

PhD Scholarship Fees Plus €18,500 stipend.

Topic: Identifying High Performing Faculty in Academia

Maynooth University School of Business

The Research Team and Project Focus

Faculty at the School of Business have a successful stream of research in the broad domain of the management of Business Schools, including career management, teaching and learning, and the strategic management of the business school industry. The focus of this research project will be on the broad theme of **Identifying High Performing Faculty in Academia**. Exploration of this theme might include, for example, focus on:

- a. Perception of excellence across multiple dimensions of performance in higher education institutions
- b. Difference in the perception of high performance between disciplines
- c. Difference in perceived and objective performance

While research explored multiple aspects of hiring exceptionally high performing employees (also called stars), scholars paid less attention to the question of how the stars are identified and perceived by different stakeholders within organisations and professions. Yet the question “who is a high performer (at individual and organisational level)?” is not as straightforward as it might seem. For example, we have seen the proliferation of rankings, which use different measurement approaches to identify academic excellence. There is an ongoing debate about the qualities of research that count, with priorities varying across different stakeholders in academic ecosystem. This project seeks to combine quantitative and qualitative approaches to provide insights into the perception of academic high performance in complex multidisciplinary organisations. The particular focus of this project is on the interplay between perceptions of excellence at different levels of analysis, such as individual, organisational, professional, and societal, amongst others.

Applicants will be expected to submit a proposal that is rooted in the theme outlined above.

Strong preference will be given to suitable candidates wishing to relocate to Ireland from Ukraine or those who have recently moved to Ireland from Ukraine.

Higher education industry is a highly complex sector of economy. It employs hundreds of thousands of people worldwide, with the revenue of schools varying from several million to over a billion euros per annum. There is much competition within this industry, comprising of a blend of public, for profit, and non-profit players, competing domestically and internationally for students, staff, industry partners, funding, and research. At the core of an academic career is the production and transfer of knowledge (through publication, interaction with industry, and teaching) to the business community. Strategic Management is focused on methods to improve the performance of an organisation, which in the case of business schools is education and research performance. Higher education institutions typically have functional organisational structure and recruit managers with professional background in academia. This makes it alike to other knowledge and R&D-intensive industries. The lessons from this project

are expected to be applicable to a wide array of other sectors such as consulting, training, R&D, amongst others.

Our team has strong expertise in the area of academic careers and strategic management of higher education institutions. We have published in the top journals in the field, including the Academy of Management Education and Learning, Research Policy, Journal of World Business, Journal of Management, Journal of Innovation and Product Management, amongst many others. We are members of editorial boards of some of the leading journals in our field. We have active research projects involving teams of faculty and PhD students. We are looking for a new PhD student to join this group.

Value of the Scholarship

We are seeking to add to this team with a funded PhD studentship. The scholarship will entail a fixed maintenance award of €18,500 per annum and full annual tuition fees support for four years of study. The successful candidate will be enrolled on the PhD programme of the School of Business under the supervision of Professor Peter Mc Namara and co-supervision of Dr Olga Ryazanova. The successful candidate will join our research team and write their PhD on topics related to the strategic management of business Schools and academic careers.

Application Process / Additional Information

Applications should be via the School of Business application process, details of which are provided at the end of this document. Early applications are strongly encouraged.

Applications should be sure to include:

1. A cover letter explaining the applicant's motivation and interest to undertake a PhD in the project topic. Any relevant background and/or experience needs to be mentioned.
2. A research proposal of no more than ten 1.5 line spaced A 4 pages. This proposal ought to include the following:
 - 300 word summary of your proposed study.
 - Motivation for undertaking a PhD and what you can add to the existing research team at Maynooth University School of Business.
 - Research question and why it is interesting to both researchers and practice.
 - Literature review supporting exploration of your research question.
 - Outline of methods that you would use to study this research question.
 - Please ensure that you provide academic references in your literature review using the Harvard style of referencing.

Informal enquiries concerning the advertised PhD scholarship position, accompanied with the CV, can be made to Professor Peter Mc Namara (peter.mcnamara@mu.ie).

Closing Date: 20 October 2022

Commencement Date: Students are expected to commence their PhD studies in January 2023.

Candidate's qualifications and characteristics

- Both an undergraduate and postgraduate degree in a business-related subject to a minimum of 2.1 honours or equivalent.
 - Examples of such degrees include Business, Commerce, Strategy, Human Resource Management, Economics, Finance, Accounting, Human Resource Management
- Data driven approach to solving problems
- Critical thinking skills
- Openness to both qualitative and quantitative forms of data and problem solving
- Patience, hard work, and flexibility
- **Strong preference will be given to suitable candidates wishing to relocate to Ireland from Ukraine or those who have recently moved to Ireland from Ukraine.**

Qualifications, Expected Skills and Competencies

It is essential that scholarship holders have the following:

1. PhD applicants must hold at least an upper second class honours Bachelors or Master's degree in Business, Management or a related discipline.
2. Highly proficient English language skills. Evidence of English language proficiency for non-native speakers based on IELTS (or TOEFL internet/paper based) score of 6.5 (or score of 95/585) is essential to be available no later than 15th of October 2022. Duolingo test is also accepted, with the minimum score of 110.
3. Ability and willingness to work under supervision.
4. Excellent written and verbal communication, including presentation skills.
5. Excellent organisational skills, attention to details and the ability to meet deadlines.
6. Ability to think logically, create solutions and make informed decisions.
7. Ability and willingness to work both individually and collaboratively in a research environment.
8. A strong self-motivation and commitment to their own continuous professional development.

Scholarship and eligibility

This scholarship provides the student with an annual stipend of €18,500 and a PhD fee waiver. The scholarship is for four consecutive years of study, subject to satisfactory annual progression and continued conformity with the terms and conditions of the scholarship and the policies of the PhD programme of the School of Business. Satisfactory progression is defined as successful passing all taught elements of the School of Business programme, passing the

annual progression panel review and research remaining within the domain of the study, **‘Identifying High Performing Faculty in Academia’**, as detailed in the ‘Project Focus’ and ‘Details of Project’ sections of this scholarship document. Variation from this focus can only occur with the agreement of Professor Peter Mc Namara as the sponsor of this project. In the event of dispute between the student and supervisor the normal processes of the University and School of Business would apply.

Exclusions

- Those who have commenced a postgraduate research degree at Maynooth University prior to application are not eligible for an award for that degree.
- Those who hold only a pass degree qualification and who do not meet the required standard of qualification as stated under term ‘Qualifications, Expected Skills and Competencies’ are not eligible to apply.
- Those who have received a Maynooth University Scholarship for a research degree are not eligible to apply for this scholarship.
- Applicants who do not qualify for an exemption from income tax in relation to income arising from the award according to Section 193 Taxes Consolidation Act 1997 are only eligible for Fee Waiver awards. Address any enquiries regarding eligibility to the Graduate Studies Office.
- Full time research degree students commencing a programme of study in October 2022 or when otherwise agreed (i.e. new entrants) to PhD or PhD-track programmes and who have a relevant first class or 2.1 honours in their primary degree, or have a relevant Masters degree, are eligible to apply for scholarship support in the Department. Students who have fees paid from external sources are generally not eligible to apply.

Duties of Scholarship Holder

The core of a postgraduate research programme is the advancement of knowledge through original research, and the statement of that advancement is the thesis (doctoral or master’s). The goal of a structured programme is to provide a high-quality research experience and output, with integrated support for professional development.

It is desirable for research students to have a broad mastery of their disciplinary area and to be capable of developing and managing their careers across a broad range of employment sectors. To achieve this, Maynooth University aims to provide structured support for all students, incorporating training in research methodologies and transferrable skills development opportunities, enabling our students to make the best possible progress in their studies.

Research students’ rights and responsibilities are governed by MU policies as published on the university website. Research students are also required to comply with all departmental policies and procedures, typically outlined in a departmental research students’ handbook.

Specific responsibilities of research students include the following:

- To advance the progress of her/his research study with the objective of completing the doctoral degree within the expected timeframe (four years). It is expected that data collection is completed by the end of Year 3, and Year 4 is dedicated to data analysis and thesis write-up. Before engaging in any additional activities, either within the University or outside,

award holders must carefully consider possible implications of such activities for their progress and should only engage in other activities to the extent that they will not negatively impact on their primary duties as a research student.

- To maintain a professional relationship at all times with the supervising academic members and other university staff.
- To follow the plan of study and research as agreed with the supervisor, and to maintain regular contact with the supervisor.
- To document the progress of work as agreed with the supervisor and present written or other material as requested and on time.
- To inform the supervisor of any proposal to publish or make a presentation in connection with the work.
- To inform the supervisor promptly of any impediment to their work. Scholarship holders are required to contact both the Director of the PhD Programme of the School of Business and the Graduate School in writing if they intend to suspend or withdraw from their studies, regardless of the reason, before they submit the postgraduate registration suspension/withdrawal form. Should an award holder fail to comply with this requirement, funding will cease and the School of Business and the Graduate School of the university will seek to recover funds paid to the award holder for the period from the date of suspension/withdrawal of postgraduate registration where applicable.
- To notify the supervisor of his/her intention to submit at least three months prior to the proposed date of submission; and
- To take the initiative in identifying problems and seeking solutions to them.

Scholars who wish to develop their teaching skills, contribute to pedagogical developments in their discipline and develop other skills to enhance their employability outside of the University may also be considered for activities such as tutorials, marking and/or similar related work for which they will receive additional payment subject to University guidelines, policies and procedures.

- The doctoral scholarship award holder may be asked to engage in School of Business in class/tutorial teaching activities as part of their scholarship to a maximum of two hours per week during an academic year, plus necessary preparation for in-class activities (to a maximum of ten hours per week total in term time).
- The doctoral scholarship award holder may be required to undertake tutorials, marking and similar teaching related work to a maximum of 10 hours per week. Any such work must be approved by the Director of the PhD and the Head of School (or where the Supervisor is either, by a Deputy Head of School).

It is the responsibility of award holders to inform the Graduate School of the university of any change of their bank account details, address, telephone or e-mail within two weeks of such a change. Notification of such changes must be submitted using the Postgraduate Scholarship Stipend Form (signed by the award holder). To obtain this form, contact graduatestudies@mu.ie.

Upon completion of their programme, scholarship holders are required to provide follow-up contact details in a final report submitted to the School of Business and Graduate School.

Award holders must agree to being contacted after graduation for the purposes of collecting information on graduates' career outcomes.

The University reserves the right to terminate funding to award holders who fail to fulfil their duties and to seek reimbursement where applicable.

Tenure of Awards

Mode of study

- The maximum duration of awards, as specified above, is subject to satisfactory progress and reporting. The funding will cease at the end of four years of full-time study, even if the award holder is still enrolled in the postgraduate programme.

Payment of Awards

- Payments of stipends awarded will be made monthly by direct funds transfer into the award holder's bank account, typically on 28th day of each month. The fees portion of the scholarship will be managed internally by Graduate Studies and Fees & Grants Offices.

Non-transferability of Awards

- **'Identifying High Performing Faculty in Academia'** scholarship doctoral awards can only be held in the School of Business and under the supervision of Professor Peter Mc Namara and co-supervision of Dr Olga Ryazanova.
- This scholarship is tenable at Maynooth University only.

Other Awards

- This scholarship is awarded under this scheme cannot be held in conjunction with any other award where the stipend paid through the University combined with the stipend received under this scheme exceeds €22,000 per annum.
- Scholarship doctoral award holders are required to inform the School of Business and the Graduate School of the university about any funding received during their award tenure, regardless of the amount awarded, source or purpose of the funding.
- If a scholarship holder is subsequently successful in securing an externally funded scholarship that covers tuition fees, then this doctoral scholarship will lapse at the commencement of the funded scholarship. In those circumstances, and if the scheme remains in operation, then the School commitment will also lapse, and the School may choose to commence a new doctoral scholarship.

Application information: Follow the School of Business Application Process.

Application Document follows.

**PhD Application Form:
Identifying High Performing Faculty in Academia**

For details on completing an application and proposal please refer to the School of Business PhD application process document: <https://www.maynoothuniversity.ie/school-business/information-prospective-postgraduate-students/information-prospective-postgraduate-students-research/phd-application-process>

Personal Details

Name: (Family name in all capitals)	
Full Postal Address: (include country)	
Nationality:	
Contact Email address:	
Contact Phone number: (please include prefix)	

Educational History

Please list each institution that you attended and your results. For example, include your Undergraduate and Masters degrees, specifying clearly the formal title, subject of the degree and your overall result. **Please include transcripts where available.**

Dates attended	Name and Address of Institution	Qualifications Attained (include major subject of the degree) (e.g., MSc Management)	Overall grade (if not finished state current GPA/ Average % grade)

Professional Qualifications

Examples include professional Accounting, Engineering, HRM, Marketing and other professional examinations that you have taken that resulted in a professional qualification which is recognised by a state's education or employment bodies.

Dates Attended	Name and Address of Institute	Grades and Qualifications

Employment History

Please list all major employments.

Dates	Role	Organisation Name and Address	Brief description of duties

English Language Capability

If English is not your first language, and you have not completed your third level education, through English in an English-speaking country, then we require independent certification of English.

We recognise the following tests: IELTS, TOEFL (Paper based test), TOEFL (Internet based test), Duolingo, and PTE (Pearson). Please see accompanying PhD Process document for requirements.

Test Type	Result (Overall)	Date of test

You must include (as a part of your application pdf) your IETLS, TOEFL or PTE certificate. We only accept certificates dated within the last two years.

Referees

Provide details of two referees at least one of whom should be an academic.

	Referee 1	Referee 2
Name		
Position Held		
Organisation		
Address		
Email address		
Phone Number (include prefixes)		
Relationship to referee:		

PhD Proposal Overview: Identifying High Performing Faculty in Academia

Proposals for this scholarship must be within the Project Focus as specified in the call for applicants for the Scholarship ‘Identifying High Performing Faculty in Academia’

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Potential supervisor(s) at Maynooth. (Please state if you have contacted this person or not)

Professor Peter Mc Namara and Dr Olga Ryazanova

Motivation to do a PhD focused on the topic: Identifying High Performing Faculty in Academia (100 words)

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When do you intend to start the programme? (Month and year)

January 2023 required for successful applicant for Scholarship ‘Identifying High Performing Faculty in Academia’
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Do you intend to do your PhD on a full-time or a part-time basis?

Full Time study required for successful applicant for Scholarship ‘Identifying High Performing Faculty in Academia’.
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Method of Funding PhD studies:

Scholarship holder from a funding body (specify funder and details)	
Own Funding	Yes / No
Applying for a Maynooth University Scholarship (please specify scholarship(s) being applied for)	‘Identifying High Performing Faculty in Academia’

Scholarship details of all Maynooth University scholarships are available at:
<https://www.maynoothuniversity.ie/study-maynooth/postgraduate-studies/fees-funding-scholarships>

Checklist

Item	Status
I have completed pages 1 to 4 of the form accurately and completely. Please note that we do not accept handwritten applications.	Yes / No
I have included a copy of my IELTS, TOEFL, Duolingo or PTE report (if not applicable choose n/a)	Yes / No / n/a
I have included a research proposal as outlined in the PhD process document. For ‘Identifying High Performing Faculty in Academia’ scholarship proposal must be within topic domain of scholarship. For details of what is needed in a Research Proposal please refer to “Maynooth University School of Business Doctoral Application” document. Applications without a research proposal will not be processed.	Yes / No
I have included transcripts documenting my educational history.	Yes / No
Applicants for Graduate Teaching Scholarships: I have included a separate page with a statement of how I think I can contribute to the teaching support of the School of Business.	Yes / No / n/a
My application documentation (including Research Proposal and other documentation) is saved as a single document in pdf format	Yes / No

Failure to meet these criteria will delay your application process, and your application will be returned to you.

I declare the information provided to be true and correct.

Signature

Date