

Tenure-Track Faculty Position in Management Analytics

Smith School of Business at Queen's University (Kingston, Ontario, Canada) invites applications for one tenure-track position in Management Analytics (formerly, Management Science and Operations) at the rank of Assistant Professor with a negotiable starting date (no later than January 2024). In the instance that an exceptional candidate is identified, a tenured appointment at the rank of Associate Professor will be considered. Scholars working in one of the following high-priority areas (in order of priority) will be given preference: Healthcare Analytics, Disruptive-data-driven technologies (generative AI, robotics, web 3.0, etc.) and the Future of Work, Analytics of EDII, and Sustainability Analytics.

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity, and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, 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.

Qualifications

Candidates must have completed, or be nearing completion of all but dissertation (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. A candidate's potential contribution and commitment to equity, diversity, inclusion, and Indigeneity at the School, as well as their specific service and citizenship contributions in their career to-date, will also be considered in selection decisions.

The successful candidate will exhibit strong potential for innovative and high-quality scholarly research leading to top-tier publications, securing external research funding, and outstanding teaching contributions at the undergraduate and graduate levels, with an ongoing commitment to academic and pedagogical excellence in support of the School's various 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 position will have a strong track record of publications in top-tier academic journals, as well as a strong teaching record.

Management Analytics group

The Management Analytics group (formerly, Management Science and Operations Management) is comprised of strong researchers with particular expertise in revenue management and pricing, sustainability, energy markets, supply chain management, natural language processing, ethics in

AI and the interface of operations and marketing. Group members hold top editorial board memberships and have won multiple prizes and awards.

The Management Analytics group is at the forefront of the Analytics/Big Data/AI revolution with a portfolio of highly successful programs delivered out of the Smith location in downtown Toronto. These include the highly regarded Masters in Management Analytics (MMA, https://smith.queensu.ca/grad_studies/mma/index.php), North America's first Masters in Management of Artificial Intelligence (MMAI, https://smith.queensu.ca/grad_studies/mmai/index.php), delivered jointly with the Vector Institute for Artificial Intelligence (<https://vectorinstitute.ai>), and multiple Executive Education programs in Analytics.

The group is also actively involved in industry collaborations, primarily in financial services, through the Scotiabank Center for Customer Analytics, <https://smith.queensu.ca/centres/scotiabank/index.php>, and is otherwise tightly embedded in Toronto's booming Analytics/AI scene.

The group is also actively involved with the conflict analytics lab; a joint project between the Smith School of Business and the Queen's Faculty of Law <https://conflictanalytics.queenslaw.ca/>.

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 Institute for Sustainable Finance, Centre for Social Impact and the Scotiabank Centre for Customer Analytics, and is part of a 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 (and/or Natural Sciences and Engineering) Research Councils of Canada, among others. Smith School of Business faculty members, including those in Management Analytics, 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 Cit(ies)

Smith School of Business operates in two locations:

Our main campus is in Kingston, Ontario – a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, Kingston offers unique waterfront living with many recreational and cultural opportunities. It is within a 2h train ride (~2.5-3h drive) 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. For more information please see: <https://www.cityofkingston.ca/explore/about-kingston>

Our second location is in downtown Toronto, where much of the Management Analytics group's activities take place. As demonstrated by various international rankings and reports, Toronto is one of the best cities in the world to live and work. For more information please see: <https://www.toronto.ca/city-government/data-research-maps/toronto-progress-portal/world-rankings-for-toronto/>

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 is negotiable but no later than January 1, 2024.

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 \(QUFA\)](http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement), which is posted at <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> 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

Deadline for applications: June 15, 2023

Submitting your application

Please submit your application package before the stated due date via Interfolio Faculty Search through the following link:

<http://apply.interfolio.com/124878>

If you have any questions regarding the application process, please contact Brittany Lovelock, Senior Staffing Office in the Dean's Office, at brittany.lovelock@queensu.ca.

Note: only selected candidates will be contacted for interviews.