

Without Term / Permanent Lecturer Position in Human Resources and Organizational Behaviour

The Edwards School of Business at the University of Saskatchewan is seeking a Without Term Lecturer in the department of Human Resources and Organizational Behaviour. The appointment is a non-tenure track, **permanent teaching** position that will begin on July 1, 2019.

The Edwards School of Business has an undergraduate business program with approximately 2,200 engaged and talented students. We also have thriving MBA, M.Sc. Finance, Masters of Professional Accounting programs, and a newly created M.Sc. in Marketing. For more information, please visit our website at <http://www.edwards.usask.ca>.

In addition to a vibrant research culture, we are committed to excellent teaching. Our undergraduate students go on to work in industry or start businesses and remain connected to the school via an active alumni network. As faculty, we take great pride in their accomplishments and we are looking for someone with a special ability to impact students. You will have recognized expertise and be passionate about a career in teaching at the undergraduate university level.

The ideal candidate will have a teaching interest/background in Human Resource Management with the ability to teach classes in Introduction to Human Resource Management, Organizational Behaviour, Recruitment and Selection, Skills for Academic Success, as well as other departmental courses. In addition to a required relevant graduate degree, a current CPHR designation is an advantage. The successful candidate will be expected to teach 30 credit units (or 10 courses) during the fall, winter, and spring terms. The salary band for this position is \$77,613 - \$115,245.

Consistent with AACSB accreditation requirements, the Edwards School of Business seeks individuals whose academic training and/or professional activities clearly align with the AACSB standards. Candidates must satisfy any one of the following faculty categories:

- a. Practice Academics sustain their currency and relevance through professional engagement and industry interaction. Besides holding a doctoral degree in an academic area clearly linked to the field in which they are expected to teach, the candidate would have undertaken substantive consulting, linkages to practice, or other forms of professional engagement.
- b. Scholarly Practitioners sustain their currency and relevance through publications in academic or professional journals, text books, or instructional resources, including cases and business simulations. Candidates would require a graduate degree in an academic area clearly linked to the field in which they are expected to teach and a current CPHR designation.
- c. Instructional Practitioners must have initial academic preparation (including a graduate degree), professional experience and ongoing professional engagement. Their professional experience at the time of hiring must be significant in terms of duration and level of responsibility, and clearly linked to the field in which the candidate is expected to teach. For those faculty teaching undergraduate courses, at least three years of full-time work experience would be required. At least five years of full-time employment experience would be expected for those individuals assigned to teach in graduate programs. Professional engagement activities must be substantive and sustained at levels that support currency and relevance for Edwards' mission.

This position provides a comprehensive benefits package which includes a dental, health and extended vision care plan; pension plan, life insurance (compulsory and voluntary), academic long term disability, sick leave, travel insurance, death benefits, and employee assistance program, a professional expense allowance and a flexible health and wellness spending program.

Applications must include:

- A letter of application, including a statement of citizenship/immigration status;
- A detailed and current curriculum vitae;
- A teaching dossier or evidence of teaching effectiveness that will include sample course outlines, teaching evaluations, and a statement of teaching philosophy and interests;
- The names and contact information of three references who may be contacted by the selection committee.

Contact

For more information on this opportunity and to submit an application please contact:

Dr. Joseph Schmidt
Associate Professor
Department Head, Human Resources & Organizational Behaviour
jschmidt@edwards.usask.ca

The deadline for applications is **March 15, 2019**.

The University of Saskatchewan is located in Saskatoon, Saskatchewan, Canada. Saskatoon is a vibrant university city with a population approaching 270,000 people. The city is located on a river in the heartland of Saskatchewan. The city is well known for its summer festivals and riverbank events such as Shakespeare on the Saskatchewan, the Jazz Festival, the Children's Festival, and the Fringe Festival. It has a progressive university serving 22,000 students. For more information on the City of Saskatoon, please visit the following websites: <http://tourismsaskatoon.com> and <http://www.downtownsaskatoon.com>.

The University of Saskatchewan is strongly committed to a diverse and inclusive workplace that empowers all employees to reach their full potential. All members of the university community share a responsibility for developing and maintaining an environment in which differences are valued and inclusiveness is practiced. The university welcomes applications from those who will contribute to the diversity of our community. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.