

Master of Industrial Relations (MIR) Program Faculty Position Workplace Equity and Diversity in Employment Relations

The Master of Industrial Relations (MIR) Program, Faculty of Arts and Science at Queen's University invites applications for a faculty position with specialization in employment relations. The appointment may be made at the rank of Assistant Professor (tenure-track appointment) or Associate Professor (tenured appointment).

We are seeking applicants with research and teaching expertise in the field of employment relations (including fields related to human resource management, organizational behaviour, industrial and labour relations, and cognate disciplines) with a focus on workplace justice and effectiveness. Applicants whose teaching and research engage equity, diversity, inclusion, and indigeneity in workplace employment relations are preferred. The intended start date is July 1, 2022.

The successful candidate will be expected to teach in both the graduate programs in employment relations in addition to the undergraduate employment relations program. The successful candidate will bring expertise on equity, diversity, inclusion and indigeneity in employment relations in supporting productive, just and inclusive workplaces. The ideal candidate's teaching and research would reflect on how indigeneity, class, race, and/or gender intersect with workplace issues.

About the Queen's MIR Program

The MIR Program includes faculty members working in key areas of employment relations, including labour-management relations, labour policy, human resource management, organizational behaviour, and labour and employment law. The MIR Program offers several vibrant graduate employment relations programs including the Professional Master of Industrial Relations (PMIR) and full-time Master of Industrial Relations (MIR), as well as a joint MIR/JD Program with the Faculty of Law; and a Certificate in Employment Relations and growing BA General (Minor) in employment relations in undergraduate studies. The MIR Program is a national leader in the study and practice of employment relations in Canada.

Selection Criteria

The successful candidate will have a PhD degree in employment relations, broadly defined, or a related discipline completed at the start date of the appointment. The main criteria for selection are teaching and research excellence.

The successful early-level candidate (Assistant Professor level) will provide evidence of innovative and high quality scholarly output that demonstrates potential for independent research leading to peer assessed publications and the securing of external research funding, as well as strong potential for outstanding teaching contributions at both the undergraduate and graduate levels, and an ongoing commitment to academic and pedagogical excellence in support of the teaching programs.

The successful senior-level candidate (Associate Professor level) will possess an excellent track record of innovative and high-quality scholarly output that demonstrates independent research including peer assessed publications and the securing of external research funding. They will have a track record of exceptional teaching contributions at both the undergraduate and graduate levels, and will demonstrate strong potential for an ongoing commitment to academic and pedagogical excellence in support of the teaching programs.

The successful candidate will also be expected to make substantive contributions through service to the Faculty, the University, and/or to the broader community. Salary will be competitive, and commensurate with the candidate's qualifications and experience.

About Queen's University

People from across Canada and around the world come to learn, teach and carry out research at Queen's University. 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. You will 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. For more information on employee benefits, see [Queen's Human Resources](#).

Additional information about Queen's University can be found on the [Faculty Recruitment and Support](#) website. The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural, recreational, and creative opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

Application process

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.

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.

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.

A complete application consists of:

- a Cover letter (including one of the two statements regarding Canadian citizenship/permanent resident status specified in the previous paragraph);
- a Current Curriculum Vitae (including a list of publications);
- Copies of up to three (3) samples of research publications;
- a statement of teaching interests and experience, including teaching experience and supervision at both the undergraduate and graduate levels (including course outlines and evaluations if available);
- a statement of current and prospective research interests.
- Candidates should also be prepared to provide the name of three referees upon request.

Electronic applications in PDF format are strongly preferred. Writing samples will not be returned and incomplete applications will not be considered. Applicants should submit their files by December 1, 2021 to the email address included below. The Committee may still consider applications after this date.

Applications should be emailed to **Sarah Bernard** at bernards@queensu.ca to the attention of:

Richard Chaykowski

Director, MIR Program, Faculty of Arts and Science,

Queen's University

Robert Sutherland Hall, 138 Union St

Kingston, Ontario Canada K7L 3N6

Website: <https://www.queensu.ca/emprpgms/>

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 the Director's Office at bernards@queensu.ca.

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>