

## **Queen's University, Smith School of Business Black or Indigenous Business Scholar**

Smith School of Business at Queen's University (Kingston, Ontario, Canada) invites applications for a tenure-track Black or Indigenous Business Scholar position at the rank of Assistant Professor, with a preferred starting date of July 1, 2023. In the instance that an exceptional candidate is identified, a tenured appointment at the rank of Associate Professor or Professor will be considered. Applications are welcome from any business discipline.

Applicants must self-identify as Black persons from Africa or of the African diaspora (e.g., African and Africa descended people from the Caribbean, North America, Europe, or Latin America), or they must self-identify as First Nations, Inuit or Métis.

In accordance with the University's Employment Equity Program and pursuant to the Ontario Human Rights Code (OHRC) Section 14, this selection will be limited to Black or Indigenous peoples. Candidates from Indigenous communities and the groups noted above are encouraged to self-identify. Recognizing that identities can intersect, Black and Indigenous people who also identify as women, persons with disabilities and 2SLGBTQ+ are encouraged to apply. In accordance with Canadian Immigration requirements Canadian citizens and permanent residents of Canada will be given priority.

Our aim in narrowing this job advertisement to two very specific under-represented groups is to provide targeted opportunities as allowed by the OHRC as a special program for Black or Indigenous scholars to enrich our Smith community. Engaging under-represented scholars to share their work experiences and viewpoints with students and colleagues will help offer an authentically inclusive learning experience. It is also an opportunity to correct the historic underrepresentation at Smith of Black and Indigenous scholars.

### **Qualifications**

Candidates must have completed, or be nearing completion of (ABD), a PhD or equivalent degree at the start of the appointment. ABD candidates must complete their PhD within one year of the start of their appointment. The main criteria for selection are academic and teaching excellence. Candidates' contribution and commitment to diversity at the school are also considered in selection decisions. The successful candidate will exhibit strong potential for innovative and high-quality scholarly research, as well as strong potential for outstanding teaching contributions at both undergraduate and graduate levels, and an ongoing commitment to academic and pedagogical excellence in support of the School's various public and private programs. The successful candidate will be required 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 or higher will have a strong track record of publications and research impact and a strong teaching record.

### **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 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.

### **Faculty at Smith School of Business Queen's University**

Smith School of Business is renowned for its excellence, innovation, and leadership in business education and research. Faculty at Smith are strong researchers with expertise covering all areas of business and organizational research organized under ten area groups: Accounting, Business Economics, Digital Technology, Finance, General Management, International Business, Management Analytics, Marketing, Organizational Behaviour, and Strategy. Applications are welcome from any business discipline.

For more information about our faculty members see:  
[https://smith.queensu.ca/faculty\\_and\\_research/faculty.php](https://smith.queensu.ca/faculty_and_research/faculty.php)

### **Equity, Diversity, Inclusion and Indigenization**

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 so that all members of our community feel safe, possess a strong sense of belonging and are empowered to thrive.

To learn more about our commitment please see: <https://smith.queensu.ca/about/EDII/index.php>

### **Compensation**

Salary will be commensurate with qualifications and experience. Appointees have access to 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**

Queen's University is one of the top universities in Canada and has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. 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.

## **How to Apply**

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

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](mailto: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 \(QUFA\)](#), which is posted at [https://www.queensu.ca/facultyrelations/sites/frowww/files/uploaded\\_files/QUFA/Collective%20Agreement/QUFA%20CA%202019-22%20clean%20June%209%202022%20for%20web.pdf](https://www.queensu.ca/facultyrelations/sites/frowww/files/uploaded_files/QUFA/Collective%20Agreement/QUFA%20CA%202019-22%20clean%20June%209%202022%20for%20web.pdf) 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.

The [Queen’s University Policy Regarding Mandatory Vaccination Requirements for In-person University Activities](#) requires **ALL** Community Members, including employees, to be Fully Vaccinated against COVID-19 prior to participating in any In-person University Activities. This is a condition of employment for all employees who are required to attend University Property to perform their employment responsibilities. Individuals who cannot be vaccinated due to **substantiated grounds** (medical and other protected grounds under the Ontario Human Rights Code) **may ask the University to validate the exemption** and request an accommodation in these rare circumstances. If approved, they will be subject to additional health and safety measures.

### **Applicants should submit:**

- A cover letter  
(including one of the two statements regarding Canadian citizenship/permanent resident status previously specified)
- A current Curriculum Vitae (including a list of publications)
- Evidence of research, including a job market paper and a Research Statement
- 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

The position will remain open until filled.

### **Submitting your application**

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

<http://apply.interfolio.com/112074>

If you have any questions regarding the application process, please contact Brittany Lovelock, Senior Staffing Officer in the Office of the Dean, at [brittany.lovelock@queensu.ca](mailto:brittany.lovelock@queensu.ca).

Note: only selected candidates will be contacted for interviews.

Please also note that Under Section 14 of the OHRC, it is not discrimination to put in place a special hiring program if it is designed to:

- Relieve hardship or economic disadvantage
- Help disadvantaged people or groups to achieve, or try to achieve, equal opportunity or
- Help eliminate discrimination