

TEACHING POSITION AVAILABLE – 3-Year Term Adjunct Appointment
MIR Programs, Faculty of Arts and Science
Queen’s University, Kingston, ON CAN K7L 3N6

The Master of Industrial Relations (MIR) Programs in Faculty of Arts and Science at Queen’s University invites applications from suitably qualified candidates interested in a 3-year term adjunct teaching appointment in the field of labour and employment law. The candidate would teach the equivalent of four 3-credit courses each year, with classes in session during the fall, winter, and summer terms.

This is a teaching appointment for the period three years (September 1, 2023) to (August 31, 2026). The position is a 0.5 full-time equivalent (FTE) appointment. The primary teaching duties would be in the full-time and part-time graduate degree programs. Courses will include the core labour and employment law courses (MIR 823 and MIR 824), and opportunities to teach one-credit skills seminars and undergraduate courses in labour and employment law. Expected enrollments range from 25-35 students.

Candidates should have a MIR or Ph.D., and significant employment experience in the field. Prior teaching experience at the University level is an asset. The main criteria for selection are demonstrated commitment to academic and teaching excellence in a post-secondary, professionally oriented environment. The successful candidate will be expected to demonstrate excellent teaching contributions at both the undergraduate and graduate levels. Experience with professional development programs would also be an asset.

Support for course development and delivery as well as the scholarship of teaching and learning will be provided to the successful candidate by the Faculty of Arts and Science and through the Queen’s Centre for Teaching and Learning.

The successful candidate will be expected to:

- work collaboratively in an interdisciplinary and student-focused environment;
- be open to learning how to use new education technologies to enhance the learning environment;
- be flexible in terms of availability, which may include offering online office hours via the web at times outside of the regular 9-5 work week; and
- contribute to academic and pedagogical excellence in support of the programs in the unit;

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/Aboriginal people, women, persons with disabilities, and 2SLGBTQ+ persons. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

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 this process, please contact: **(MIR Programs, Faculty of Arts and Science, Sarah Bernard, bernards@queensu.ca, 613-533-2984)**

The academic staff at Queen's University are governed by the *Collective Agreement* between the Queen's University Faculty Association (QUFA) and the University, which is posted at <https://www.queensu.ca/facultyrelations/>.

To comply with Federal laws, the University is obliged to gather statistical information about how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applications must include one of the following statements: "I am a Canadian citizen / permanent resident of Canada"; OR, "I am not a Canadian citizen / permanent resident of Canada". Applications that do not include this information will be deemed incomplete.

Applications should include a complete and current curriculum vitae, names and contact information for two (2) references, and any other relevant materials the candidate wishes to submit for consideration such as a letter of intent, teaching dossier, etc. **Please arrange to have applications and supporting letters sent by email directly to:**

Dr. Robert Hickey, Director
C/O: Sarah Bernard bernards@queensu.ca
Employment Relations Programs, Faculty of Arts and Science
Queen's University
Kingston Ontario Canada K7L 3N6

Applications will be received until April 24th. Review of applications will commence shortly thereafter, and the final appointment is subject to budgetary approval. Additional information about Employment Relations Programs can be found at <https://www.queensu.ca/emprpgms/>

Course Descriptions:

MIR 823 - Industrial Relations and Labour Law I

This course addresses the fundamentals of the law governing the individual employment relationship and the collective bargaining relationship; rights of the employee and employer at common law, and their modification by minimum standards statutes and human rights legislation; the development of contemporary collective bargaining legislation; the certification process; unfair labour practices and the duty to bargain.

MIR 824 - Industrial Relations and Labour Law II

This course addresses the fundamentals of the collective agreement and its administration through arbitration. The arbitration and adjudication process will also be studied, including such topics as powers of arbitrators and adjudicators and evidentiary issues. Students will have an opportunity to perform in mock arbitrations and adjudications.

Posted: April 6, 2023