

ORGANIZATIONAL BEHAVIOUR & HUMAN RESOURCES DIVISION JOB POSTING (2022)

The Organizational Behaviour & Human Resources Division of the Sauder School of Business at the University of British Columbia (Vancouver Campus) invites applications for one open rank tenure track or tenured faculty position with a research program that includes topics related to Equity, Diversity and Inclusion. We welcome applications from applicants who hold or are very close to completing a Ph.D. by July 1, 2023 in Human Resources, Organizational Behaviour, Organizational Theory, or a related discipline.

The ideal candidate will demonstrate research and teaching excellence commensurate with their respective rank. Duties include developing and maintaining an active research program with the goal of high-quality research contributions, developing and teaching classes in our undergraduate and graduate education programs, supervising Ph.D. students, and contributing to other teaching and administrative initiatives in the Organizational Behaviour & Human Resources Division and at the UBC Sauder School of Business. Teaching and service responsibilities are similar to other research-intensive universities. UBC Sauder provides generous start up grants for research, extensive development opportunities and support for junior faculty including an engaging [seminar series](#), faculty-wide “lunch and learn” sessions that focus on teaching development, methods workshops, and paper development workshops. In addition, the Canadian Federal Government sponsors several research funding opportunities through the [Social Sciences and Humanities Research Council](#).

The [Organizational Behaviour & Human Resources Division](#) consists of 13 scholars in an interdisciplinary division with both macro and micro research interests who study a wide range of workplace and organizational issues and publish in top tier management journals. The [Sauder School of Business](#) is part of the [University of British Columbia](#) (UBC). The UBC Vancouver campus is on the traditional, ancestral, and unceded territory of the Musqueam people. UBC ranks among the top 30 universities worldwide, attracting a high-quality and diverse student body. UBC is located in Vancouver, British Columbia, Canada, a city that routinely ranks as one of the best places to live in the world. Vancouver is a vibrant and multicultural city situated between the mountains and the Pacific Ocean and is located two hours from Whistler, BC and Seattle, Washington.

A full application package should include:

- (1) A cover letter explaining your interest in UBC Sauder, and the position;
- (2) A curriculum vitae;
- (3) A research statement;
- (4) A statement of teaching philosophy, along with a record of teaching evaluations (if available);
- (5) A one page statement identifying your contributions, or potential contributions to Equity, Diversity and Inclusion (EDI) along with your ability to work with culturally diverse and international students; and
- (6) Two published or unpublished research papers and/or a dissertation proposal.

Please compile your application documents into one PDF file, using your last name (e.g., vanJaarsveld.pdf) as the file name, and submit the application to:

OBHRrecruiting@sauder.ubc.ca. In addition, for PhD candidate and Assistant Professor applicants, we request three confidential reference letters to be sent to us separately by your referees in support of your job application. Please ask your referees to include your name in the filename (e.g., “vanJaarsveld – Letter of Recommendation.pdf”), and to submit their references separately from your application package to: **OBHRrecruiting@sauder.ubc.ca.** For Associate or Full Professor applicants, please include contact information for four references we can contact for letters of recommendation. All documents must be in PDF format.

Subject to budgetary approval, the position will start on July 1, 2023. **The formal submission deadline is September 2, 2022.** We strongly encourage applicants to submit their complete application by **September, 2022** to receive full consideration. Please direct any questions via email to Danielle van Jaarsveld (vanjaarsveld@sauder.ubc.ca), Chair of the Organizational Behaviour and Human Resources Division. Information regarding hiring is available at: http://www.sauder.ubc.ca/Faculty/People/Faculty_Openings

We ask applicants to faculty positions at the UBC Sauder School of Business to complete the following equity survey. The link to the survey is https://ubc.ca/qualtrics.com/jfe/form/SV_aVtaMWjwsMEcO4l.

Your participation is voluntary and anonymous. The information will not be used to determine eligibility for employment. The answers will be collated to provide data that can assist us in understanding the diversity of our applicant pool and identifying potential barriers to the employment of designated equity group members. This survey takes only a minute to complete. You may self-identify in one or more of the designated equity groups. You may decline to identify in any or all of the questions by choosing "prefer not to disclose." Thank you in advance for your participation.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Métis, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.