

The Department of Psychology at the University of Guelph invites applications for a tenure-track position in Industrial-Organizational Psychology at the Assistant Professor level. The anticipated start date for this appointment is July 1, 2025, or another mutually agreed-upon date in 2025.

The successful candidate will demonstrate the potential to provide effective and innovative graduate student training with respect to consulting skills in I-O Psychology through Organization & Management Solutions (<https://omsconsulting.uoguelph.ca/>) a course that operates as an internal consulting firm. As well, the successful candidate will contribute to service activities within the I-O program and Department of Psychology and provide teaching and research supervision to a diverse population of undergraduate and graduate students.

Our wider department reflects a collegial and welcoming academic community that aims to support a diverse range of people and perspectives in an inclusive work environment.

Applicants should have:

1. Ph.D. in Industrial/Organizational Psychology, or equivalent (e.g., Organizational Behaviour, Human Resource Management).
2. Ability to manage our internal consulting group (i.e., [OMS](#)) including securing projects, liaising with clients, mentoring graduate students with respect to I-O Psychology skills, and managing operations.
3. A research program in I-O Psychology that complements the strengths of the I-O Area and attracts high-quality graduate students.
4. A record of effective knowledge mobilization, such as publishing in scholarly journals, conference presentations, and communication of research findings to a broad audience.
5. A commitment to the development of undergraduate and graduate students.
6. A portfolio that demonstrates a record of excellent teaching or mentoring, such as strengths in innovative and engaging pedagogies, peer evaluations, participation in workshops and training.
7. A record of past service activities and contributions to the unit, university, or broader community.

The Department of Psychology values diversity and inclusivity and is committed to developing and maintaining a culture that is positive, collegial, and respectful of all members. This is consistent with the College's values of "Equality, inclusion, and respect for all those we serve within our communities and globally." Thus, we encourage applications from those who have shown a commitment to Indigenization, Equity, Diversity, Inclusion, and Accessibility from their past research, service work, teaching, mentorship, or community engagement. Whether you've engaged with these ideas through formal study, personal experience, or professional work, we value a wide range of perspectives.

This is an exciting time of growth for our Psychology Department, as we are conducting searches for four positions across different areas of the department. As such, the successful candidate will join the department together with a cohort of enthusiastic and well-supported early career scholars.

The University of Guelph resides on the traditional lands and territory of the Anishinaabeg, Haudenosaunee and Huron Wendat. These lands are now home to a rich diversity of First Nations, Inuit and Métis people. We offer our respect and gratitude to our Indigenous neighbours and affirm our responsibility to realize our commitments to reconciliation through ongoing action. We are guided in this work by [Bi-Naagward | It Comes into View](#), the Indigenous Initiatives Strategy.

The University of Guelph is the third largest employer in Guelph, a city of over 144,000 people, located about an hour drive west of Toronto, Ontario. University of Guelph is a top-ranked comprehensive university in Canada with an enrolment of more than 30,000 undergraduate and graduate students across more than 40 academic units. The University is known for its commitment to student learning, innovative research, and collaboration with world-class partners. It is a unique place, with transformative research and teaching and a distinctive campus culture. People who learn and work here are shaped and inspired by a shared purpose: *To Improve Life*. Reflecting that shared purpose in every experience connected to our university positions us to create positive change, here and around the world. Our University community shares a profound sense of social responsibility, a drive for international development, and an obligation to address global issues.

## Application Process

If you are a current employee of the University of Guelph you must apply on the internal Career Page to be considered as an internal applicant. [SuccessFactors: Career Opportunities \(sapsf.com\)](#)

Assessment of applications will begin on **Choose a date** and will continue until the position is filled. Interested applicants should create an account on <https://careers.uoguelph.ca/> and apply for the advertised faculty position (Requisition ID #) by submitting the following materials (in an integrated Single PDF file):

- (1) a cover letter;

- (2) a curriculum vitae;
- (3) a brief consulting dossier (2 pages maximum) outlining aspects such as: key projects, industry sectors, leadership, and evaluation;
- (4) a brief statement of research (2 pages maximum);
- (5) a training/teaching dossier that contains a brief statement of philosophy (1 page maximum) and evidence of effectiveness (e.g., sample assessments, mentoring experience, student and/or peer evaluations and so on)
- (6) an Indigenization, Equity, Diversity, and Inclusion statement that outlines their past research, service work, teaching, mentorship, or community engagement in regard to these issues (1-2 pages);
- (7) two letters of reference.

Applications should be sent to the attention of:

Kaitlyn McLachlan  
Interim Chair  
Department of Psychology  
University of Guelph  
Guelph, ON N1G 2W1

Questions about this position may be directed to Kaitlyn McLachlan, Interim Chair, Department of Psychology, at [kmclac02@uoguelph.ca](mailto:kmclac02@uoguelph.ca).

The University of Guelph commits to fostering inclusive excellence through promoting Indigenization, equity, diversity, inclusion, and accessibility. Inclusion is a core pillar of Our Time, our strategic plan, which pledges to “transform our human resources, governance and student services and practices across the University to enable us to recruit a diverse student, faculty and staff body and support them in achieving their personal, professional and scholarly goals.” The University commits to creating and maintaining “equitable work environments that empower us in our pursuit of student, faculty and staff success, research excellence, innovation and impact.”

The University of Guelph invites applications from all qualified individuals; however, Canadians and permanent residents will be given priority. We strongly welcome and encourage applications from members of designated groups in employment, including Indigenous persons, persons with disabilities, racialized persons, women, and 2SLGBTQIA+ persons.

The University of Guelph recognizes that career paths can be diverse and career interruptions may occur. We encourage applicants to note in their applications whether they would like considerations given to the impact of any circumstances, such as (but not limited to) those due to health and/or family reasons, that may have affected an applicant's record of achievement. You are not required to disclose these circumstances in the hiring

process. If you choose to do so, the University will ensure that these circumstances do not negatively impact the assessment of your qualifications for the position.

The University of Guelph is committed to ensuring all applicants have fair and equitable participation in the hiring process. If you anticipate needing accommodations during the recruitment or selection processes, confidential assistance is available on request by contacting Occupational Health and Wellness at 519-824-4120 x52674. If you have any questions regarding accommodations or accessibility during the hiring process or for more information and support, please visit the University's Occupational Health and Wellness or contact OHW at [ohw@uoguelph.ca](mailto:ohw@uoguelph.ca).