

Req. ID: 26531

Req. Title: Assistant Professor - Organizational Behaviour & Human Resource Management

External Posting Description:

The Department of Management at the University of Toronto Scarborough (UTSC) invites applications for a full-time tenure stream position in the area of Organizational Behaviour and Human Resource Management (OB/HRM). The appointment will be at the rank of Assistant Professor with an expected start date of July 1, 2023, or shortly thereafter.

The University of Toronto Scarborough is implementing a new [Strategic Plan: Inspiring Inclusive Excellence](#). Consistent with the values and objectives in that plan, we especially welcome candidates who self-identify as Indigenous or those who have lived experience in Black or other racialized (persons of colour) communities. This position is part of a cohort of similar faculty searches in Arts, Culture and Media, Biological Sciences, Health & Society, Historical & Cultural Studies, Political Science, and Sociology. New colleagues will have the opportunity to be connected with previous cohorts of faculty from under-represented groups, including those hired through targeted efforts in the last three years in departments spanning the Sciences, Social Sciences, and Humanities.

Candidates must have earned a PhD degree in organizational behaviour, human resource management, management, I-O psychology, or a closely related field by the time of appointment, or shortly thereafter. Candidates' academic concentration and research programs should be in areas directly related to organizational behaviour and/or human resource management. Candidates must also have a demonstrated record of excellence in research and teaching at the undergraduate level. We seek candidates whose research and teaching interests complement and enhance our existing [departmental strengths](#). The successful candidate will be expected to pursue innovative and independent research at the highest international level and to establish an outstanding, competitive, and externally funded research program.

Candidates must provide evidence of research excellence which can be demonstrated by a record of publications in top-ranked and field relevant journals or forthcoming publications meeting high international standards, the submitted research statement, presentations at significant conferences, awards and accolades, and strong endorsements from referees of high standing in the candidate's field. Evidence of excellence in teaching will be provided through a teaching dossier (with required materials outlined below) submitted as part of the application, as well as strong letters of reference.

Equity and diversity are essential to academic excellence. We seek candidates who value diversity and whose research, teaching and service bear out our commitment to equity. Candidates must also show evidence of a commitment to equity, diversity, inclusion and to the promotion of a respectful and collegial learning and working environment, as demonstrated through the application materials. Candidates are also asked to submit a 1- to 2-page statement of contributions to equity and diversity, which might cover topics such as (but not limited to):

research or teaching that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups. The statement should describe how the candidate's lived experience has influenced their understanding of and commitment to equity, diversity, inclusion (EDI), the promotion of a respectful and collegial learning and working environment, as well as examples of how it is reflected in their research or teaching.

The University of Toronto is highly research-oriented and seeks to attract top researchers. It is ranked first in Canada and 16th in the world for research citations. We attract a diverse, scholarly, and collegial group of faculty members from universities across the world. Our building boasts state-of-the-art lecture halls, case rooms, and research labs, a dedicated data modeling lab, as well as event spaces, restaurants, and rooftop gardens. Our students come from a wide variety of countries and a range of ethnic backgrounds, some of whom are employed through our highly successful Co-operative Education Program. We also offer a Management and International Business program wherein our students complete an international work term as well as a study abroad term.

We are interested in candidates who are dedicated to maintaining the excellence of our undergraduate program specializing in HRM and are committed to contributing to graduate programs in the area. Further, successful candidates will be cross-appointed to the [Rotman School of Management](#), providing them opportunities to collaborate with faculty and graduate students at the St George Campus. These resources and opportunities, along with a supportive climate for scholarly research, provide a rich environment for professional development.

Salary will be commensurate with qualifications and experience.

All qualified candidates are invited to apply online by clicking the link below. Applicants must submit a cover letter; a current curriculum vitae; a research statement outlining current and future research interests; recent research papers; and a teaching dossier to include a strong teaching statement, sample course materials, and teaching evaluations, as well as an EDI statement as described above.

<https://jobs.utoronto.ca/job/Toronto-Assistant-Professor-Organizational-Behaviour-&Human-Resource-Management-ON/563425417/>

Applicants must provide the name and contact information of three references. The University of Toronto's recruiting tool will automatically solicit and collect letters of reference from each after an application is submitted (this happens overnight). Applicants remain responsible for ensuring that references submit letters (on letterhead, dated and signed) by the closing date.

Submission guidelines can be found at <http://uoft.me/how-to-apply>. Your CV and cover letter should be uploaded into the dedicated fields. Please combine additional application materials into one or two files in PDF/MS Word format. If you have any questions about this position, please contact Jacqueline Deane at management-ca@utsc.utoronto.ca.

All application materials, including reference letters, must be received by October 24, 2022.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Diversity Statement

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas.

As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see <http://uoft.me/UP>.

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.

If you require any accommodations at any point during the application and hiring process, please contact uoft.careers@utoronto.ca.