

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

Smith School of Business at Queen's University (Kingston, Ontario, Canada) invites applications for a tenure-track Indigenous Business Scholar position at the rank of Assistant Professor, with a preferred starting date of July 1, 2024. 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 be Indigenous persons with clear and demonstrable ties to Indigenous community(ies). In accordance with the [Hiring of Indigenous Specific Positions – Interim Policy](#), applicants will be required to provide documents confirming their Indigenous identity. Shortlisted candidates will have their identity verified prior to being invited to interview and only applicants whose identities have been positively verified will proceed to the interview stage of the hiring process.

Queen's university and Smith School of Business is committed to furthering the work of reconciliation between Indigenous and non-Indigenous peoples and to advancing teaching and research in Indigenous business studies. Smith School of Business is committed to increasing Indigenous representation within the business profession.

### **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 and indigeneity 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.

### **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.

### **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 Entrepreneurship, Innovation & 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)

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.

### **Institution**

[Queen's University](#) has a long history of scholarship, discovery, and innovation that shapes our collective knowledge and helps address some of the world's most pressing concerns. Home to more than 25,000 students, Queen's offers a comprehensive research-intensive environment. Diverse perspectives and a wealth of experience enrich our students and faculty while a core part of our mission is to engage in international learning and research.

In 2023, for the third year in a row, Queen's University has [ranked in top 10 globally Times Higher Education Impact Rankings](#), securing the position of third worldwide and first in North America. The rankings measured over 1,700 post-secondary institutions on their work to advance the United Nations' Sustainable Development Goals (SDGs).

From Nobel Prize-winning research exploring the building blocks of the universe to cancer care and treatment to sustainable technologies, our university is tackling humanity's most pressing challenges.

A member of the U15 group of Canadian research universities, Queen's is home to a vibrant research community that includes 33 Canada Research Chairs and over 20 research institutes who work in partnership with communities, governments, and industry to advance research and innovation, making a measured impact on Canada and the world.

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. Employees 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](#).

## **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, with access to many natural areas and proximity to vibrant First Nations Communities including Tyendinaga and Akwesasne. Kingston is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry, and learning. Kingston offers 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, and is close to Frontenac Provincial Park, the Thousand Islands National Park, and the Frontenac Arch UNESCO World Biosphere Reserve. The [Queen's University Biological Station](#), north of the city, encompasses 34 km<sup>2</sup> of diverse lands, affording premier learning and research opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

## **How to Apply**

The effective date of the appointment will be July 1, 2024, but is flexible.

Queen's University has developed a Targeted Hiring Policy and Procedure in accordance with guidelines on Special Programs by the Ontario Human Rights Commission. The Targeted Hiring Policy and Procedure will be applied to fill the Smith School of Business Indigenous Business Scholar position.

In accordance with the University's Employment Equity Program and pursuant to Section 14 of the Ontario Human Rights Code (OHRC), the Smith School of Business Indigenous Business Scholar position is open only to qualified individuals who are Indigenous persons with clear and demonstrable ties to Indigenous community(ies). In accordance with the [Hiring of Indigenous Specific Positions – Interim Policy](#), applicants will be required to provide documents confirming their Indigenous Identity. Shortlisted candidates will have their identity verified prior to being invited to interview and only applicants whose identities have been positively verified will proceed to the interview stage of the hiring process. Recognizing the intersectionality of identities within Indigenous communities, applications from Indigenous candidates who also identify as women, persons with disabilities and 21SLGBTQI+ persons will be welcome. All applicants will be invited to self-identify once they have applied; those who wish to be considered under our employment equity provisions are required to self-identify. Self-identification information will be held in confidence by the Human Rights and Equity Office and one member of the hiring committee. All qualified candidates are encouraged to apply; however, Canadians, permanent residence and Indigenous applicants defined under Section 35(2) of the Constitution Act, 1982, will be given priority.

Queen's Targeted Hiring Policy and Procedure follows the OHRC's guidelines on Special Programs. The requirement for applicants to be an Indigenous person will assist Queen's University in addressing the underrepresentation of Indigenous Scholars at the university. Engaging Indigenous scholars will enable Indigenous experiences and community connections to enlighten and enrich the University academia, and student experiences at Queen's. It is also an opportunity to correct the historic underrepresentation at Queen's of Indigenous scholars.

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 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) Smith School of Business, Dean's Office.

Those interested in this position should submit a complete application package, including the following documents:

- a cover letter, indicating whether or not you will require a work permit and/or require support with an extension of your work permit in the future;
- 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 teaching outlines and evaluations if available);
- a statement of experience with, and commitment to, facilitation and promotion of Indigenization
- Three confidential letters of reference

The deadline for applications is Friday, May 10, 2024

### **Submitting your application**

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

<http://apply.interfolio.com/144143>

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.

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 <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> and at <http://www.qufa.ca>.

### **Rationale for Targeted Hiring Program:**

Queen's University has developed a [Hiring of Indigenous Specific Positions – Interim Policy](#), in accordance with guidelines on [Special Programs by the Ontario Human Rights Commission](#). The

Targeted Hiring Policy and Procedure will be applied to fill this Indigenous Business Scholar position.

We are seeking an Indigenous individual for this position for the following reasons:

The Smith EDII Strategy and Action Plan is structured around six core dimensions – responsible conduct, accessible and inclusive student experience, teaching and learning, support, resources and capacity, research and thought leadership and community.

Under the core dimension of support, resources, and capacity the school committed to increasing diversity and EDII expertise through staff and faculty hires. To fully execute our EDII strategy and action plan, the school needs to not only improve access to business education at Smith but to also improve access to indigenous scholars. Engaging under-represented scholars to share their work experiences and viewpoints with students and colleagues is to offer an authentically inclusive learning experience.