

# **BELHAVEN UNIVERSITY**

## **Adjunct Faculty – *Doctor of Business Administration***

The Belhaven University School of Business invites applications for **Adjunct Faculty in Business Administration** to teach in our doctoral program.

### **Position Overview**

Belhaven University's School of Business invites applications for adjunct positions in the Doctor of Business Administration (DBA) program. We seek experienced scholar-practitioners and mentors who are passionate about both teaching and doctoral research supervision, and who bring a rich blend of academic excellence and real-world business leadership to the classroom.

Based on student enrollment, adjunct faculty may be invited to teach content or research methodology courses aligned with their academic credentials and professional expertise. In addition, adjunct faculty will serve as Dissertation Chairs and Readers, guiding doctoral candidates through the research process with excellence, academic rigor, and personal mentorship.

Successful candidates will collaborate closely with the DBA Program Director and other faculty to ensure that students receive high-quality instruction, consistent research support, and a transformational educational experience grounded in Christian values. Our program emphasizes the development of practitioner-scholars who integrate rigorous research with meaningful business practice and ethical leadership.

Belhaven University's DBA program is distinctive in its commitment to transformational leadership development rooted in Christian values. Our program emphasizes:

- Practitioner-Scholar Integration: Bridging the gap between rigorous academic research and meaningful business practice
- Personalized Mentorship: Small cohorts and individualized attention throughout the doctoral journey
- Faith Integration: Thoughtful exploration of how Christian principles inform ethical leadership and organizational excellence
- Transformational Impact: Equipping leaders to create systemic change, not just incremental improvement
- Collaborative Faculty Culture: A supportive community of scholar-practitioners committed to student success and academic excellence

### **Primary Responsibilities**

#### **Instruction & Curriculum Delivery**

- Teach content or research methodology courses in areas of academic expertise, as assigned
- Utilize online instructional tools and learning management systems effectively for student engagement and academic support

- Design and deliver interactive, application-oriented learning experiences that bridge theory and practice
- Maintain timely and substantive communication with students throughout the course

### **Dissertation Supervision**

- Serve as Dissertation Chair and/or Reader on doctoral committees as a content or methodology expert
- Guide students in the development of sound research design, appropriate methodology selection, data analysis, and scholarly writing
- Provide individualized mentoring and constructive feedback throughout the dissertation process
- Monitor dissertation progress through regular consultations and milestone reviews
- Ensure alignment with Belhaven's DBA dissertation standards, formatting requirements, and academic integrity policies
- Guide students through IRB applications and ethical research practices
- Participate in dissertation proposal reviews, oral defenses, and committee deliberations
- Collaborate with committee members to provide comprehensive, coordinated student support

### **Program Engagement**

- Maintain regular communication with the DBA Program Director and fellow faculty
- Participate in program development initiatives and quality improvement efforts as appropriate
- Provide feedback on student work within established timeframes (typically 7-10 business days)
- Contribute to a collaborative, supportive, and mission-aligned faculty culture

### **Required Qualifications**

- Terminal degree (PhD, DBA, DM, or related field) from an accredited institution
- Demonstrated experience as a research methodologist, with expertise in qualitative research methods (e.g., phenomenology, case study, grounded theory, narrative inquiry, ethnography) and/or quantitative research methods (e.g., regression analysis, experimental design, survey research, statistical modeling) and experience with guiding applied projects to contribute to practice.
- Minimum of 5–7 years of professional business leadership or executive experience, with a demonstrated record of applied business practice and real-world problem-solving
- Prior teaching or mentoring experience in an online doctoral or graduate environment
- Strong background in research design, data analysis, and scholarly writing across diverse research paradigms
- Knowledge of IRB processes and research ethics in human subjects research
- Proficiency with research analysis software such as:
  - Qualitative tools: NVivo, ATLAS.ti, MAXQDA, or similar
  - Quantitative tools: SPSS, R, SAS, STATA, or similar
- Proficiency with learning management systems (Canvas preferred) and virtual meeting platforms
- Applicants must be able to fully support the University vision, mission and statement of

faith and contribute to the spiritual and academic fellowship of the University.

<http://www.belhaven.edu/Belhaven/mission.htm>

### **Preferred Qualifications**

- Mixed methods research expertise, with ability to design and execute integrated qualitative and quantitative studies
- Scholarly roadmap with peer-reviewed publications in business or related disciplines
- Recent research productivity, including publications, conference presentations, or applied research projects within the past 3–5 years
- Experience chairing or serving on doctoral dissertation committees, particularly in DBA or applied doctoral programs
- Industry certifications or specialized expertise in business domains (e.g., finance, marketing, operations, leadership, healthcare administration, organizational development)
- Appreciation for diverse epistemological perspectives and ability to supervise dissertations across various business disciplines and research traditions
- Experience mentoring diverse student populations and supporting non-traditional, working adult learners

### **Application Process**

Interested candidates should submit:

1. Cover Letter addressing your qualifications, teaching philosophy, research expertise, and commitment to Belhaven's Christian mission
2. Current Curriculum Vitae highlighting academic credentials, teaching experience, research productivity, and professional leadership roles
3. Statement of faith and teaching philosophy.
4. Contact information for three professional references.
5. Please prepare a brief account (no more than 750 words) of your spiritual pilgrimage including the time and circumstances surrounding your becoming a believer in Christ and your current relationship with Christ. Please click on this link:  
[http://www.belhaven.edu/belhaven/employment\\_pdfs/LetterOfEmploymentCommitment.pdf](http://www.belhaven.edu/belhaven/employment_pdfs/LetterOfEmploymentCommitment.pdf) to review Belhaven University's Commitment Statement including our employee expectations. Should you receive a job offer, you will be asked to sign accepting this commitment.

### **Submit all application materials to:**

Dr. Zonzie McLaurin  
Chair of the DBA Program  
[zmclaurin@belhaven.edu](mailto:zmclaurin@belhaven.edu)

Employment at Belhaven University is contingent upon the results of an independent background check.