Position Description

The DeGroote School of Business at McMaster University invites applications for a tenure-track position at the rank of Assistant/Associate Professor in the Human Resources & Management Area. The appointment is targeted to commence July 01, 2024, though an earlier appointment could be considered. Appointment rank (Assistant or Associate) will depend on qualifications and research record. Exceptional candidates at the rank of Associate Professor with tenure may also be considered. Profiles of Human Resource & Management faculty are found at the following link: https://research.degroote.mcmaster.ca/faculty-areas/human-resources-and-management/

The successful candidate will have (or be very near completion of) a Ph.D. in Human Resources Management (HRM), or closely related discipline, and demonstrate a record of, or strong potential for, excellence in research and teaching in HRM, as evidenced in journal publications, conferences, and graduate courses taken and/or taught. Candidates with expertise in HRM at the macro or micro level are encouraged to apply. The successful candidate is expected to (a) develop and maintain a grant-supported program of research leading to relevant publications in high quality high impact journals, (b) be able to teach a variety of courses in HRM within both the undergraduate and graduate programs (i.e., MBA, EMBA, Ph.D.), (c) supervise graduate students, (d) actively engage in serving the school, university, professional community, and (e) contribute to the school’s governance (serving on committees).

McMaster University prides itself on a strong culture of excellence in research, teaching, and community outreach. It is consistently ranked among the top 10% of universities globally, including in the Times Education World Rankings and the Academic Ranking of World Universities (AWRU).

The DeGroote School of Business operates at two campuses, the McMaster University main campus in Hamilton, Ontario and in nearby Burlington, Ontario, housing the MBA and executive programs. The successful incumbent is expected to contribute to the school’s academic programs at both locations.

Commitment to Inclusive Excellence

The diversity of our workforce is at the core of our innovation and creativity and strengthens our excellence in research, teaching, and community outreach. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration, and diversity, and has a strong commitment to employment equity. The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from First Nations, Métis and Inuit peoples, members of racialized communities (“visible minorities”), persons with disabilities, women, and persons who identify as 2SLGBTQ+.

We invite all applicants to complete a brief Diversity Survey, which takes approximately two minutes to complete. All questions are voluntary, with an option to decline to answer. All information collected is confidential and will be used to support efforts to broaden the diversity of the applicant pool and to promote a fair, equitable and inclusive talent acquisition process. Inquiries about the Diversity Survey may be directed to hr.empequity@mcmaster.ca.

Job applicants requiring accommodation to participate in the hiring process should contact the Office of the Dean of Business at dsbeo@mcmaster.ca to communicate accommodation needs.
How to Apply

Please apply online via the McMaster Academic Careers website: https://hr.mcmaster.ca/careers/, (Faculty Postings, Job 52277), addressing your application documents to:

Dr. Rick D. Hackett, Chair, Human Resources & Management, DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada LMS 4M4.

Please submit the following materials:

- A cover letter with a curriculum vitae describing the impact that career interruptions have had on your research productivity, if applicable (including a statement regarding Canadian citizenship/permanent resident status (see below)).
- A statement describing your primary research interests, accomplishments, and program, and their alignment with the field of human resources management (HRM). Please include a selection of your most significant research work (published articles or working papers).
- A statement of teaching interests and their alignment with the field of human resources management. It should include a description of your teaching philosophy and evidence of your potential to be an effective teacher. Teaching evaluations are not required.
- A statement describing any contributions made or planned in relation to advancing equity, diversity and inclusion or inclusive excellence in teaching, research, or service within higher education, community-based or other professional settings. (2-page maximum)
- Letters of reference are not required and will not be reviewed at the application stage. The Department will request letters of recommendation from 3-5 referees at later stages of the search process.

Review of applications has begun and will continue until the position is filled. All applicants will receive an online confirmation of receipt of their application; however, only short-listed applicants will be contacted for interviews.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

To comply with the Government of Canada’s reporting requirements, the University is obliged to gather information about applicants’ status as either Permanent Residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenship; however, all applications must include one of the following statements:

- Yes, I am a citizen or permanent resident of Canada
- No, I am not a citizen or permanent resident of Canada

Vaccination Policy Statement

The University is committed to providing and maintaining healthy and safe working and learning environments for all employees, students, volunteers and visitors. The University’s Vaccination Policy-COVID-19 Requirements for Employees and Students (the “Vaccination Policy”), requires all
McMaster community members, including employees, accessing a McMaster campus or facility in person to be fully vaccinated or to have received an exemption from the University for a valid human rights ground. While the Policy will be currently paused, this Policy may resume quickly and on short notice, as informed by public health advice and direction. As a result, failure to achieve and maintain fully vaccinated status or an approved human rights-based exemption may result in termination of employment. This is a term and condition of employment. The University will continue to follow the guidance of public health organizations to define fully vaccinated status.

**Hybrid Work Language**

To ensure an ongoing and vibrant University community that meets the needs of our students, staff and faculty and supports the University mission, ability to work on-site continues to be a requirement for most University positions. The University is supportive of exploring flexible work arrangements that effectively balance operational needs and employee interests.