

Professor in Organizational Behaviour/Human Resources

The Smith School of Business at Queen's University invites applications for a tenured faculty position at the rank of Professor with specialization in Organizational Behaviour or Human Resources, with a preferred starting date of July 1, 2026. Associate Professors with exceptional qualifications may also be considered.

Qualifications

Candidates must hold a PhD or equivalent degree. The main criteria for selection are research and teaching excellence in Organizational Behaviour and/or Human Resource Management. The successful candidate will exhibit a strong track record of high-quality scholarly publications in peer reviewed outlets and securing external research funding. Applicants whose expertise resides in Equity, Diversity, Inclusion, and Indigeneity, Human Resources, Leadership, and/or Decision-Making and Conflict Resolution are of particular interest.

The successful candidate must also demonstrate a strong record of outstanding teaching contributions at both the undergraduate and graduate levels, and an ongoing commitment to academic and pedagogical excellence in support of the school's programs. Candidates must provide evidence of an ability to work collaboratively in an interdisciplinary and student-centred environment. The successful candidate will also be expected to make contributions through service to the school, the University, and/or the broader community. Salary will be commensurate with qualifications and experience.

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 School also has a robust Executive Education program, with Leadership being one of its primary foci. The learning environment at Queen's is supported by outstanding computing, library, and research facilities.

Smith School of Business has a number of established research centres and institutes that support a wide range of research interests, including the Institute for Sustainable Finance, Centre for Entrepreneurship, Innovation and Social Impact, and the Scotiabank Centre for Customer Analytics and AI. Smith is a member of the [Council of Business & Society](#), an organization of leading business schools with global reach committed to positively changing the world at the crossroads of business, society, and the planet. 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 enhance the impact of research, teaching, and service.

Smith School of Business is committed to cultivating a vibrant, diverse and inclusive academic and work environment rooted in a culture of mutual respect and equity, such that all members

of our community feel safe, possess a strong sense of belonging, and are empowered to thrive. For more information about Smith School of Business, please [click here](#).

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 2025, for the fifth 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 unique 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 km² of diverse lands, affording premier learning and research opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

Vaccination Requirements

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.

How to Apply

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQ+ persons. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority, including any qualified individuals who have a valid legal work status in Canada. Please indicate in your application if you have a valid legal work status in Canada. Applications from all qualified candidates will be considered in the applicant pool.

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 ADFaculty@queensu.ca

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

- a cover letter, indicating whether or not you have a valid legal work status in Canada
- a current Curriculum Vitae (including a list of publications);
- a statement of research interests;
- evidence of research, such as copies of sample publications and/or working papers
- a statement of teaching interests and experience (including teaching outlines and evaluations if available); and,
- a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility; and,
- three letters of reference

The deadline for applications is November 10, 2025.

Please submit your application package before the stated due date via Interfolio Faculty Search through the following link:

<https://apply.interfolio.com/174878>

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>.