



UNIVERSITY OF
CALGARY

Canada Research Chair (Tier II) in Equity, Diversity, and Inclusion in Organizations

The **Haskayne School of Business, University of Calgary** invites applications for a **Canada Research Chair (CRC) Tier II position in Equity, Diversity, and Inclusion in Organizations**. The successful candidate will be appointed at the rank of **Assistant Professor (tenure track) or Associate Professor (with tenure)** and nominated for a CRC Tier II. All candidates are expected to have a PhD in organizational behaviour, human resource management, industrial and organizational psychology, or a closely related field. Further information about the Canada Research Chairs Program can be found on the Government of Canada's [CRC website](#), including eligibility criteria. The anticipated start date is July 1, 2024, or mutually agreed upon date.

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

- A burgeoning reputation in organizational behaviour/organizational psychology, with a research focus on equity, diversity, and inclusion in organizations, as evidenced by:
 - A flourishing record of research with multiple publications in Financial Times' Top 50 Journals as well as other highly-ranked organizational behaviour and organizational psychology journals (e.g., see Haskayne School of Business' [Eyes High Journal List](#));
 - A growing impact in the profession in terms of citations and professional activities (refereeing and editorial boards, presentations or invited discussions at high-quality conferences, 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 research focus on equity, diversity, and inclusion in organizations, as evidenced by:
 - An outstanding and consistent record of research with many publications in Financial Times' Top 50 Journals as well as other highly-ranked organizational behaviour and organizational psychology journals (e.g., see Haskayne School of Business' [Eyes High Journal List](#));
 - Demonstrated impact in the profession in terms of citations and professional activities (e.g., editorial board or editorship roles, keynote addresses, etc.);
- A demonstrated 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 equity, diversity, and inclusion in organizations. 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.

Canada Research Chair (CRC) Tier II

Tier 2 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 equity, diversity, and inclusion. 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 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.

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.

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 four application attachments should be organized to contain the following (which may require you to merge documents, such as publications):

- Cover letter and curriculum vitae, including the name and contact information only of three referees
- Statement of research interests
- Statement of teaching philosophy/teaching dossier
- Statement on 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

Applications will be reviewed as they are received, and will be accepted until June 30, 2023

The University of Calgary has launched an institution-wide [Indigenous Strategy](#) in line with the foundational goals of [Eyes High](#), 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)

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

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

Located in Canada's most enterprising city, the traditional territory of the peoples of Treaty 7 and Region 3 of the Métis Nation of Alberta, the University of Calgary (UCalgary) is a global and innovative intellectual hub for teaching and learning, research and scholarship, and community engagement. UCalgary ranks fifth among Canada's top research universities in Research Infosource Inc.'s latest Top 50 Research Universities list released on Jan. 25, 2022. UCalgary is the youngest university to have reached the top five.

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.

A new Framework for Growth establishes principles and focus areas for the University of Calgary over the coming decade. It will ignite our entrepreneurial spirit to turn challenges into opportunities to improve the world around us. It will help to meet our academic and research ambitions and strengthen our community engagement in one of Canada's most diverse cities, whose exciting future is unfolding rapidly, and where scientific disciplines will play a major role. Built around three big ideas (transdisciplinary scholarship, integration with our community and future-focused program delivery), the Framework will distinguish the university and drive growth. To learn more about this vision please see: <https://www.ucalgary.ca/president/growth>

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: April 12, 2023

Closing Date: June 30, 2023