

Institute for Entrepreneurship and Enterprise Development

Chair in Family Business

Further Particulars

Applications are invited for a Chair in Family Business and Entrepreneurship

Applicants for the post of Chair in Family Business and Entrepreneurship will need to have an established international reputation and be willing to play a leading role in the further development of the Centre for Family Business at LUMS. Applications are welcomed in all fields of family business and enterprise.

The following pages provide details of the position and the Department, together with background information about the School, the University and the local area.

Recruitment information and employment details

Further details about the Institute for Entrepreneurship and Enterprise Development can be found at <http://www.lums.lancs.ac.uk/departments/Entrep/>

Further details of the Centre for Family Business can be found at: <http://www.lums.lancs.ac.uk/departments/Entrep/family-business/>

Appointees will automatically be enrolled as members of the University's defined benefit pension plan, to which the University contributes 14% of salary.

All applicants will be asked to provide a curriculum vitae, research and teaching profiles, a recent research paper and letters of reference. Applicants who wish to reserve the right not to supply references ahead of shortlisting should indicate this in the formal application form.

For further information, please contact Claire Duff c.duff@lancaster.ac.uk **or by calling +44 (0) 1524 594727.**

Informal enquiries to the Head of Department, Professor Mary Rose, are welcome:
E-mail: m.rose@lancaster.ac.uk or Telephone: +44 (0) 1524 594214.

Closing date:

Successful applicants will commence employment at a date determined by negotiation.

Lancaster University Management School

Lancaster University Management School (LUMS) is among the world's most highly ranked management and business schools. LUMS has achieved an international reputation as one of the UK's exceptional research-led management schools, and has made a significant contribution to management education since its establishment in 1964. The School's growing profile has

underpinned the successful recruitment of faculty of world class standing, and outstanding students on to its undergraduate, postgraduate and post-experience programmes.

Quality Benchmarks

LUMS is one of a small group of business schools to hold triple accreditation from AACSB, EQUIS and the Association of MBAs. EQUIS is the leading international system of quality assessment, improvement, and accreditation of business schools, operated by the European Foundation for Management Development (EFMD), and AACSB is America's foremost professional association for college and university management education and the premier accrediting agency for business degrees. As a School we are ranked 20th in the European Table of Business Schools (FT 2009):

- FT MBA 24th in the world (Financial Times, 2010)
- Doctoral programme = 5th in world (FT 2009)
- Customised executive education = top 50

- Research

In the latest Research Assessment Exercise (RAE, 2008) LUMS is in the top four university business schools on most measures of research quality, and 5th equal if using the simple grade point average score. Three quarters of Lancaster University Management School's research activity has been assessed as world leading or internationally excellent in terms of originality, significance and rigour, and virtually all its research (95%) is of international standing.

The Institute for Entrepreneurship and Enterprise Development (IEED)

Lancaster has long been recognised as one of the UK's leading centres for research, teaching and business engagement around entrepreneurship, innovation and family business. Situated within Lancaster University Management School, the **Institute for Entrepreneurship and Enterprise Department (IEED)** undertakes outstanding work in the fields of research, education and business engagement. The (IEED's) Department's strengths derive from the close alignment of these three key elements and the continuous "real world" feedback that it receives through interaction with the business community. Founding all operations upon the authentic and current demands of the teaching and business communities it works with, is fundamental to the Department. Details of the Department's research, teaching and business engagement activities are provided below. The Centre for Family Business resides within IEED and is one of the largest interdisciplinary groupings of family business researchers. Members of the centre have a wealth of business experience, which provides an excellent grounding on which to build their research.

Research

75% of Lancaster University Management School's research activity has been assessed as world leading or internationally excellent in terms of originality, significance and rigour, and on this measure Lancaster is 3rd equal in the UK in the RAE 2008. In line with this, the Department encourages the pursuit of excellence in research with staff supported to develop strong research profiles (<http://www.lums.lancs.ac.uk/departments/Entrep/research/>). The impact of the Department's research is strengthened through the close relationship between business engagement and academic research. The Centre for Family Business has developed national and international standing through its involvement with the STEP programme, a global applied research initiative that explores the entrepreneurial process within business families and generates solutions that have immediate application for family leaders. To further enhance the impact of its research, the Department also works closely with The Work Foundation

(<http://www.theworkfoundation.com/>). Conference presentations are encouraged, particularly at the meetings of the Academy of Management, British Academy of Management, Babson Entrepreneurship Research Conference, RENT and ISBE. The IEED has been successful in bids for external research funding and attracts leading international academic visitors.

Lists of recent publications are provided in the staff Web pages. Faculty members have published in a wide range of leading Entrepreneurship and Management journals, including, amongst others:-

- Accounting, Organizations and Society
- British Journal of Industrial Relations
- Business History
- Entrepreneurship and Regional Development
- Entrepreneurship Theory and Practice
- International Journal of Human Resource Management
- International Small Business Journal
- Journal of Business Venturing
- Journal of Management Studies
- Scandinavian Journal of Management
- Small Business Economics
- Technovation

Individual staff research covers a wide variety of topics, currently organised in three major areas:

- Innovation
- Entrepreneurship
- Family Business

Knowledge Exchange and Enterprise Activity

A virtuous circle has developed in IEED between business engagement, learning and teaching and academic research and this runs through all elements of our research and delivery. It also provides a key strength and the Department is renowned for its outstanding work in this area through its LEAD, IFG and GOLD programmes <http://www.lums.lancs.ac.uk/departments/Entrep/Projects/>. All staff have the opportunity to engage directly with the SME and wider community. Given its strengths in this area, the Department works closely with the Dean, faculty and university staff around activity in enterprise. There will be the opportunity to lead and strengthen this role further and extend delivery in this area through understanding the relationship between research, teaching and knowledge exchange activities. 20 Entrepreneurs in Residence enrich all IEED's activities <http://www.lums.lancs.ac.uk/departments/Entrep/Projects/EIR/>.

Teaching

The Department has been involved in the delivery of entrepreneurship education since the 1980s. It provides a variety of specialist modules that address innovation and entrepreneurship in distinct contexts (<http://www.lums.lancs.ac.uk/departments/Entrep/teaching/education/>). All module content is linked to the research expertise and publication record of faculty. Teaching demonstrates interdisciplinarity and a distinctive hallmark is innovative use of technology to enhance blended learning and bring opportunities for internationalisation. The Department aims to enhance the student experience and subsequent employability through the links between theory and practice, and integrating business practice, teaching and research, close engagement with business people, and via placements. At undergraduate level the Department delivers courses in entrepreneurship,

entrepreneurial learning, franchising, family business, innovation, new venture planning and entrepreneurship in a social context. At postgraduate level it delivers courses on the MBA, MSc in Management and MSc in Management and Innovation. The Department is also widely recognised for its ability to deliver a range of high quality business support programmes. Delivery on all programmes is constantly monitored and developed to meet the changing demands of customers and the international marketplace.

Doctoral programme

About fifteen students are studying for research degrees in innovation or entrepreneurship through the PhD Doctoral Programme in Management. Typically, doctoral students are jointly supervised, to permit junior faculty to gain experience alongside senior colleagues. All PhD students are actively encouraged to engage in the research activities of the Department.

Undergraduate studies in Entrepreneurship

By 2014 it is anticipated that approximately 50 students a year will graduate from the undergraduate programmes with a major specialism in Entrepreneurship. The Lancaster undergraduate schemes are very flexible and about half of the degree is taught within the department, with the remaining courses provided by Accounting and Finance, Economics, Management Science, Marketing and Organisation, Work and Technology. The undergraduate programmes include courses in entrepreneurship, entrepreneurial learning, franchising, family business, innovation, new venture planning and entrepreneurship in a social context.

Academic Staff and Research Interests

| | | |
|---|----------------|--|
| Professor and Head of Department | Mary Rose | Innovation and entrepreneurship, family firms and business culture |
| Director of Regional Affairs and Associate Dean for Undergraduate Studies | Ellie Hamilton | Intergenerational learning in family businesses, entrepreneurial learning and entrepreneurship education |
| Professor of Entrepreneurship and Family Business | Carole Howorth | Family business, entrepreneurship and family firms, social entrepreneurship; entrepreneurial finance. |
| Professor of Entrepreneurship | Sarah Jack | Social networks, social capital entrepreneurship in rural areas and entrepreneurship education |
| Senior Teaching Fellow | Frank Cave | Entrepreneurship, networks and clusters; technology-based ventures; informal venture capital market. |
| Senior Teaching Fellow and Entrepreneur in Residence | Ian Gordon` | Entrepreneurship education, social networks and non-executive directors. |
| Senior Lecturer and Deputy Director, Lancaster China Management Centre | Qihai Huang | Entrepreneurship, organisational practices and China |

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| Lecturer and Programme Director – BSc Business Studies | Joanne Larty | Franchising, entrepreneurship and narrative methodologies. |
| Lecturer | Danny Soetanto | Academic entrepreneurship, social networks, incubator and incubation process, knowledge commercialization |
| Lecturer | Lola Dada | Franchising, entrepreneurship, entrepreneurial behaviour |
| Research Associate and Centre for Family Business Co-ordinator | Jacqui Jackson | Leadership in family business |
| Lecturer | Allan Discua Cruz | Portfolio entrepreneurship, family business, entrepreneurial teams |
| Management and Business Development Fellow | Ed McKeever | Social capital, social networks, entrepreneurship and service innovation |
| Innovator in Residence | Mike Parsons | Innovation and entrepreneurship |

SUMMARY OF TERMS AND CONDITIONS (Academic and Related):

Salary:

The starting salary will be on the Professorial pay scale, with the exact level determined by the appointing committee with reference to relevant experience and employment history.

Incremental Date:

Staff appointed below the maximum of incremental scales will receive an increment on one of the following dates:

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|--|----------------------------|
| Staff Holding Fixed Term Appointments: | Anniversary of appointment |
| Staff Holding Indefinite Appointments: | 1 August annually |

Probation:

Appointments are normally subject to a probationary period, the length of which will be determined by the Appointing Committee.

Superannuation:

The University is a participating institution to the Universities Superannuation Scheme. Employee contributions are normally 6.35% of gross annual salary.

Annual Leave:

The annual entitlement is 25 days, in addition to public holidays.

Sickness Policy:

The University operates an occupational sickness policy which provides the following benefits:

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| During first three years service: | 3 months on full pay, 3 months on half pay |
| After three years service: | 6 months on full pay, 6 months on half pay |

Relocation:

Designated assistance is available for all indefinite and fixed term appointments of two years and over, where relocation is considered to be essential. The normal limits of assistance (subject to appropriate receipts) are:

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|---------------------------------|--|
| Staff relocating within the UK: | one twelfth of gross annual starting salary |
| Staff relocating from overseas: | up to one eighth of gross annual starting salary |

or the appropriate proportion of Spinal Point 27 on the Academic salary scales, if that is higher.

Sabbatical Leave:

A sabbatical leave scheme is in operation for all indefinite Lecturer, Senior Lecturer, Reader and Professorial appointments.