

ACCOUNTING

Smith School of Business at Queen's University (Kingston, Ontario, Canada) invites applications for two tenure-track positions in Accounting, at the rank of Assistant Professor, starting July 1, 2023 (flexible). In the instance that an exceptional candidate is identified, a tenured appointment at the rank of Associate Professor will be considered.

The Accounting area comprises dedicated scholars who publish consistently in top journals and seek to influence public policy and private sector practice in Canada and internationally. The Accounting area has a strong commitment to supporting diverse research streams. For more information about our faculty see https://smith.queensu.ca/faculty_and_research/faculty.php.

Qualifications

Candidates must have a PhD or be near completion. ABD candidates must complete their PhD within one year of the start of their appointment. The successful candidates will exhibit strong potential for innovative and high-quality scholarly research leading to top-tier peer-assessed publications, as well as for outstanding teaching contributions and an ongoing commitment to academic and pedagogical excellence, in support of the School's various public and private programs. The successful candidates will also be expected to make contributions through service to the School, the University, and/or the broader academic community, and contribute to fostering an equitable, diverse and inclusive academic and work environment. In addition to the above, a successful candidate for an Associate Professor level position will have a strong track record of publications in top accounting journals and a strong teaching record.

Applications from individuals with teaching and research interests in any functional area of accounting are welcome. A candidate's potential contribution and commitment to equity, diversity, inclusion, and Indigenization at the School, as well as their specific service and citizenship contributions in their career to-date, will also be considered in selection decisions.

Smith School of Business

Smith School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in many fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs and is fully accredited by AACSB and EQUIS. The learning environment at Queen's is supported by outstanding library and computing facilities.

Smith School of Business has a number of established research centres and institutes that support a wide range of research interests, including the CPA Ontario Centre for Corporate Reporting and Professionalism, the Centre for Social Impact and the Scotiabank Centre for Customer Analytics, part of the world-class ecosystem in Analytics and AI that was awarded the 2020 Informs UPS George D. Smith Prize for Innovation in Higher Education. We also have

substantial ties to industry, government, non-profits and other higher education institutions, including a large network of industry experts on the [Smith Advisory Board](#), to advance the impact of research, teaching, and service.

Smith School of Business is committed to cultivating a vibrant, diverse and inclusive academic and work environment rooted in a culture of mutual respect and equity such that all members of our community feel safe, possess a strong sense of belonging, and are empowered to thrive. For more information about Smith School of Business, please [click here](#).

Compensation

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Smith School of Business Research Program and our Faculty Development Fund. The School also provides faculty members with support in their applications to external research granting agencies such as the Social Sciences and Humanities Research Council of Canada, among others. Smith School of Business faculty members have been quite successful with external research grant competitions.

Institution

People from across Canada and around the world come to learn, teach and carry out research at Queen's University. Faculty and their dependents are eligible for an extensive benefits package including prescription drug coverage, vision care, dental care, long term disability insurance, life insurance and access to the Employee and Family Assistance Program. You will also participate in a pension plan. Tuition assistance is available for qualifying employees, their spouses and dependent children. Queen's values families and is pleased to provide a 'top up' to government parental leave benefits for eligible employees on maternity/parental leave. In addition, Queen's provides partial reimbursement for eligible daycare expenses for employees with dependent children in daycare. Details are set out in the Queen's-QUFA Collective Agreement. For more information on employee benefits, see [Queen's Human Resources](#). Additional information about Queen's University can be found on the [Faculty Recruitment and Support](#) website. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

The City

The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Queen's is an integral part of the Kingston community, with the campus nestled in the core of the city, only a 10-minute walk to downtown. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural and creative opportunities. Kingston is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Kingston offers unique waterfront living with many recreational opportunities. It is within a two-and-a-half hour drive (two-hour train ride) to the commercial, industrial and political hubs of Toronto, Montreal, and the nation's capital, Ottawa, and a thirty minute drive from the international bridge linking Ontario and upstate New York. The city is also the origin of the historic Rideau Canal system –a UNESCO International Heritage site.

Vaccination Requirements

Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point.

How to Apply

The effective date of the appointment will be July 1, 2023, but is flexible.

The University invites applications from all qualified individuals. Queen's is committed to employment equity, diversity, and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous/Aboriginal peoples, women, persons with disabilities, and 2SLGBTQ+ persons. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact: Brittany Lovelock at brittany.lovelock@queensu.ca. Academic staff at Queen's University are governed by a Collective Agreement between the University and the [Queen's University Faculty Association \(QUFA\)](https://www.queensu.ca/facultyrelations/qufa/collective-agreements-lous-moas), which is posted <https://www.queensu.ca/facultyrelations/qufa/collective-agreements-lous-moas> and at <http://www.qufa.ca>.

To comply with Federal laws, the University is obliged to gather statistical information about how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applications must include one of the following statements: "I am a Canadian citizen / permanent resident of Canada"; OR, "I am not a Canadian citizen / permanent resident of Canada". Applications that do not include this information will be deemed incomplete. Your application cover letter must include one of these two citizenship statements.

Applicants' membership in equity deserving groups is considered when inviting candidates for interviews. Applicants will receive an invite to provide this information at a later time from Queen's Human Rights and Equity Office. In addition, the impact of certain circumstances that may legitimately affect a nominee's record of research achievement will be given careful consideration when assessing the nominee's research productivity. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.

Applicants should submit:

- A cover letter
(including one of the two statements regarding Canadian citizenship/permanent resident status specified in the previous paragraph)
- A current Curriculum Vitae
(including a list of publications)
- A statement of current and prospective research interests
- Evidence of research, such as copies of sample publications, working papers, or a dissertation proposal
- A statement of teaching interests and experience
(including course outlines and evaluations if available)
- A Diversity Statement that explains experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity and inclusion
- Three letters of reference

Application Timelines and Submitting your application:

Members of the Accounting area plan to attend the Accounting PhD Rookie Recruiting and Research Camp in Miami and the talent workshop of the European Accounting Association in Madrid.

Please submit your application package via Interfolio Faculty Search through the following link:

<http://apply.interfolio.com/113861> **INSERT LINK HERE (BRITTANY)**

The deadline for submission is specified in the Interfolio website. Review of applications will continue until the positions are filled.

Note: only selected candidates will be contacted for interviews.

Submitting your application

If you have any questions regarding the application process, please contact either Bertrand Malsch (area coordinator) at Bertrand.malsch@queensu.ca, Erica Pimentel (assistant professor) at erica.pimentel@queensu.ca, or Brittany Lovelock (Senior Staffing Officer in the Dean's Office) at brittany.lovelock@queensu.ca