

Job Title: Associate Professor/ Professor – Organizational Behavior and Human Resource Management

Date Posted: 10/01/2025

Closing Date: 11/27/2025, 11:59PM ET

Req ID: 44236

Job Category: Faculty - Tenure Stream (continuing)

Faculty/Division: Rotman School of Management

Department: Joseph L. Rotman School of Management

Campus: St. George (Downtown Toronto)

Description:

The Rotman School of Management at the University of Toronto invites applications for a full-time tenure stream appointment in the Organizational Behaviour and Human Resource Management area. The appointment will be at the rank of Associate Professor or Professor, with an anticipated start date of July 1, 2026.

Candidates must hold a PhD degree in Organizational Behaviour, Human Resources Management, Psychology, or a closely related field and must have a clearly demonstrated record of excellence in research and teaching in organizational behaviour and human resource management. We seek candidates whose research and teaching interests complement and enhance the area's [existing strengths](#) in organizational behaviour and human resource management. Specifically, we seek candidates who study the psychological processes underlying creativity, ethical decision-making, and environmental and social sustainability.

Candidates must provide evidence of research excellence in organizational behaviour and human resource management. Evidence of research excellence is shown primarily by an outstanding and competitive program of research as detailed in a research statement, publications in internationally recognized top-tier academic journals in organizational behaviour, human resource management, or cognate disciplines, and strong letters of reference from referees of high standing. The successful candidate will have an established strong international reputation and will be expected to sustain and lead independent, innovative research leading to publications in internationally recognized top-ranked academic journals. We seek individuals who have published and have works in progress in top-ranked management and field specific academic journals (e.g., *Academy of Management Journal*, *Administrative Science Quarterly*, *Organization Science*, *Journal of Applied Psychology*, *Journal of Personality and Social Psychology*, *Nature*). Further evidence of research excellence includes presentations at key management and field specific conferences, awards and accolades, research presentations at top universities, an active research pipeline, and noteworthy activities in the fields of organizational behaviour and human resource management.

Candidates must demonstrate a record of excellence in teaching at the undergraduate, graduate, and executive levels, including a strong demonstrated ability to integrate theory and practice in their teaching; evidence of effective communication and presentation skills; evidence of graduate student supervision; and a demonstrated mastery of the subject area.

Candidates must have experience teaching executives, graduate students, and undergraduate students in management or business schools. Evidence of excellence in teaching will be demonstrated by strong letters of reference, teaching accomplishments, the teaching dossier, and for short-listed candidates, a strong performance during the on-campus seminar presentation. The teaching dossier includes a teaching statement, sample course materials, teaching evaluations, and other evidence of strong performance in teaching-related activities.

This search aligns with the University's commitment to strategically and proactively promote diversity among our community members ([Statement on Equity, Diversity & Excellence](#)). Recognising that Black, Indigenous, and other racialized communities have experienced inequities that have developed historically and are ongoing, we strongly welcome and encourage candidates from those communities to apply. Applicants are invited to include in their cover letter any experiences or planned future contributions to equity, diversity and inclusion in the areas of research, teaching, and/or service.

Salary will be commensurate with qualifications and experience.

About the Organisation

U of T is Canada's largest university and has an international research reputation. The Rotman School of Management has a strong research-oriented faculty that is supportive of serious scholarship and is committed to the professional development of its faculty. The Rotman School operates a wide range of degree programs, including an undergraduate Commerce program, a full-time, part-time, Executive, and Global Executive MBA program, a Global Executive MBA for Healthcare and the Life Sciences, a Master of Management Analytics, a Graduate Diploma in Professional Accounting, and a Ph.D. program. The Organizational Behaviour and Human Resource Management area provides a collaborative research environment and a strong commitment to excellence in both research and teaching. Within the University of Toronto, the Organizational Behaviour and Human Resource Management area has ties with the Psychology Department, the Sociology Department, and the Centre for Industrial Relations and Human Resources, among other departments and centres.

Rotman is situated in the heart of Canada's corporate and financial centre, and the world's most diverse city. Rotman's core values reflect this diversity. For more information about the Rotman School and its core values, please visit: <http://www.rotman.utoronto.ca/Connect/AboutRotman/OurValues>.

All qualified candidates are invited to apply online by clicking the link below. Applicants must submit a cover letter that can include any experiences, or planned future contributions, to equity, diversity and inclusion, in the areas of research, teaching, and/or service; a current

curriculum vitae; a research statement outlining current and future research interests; a job-market paper and up to two additional research papers or publications; and a teaching dossier including a teaching statement, sample course materials, teaching evaluations, and evidence of strong performance in other teaching-related activities.

Applicants must provide the name and contact information of three references. The Department will request letters of recommendation from references at a later stage of the search process.

Submission guidelines can be found at <http://uoft.me/how-to-apply>. Your CV and cover letter should be uploaded into the dedicated fields. Please combine additional application materials into one or two files in PDF/MS Word format. If you have any questions about this position, please contact Professor Maria Rotundo, Search Committee Chair at obhrmrecruiting@Rotman.Utoronto.Ca

Candidates who are interested in other job openings at the University of Toronto, (e.g., positions at the University of Toronto Mississauga and Scarborough campuses) must apply directly for those positions using their respective application links.

All application materials, including names and contact information of references, must be received by November 27, 2025.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Toronto has adopted the [AAU Principles on Preventing Sexual Harassment in Academia](#), including the requirement that applicants release personnel information from prior employers regarding sexual misconduct. Full details and requirements can be found [here](#).

Diversity Statement

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognise that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see <http://uoft.me/UP>.

Accessibility Statement

The University strives to be an equitable and inclusive community and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.

If you require any accommodations at any point during the application and hiring process, please contact uoft.careers@utoronto.ca.

Click here to apply:

<https://jobs.utoronto.ca/job/Toronto-Associate-ProfessorProfessor-Organizational-Behavior-and-Human-Resource-Management-ON/596231617/>