Jobs in the field of entrepreneurship

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ABSTRACT

This article examines the trends in the job market for entrepreneurship faculty in higher education from 1989 to 2020. The article looks at all the job and candidate advertisements during this time frame. It breaks down the jobs and candidates in categories including: Interest, Rank, International, Tenure versus Tenure Track, and Specializations. Furthermore, all the tenure track job advertisements are broken down and categorized into states in the U.S. and countries globally. The findings indicate that there has been a significant drop in the number of advertised jobs and candidates over the past year. The information from this study will assist faculty and doctoral students in their search for new job opportunities. It will also assist administrators in their search for potential faculty to fill open positions.

Keywords: Entrepreneurship, Jobs, Higher Education, Faculty, Trends, Pandemic

INTRODUCTION

Over the past 20 years, there has been phenomenal growth in the number of entrepreneurship courses offered by universities and colleges. In 1985, studies indicate there were about 250 entrepreneurship courses offered across all college campuses in the United States. Today, more than 5,000 entrepreneurship courses are now offered in two-year and four-year institutions (Kaufman Foundation, 2019).

Entrepreneurship is one of the fastest growing fields in higher education. Evidence of this can be seen in this article's data (see Tables 1-3). In 1989/90, the first year of this study, there were 35 candidates for 26 jobs or .7 jobs per job applicant. In 2019/20 that had grown to 123 candidates for 374 jobs or 3 jobs per job applicant.

Pandemic

The coronavirus disease 2019 (COVID-19) is an infectious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) (Mayo Clinic, 2020). Having originated in Wuhan, Hubei, China in late 2019, it was declared a pandemic (outbreak of a disease over a large area such as continents or multiple countries).

As of February 9, 2021, more than 107 million cases have been reported across 220 countries and territories with more than 2.3 million deaths; more than 79 million people have recovered (worldometer, 2021). Even former President Donald Trump, his wife, and several others in his inner circle were confirmed as having the virus. The good news is that there are now two vaccines with 95% accuracy that target COVID-19.

This study examines the trends in the job market from 1989/90 to 2019/20 with a heavy emphasis over the past two years. It is not the intent of this study to determine causality, but merely to determine the trends and a discussion on strategies for faculty and administrators.

BACKGROUND

This stream of research was initiated in 2001 by Todd Finkle and David Deeds. It started out of a desire to learn as much as possible about job opportunities and faculty because there was virtually no information for entrepreneurship scholars on this topic. Their article appeared in a special edition of the *Journal of Business Venturing* (2001). Their findings were encouraging. The supply and demand of entrepreneurship faculty from 1989 to 1998 increased significantly. They found that few schools offered degrees in entrepreneurship. They also found the field lacked legitimacy (see also Wilson, 2008) and was not required at most Schools of Business Administration. In other words, they found that they field had a long way to go to become a legitimate academic field of study.

Finkle (2007) extended the first study by focusing on AACSB positions. His reasoning was AACSB positions increased the legitimacy of the field. He found 20% more tenure track positions from AACSB schools since the initial study. This meant the field was making progress. He also found several job openings at top 50 schools. This was very encouraging because the field of entrepreneurship had a stigma in academia. It was not highly regarded due to a lack of rigorous research outlets. Up to this point, it was primarily a sub-field of Strategic Management. Thanks to the introduction of more rigorous academic entrepreneurship journals like

Entrepreneurship Theory & Practice, Small Business Economics, the Journal of Business Venturing, and *the Journal of Small Business Management,* the field gained more legitimacy.

Finkle (2013) looked at the time frame from 2011 to 2012. He found schools were increasing their advertising for entrepreneurship faculty with 319 advertised positions. Out of those, 203 were tenure track jobs. There were 231 tenure track applicants. Finkle (2015) examined trends from 1989 to 2014. In 2013/14 there were 150 faculty candidates (138 tenure track).

This study differs from previous studies by examining the trends in the field with an emphasis on the past two years. The following two research questions will be answered: 1) What is the relationship between the total number of U.S. and international entrepreneurship jobs and candidates from 2018/19 to 2019/20? 2) What is the relationship between the total number of U.S. and international tenure track entrepreneurship jobs and candidates from 2018/19 to 2019/20?

The study is essential because it will allow the administration, existing faculty, and doctoral students the ability to evaluate the current trends within the marketplace and make decisions as to their future employment. The study is also essential to the field of entrepreneurship so it can maintain its equilibrium. In other words, is the field keeping up with the demand for entrepreneurship educators on a global basis? And if so, is it training them in the right areas?

DATA

The data for the study was collected from a variety of sources. Data was initially collected from the *Academy of Management* and the *Chronicle of Higher Education.* The sites below were used to collect data through 2020.
AOM (https://academicjobsonline.org/) Academic Positions (https://academicpositions.com/jobs), Colors NW Careers (http://www.colorscareers.com/) Diverse Jobs (https://diversejobs.net/print-online/) DiversityInc (https://jobs.diversityinc.com/) EmployDiversity (https://employdiversity.com) Glassdoor.com (https://www.glassdoor.com/) Higher Education Recruitment Consortium (HERC) (https://main.hercjobs.org/jobs) HigherEdJobs.com (http://www.higheredjobs.com/) LinkedIn (https://www.linkedin.com/) MidAtlantic Higher Ed (https://mid-atlantic.hercjobs.org/) Neuvoo (https://Neuvoo.com/jobs) Saludos.com (https://www.saludos.com/) Simply Hired (http://www.simplyhired.com/)

A data base was created with data going all the way back to 1989 on a yearly basis. All duplicates were dropped.

RESULTS AND DISCUSSION

This study created 5 tables and 7 figures (See Appendix). The tables and figures show the changes of numbers from 1989 through August 2020. This gives readers the ability to look at the trends.

Table 1 and Figures 1-4 examine the total number of candidates and jobs. Separate categories were formed for international jobs and candidates; ranked in order of importance with first being entrepreneurship as the primary area of interest. Second was listed as the next most important area and finally third.

Table 2 and Figure 5 focus on the number and percentage of tenure track applicants and

jobs. They were broken down into the different academic ranks. Open could be any rank.

Table 3 and Figures 6-7 examine the expertise of the applicants and the jobs advertised. For example, if the University of Colorado sought a person with specialties in entrepreneurship and strategic management, these would be tabulated.

Table 4 allows faculty to see where the number of AACSB tenure track positions in the U.S. from 2019 through 2020 broken down by state.

Table 5 allows faculty to examine the number of AACSB tenure track international positions from 2019 through 2020 broken down by country.

Table 1: Jobs and Applicants: 1989-2020

During the past year, 2019/20, there were 374 advertised jobs. This was which was significantly lower by 27% or 509 jobs during 2018/19. There were 123 advertised candidates in 2019/20, which was 32% lower than the 182 candidates in 2018/19.

The overall, the ratio of total advertised jobs per total advertised candidates was approximately 1.3 for 2019/20. This was significantly lower than the previous year's 2.8 ratio. However, one must use caution when looking at the totality of these numbers as they include adjunct and instructor openings.

International

The table examined international jobs and faculty. During 2019/20, there were 95 international positions and 54 international candidates. This was a ratio of 1.8 international jobs per international faculty applicant. This ratio dropped from 2.7 the year before. This is a drop of 33%. While this is a significant drop, it is not as bad as the U.S. This is not as surprising given that the U.S. has struggled much more so than most countries with controlling COVID-19.

Interest Level

Table 1 broke down the jobs and candidates by interest level: primary, secondary, and tertiary interest. During 2019/20 there were 294 (79%) advertised primary positions, 53 (14%) secondary positions, and 27 (7%) tertiary positions. During 2019/20 there were 60 (49%) advertised primary positions, 40 (33%) secondary positions, and 23 (18%) tertiary positions.

Table 2: Tenure Opportunities: 1989-2020

Table 2 examines tenured opportunities at various rank levels. During 2019/20 there were 173 (46%) tenured jobs out of a grand total of 374. There was a significant drop in the percentage of tenure track jobs 88 (34%) from 2018/19. Only 74 (43%) of the 173 tenure track jobs were at AACSB schools in the U.S.

In 2019/20, there were the following job advertisements for professors: Chair: 14, Full, 13, Associate 45, Assistant 75 and 26 jobs were open to any level. In 2019/20 there were 122 tenure track candidates versus 181 in 2018/19 (33% lower). The applicants were comprised of 107 Assistant, 6 Associate, 4 Full, 2 Endowed Chair, and 3 Open professors. In 2019/20,

In 2019/20 there were 122 tenure track candidates versus 181 in 2018/19 (33% lower). The applicants were comprised of 107 Assistant, 6 Associate, 4 Full, 2 Endowed Chair, and 3 Open professors. Almost all the candidates were seeking an assistant professor position. Regarding sex, data was obtained on 122 of the candidates and 75 (61%) of them were male.

Table 3: Jobs and Candidates by Specialization: 1989-2020

The importance of understanding the specialties that both candidates and jobs advertise is of extreme importance. This is exactly what Table 3 examines from 1989 through 2020.

For example, let's say I am the chair of a search committee for an entrepreneurship faculty member. Our school is specifically looking for someone with specializations in entrepreneurship and strategy, according to the data in the table, 54% of the applicants had a specialization in strategy. This will give the recruiting school a good pool to select from.

The specialization table examines entrepreneurship only, strategic management, international business/management, organizational behavior/resource management, and technology and innovation management.

The following percentages were for positions during 2019/20: entrepreneurship only (50%), strategic management (12%), international business/management (3%), organizational behavior/resource management (6%), and technology and innovation management (2%). There were a few other areas that were advertised for by schools:

The following number of schools listed their specialty areas they were seeking management (9%), marketing (5%), finance (3%), ethics (1%), leadership (2%), analytics (1%), and accounting (1%). Only one school advertised in the following areas: eCommerce, operations, supply chain management, sustainability, health care management, and design thinking.

The following percentages were for candidates during 2019/20: entrepreneurship only (11%), strategic management (54%), international business/management (11%), organizational behavior/resource management (11%), and technology and innovation management (24%). There were a few other areas that were advertised for by schools:

The following number of candidates listed their specialty areas they were seeking management (29%), organizational theory (7%), finance (3%), research methods (3%), ethics (2%), management education and development, leadership (2%), gender/diversity (2%), and health care management (2%). Only one candidate advertised in the following areas: finance, non-profit, management information systems, sustainability, analytics, and economics.

Table 4: AACSB Tenure Track Positions Advertised by State in the U.S., 2019-2020 (n=74)

Table 4 documents the number of AACSB tenure track positions by state during the past year, 2019/20. There were a total of 74 advertisements. This was down 32 (36%) jobs from 2018/19. The table breaks up the positions by rank as well. In 2019/20 the top two states that had job openings were in California (9) and New York (9). This was followed by Texas (6), and North Carolina (4). There were five states that had three job advertisements: Connecticut, Florida, Illinois, Massachusetts, and Illinois. The rest of the states had either two or one positions. Finally, Stetson University Tufts University and North Carolina A&T University were all seeking a Director of their Entrepreneurship Centers.

Table 5: AACSB Tenure Track Positions Advertised by Country in the World 2019-2020 (n=44)

Table 5 documents the number of AACSB tenure track positions by country state during the past year, 2019/20. There were a total of 44 advertisements versus 56 the previous year. This was a decline of 21%. The tables break up the positions by rank as well. In 2019/20 the top country for AACSB tenure track jobs was France (8). This was followed by England (5), Canada (5), China (4), Germany (3), 4 countries with 2 jobs and 11 countries with 1 job.

DISCUSSION & IMPLICATIONS

The primary purpose of this article was to evaluate the changes in the job market for entrepreneurship faculty in higher education during the COVID-19 pandemic. There were two research questions: 1) What is the relationship between the total number of U.S. and international entrepreneurship jobs and candidates from 2018/19 to 2019/20? 2) What is the relationship between the total number of U.S. and international tenure track entrepreneurship jobs and candidates from 2018/19 to 2019/20?

The article then breaks down all the tenure track jobs and classifies them according to their AACSB classification. Table 1 and Figures 1-4 show that during the past year, 2019/20, there were 374 advertised jobs. Whereas there were 509 jobs during 2018/19. This past year's numbers were significantly lower by 27% from 2018/19. There were 123 advertised candidates in 2019/20. In 2018/19 there were 182 candidates. There were 32% fewer candidates in 2019/20 than 2018/19. Based on these findings, it is concluded that there is a negative difference between the total number of advertised jobs and candidates. One must use caution when looking at the totality of these numbers as they also include adjunct and instructor positions. Overall, the ratio of the total advertised jobs per total advertised candidates was approximately 1.3 for 2019/20. This was significantly lower than the previous year's 2.8 ratio, a drop of 54%.

This is probably a short-term blip for the field as the world has found two vaccines for COVID-19 and they are currently being administered. So, while the field may take a short-term hit, in the long-term the institutionalization of the field should be intact.

During 2019/20, there were 95 international positions and 54 international positions. This was a drop of 33% from the previous year. While this is a significant drop, it is not as bad as the U.S. This is not as surprising given that the U.S. has struggled much more so than most countries with controlling COVID-19.

Table 2 and Figure 5 examine the tenure track candidates and positions from 1989 to 2020. During 2019/20 there were 173 (46%) tenure track position. There was a significant drop from the previous year. In 2019/20, there were 122 tenure track candidates versus 181 in 2018/19, or 41 (33%) lower. Overall, the ratio of tenure track jobs per tenure track candidate for 2019/20 was 1.4. Although the number of tenure track jobs dropped by 88 from 2018/19, the ratio, 1.4, remained the same. This is good news for candidates seeking a tenure track job.

This study did not specifically have a research questions dedicated to AACSB jobs; however, they were examined. Tables 4 and 5 examine tenure track AACSB international and U.S. positions. In the U.S., in 2019/20, only 74 (43%) of the 173 total tenure track jobs were at AACSB schools. This was a ratio of 1.4 tenure track jobs per tenure track applicant. This was about the same percentage as last year, but the number of tenure track positions went down by 88.

Implications to Faculty and Administrators

In 2017/18, the ratio of total jobs per advertised candidate was 5.6, whereas the ratio was only 1.3 this past year. The number of available jobs has dropped by over 4 times within the past 2 years. In 2017/18, there were 99 candidates while this past year there were 123 candidates. So, there are fewer jobs and more candidates.

This has been an extremely difficult time for everyone. Most people are saying it is even worse than the Great Recession. Administrators are in a delicate position. They had to deal with COVID-19, dwindling enrollments, a decrease in funding, how to teach and keep students and employees mentally and physically healthy, what method to teach (hybrid or online format) and how to train faculty and staff, how to recruit future students (which often means how much financial aid to give), and how to plan for the uncertain future.

The good news, as stated above, is that there are two vaccines that are in the process of being administered to the population. It will be interesting to see how things will change because of COVID-19. Teaching entrepreneurship online has been especially difficult given the experiential aspect of the field. It will be interesting to see how teaching entrepreneurship has been innovated over the past year. In summary, administrators will need to turn into entrepreneurs to keep their respective schools afloat. The status quo is equivalent to certain death. Administrators need to create new initiatives that include entrepreneurs on your faculty, advisory boards, and/or Board of Trustees.

LIMITATIONS

There were a few potential limitations to this study: First, the initial documented COVID-19 cases in the U.S. came around January 2020, but no one is certain. As a result, some schools already advertised for positions, but may have pulled their position due to the uncertainty of the marketplace. So, the study may have counted some positions, but the school may have closed them. Secondly, some schools may not be able to find a quality candidate. Therefore, they may postpone the hiring of a faculty member.

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APPENDIX

Table 1: Number and Level of Interest in Entrepreneurship for Candidates and Positions 1989-2020

	Candidates w/Primary Interest	Positions w/Primary Assignment	Candidates w/2nd Interest	Positions w/2nd Assignment	Candidates w/Tertiary Interest	Positions w/Tertiary Assignment	Int'l Candidates	Int'l Positions	Total Candidates	Total Positions
Academic Yr. 89-90	5	5	15	12	15	9	3	0	35	26
Academic Yr. 90-91	3	9	23	6	20	12	2	2	46	27
Academic Yr. 91-92	7	12	20	3	13	3	1	2	40	18
Academic Yr.92-93	6	16	23	3	27	9	2	3	56	28
Academic Yr. 93-94	10	18	32	6	25	3	3	1	67	27
Academic Yr. 94-95	15	20	45	4	29	6	3	5	89	30
Academic Yr. 95-96	24	20	50	9	35	9	9	7	109	38
Academic Yr. 96-97	19	36	35	18	31	6	4	12	85	60
Academic Yr. 97-98	20	50	25	26	23	16	6	13	68	92
Academic Yr. 98-99	16	58	10	45	28	46	9	22	54	149
Academic Yr. 99-00	17	92	17	67	27	69	10	21	61	228
Academic Yr. 00-01	15	82	25	56	27	59	5	26	67	197
Academic Yr. 01-02	24	54	28	65	24	56	12	16	74	175
Academic Yr. 02-03	31	83	19	50	29	57	6	19	79	190
Academic Yr. 03-04	35	74	33	67	30	44	22	20	98	185
Academic Yr. 04-05	33	94	40	65	33	53	15	17	106	212
Academic Yr. 05-06	33	141	59	104	49	82	25	36	141	316
Academic Yr. 06-07	62	111	63	82	57	64	44	34	184	263

Academic Yr. 07-08	90	165	87	90	54	111	62	76	231	366
Academic Yr. 08-09	57	128	106	63	107	74	61	66	270	265
Academic Yr. 09-10	42	153	48	68	91	85	48	75	181	306
Academic Yr. 10-11	45	149	47	41	121	93	58	60	213	283
Academic Yr. 11-12	51	202	54	66	139	51	82	104	245	319
Academic Yr. 12-13	82	302	87	78	50	61	65	118	219	441
Academic Yr. 13-14	63	168	49	53	35	37	44	81	147	258
Academic Yr. 14-15	67	329	57	84	39	58	45	132	163	471
Academic Yr. 15-16	66	346	42	78	36	42	50	159	144	466
Academic Yr. 16-17	39	358	33	91	21	63	28	170	93	512
Academic Yr. 17-18	53	418	24	81	22	58	29	195	99	557
Academic Yr. 18-19	84	358	62	92	36	59	57	152	182	509
Academic Yr. 19-20	60	294	40	53	23	27	54	95	123	374

Figure 1: Total Number of Candidates and Positions 1989-2020

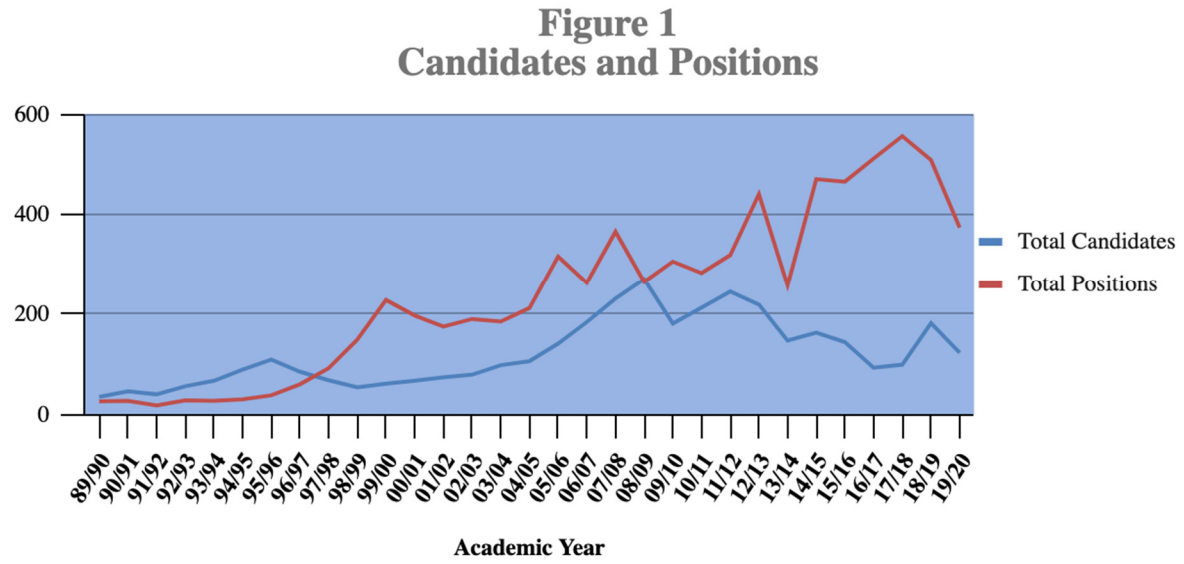

Figure 2: International Applicants and Positions in Numbers 1989-2020

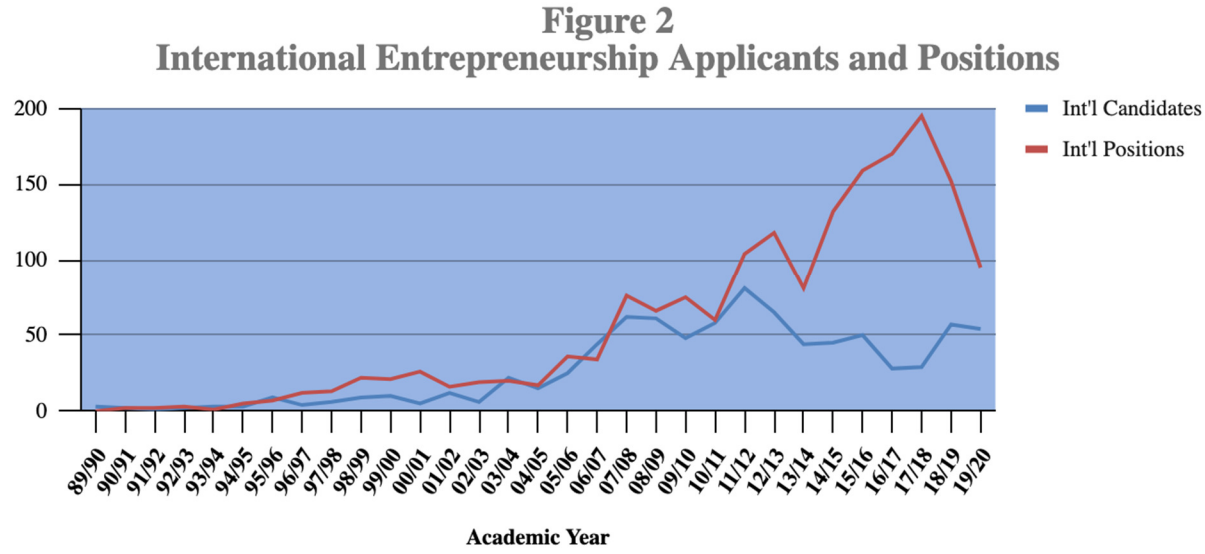

Figure 3: Level of Interest by Entrepreneurship Positions 1989-2020

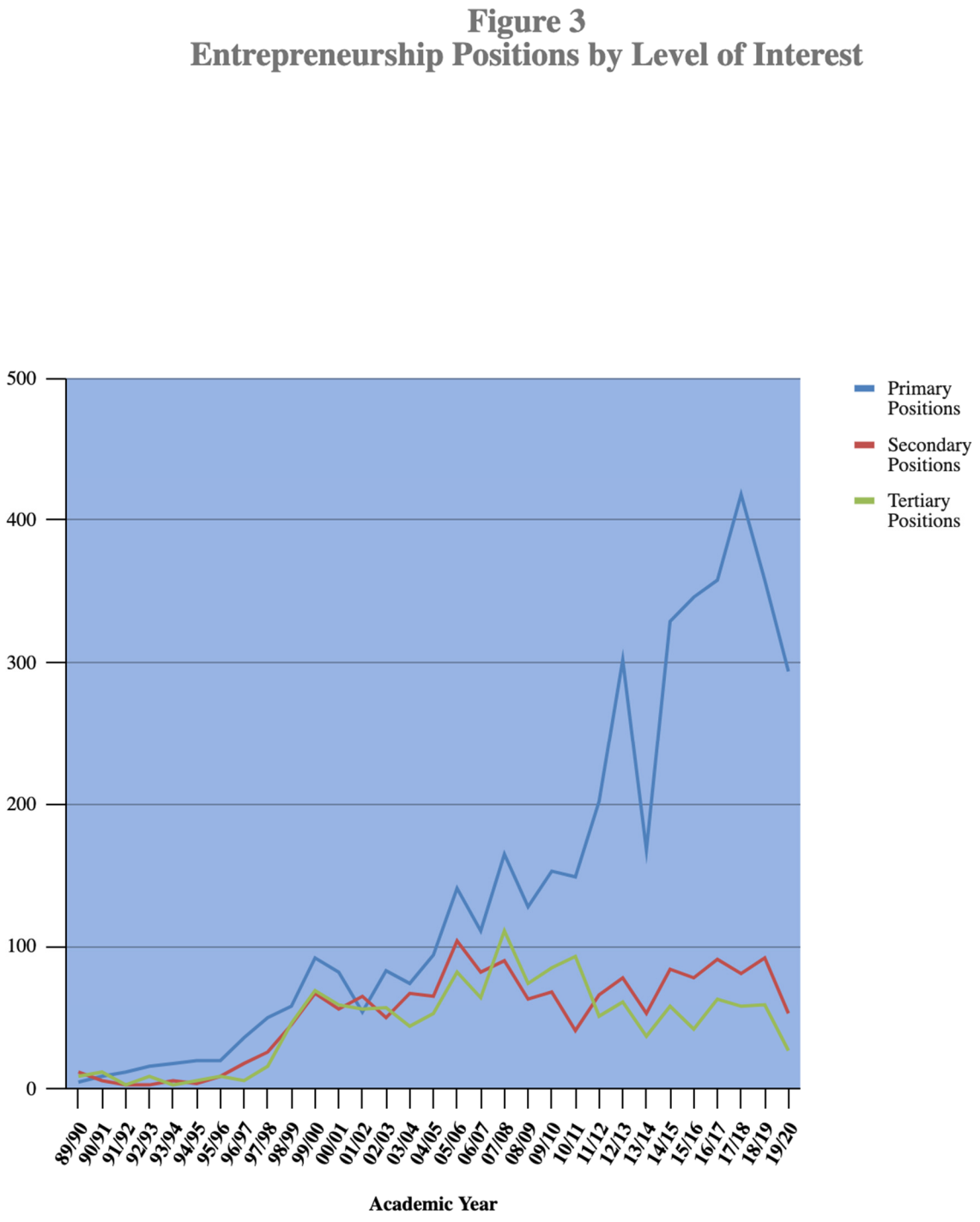

Figure 4: Level of Interest by Entrepreneurship Candidates 1989-2020

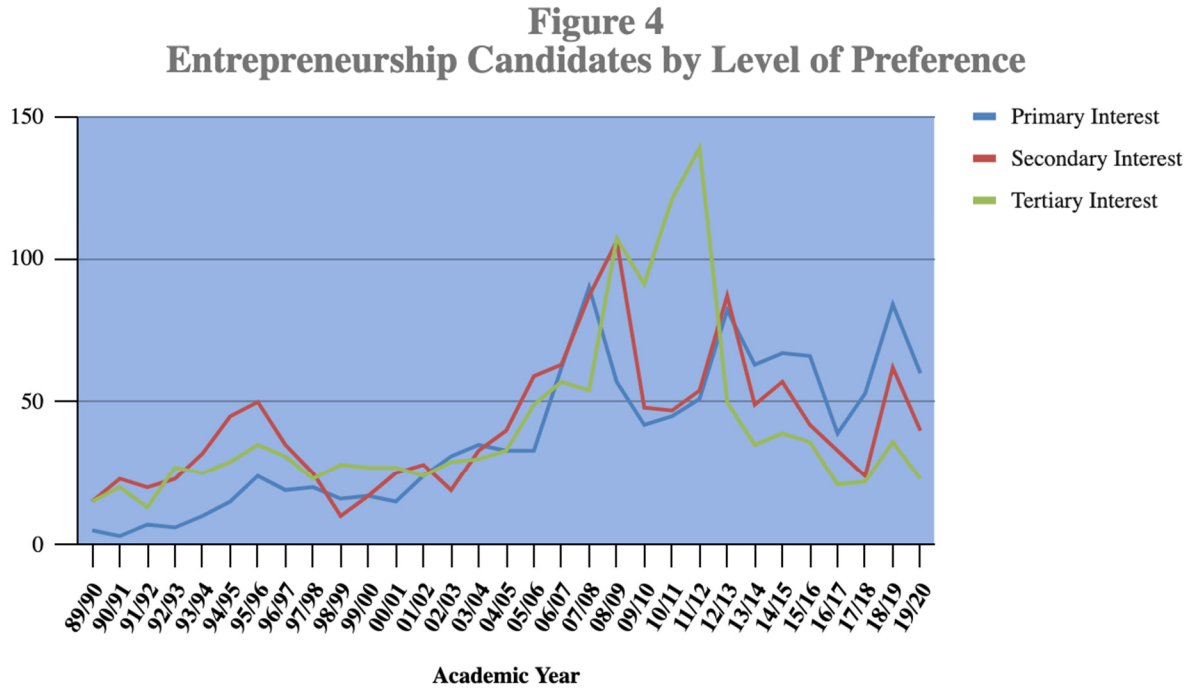

Table 2: Rank of Tenure Track Candidates and Positions, 1989-2020

Candidates								Positions						
Academic Year	Assistant	Associate	Full	Endowed	Open	Total	%	Assistant	Associate	Full	Endowed	Open	Total	%
89/90	24	4	2	0	5	35	100	19	0	0	3	4	26	100
90/91	34	4	1	0	3	42	91	19	0	0	3	3	25	93
91/92	29	5	1	0	5	40	100	10	1	0	3	1	15	83
92/93	29	4	2	0	7	42	75	15	0	0	4	4	23	82
93/94	30	4	1	0	5	40	60	18	0	1	3	1	23	85
94/95	46	2	0	0	5	53	60	14	2	0	2	5	23	77
95/96	51	1	0	0	3	55	50	22	2	1	5	4	34	89
96/97	48	1	0	0	5	49	58	23	6	0	8	14	51	85
97/98	63	0	0	0	4	67	99	41	4	3	5	7	60	65
98/99	37	3	0	0	9	49	91	58	17	5	10	51	141	95
99/00	47	1	1	1	5	58	95	88	21	3	23	81	216	95
00/01	49	1	0	0	12	62	84	52	16	4	18	97	187	95
01/02	60	4	1	0	9	74	100	81	34	4	3	38	160	91
02/03	56	12	4	0	5	77	97	81	33	14	12	41	181	95
03/04	66	11	6	2	11	96	98	63	40	8	13	47	171	92
04/05	75	8	4	0	15	102	96	64	59	9	17	35	184	87
05/06	87	24	0	2	24	137	97	71	110	14	24	73	292	92
06-07	98	52	3	1	29	183	99	71	55	8	13	36	183	69
07-08	185	20	6	4	7	222	96	84	107	12	17	68	288	79
08-09	209	34	10	5	2	260	96	69	46	12	22	16	165	66
09-10	144	18	6	0	1	169	93	75	47	14	17	34	187	60
10-11	181	17	3	0	0	201	94	66	59	18	16	23	182	65
11-12	195	19	9	2	6	231	94	54	67	23	20	39	203	64
12-13	198	9	2	0	1	210	96	119	46	27	23	30	245	56
13-14	122	11	3	0	2	138	94	72	29	10	16	23	150	58
14-15	141	9	7	1	3	161	99	135	50	23	23	30	261	56
15-16	124	8	7	2	1	142	99	141	38	15	25	35	254	54
16-17	77	10	2	2	1	92	99	135	62	17	21	45	280	55
17-18	87	9	1	1	0	98	99	161	47	23	33	41	305	55
18-19	161	10	9	1	0	181	100	150	44	16	15	35	261	51
19-20	107	6	4	2	3	122	99	75	45	13	14	26	173	46

Figure 5: Tenure Track Candidates & Positions 1989-2020

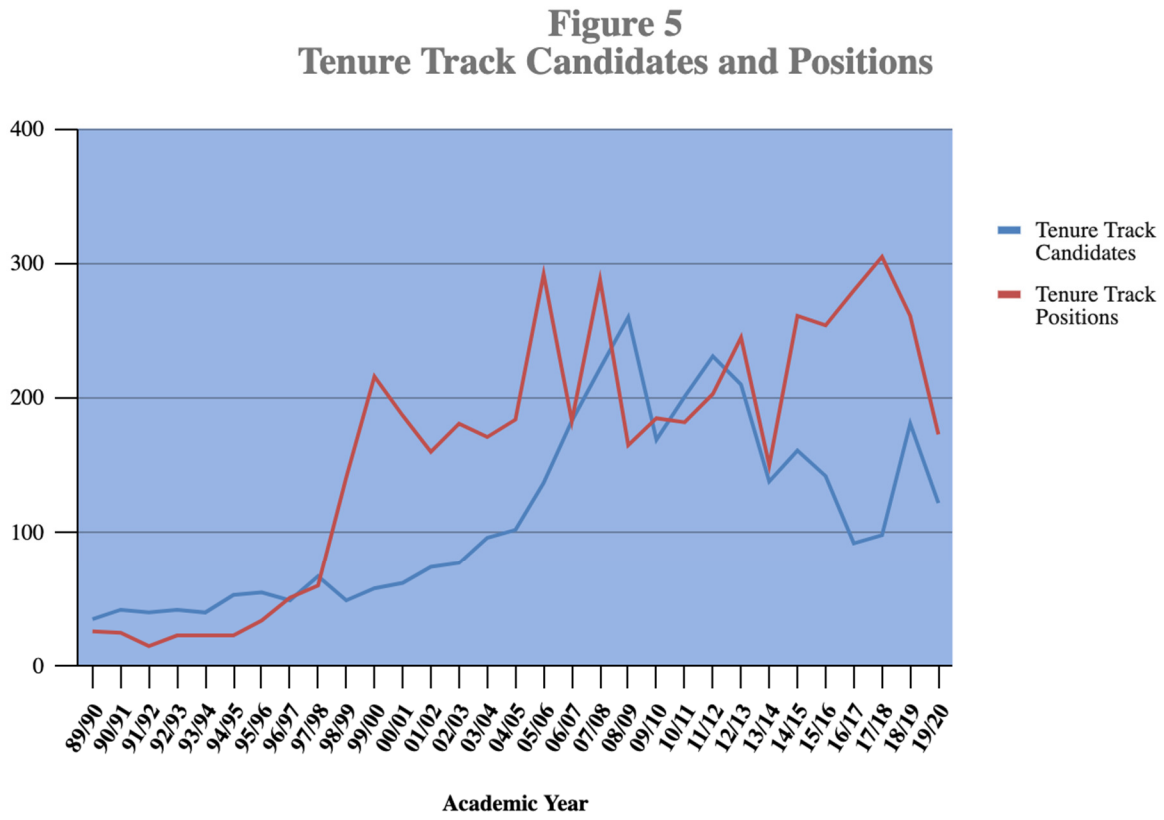

Table 3: Percentage of Applicants and Positions Cross-Listed by Field, 1989-2020

	CANDIDATES					POSITIONS				
Academic Year	Entrepreneurship Only	Strategy	IB/IM	OB/HR	TIM	Entrepreneurship Only	Strategy	IB/IM	OB/HR	TIM
89/90	0%	63%	14%	23%	3%	15%	69%	38%	7%	0%
90/91	0%	80%	17%	15%	2%	28%	40%	12%	12%	0%
91/92	0%	68%	33%	30%	3%	67%	40%	0%	0%	0%
92/93	0%	73%	25%	21%	13%	65%	30%	26%	13%	0%
93/94	0%	73%	30%	16%	10%	61%	22%	13%	4%	4%
94/95	0%	71%	35%	19%	7%	74%	17%	9%	26%	0%
95/96	3%	65%	32%	28%	8%	35%	21%	15%	18%	3%
96/97	1%	73%	33%	26%	6%	37%	41%	22%	33%	8%
97/98	1%	79%	40%	43%	9%	48%	65%	27%	27%	8%
98/99	0%	74%	35%	15%	11%	47%	56%	27%	33%	15%
99/00	1%	60%	30%	21%	16%	24%	37%	15%	18%	14%
00/01	0%	76%	33%	19%	25%	26%	38%	18%	19%	16%
01/02	3%	80%	28%	16%	20%	18%	50%	21%	19%	12%
02/03	0%	72%	33%	25%	15%	25%	48%	16%	17%	9%
03/04	2%	72%	30%	14%	25%	25%	51%	19%	9%	10%
04/05	0%	68%	32%	16%	17%	22%	51%	18%	15%	11%
05/06	0%	66%	26%	22%	32%	22%	46%	16%	17%	8%
06/07	1%	73%	30%	18%	33%	23%	44%	29%	18%	9%
07/08	2%	71%	31%	21%	23%	22%	45%	18%	22%	14%
08/09	2%	70%	30%	17%	25%	20%	46%	20%	20%	16%
09/10	5%	89%	49%	41%	48%	33%	37%	19%	21%	17%
10/11	3%	77%	45%	41%	40%	46%	30%	15%	13%	9%
11/12	3%	72%	41%	48%	38%	45%	33%	16%	20%	19%
12/13	5%	64%	22%	22%	24%	52%	30%	14%	9%	7%
13/14	5%	62%	20%	24%	23%	51%	25%	10%	10%	5%
14/15	5%	68%	29%	23%	22%	58%	22%	6%	9%	5%
15/16	10%	53%	26%	17%	24%	63%	23%	7%	8%	3%
16/17	8%	52%	20%	30%	27%	66%	18%	4%	8%	1%
17/18	9%	55%	28%	19%	23%	68%	15%	4%	8%	2%
18/19	12%	53%	14%	14%	21%	62%	18%	5%	8%	9%
19/20	11%	54%	11%	11%	24%	50%	12%	3%	6%	2%

Figure 6: Entrepreneurship Candidates by Specialization 1989-2020

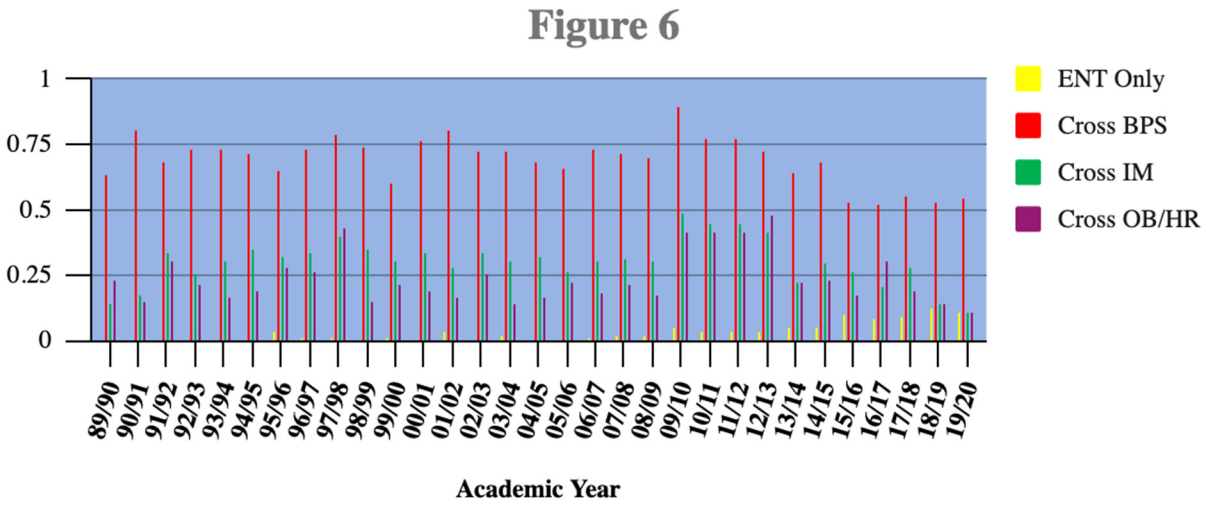

Figure 7: Entrepreneurship Positions by Specialization 1989-2019

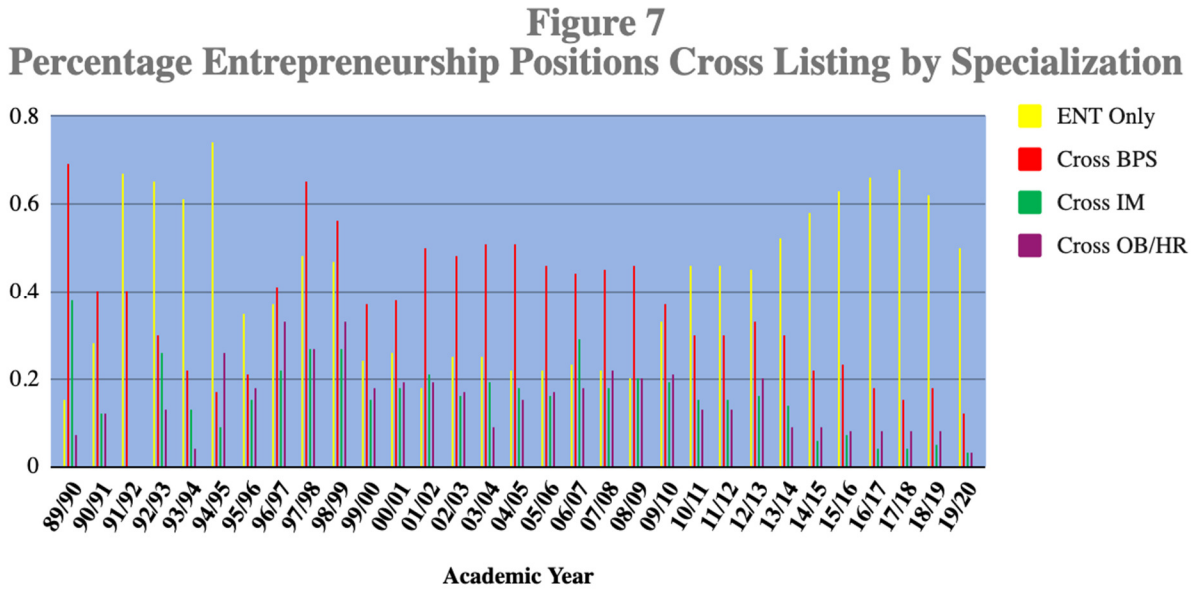

Table 4: AACSB Tenure Track positions advertised by state in the U.S. 2019-2020 (n=74)

State	Totals			Assistant			Associate			Full			Endowed			Open		
	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
New York (9)	5	4		3	2			1		1			1	1				
California (9)	5	3	1	1	2		2	1				1				2		
Texas (6)	4	2		1	1								2			1	1	
North Carolina (4)	3	1		1			1						1				1	
Connecticut (3)	1	2		1	1			1										
Florida (3)	2	1		1				1		1								
Illinois (3)	1	1	1					1	1				1					
Massachusetts (3)	3			2						1								
Oklahoma (3)	3			1						1			1					
DC (2)	2			1			1											
Georgia (2)	2			2														
Kentucky (2)	1	1					1									1		
Mississippi (2)	2			1			1											
Ohio (2)	1	1		1	1													
Pennsylvania (2)	2												1			1		
Tennessee (2)	2												2					
Washington (2)		1	1		1	1												
Colorado (1)		1			1													
Idaho (1)	1			1														
Indiana (1)	1			1														
Iowa (1)	1															1		
Kansas (1)	1			1														
Louisiana (1)	1															1		
Michigan (1)	1															1		
Minnesota (1)	1			1														
Montana (1)	1						1											
North Dakota (1)		1						1										
Rhode Island (1)		1			1													
South Carolina (1)		1						1										
South Dakota (1)			1			1												
Virginia (1)		1															1	
Wyoming (1)	1						1											
Totals	48	22	4	20	10	2	8	7	1	4		1	9	1		8	3	

- Stetson University, Tufts University and North Carolina A&T University were all seeking a Director of their Entrepreneurship Centers.

Table 5: AACSB Tenure Track International Positions Advertised by Country 2019-2020 (n=44)

State	Totals			Assistant			Associate			Full			Endowed			Open		
	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
France (8)	7		1	4			2		1	1								
England (5)	5			3			1			1								
Canada (5)	5						1									4		
China (4)	4			2												2		
Germany (3)	2	1		1	1								1					
Australia (2)	1	1					1	1										
Hong Kong (2)	1		1						1							1		
Singapore (2)	2			1			1											
Spain (2)	1		1	1		1												
Austria (1)	1									1								
Belgium (1)	1									1								
Chile (1)	1						1											
Denmark (1)	1			1														
Finland (1)	1			1														
Italy (1)	1			1														
New Zealand (1)	1						1											
Norway (1)		1			1													
Philippines (1)	1															1		
South Korea (1)			1			1												
Sweden (1)	1			1														
Totals	37	3	4	16	2	2	8	1	2	4			1			8		