Graduate Research Assistant Program

GRA Program Definition:
The Supply Chain Resource Cooperative (SCRC) Graduate Research Assistant (GRA) program provides an opportunity for graduate supply chain candidates to receive real world exposure to supply chain problems facing SCRC corporate business partners. SCRC GRAs gain valuable knowledge and experience by leveraging faculty resources from the Poole College of Management, the Jenkins Graduate School of Management, the Supply Chain Resource Cooperative and corporate supply chain practitioners and professionals. SCRC GRAs make a year-long commitment to research, analysis, communication and implementation of solutions to complex, global supply chain challenges faced in all supply management disciplines. Successful SCRC GRAs create a highly valued pool from which corporate business partners recruit top performers to build a talent pipeline of future supply chain leaders.

GRA Program Description:
Consistent with the policy set forth by the Graduate School (4.1 Assistantships, Fellowships, Traineeships, and Grants); GRAs directly participate in the research mission of the unit, or an on-campus or off-campus organization that is affiliated with the unit, in the design of experiments, data collection, analysis, or reporting of research results in the student's field of study, where research may, but is not required to, contribute directly to the student's thesis or dissertation; or provides general support to the research mission of the unit or discipline.

Graduate Research Assistants are required to spend approximately 20 hours per week fulfilling the assigned research responsibilities associated with the stipend. These duties may be independent of research activities that contribute to the requirements of the degree program.

Graduate Research Assistants are provided health insurance through the Graduate Student Health Insurance (GSHI) Plan under the conditions specified in the Graduate Student Support Plan and are provided in-state tuition and tuition remission as specified in the Graduate Student Support Plan.

Supply Chain Graduate Research Assistants are unique in the following areas:

1. The centerpiece of the program is a mentoring relationship with a supply chain faculty member or a supply chain executive from a SCRC corporate business partner. The student will be assigned one mentor per semester from the faculty or a corporate partner’s leadership team, who will coach and mentor them throughout their tenure in the program. The mentor will be assigned at the beginning of each semester and, in the case of a corporate partner, an introductory meeting will be held at the partner’s office for the student to meet with members of the partner’s leadership team.

2. The GRA student works directly with an assigned faculty member or corporate partner to identify key supply chain areas in need of improvement and may be required to develop position papers and recommendations based on primary and secondary research. The student collaborates with the assigned faculty mentor, corporate partner and/or the faculty of the Supply Chain Resource Cooperative to select and outline research monographs.
3. Research projects will be managed in conjunction with the student’s studies and consistent with traditional scholarship duties and expectations. If assigned to work with a corporate partner, the student will be required to regularly attend on-site meetings and activities at the partner site; however some of the work may be done remotely.

**Candidate Qualifications:**

In order to be eligible for a graduate research assistantship, students must be admitted into the Graduate School in full graduate standing and be enrolled in the fall and spring semesters. Students must also be in good academic standing (with a 3.0 grade point average or higher), unless granted an exception by the Graduate School.

SCRC Graduate Research Assistants must have a strong desire to interact with corporate executives, supply chain practitioners / professionals, and SCRC faculty and staff.

A recipient may be eligible for the SCRC Graduate Research Assistant program for a second year of study, pending approval from the SCRC corporate partner, SCRC Faculty and the Jenkins Graduate School of Management. Offers of an SCRC scholarship are contingent upon the student meeting performance expectations, continued funding from SCRC business partners and / or the on-going availability of applicable grant funding.

**GRA Program Deliverables:**

In today’s highly competitive business environment, execution trumps effort and the SCRC Graduate Research Assistant is expected to deliver real, bottom-line value to the faculty and / or corporate partner. The focus will clearly be on the ‘successful application and deployment’ of academic theory, tools and methodologies to solve real world problems. Only MBA candidates who are results orientated driven, with excellent academic credentials, a strong work ethic, a high degree of professionalism and integrity, and the ability to work with limited supervision should apply. Failure to achieve exceptional performance may lead to the withdrawal of funding for the following year.

GRAs are expected to dedicate a significant amount of time and effort to resolving complex, ill-defined and highly challenging supply chain problems through individual research, on-site interviews with corporate partners, and interaction with NCSU and SCRC faculty. During the course of a semester the student will complete the equivalent of one and a half MBA capstone-level projects on an individual basis.
GRA Program Metric Definitions:

Adaptability – Ability to adapt and respond positively to change.

Business Acumen – Understands and utilizes relevant business, industry and enterprise information to inform thinking, decisions and tactics.

Business Results – Consistently delivers accurate, on-time, and actionable work products that exceed expectations.

Creativity / Innovation – Promotes a culture of innovation by working to identify new capabilities that create value for clients, customers, employees and business partners.

Critical Thinking – Displays a self-disciplined, intellectual process of actively and skillfully conceptualizing, analyzing, applying, synthesizing and evaluating information.

Communication Skills – The ability to communicate with others to improve teamwork, decision making and problem solving without creating conflict or destroying trust – even when communicating negative or difficult messages.

Customer Focus – Cultivates and supports strategic relationships with internal and external customers or business partners and ensures their perspective is the driving force behind all value-added business activity.

Enterprise Perspective – Consistently makes decisions that are aligned with, and in support of, business strategies, goals and objectives.

Integrity – Consistently “does the right thing for the right reason.” The individual demonstrates a moral compass that doesn’t waiver and regularly acts with honor and character.

Leadership Courage – Demonstrates the courage of initiative and action (making first attempts, pursuing pioneering efforts and stepping up to the plate), the courage of confidence in others (letting go of the need to control situations or outcomes, having faith in people and being open to direction and change), and the courage of voice (raising difficult issues, providing tough feedback and sharing unpopular opinions).

Resilience – The ability to recover from, or adjust to, misfortune or change.

Work Ethic – Behaves in a disciplined, professional, responsible and collaborative manner to consistently produce high quality work on-time and within budget.