

Queen's University, Smith School of Business
Faculty Position in Strategy - Smith Professor in Equity and Inclusion in Business

Smith School of Business at Queen's University (Kingston, Ontario, Canada) invites applications for a tenure-track position at the rank of Assistant Professor, with a preferred starting date of July 1, 2021. In exceptional circumstances, a tenured appointment at the rank of Associate Professor may be considered.

Qualifications

Candidates must have a PhD or equivalent degree in management or a cognate discipline with a record of teaching, research, and service that is tracking toward a successful tenure application. The main criteria for selection are scholarship and teaching excellence, emphasizing the integration of principles of equity, diversity and inclusion (EDI). Applications from candidates whose scholarship and teaching are focused on Indigenization are also welcomed. We are seeking candidates whose research and teaching interests will strengthen and complement Smith School of Business' mission of achieving excellence in research, teaching, and the practice of equity, diversity and inclusion. Applications are invited from candidates from all Management disciplines including Accounting, Business Economics, Finance, International Business, Management Analytics, Management Information Systems/Digital Technology, Marketing, Organizational Behavior, Strategy. (For information about Smith faculty members and research please visit: https://smith.queensu.ca/faculty_and_research/index.php; for information about Smith School of Business initiatives in the EDI space, visit: <https://smith.queensu.ca/about/EDI/index.php>)

The successful candidate will have an excellent record of research/scholarly activity in accordance with career stage and exhibit strong potential for continued high-quality scholarly research leading to publications in top academic journals and relevant outlets, securing external research funding, and for outstanding teaching contributions at both undergraduate and graduate levels. The successful candidate will also be an EDI practitioner, i.e. committed to promoting an equitable, diverse and inclusive academic environment through pedagogy and teaching in the School's public and private programs and will be expected to make contributions through service to the School, the University, and the broader academic community.

Compensation

Salary will be commensurate with qualifications and experience. The appointee will be a tenure track or tenured faculty member who will hold the title of Smith Professor in Equity and Inclusion, a title recognizing research excellence and the potential to lead in their field. The appointee will retain the non-renewable title for a five-year term providing satisfactory performance. The professorship is accompanied by an annual operating research grant. New appointees have access to course development through the Smith School of Business Centre for Content Development and our Faculty Development Fund. The School also provides faculty members with support in their applications to external research granting agencies such as the Social Sciences and Humanities Research Council of Canada, among others. Smith School of Business faculty members have been quite successful with external research grant competitions.

Institution

People from across Canada and around the world come to learn, teach and carry out research at Queen's University. Faculty and their dependents are eligible for an extensive benefits package including prescription drug coverage, vision care, dental care, long term disability insurance, life insurance and access to the Employee and Family Assistance Program. You will also participate in a pension plan. Tuition assistance is available for qualifying employees, their spouses and dependent children. Queen's values families and is pleased to provide a 'top up' to government parental leave benefits for eligible employees on maternity/parental leave. In addition, Queen's provides partial reimbursement for eligible daycare expenses for employees with dependent children in daycare. Details are set out in the Queen's-QUFA Collective Agreement. For more information on employee benefits, see [Queen's Human Resources](#). Additional information about Queen's University can be found on the [Faculty Recruitment and Support](#) website.

Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Smith School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in many fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs and is fully accredited by AACSB and EQUIS. Smith School of Business is also home to centres focused on analytics, corporate governance, entrepreneurship and innovation, and social impact. The learning environment at Queen's is supported by outstanding library and computing facilities. For more information about Smith School of Business, please [click here](#).

The City

The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural and creative opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

Kingston is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, Kingston offers unique waterfront living with many recreational opportunities. It is within a two-and-a-half hour drive (two-hour train ride) to the commercial, industrial and political hubs of Toronto, Montreal, and the nation's capital, Ottawa, and a thirty minute drive from the international bridge linking Ontario and upstate New York. The city is also the origin of the historic Rideau Canal system –a UNESCO International Heritage site.

How to Apply

The effective date of the appointment will be July 01, 2021.

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity, and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous/Aboriginal people, women, persons with disabilities, and 2SLGBTQ+ persons. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact: Roshan Udit at rgu1@queensu.ca. Academic staff at Queen's University are governed by a Collective Agreement between the University and the Queen's University Faculty Association (QUFA), which is posted at <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> and at <http://www.qufa.ca>.

To comply with Federal laws, the University is obliged to gather statistical information about how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applications must include one of the following statements: "I am a Canadian citizen / permanent resident of Canada"; OR, "I am not a Canadian citizen / permanent resident of Canada". Applications that do not include this information will be deemed incomplete. Your application cover letter must include one of these two citizenship statements.

In addition, the impact of certain circumstances that may legitimately affect a nominee's record of research achievement will be given careful consideration when assessing the nominee's research productivity. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.

Applicants should submit:

- A cover letter
(including one of the two statements regarding Canadian citizenship/permanent resident status specified in the previous paragraph)
- A current Curriculum Vitae
- Evidence of scholarly/research work that reflects EDI interests and a brief research plan that builds on research strengths at Smith and Queen's more broadly.
- A Statement of teaching interests and experience (including course outlines and evaluations if available) and approach to integrating EDI
- Three letters of reference

Deadline for applications:

The position will remain open until filled. Applications are due by January 4, 2021 with interviews occurring shortly afterwards.

Note: only selected candidates will be contacted for interviews.

Submitting your application

Please submit your application package via Interfolio Faculty Search through the following link:

<http://apply.interfolio.com/80496>

Applicants are encouraged to submit their applications via the above link, although hard copy applications may be submitted to:

Roshan Udit
Faculty Resource Advisor
Office of the Dean, Smith School of Business
Room 320, Goodes Hall
143 Union Street West
Queen's University
Kingston, ON
CANADA K3L 3N6

If you have any questions regarding the application process, please contact Roshan Udit at rgul@queensu.ca.