

## Description

### **Assistant Professor, Industrial & Organizational Psychology, Department of Psychology, Faculty of Arts**

#### Position Description

The **Department of Psychology** at the University of Calgary invites applications for a position in **Industrial & Organizational Psychology** at the rank of **Tenure-Track Assistant Professor**, to begin July 1, 2026.

Candidates will have the opportunity to join a leading psychology department in the dynamic city of Calgary. The University of Calgary I/O Psychology program is well established and widely regarded as one of the best in Canada. We offer both a M.Sc. and a Ph.D. with a Specialization in I/O Psychology. Our Ph.D. graduates have diverse careers in government, industry, business, and academia. This reflects the strong research focus of our program, which is balanced with applied training and experiential opportunities. The graduate program receives many competitive applications every year.

Successful candidates will develop a strong research program, mentor undergraduate and graduate students, contribute to undergraduate and graduate teaching, and engage in service activities at all levels of the university and in our communities. The position is expected to involve an equal emphasis on research and teaching.

The successful candidate will need to produce research and engage in teaching that advances the Strategic Priorities of the Faculty of Arts. Specifically, we seek applicants whose research, teaching, and service will advance Justice, Equality and Transformation (e.g., social innovation, organizational justice and civility, employee wellbeing, workplace discrimination). Moreover, the successful candidate will need to bring expertise on equity, diversity, inclusion, and accessibility in the context of traditional I/O topics (e.g., recruitment, selection, performance management, leadership, teamwork, motivation) in supporting productive, just, and inclusive workplaces. For example, the successful candidate's teaching and research could examine the intersection of equity-deserving or sovereignty-deserving groups in the work context. We are particularly interested in applicants who will focus on the major barriers and opportunities of Indigenous employment with several important areas of focus (i.e., economic empowerment and opportunities for meaningful employment; employment that honors and respects Indigenous cultures, traditions, and languages; advancing the overall development and well-being of Indigenous communities).

With respect to teaching, course design, pedagogical practices, and assessments of learning should be centered on an intentional effort to create an inclusive environment and equitable opportunity for learning. We seek to hire a candidate with strong training across foundations of Industrial and Organizational Psychology to support program teaching requirements. With respect to research, successful applicants may have a

focus on understanding the lived experience of a diverse workforce, seeking ways of enabling work to reflect more equitable and inclusive ideals, and/or address topics such as leadership in minority contexts; equity in personnel recruitment and selection processes; retention issues with respect to diverse peoples; voice, psychological safety, power, incivility, justice, microinequities, and microaggressions involving equity- and sovereignty-deserving groups; and inclusive practices, cultures, and strategies in organizations.

Applicants should possess a PhD, or be near completion of a PhD program, in Industrial/Organizational Psychology or a related discipline (e.g., Organizational Behaviour). The specialty within I/O Psychology areas of expertise is open, with the requirement that the successful applicant will bring experience and expertise in equity, diversity, and inclusion in the context of traditional I/O topics and address the faculty's advance Justice, Equality and Transformation or University of Calgary's Indigenous strategy as these relate to I/O psychology. Applicants should present evidence of quality and quantity of peer-reviewed published research in high-quality journals and other relevant publication or translational streams (e.g., book chapters, community and industry reports, workshop engagements), a record of funding, including studentships, fellowships, and awards, and demonstrate a record of or potential for external funding. Applicants should feel free to state obstacles or other reasons with respect to why they might not have had the opportunity to meet traditional hiring criteria.

**Interested individuals are encouraged to apply online via the 'Apply Now' link.** Please be aware that the application process allows for only four attachments. Your four attachments should be organized to contain the following (which may require you to merge documents):

- Cover letter
- Curriculum vitae, including the names and contact information of three referees, and written permission to the Chair of the Search Committee to contact the referees for letters of reference.
- Research statement (not to exceed one page)
- A teaching statement (not to exceed one page)
- A one-page statement detailing experience working with a diverse student body and the contributions you would make to advancing a culture of equity, diversity, and inclusion in the classroom as well as among the graduate students in our program

The Department of Psychology respects, appreciates, and values diversity, and we encourage diverse applicants to apply for this position. The Department of Psychology has a very active EDI Committee (click [here](#) to learn more) that was established because we recognize the historical inequities within the field of psychology that impact all aspects of what we do. In addition, a number of resources are available on campus to support diversity and inclusion, including two daycares, the Q Centre, the Office of Diversity, Equity, and Inclusion, the Writing Symbols Lodge, and the Women's Resource Centre. For more information, please visit [www.ucalgary.ca](http://www.ucalgary.ca).

The start date is flexible but intended to be July 1, 2026. **Applications should be submitted by November 17, 2025**, when the selection committee will begin reviewing applications. However, the posting will remain open, and we encourage applications until the position is filled.

The University of Calgary has launched an institution-wide [Indigenous Strategy](#) committing to creating a rich, vibrant, and culturally competent campus that welcomes and supports Indigenous Peoples, encourages Indigenous community partnerships, is inclusive of Indigenous perspectives in all that we do.

*As an equitable and inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here. In particular, we encourage members of the designated groups (women, Indigenous peoples, persons with disabilities, members of visible/racialized minorities, and diverse sexual orientation and gender identities) to apply. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Questions regarding [diversity] EDI at UCalgary can be sent to the [Office of Institutional Commitments](#) ([equity@ucalgary.ca](mailto:equity@ucalgary.ca)) and requests for accommodations can be sent to Human Resources ([hrhire@ucalgary.ca](mailto:hrhire@ucalgary.ca)).*

*All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. In this connection, at the time of your application, please answer the following question: Are you a Canadian citizen or a permanent resident of Canada? (Yes/No)*

For a listing of all academic opportunities at the University of Calgary, view our **Academic Careers website**. For more information about the **Faculty of Arts**, click [here](#).

## About the University of Calgary

UCalgary is Canada's entrepreneurial university, located in Canada's most enterprising city. It is a top research university and one of the highest-ranked universities of its age. Founded in 1966, its 36,000 students experience an innovative learning environment, made rich by research, hands-on experiences and entrepreneurial thinking. It is [Canada's leader in the creation of start-ups](#). [Start something](#) today at the University of Calgary. For more information, visit [ucalgary.ca](http://ucalgary.ca).

## About Calgary, Alberta

Calgary is one of the world's cleanest cities and has been named one of the world's most livable cities for years. Calgary is a city of leaders - in business, community,

philanthropy and volunteerism. Calgarians benefit from a growing number of world-class dining and cultural events and enjoy more days of sunshine per year than any other major Canadian city. Calgary is less than an hour's drive from the majestic Rocky Mountains and boasts the most extensive urban pathway and bikeway network in North America.