serve more Carolina students who want to study business, we expect to open our new building in fall 2024, expanding enrollment in our Undergraduate Business Program (UBP) by 50%. Ultimately, we plan to be able to admit a cohort that's twice as large as current incoming classes. In addition, we will begin offering our Executive MBA program in Charlotte in fall 2022 to serve the business community in the state's largest city.

### **Many of our most experienced professors will be retiring**

Equally important to the future success of UNC Kenan-Flagler is replacing and retaining faculty. Our professors are legendary among alumni for the impact they've had in and out of the classroom, and many are nearing retirement. These pending departures will affect teaching and leadership roles across all areas of the School. We need to hire their successors.

*A world-class business education begins with a world class faculty - professors who ensure the teaching and research excellence that sets UNC Kenan-Flagler apart from other business schools.*



We need funding for salaries and research support to bring the best new teachers and scholars to UNC Kenan-Flagler. Here are some of our FACULTY STARS - four of the next generation of School leaders, who are all stellar teachers and researchers:

## FACULTY STARS



**Shimul Melwani**, associate professor of organizational behavior, and associate dean of the Undergraduate Business Program, has been a teacher and researcher at UNC Kenan-Flagler for 11 years. She has studied workplace friendships and creativity and developed a model for understanding how Black employees respond at work to highly publicized acts of violence by police against Black people. She infuses her classes with career skills to help students prepare for their first jobs. She also formed a company that provides fundraising opportunities for nonprofits and started a fund to help students cover unexpected financial emergencies.



**Stephen Glaeser**, an assistant professor of accounting, covered his undergraduate tuition out of his winnings from no-limit Texas Hold 'em poker. His mastery of basic probability, gambling math and game theory helped him learn how to overcome uncertainty in making high-stakes decisions and ultimately led him to private sector finance jobs and a faculty position at UNC Kenan-Flagler in 2018. Glaeser teaches courses in managerial and financial accounting. His award-winning research explores the intersection of accounting and economics and focuses on taxation, proprietary corporate information and trade secrecy.



**Olga Hawn**, associate professor of strategy and entrepreneurship, is an expert in sustainability whose research lies at the intersection of strategy and business, society, and organizational theory. Her award-winning research tracks investor reaction to companies being added to and removed from the Dow Jones Sustainability Index and the role of corporate social responsibility in cross-border mergers and acquisitions of firms from emerging markets. At UNC Kenan-Flagler, Hawn also is the faculty director of the Center for Sustainable Enterprise.



**Kristopher Keller**, assistant professor of marketing, said he joined the UNC Kenan-Flagler faculty in 2017 because the topics he wanted to study fit well with the marketing department's practical-oriented research. His research interests include retailing, branding, marketing-mix effectiveness, innovation and private label marketing. Keller won two significant honors in 2021: the Emerging Scholar Award from the American Marketing Association and the Weatherspoon Award for Teaching Excellence in the Full-Time MBA Program.

# HOW YOU CAN SUPPORT US

*Here are three primary ways you can support Dean Shackelford and the outstanding work of UNC Kenan-Flagler faculty:*

## **NAMED DEAN'S EXCELLENCE FUNDS**

These discretionary funds provide resources that can be used at the direction of the dean to quickly address the School's most urgent needs. We are leveraging these types of discretionary funds to provide crucial faculty support — salaries, retention funds and summer research opportunities — that help us hire and retain our talented professors.

ENDOWMENT FUNDING SUPPORT BEGINS AT \$200,000, WITH AN APPROXIMATE 5% PAYOUT OF \$10,000 PER YEAR.  
EXPENDABLE FUNDING SUPPORT BEGINS AT \$200,000, WITH ANNUAL PAYOUT AS ACCRUED.

## **NAMED FACULTY EXCELLENCE FUNDS**

These funds are used specifically to support UNC Kenan-Flagler faculty and their cutting-edge teaching and research. They can be used for salary support, retention, summer research opportunities and faculty awards. They also can support hiring of top graduate students to be research assistants who provide professors with scholarly help; pay for travel to conferences and for research purposes; and pay for course development grants so faculty can create new classes or modify existing courses to enhance student success.

ENDOWMENT FUNDING SUPPORT BEGINS AT \$200,000, WITH AN APPROXIMATE 5% PAYOUT OF \$10,000 PER YEAR.  
EXPENDABLE FUNDING SUPPORT BEGINS AT \$200,000, WITH ANNUAL PAYOUT AS ACCRUED.

## **NAMED PROFESSORSHIP FUNDS**

Endowed funds are primarily used for faculty salary support. Donors may also earmark a portion of funding for research efforts. Three levels of endowment funding would each payout approximately 5% per year.

\$2 MILLION FOR CLINICAL FACULTY – APPROXIMATE ANNUAL PAYOUT OF \$100,000  
\$3 MILLION FOR ASSISTANT/ASSOCIATE PROFESSORS – APPROXIMATE ANNUAL PAYOUT OF \$150,000  
\$5 MILLION FOR DISTINGUISHED PROFESSORS – APPROXIMATE ANNUAL PAYOUT OF \$250,000

*Your support helps us continue our tradition of excellence, provide our students with a world-class education, and maintain UNC Kenan-Flagler's rankings as one of the best business schools in the world. Please know how grateful we are for your consideration of faculty support that will make a lasting impact on UNC Kenan-Flagler students for many generations to come.*

For more details about any of these funding initiatives, please contact:

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