

### **Limited Term Lecturers in Human Resources and Organizational Behaviour**

Applications are invited from qualified individuals for two limited term lecturer positions in the Department of Human Resources and Organizational Behaviour at the Edwards School of Business (ESB). The appointments are for a one or two-year term, effective July 1, 2022.

#### **Description and Qualifications**

The ideal candidate will have a teaching background and interest in human resources with the ability to teach nine classes per academic year in courses that include Introduction to Human Resources, Organizational Behaviour, Business Communications, Strategic Compensation, Employment or Business Law, and other department courses as assigned by the Department Head. A relevant graduate degree is required and a current CPHR designation is considered an advantage. The annual salary band for this position is \$81,678 - \$121,278.

Consistent with the accreditation requirements for the Association to Advance Collegiate Schools of Business (AACSB), the Edwards School of Business seeks an individual with academic training and/or professional activities that clearly align with the required standards. Candidates must satisfy any one of the following faculty categories:

- a. Practice Academics sustain their currency and relevance through professional engagement and industry interaction. Besides holding a doctoral degree in an academic area clearly linked to the field in which they are expected to teach, the candidate would have undertaken substantive consulting, linkages to practice, or other forms of professional engagement.
- b. Scholarly Practitioners sustain their currency and relevance through publications in academic or professional journals, text books, or instructional resources, including cases and business simulations. A graduate degree in an academic area clearly linked to the field in which they are expected to teach and a current CPHR designation is required.
- c. Instructional Practitioners must have initial academic preparation (including a graduate degree), professional experience and ongoing professional engagement. Their professional experience at the time of hiring must be significant in terms of duration and level of responsibility, and clearly linked to the field in which the candidate is expected to teach. At least three years of full-time work experience would be required. Professional engagement activities must be substantive and sustained at levels that support currency and relevance for Edwards' mission.

The Edwards School of Business has an undergraduate business program with approximately 2,500 students with a growing graduate program. In addition to a vibrant research culture, we are committed to excellent teaching. Our undergraduate students go on to work in industry or start businesses and remain connected to the school via an active alumni network. As faculty, we take great pride in their accomplishments and we are looking for someone with a special ability to impact students. For more information, please visit our website at <http://www.edwards.usask.ca>.

The University of Saskatchewan is located in Saskatoon, Saskatchewan, a city with a diverse and thriving economic base, a vibrant arts community and a full range of leisure opportunities. The University has a

reputation for excellence in teaching, research and scholarly activities and offers a full range of undergraduate, graduate, and professional programs to a student population of over 25,000.

This position includes a comprehensive benefits package which includes a dental, health and extended vision care plan; pension plan, life insurance (compulsory and voluntary), academic long-term disability, sick leave, travel insurance, death benefits, an employee assistance program, a professional expense allowance, and a flexible health and wellness spending program.

Interested candidates must submit the following information to the search committee chair listed below:

- A cover letter and detailed curriculum vitae;
- A teaching dossier or evidence of teaching effectiveness that will include sample course syllabi/outlines, teaching evaluations and a statement of teaching philosophy and interests;
- The names and contact information of three references who may be contacted by the selection committee.

### **Contact**

Dr. Joseph Schmidt

Associate Professor & Department Head, Human Resources and Organizational Behaviour

[HROBDepartmentHead@edwards.usask.ca](mailto:HROBDepartmentHead@edwards.usask.ca)

Due to federal immigration requirements, we also ask candidates to indicate whether they are Canadian citizens, permanent residents, or are otherwise already authorized to work at this position for the duration of the appointment, with an explanation if this last category is indicated.

Review of applications will begin March 30, 2022; however, applications will be accepted and evaluated until the position is filled. The anticipated start date is July 1, 2022.

The University believes equity, diversity, and inclusion strengthen the community and enhance excellence, innovation and creativity. We are dedicated to recruiting individuals who will enrich our work and learning environments. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

We are committed to providing accommodations to those with a disability or medical necessity. If you require an accommodation in order to participate in the recruitment process, please notify us and we will work together on the accommodation request.

The University of Saskatchewan's main campus is situated on Treaty 6 Territory and the Homeland of the Métis. We pay our respects to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another. Together, we are uplifting Indigenization to a place of prominence at the University of Saskatchewan.