

Open Rank Position in Leadership

The DeGroote School of Business, McMaster University, invites applications for a tenured/tenure-track position in the Human Resources and Management Area with expertise in leadership. Rank is open and will be determined based on qualifications and experience. The appointment will likely begin on July 1, 2020.

The ideal candidate will have a strong background and demonstrated research interests in leadership with a PhD in a related discipline (e.g., Organizational Behavior, Management Studies, Human Resources Management). The successful candidate is expected to develop and maintain a grants-supported program of research leading to publications in high quality journals, teach in our undergraduate and graduate (i.e., MBA, EMBA, PhD) programs, supervise graduate student research, develop leadership programs and contribute to the school's governance (e.g., serving on committees). We provide generous funding for research and conference travel and a reduced teaching load during the first few years of the appointment.

The Area's faculty members include Vishwanath Baba, Catherine Connelly, Rick D. Hackett, Benson Honig, Teal McAteer, John Medcof, Erin Reid, Trish Ruebottom, Aaron Schat, Frances Tuer, and Willi Wiesner. Their research spans organizational behaviour, industrial relations, human resources management, organizational theory, technology management, and/or entrepreneurship. A sampling of the journals in which our faculty have published include *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Strategic Management Journal*, *Organizational Studies*, *Organization Science*, *Journal of Management*, *Journal of Management Studies*, *Human Resource Management*, *Management Decision*, *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Organizational Behavior*, and the *Harvard Business Review*. Several have served, or are currently serving, as Editor-in-Chief, Associate Editor, or on the boards of influential journals in management, entrepreneurship, organizational behaviour and/or human resources management.

McMaster University prides itself on a strong culture of research, excellence in teaching, and community outreach. In 2018, it was ranked among the top four Canadian universities, and the top 10% globally by both the Times Higher Education World University Rankings and the Academic Ranking of World Universities (AWRU). For the past two years, Research Infosource Inc. has evaluated McMaster University as Canada's most *research intense* University.

The DeGroote School of Business operates at two campuses, the McMaster University main campus in Hamilton, Ontario and a new state-of-the-art facility in nearby Burlington, Ontario, housing the MBA and executive programs. Successful candidates are expected to be active at both locations.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The search begins immediately and will remain open until the position is filled.

Please apply online via the McMaster Academic Careers website (<http://www.workingatmcmaster.ca/careers/>), (Faculty Postings, Job Opening ID: 28934), directing your application documents to:

Dr. Aaron Schat, Chair, Human Resources and Management Area
DeGroote School of Business, McMaster University
1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4

Through the above noted on-line system, please submit a cover letter, statement of research and teaching interests, curriculum vitae, research samples (published articles or working papers), evidence of teaching effectiveness, and the names and contact information of at least three referees.

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

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and, within the lands protected by the "Dish with One Spoon" wampum agreement.

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 diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. The University seeks qualified candidates who share our commitment to equity, diversity and inclusion. While all qualified candidates are invited to apply, we particularly welcome applications from women, persons with disabilities, First Nations, Métis and Inuit peoples, members of visible minorities, and LGBTQ+ persons. Job applicants requiring accommodation to participate in the hiring process should contact the Human Resources Service Centre at 905-525-9140 ext. 222-HR (22247) or the Faculty of Health Sciences Human Resources office at ext. 22207 to communicate accommodation needs.