

## **Assistant Professor in Human Resources and Organizational Behaviour**

Applications are invited from qualified individuals for a tenure-track Assistant Professor in the Department of Human Resources and Organizational Behaviour at the Edwards School of Business. The appointment is expected to begin on July 1, 2023.

### **Description and Qualifications**

Candidates must hold, or be very near completion of, a Ph.D. in Human Resource Management, Employment Relations, Organizational Behaviour, Industrial/Organizational Psychology, or a related field. Successful candidates will have a demonstrated record of research in these fields, including publications or the potential to publish in highly ranked journals. Applicants require recognized expertise and passion for teaching in the areas of Human Resource Management or Organizational Behaviour, which could include the following courses: Introduction to Organizational Behaviour, Introduction to Human Resource Management, Strategic Human Resource Management, Leadership, Business Negotiations, Organization Design, and Strategic Compensation. Finally, candidates should show the ability or potential to secure external research funding and undertake relevant administrative activities, including meetings and committee work.

The Edwards School of Business has an undergraduate business program with approximately 2,500 students and thriving MBA and M.Sc. programs. In addition to a vibrant research culture, we are committed to excellent teaching. Our graduates go on to start businesses and work in the private, public and non-profit sectors, while remaining connected to the Edwards School of Business 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. We are also accredited with the Association to Advance Collegiate Schools of Business (AACSB). For more information, please visit our website at <http://www.edwards.usask.ca>.

The University of Saskatchewan's main campus is situated on Treaty 6 Territory and the Homeland of the Métis. 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.

The salary band for Assistant Professors in the 2023-2024 academic year is \$99,945 to \$120,099. A higher starting salary is possible in exceptional circumstances pursuant to Article 18.2.6.12 of the USFA Collective Agreement (<https://careers.usask.ca/agreements/usfa/usfa-18-ranks-and-salaries.php>).

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;
- Statement of research interests;

- A current working paper from your research;
- 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  
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 October 1, 2022; however, applications will be accepted and evaluated until the position is filled. The anticipated start date is July 1, 2023.

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.