



## Canada Research Chair (Tier II) in Inclusive Work, Haskayne School of Business

The **Haskayne School of Business, University of Calgary** invites applications for an **Assistant Professor (tenure track)** or **Associate Professor (with tenure)** position. All candidates are expected to have a Ph.D. in organizational behaviour, human resource management, industrial and organizational psychology, or a closely related field. The successful candidate will also be nominated for a **Canada Research Chair (CRC) Tier II in Inclusive Work**. This will provide the successful candidate with additional research funding and reductions in teaching responsibilities. Further information about the Canada Research Chairs Program can be found at the end of the job advertisement and on the Government of Canada's CRC [website](#), including eligibility criteria.

**The anticipated start date is July 1, 2024, or a mutually agreed upon date.**

### Research Focus

Candidates should have a research agenda focused on fostering inclusion within organizational settings. This research should examine how inclusive organizational practices enhance outcomes like employee well-being, leadership effectiveness, diversity climate, work engagement and performance, and organizational growth. We seek candidates with a deep understanding of these areas, ability to advance knowledge, and to publish in top academic journals. The successful candidate will help develop best practices in inclusion by promoting effective leadership, organizational behaviour, and human resource management.

### Research Topics of Interest

Ideal candidates will have a proven track record of researching inclusive organizational practices. Exemplary research topics of interest include, but are not limited to:

- **Workplace Inclusion:** Exploring factors that foster workplace inclusion, covering topics such as decent work, workplace justice, transformational leadership, recruitment, diversity training, and inclusive organizational cultures.
- **Outcomes of Inclusive Work:** Investigating the broad effects of inclusive work environments on diversity climate, turnover, organizational commitment, work engagement, job satisfaction, work performance, and individual and team well-being.
- **Inclusive Interventions:** Creating, applying, and assessing interventions for inclusive work practices, including diversity training, policy formation, structural changes, sustainable human resource practices, and strategies for inclusive workplace environments.

### Candidates at the assistant professor rank must have:

- A burgeoning reputation in organizational behaviour/organizational psychology, with a focus on but not limited to research foci described above, as evidenced by:

- A record of high-quality research papers in top organizational and management journals (e.g., see Haskayne School of Business' [Eyes High Journal List](#));
- Strong potential for a growing impact in the profession and professional activities (e.g., early citation counts, refereeing for top journals)
- Interest in research translation (e.g., publishing in practitioner outlets, industry workshops, etc.)
- Evidence of effective teaching and some student supervision (e.g., undergraduate/graduate research);
- A demonstrated willingness to provide service to their current university and the profession.

**Candidates at the associate professor rank must have:**

- An international reputation in organizational behaviour/organizational psychology, with a focus on but not limited to research foci described above, as evidenced by:
  - An outstanding and consistent record of high-quality research in top journals (e.g., see Haskayne School of Business' [Eyes High Journal List](#));
  - Demonstrated impact in the profession and professional activities (e.g., article citation counts, editorial board or editorship roles, keynote addresses);
  - Demonstrated research translation;
- A proven ability for effective teaching at both the undergraduate and graduate level (MBA, Master's, PhD);
- A history of successful graduate student supervision;
- Evidence of effective service to their current university and profession.

We recognize that applicants may have a much broader record of scholarship in other sub-fields. To qualify for this position, the successful candidate must demonstrate that their recent, current, and future focus is related to inclusive work as defined above. In addition to the research publication records described above, the hiring committee will consider non-traditional forms of knowledge generation and dissemination that have had demonstrable impact.

**Interested individuals are encouraged to apply online via the 'Apply Now' link.** Please indicate in your cover letter the rank at which you are applying. Please be aware that the application process allows for only four attachments. Your application attachments should be organized to contain the following:

- Cover letter and curriculum vitae, including the name and contact information only of three referees
- A brief statement regarding your current research pipeline
- A brief statement of courses that you have taught and evidence of teaching effectiveness
- A brief statement on your perspective of and commitment to equity, diversity and inclusion

Questions may be addressed to:

Dr. Sandy Hershcovis, Senior Associate Dean  
 Future Fund Professor in Equity, Diversity, and Inclusion  
 Haskayne School of Business  
 Email: [sandy.hershcovis@haskayne.ucalgary.ca](mailto:sandy.hershcovis@haskayne.ucalgary.ca)

Applications will be reviewed as they are received, and will be accepted until December 31, 2023.

The University of Calgary has launched an institution-wide [Indigenous Strategy](#) committing to creating a rich, vibrant, and culturally competent campus that welcomes and supports Indigenous Peoples, encourages Indigenous community partnerships, is inclusive of Indigenous perspectives in all that we do.

*As an equitable and inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here. In particular, we encourage members of the designated groups (women, Indigenous peoples, persons with disabilities, members of visible/racialized minorities, and diverse sexual orientation and gender identities) to apply. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Questions regarding [diversity] EDI at UCalgary can be sent to the [Office of Equity, Diversity and Inclusion \(equity@ucalgary.ca\)](#) and requests for accommodations can be sent to Human Resources ([hrhire@ucalgary.ca](#)).*

*All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. In this connection, at the time of your application, please answer the following question: Are you a Canadian citizen or a permanent resident of Canada? (Yes/No)*

#### **About the Canada Research Chair (CRC) Tier II Program**

Tier II Chairs are intended for exceptional emerging scholars (i.e., candidates must have been an active researcher in their field for fewer than 10 years at the time of nomination). Candidates who are more than 10 years from having earned their highest degree and who have had career breaks, such as maternity, parental, or extended sick leave, clinical training, etc., may have their eligibility for a Tier II Chair assessed through the program's Tier II justification process. Research interruptions caused by the COVID-19 pandemic (e.g., closures) are recognized as, and may be counted as, an eligible delay (credited at twice the amount of time) beginning March 1, 2020. Please contact UCalgary's Office of Research Services for more information: [ipd@ucalgary.ca](#). Further information about the Canada Research Chairs Program can be found on the Government of Canada's CRC website cited above, including eligibility criteria.

The Chair will establish an active research program that focuses on inclusive work. The successful candidate will dedicate their time to establishing a high-impact research program; submit scholarly works to high-quality journals; contribute to teaching and graduate student supervision, and provide service to the university and within the profession. The position has an attractive remuneration and benefits package, including reduced teaching responsibilities and dedicated research funding.

The University of Calgary recognizes that candidates have varying career paths and that career interruptions can be part of an excellent academic record. Candidates are encouraged but not required to provide any relevant information about their experience and/or career interruptions to allow for a fair assessment of their application. Selection committees have been instructed to consider, and be sensitive to the impact of career interruptions, when assessing the candidate's research productivity.

To learn more about academic opportunities at the University of Calgary and all we have to offer, view our [Academic Careers website](#). For more information visit [Careers in the Haskayne School of Business](#).

The University strongly recommends all faculty and staff are fully vaccinated against COVID-19.

### **About the Haskayne School of Business**

The Chair will have the opportunity to be part of a prolific and diverse research environment in the Organizational Behaviour and Human Resources (OBHR) area group within the Haskayne School of Business. Outstanding opportunities for collaboration are available with established research programs in organizational behaviour and organizational psychology in both in Haskayne and the Department of Psychology.

The Haskayne School of Business seeks to recruit and retain a diverse and inclusive workforce that will contribute to creating the future of business. We are committed to fostering diversity through cultivating an environment where people with a variety of backgrounds, genders, interests, and talents feel welcome and supported. This includes the provision of a formal mentoring program, internal grant review programs that enhance success in research grant applications, pilot funding programs, and other support programs.

Accredited by AACSB International, the Haskayne School of Business is a progressive and innovative business school. Our mission is to create an open, mutually accountable community of students, faculty, and alumni, and to provide rich experiential learning opportunities to our students. With 3,000 full and part-time students currently enrolled in bachelors, masters, PhD and executive education programs, the business school boasts more than 18,000 alumni in 60 countries around the globe.

### **About the University of Calgary**

UCalgary is Canada's entrepreneurial university, located in Canada's most enterprising city. It is a top research university and one of the highest-ranked universities of its age. Founded in 1966, its 36,000 students experience an innovative learning environment, made rich by research, hands-on experiences and entrepreneurial thinking. It is [Canada's leader in the creation of start-ups](#). [Start something](#) today at the University of Calgary. For more information, visit [ucalgary.ca](http://ucalgary.ca). UCalgary has more than 6,500 graduate students and 28,500 undergraduate students, more than 1,800 academic staff (continuing, contingent term or limited term appointment), more than 1,300 sessionals, and more than 3,200 non-academic staff, in 14 Faculties, across five campuses. The vibrant and research-intensive environment at UCalgary is home to 146 research chairs (75 Canada Research Chairs), and more than 50 research institutes and centres. UCalgary has the fastest growth rate in attracting research funding among the 10 largest universities in Canada.

### **About Calgary, Alberta**

Calgary is one of the world's cleanest cities and has been named one of the world's most livable cities for years. Calgary is a city of leaders - in business, community, philanthropy and volunteerism. Calgarians benefit from a growing number of world-class dining and cultural events and enjoy more days of sunshine per year than any other major Canadian city. Calgary is less than an hour's drive from the majestic Rocky Mountains and boasts the most extensive urban pathway and bikeway network in North America.

Posting Date: November 15, 2023

Closing Date: December 31, 2023