

# Organizational Behaviour

Smith School of Business at Queen's University (Kingston, Ontario, Canada) invites applications for a tenure-stream position in Organizational Behaviour, with preference for early career (Assistant Professor) level, and a preferred starting date of July 01, 2019.

For more information about the Smith School of Business see <https://smith.queensu.ca>.

## Qualifications

Candidates must have a PhD, or be near completion. The successful candidate will exhibit strong potential for innovative and high quality scholarly research leading to top-tier peer-assessed publications, as well as for outstanding teaching contributions and an ongoing commitment to academic and pedagogical excellence, in support of the School's various public and private programs. The successful candidate will also be expected to make contributions through service to the School, the University, and/or the broader academic community.

## Compensation

Smith School of Business offers a competitive salary that is commensurate with qualifications and experience, as well as a high level of support for research. Appointees have access to substantial internal funds both for research and course development through the Smith School of Business Research Program 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 (SSHRC), among others. Smith School of Business faculty members have been quite successful with external research grant competitions.

## Institution

Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. With an impressive tradition dating back to 1919, Queen's School of Business has long been one of the world's premier business schools, with an international reputation for its innovative approaches to business education. On October 1, 2015, the School began a new chapter in its impressive history. In recognition of the generous gift of \$50 million from Queen's alumnus Stephen Smith, the School has a new name – The Stephen J.R. Smith School of Business at Queen's University. This extraordinary gift, the largest gift ever made to a Canadian business school, will enable the school to continue to transform business education, enhance the student experience, and attract the best and brightest talent from across Canada and around the world.

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.

## **Organizational Behaviour Group**

The tenured/tenure-stream members of the Organizational Behaviour group are Julian Barling, Susan Brodt, Tina Dacin, Christopher Miners, Shawna O'Grady, Jana Raver, and Matthias Spitzmuller. We are interested in how organizations and their members build, maintain, enhance, and damage professional connections, and the effects these can have on individual, group, organizational, and community performance and well-being. Our faculty members are widely acknowledged as leaders in areas of research such as conflict and negotiation, counterproductive work behaviour, culture and traditions, helping behaviours, high performance work environments, institutional theory, leadership, occupational health, social innovation, team processes and dynamics, and trust. Some of our interests include claiming and using credit at work, decoupling, dissent, emotional intelligence, mindfulness, prosocial and antisocial behaviours in teams, social class and leadership, social entrepreneurship, team motivation, trust development and repair, and workplace diversity. Our work appears in a number of prestigious journals, including *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *American Psychologist*, *Journal of Applied Psychology*, *Journal of Management*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, *Organizational Science*, and *Science*.

For more information about our faculty members see  
[https://smith.queensu.ca/faculty\\_and\\_research/index.php](https://smith.queensu.ca/faculty_and_research/index.php).

Members of the Organizational Behaviour group will be attending the Annual Meeting of the Academy of Management in Chicago, IL from August 10-14, 2018, and available to provide further information and to answer questions. Please note that we will not be conducting interviews at the conference.

## **The City**

Kingston, Ontario 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 and cultural 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, 2019, but is flexible.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal peoples, persons with disabilities, and LGBTQ 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: Kevin Bissonette at [kevin.bissonette@queensu.ca](mailto:kevin.bissonette@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.

**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  
(including a list of publications)
- A statement of current and prospective research interests
- Evidence of research, such as copies of sample publications, working papers, or a dissertation proposal
- A statement of teaching interests and experience  
(including course outlines and evaluations if available)
- Three letters of reference

**Deadline for applications:**

All materials must be submitted before or on September 15, 2018.

Promising candidates will be contacted for a Skype interview in early October, and the strongest of those candidates will be invited for a campus visit during late October or November.

**Submitting your application**

Please send all documents in the application package electronically as PDFs to Dr. Jay Handelman, Associate Dean, Faculty, at [obrecruiting@business.queensu.ca](mailto:obrecruiting@business.queensu.ca).