

Tenure-Track Faculty Positions in Sustainability **DeGroote School of Business, McMaster University**

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and, within the lands protected by the Dish With One Spoon wampum agreement.

Position Description

The DeGroote School of Business at McMaster University is pleased to announce a cohort hiring initiative of up to five tenure-track faculty appointments who will contribute to the advancement of McMaster's Brighter World campaign fostering education and research focused on the health and well-being of all (<https://brighterworld.mcmaster.ca/>). This cohort of faculty will help to advance programs and research contributing towards the Planetary Health pillar of this Brighter World strategy. This cohort will join existing scholars to bolster DeGroote's capacity to contribute towards addressing issues related to climate-resilient businesses, energy systems and management, net zero pathways, green startups, and sustainable and inclusive growth and development. Candidates will be expected to demonstrate competency and/or experience with interdisciplinary research and teaching.

The positions are intended to be predominantly at the rank of Assistant Professor and will begin on July 1, 2024. Exceptional candidates at the rank of Associate Professor, with or without tenure, may also be considered. Positions will be filled across multiple Areas of business, as follows:

Human Resources and Management: Preference will be given to candidates with expertise in topics at the intersection of sustainability and approaches in Organizational Behaviour (OB), Organizational Theory (OT), entrepreneurship and/or Human Resources Management (HRM), broadly defined. We understand sustainability primarily in terms consistent with the UN social sustainability goals, such as, for example (a) gender equality, (b) decent work and economic growth (i.e., job quality), (c) reduced inequalities (e.g., supporting disadvantaged or marginalized populations), (d) peace, justice, and strong institutions, and also in terms of effective leadership and human resource management to promote other UN goals such as environmentally sustainable economic growth and production and consumption patterns.

Finance and Business Economics: Preference will be given to candidates with expertise in topics at the intersection of sustainability and finance, broadly defined. For instance: responsible investment, microfinance, financial implications of climate change, pricing of non-renewable resources, corporate governance impact on sustainability, market valuation of firm sustainability efforts, financing development of alternative energy sources, the design and pricing of social impact securities.

Information Systems: Preference will be given to candidates with expertise in topics at the intersection of sustainability and information systems, broadly defined, where information technologies are used to promote human, environmental, social, and economic sustainability. This includes sustainable and responsible design,

use, and disposal of information systems, ethical AI and data privacy, digital inclusion and social equity, and smart cities.

Marketing: Preference will be given to candidates with expertise in topics at the intersection of sustainability and marketing, broadly defined, such as sustainability marketing strategy and firm value, sustainable innovation and branding, stakeholder orientation, corporate social responsibility, corporate activism, green alliances and acquisitions, and supply-chain & inter-organizational networks in the circular economy.

Strategic Management: Preference will be given to candidates with expertise in topics at the intersection of sustainability and business strategy, broadly defined. These areas may include sustainability business models, social entrepreneurship, sustainable innovation, stakeholder engagement, community inclusion, sustainable governance, circular economy, and sustainability performance measurement. Preference will be given to candidates with teaching experience with the case method.

Successful candidates must have a PhD in a relevant Area of specialization, from a reputable institution, at the time of the appointment or near the time of appointment. They will also have a record of, or evidence of strong potential for, excellence in research, teaching, and service. Upon appointment they will be expected to develop and maintain active research programs which will be reflected in research funding from both internal and external sources, publications in high-quality peer-reviewed journals, conference presentations, and supervision of graduate students. Successful candidates will be expected to actively contribute to the School's undergraduate and graduate academic programs at both its Hamilton and Burlington locations through teaching excellence and innovations. They will also be expected to provide effective service to School and University committees, contribute to the School's initiatives in the business and/or other external communities, as well as the University's inclusive excellence goals and priorities.

Commitment to Inclusive Excellence

The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration, and diversity, and has a strong commitment to employment equity. The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from First Nations, Métis and Inuit peoples, members of racialized communities ("visible minorities"), persons with disabilities, women, persons who identify as 2SLGBTQ+.

We invite all applicants to complete a brief Diversity Survey, which takes approximately two minutes to complete. All questions are voluntary, with an option to decline to answer. All information collected is confidential and will be used to support efforts to broaden the diversity of the applicant pool and to promote a fair, equitable and inclusive talent acquisition process. Inquiries about the Diversity Survey may be directed to hr.empequity@mcmaster.ca.

Job applicants requiring accommodation to participate in the hiring process should contact the Office of the Dean of Business at dsbeo@mcmaster.ca to communicate accommodation needs.

How to Apply

Please apply online via the McMaster Academic Careers website: <https://hr.mcmaster.ca/careers/>, (Faculty Postings, Job #58495), addressing your application documents to:

Dr. Khaled Hassanein, Dean, DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4.

Please submit the following materials:

- Submit a letter of application indicating the Area in which they would like to be considered for a position and describing the impact that career interruptions have had on research productivity, if applicable (including a statement regarding Canadian citizenship/permanent resident status (see below))
- Curriculum Vitae
- Research statement including a selection of research work (published articles or working papers)
- Statement of teaching interests and philosophy (including evidence of teaching effectiveness)
- Submit a brief statement describing any contributions made or planned in relation to advancing equity, diversity and inclusion or inclusive excellence in teaching, research or service within higher education, community-based or other professional settings (2-page maximum)
- Provide the names of at least three referees. The letters of reference are not required and will not be reviewed at the application stage. The Area will request letters of recommendation directly from referees only for short-listed candidates.

Review of applications will continue until the positions are filled. All applicants will receive an online confirmation of receipt of their application; however, only short-listed applicants will be contacted for interviews.

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

To comply with the Government of Canada's reporting requirements, the University is obliged to gather information about applicants' status as either Permanent Residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenship, however, all applications must include one of the following statements:

- Yes, I am a citizen or permanent resident of Canada
- No, I am not a citizen or permanent resident of Canada