



Western

DAN Department of Management
& Organizational Studies

Faculty of Social Science

THE UNIVERSITY OF WESTERN ONTARIO

FACULTY OF SOCIAL SCIENCE

DAN Department of Management & Organizational Studies

Assistant Professor – Human Resource Management

Since 1878, Western University has been committed to serving our communities through the pursuit of academic excellence and by providing students, faculty, and community members with life-long opportunities for intellectual, social, and cultural growth. We seek excellent students, faculty, and staff to join us in what has become known as the "Western Experience" - an opportunity to contribute to a better world through the development of new knowledge, new abilities, new connections, and new ways to make a difference.

The DAN Department of Management & Organizational Studies invites applications from exceptional early career researchers to fill a probationary (tenure track) position in Human Resource Management. The DAN Department of Management & Organizational Studies is an innovative and rapidly expanding interdisciplinary department in the Faculty of Social Science (FSS) at The University of Western Ontario (UWO) with over 3,000 students enrolled. This unique department combines management studies with a strong foundation in the social sciences. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred.

The Human Resource Management group at the DAN Department of Management & Organizational Studies is small, but diverse in terms of research orientation and interests. For more information on the specific research topics currently addressed by DAN faculty, please see our website. We are interested in receiving applications from candidates researching any aspect of human resource management, whether from a micro (psychological) or macro (sociological) perspective. We would be especially (but not exclusively) interested in candidates with a research interest in or relevant teaching experience related to equity, diversity and inclusion.

Candidates must have a PhD in Human Resource Management, Occupational/Industrial Psychology, Organizational Behaviour, Employment and Labour Relations or any Social Science discipline in which the focus of their research program fits any of the topics in the HRM research group. Applicants must possess a strong record of scholarly research and publications in leading refereed journals, and evidence of excellent teaching ability, or evidence of potential in these areas (e.g., a stream of work-in-progress that has the potential to yield publications in

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quality journals). The successful candidate will be expected to maintain a strong research program, compete successfully for research funding, teach undergraduate and postgraduate courses in HRM related topics, and contribute to ongoing curriculum and program development including a forthcoming graduate program.

The successful candidate will be appointed in a Probationary appointment at the rank of Assistant Professor. Salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The anticipated start date is July 1, 2022, although the start date can be negotiated.

The University of Western Ontario is among the top-ranked research-intensive universities in Canada. It is located in London, Ontario, a highly affordable and family friendly city of more than 400,000 people. London is situated approximately half-way between Toronto and Detroit with excellent access to these centers by car, train, or air.

Interested candidates should send a curriculum vitae, sample publications, evidence of teaching performance, the names and contact information of three academic references and a full-time faculty application (<http://www.uwo.ca/facultyrelations/pdf/careers/Faculty/Application-FullTime-Faculty-Position-Form.pdf>) to: Professor Geoffrey Wood, Chair, DAN Department of Management & Organizational Studies, The University of Western Ontario, via email to gwood23@uwo.ca, with a copy to Gloria Dawson gdawson@uwo.ca.

Prospective applicants can address informal enquiries to gwood23@uwo.ca . Applications will be accepted until April 23, 2022 or thereafter until the position has been filled. Review of applications will begin after April 10, 2022.

Effective September 7, 2021, all employees and visitors to campus are required to comply with Western's [COVID-19 Vaccination Policy](#).

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups, Indigenous peoples, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Gloria Dawson at gdawson@uwo.ca .

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