

Tenure-Stream Faculty Position: Professorship in ESG

Smith School of Business at Queen's University (Kingston, Ontario, Canada) invites applications for one tenure-stream position (open rank). A generous gift by the Quinn Family Future Foundation enables the establishment of a new faculty position to cultivate excellence in teaching important and critical Environmental, Social, and Governance (ESG) concepts in the Smith School of Business, and contribute to the evolution of our commerce curriculum. We believe this is the first role of this kind in the North American post-secondary education community. Applications from any business discipline related to ESG are welcome. The anticipated start date is July 1, 2024, although this is negotiable.

Qualifications

Candidates must have completed a PhD or equivalent degree and have an established record of scholarship, excellent teaching and leadership in ESG. The main criteria for selection are academic and teaching excellence, although service to the profession and advancing ESG principles broadly are important.

The successful candidate will exhibit strong potential to revitalize Smith's curriculum to help Smith and Queen's prepare future business leaders for their roles in business and society, and to positively contribute to creating an inclusive, diverse and sustainable society where organizations respect planetary boundaries and prepare for finite resources. The establishment of an ESG Professorship aligns with Queen's strategic goals including a shared commitment to the UN's Sustainable Development Goals (SDGs).

The successful candidate will have a record of innovative and high-quality scholarly research leading to top-tier publications, securing external research funding, and outstanding teaching contributions at the undergraduate and graduate levels, with an ongoing commitment to academic and pedagogical excellence in support of the School's various programs. The successful candidate will be required to make contributions through service to the School, the University, and/or the broader academic community, and contribute to fostering an equitable, diverse and inclusive academic and work environment. While it is anticipated the successful applicant will be at an Associate or full Professor rank, senior Assistant Professors with a strong record are encouraged to apply.

A candidate's potential contribution and commitment to equity, diversity, inclusion, and Indigeneity at the School, as well as their specific service and citizenship contributions in their career to-date, will also be considered in selection decisions.

Smith School of Business

Smith School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in many fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs and is fully accredited by AACSB and EQUIS. The learning environment at Queen's is supported by outstanding library and computing facilities.

Smith School of Business has a number of established research centres and institutes that support a wide range of research interests, including the Institute for Sustainable Finance, Centre for Entrepreneurship, Innovation & Social Impact and the Scotiabank Centre for Customer Analytics, and is part of a world-class ecosystem in Analytics and AI that was awarded the 2020 Informs UPS George D. Smith Prize for Innovation in Higher Education. We also have substantial ties to industry, government, non-profits and other higher education institutions, including a large network of industry experts on the [Smith Advisory Board](#), to advance the impact of research, teaching, and service.

Smith School of Business is committed to cultivating a vibrant, diverse and inclusive academic and work environment rooted in a culture of mutual respect and equity such that all members of our community feel safe, possess a strong sense of belonging, and are empowered to thrive. For more information about Smith School of Business, please [click here](#).

Compensation

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Smith School of Business Research Program and our Faculty Development Fund. The School also provides faculty members with support in their applications to external research granting agencies such as the Social Sciences and Humanities (and/or Natural Sciences and Engineering) Research Councils of Canada, among others. Smith School of Business faculty members have been quite successful with external research grant competitions.

Institution

[Queen's University](#) has a long history of scholarship, discovery, and innovation that shapes our collective knowledge and helps address some of the world's most pressing concerns. Home to more than 25,000 students, Queen's offers a comprehensive research-intensive environment. Diverse perspectives and a wealth of experience enrich our students and faculty while a core part of our mission is to engage in international learning and research.

In 2023, for the third year in a row, Queen's University has [ranked in top 10 globally Times Higher Education Impact Rankings](#), securing the position of third worldwide and first in North America.

The rankings measured over 1,700 post-secondary institutions on their work to advance the United Nations' Sustainable Development Goals (SDGs).

From Nobel Prize-winning research exploring the building blocks of the universe to cancer care and treatment to sustainable technologies, our university is tackling humanity's most pressing challenges.

A member of the U15 group of Canadian research universities, Queen's is home to a vibrant research community that includes 33 Canada Research Chairs and over 20 research institutes who work in partnership with communities, governments, and industry to advance research and innovation, making a measured impact on Canada and the world.

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. Employees 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. Details are set out in the Queen's-QUFA Collective Agreement. For more information on employee benefits, see [Queen's Human Resources](#).

The City

The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Queen's is an integral part of the Kingston community, with the campus nestled in the core of the city, only a 10-minute walk to downtown. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural and creative opportunities, with access to many natural areas and proximity to vibrant First Nations Communities including Tyendinaga and Akwesasne. Kingston is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry, and learning. Kingston offers waterfront living with many recreational opportunities. It is within a two-and-a-half hour drive (two-hour train ride) to the commercial, industrial and political hubs of Toronto, Montreal, and the nation's capital, Ottawa, and a thirty minute drive from the international bridge linking Ontario and upstate New York. The city is also the origin of the historic Rideau Canal system – a UNESCO International Heritage site, and is close to Frontenac Provincial Park, the Thousand Islands National Park, and the Frontenac Arch UNESCO World Biosphere Reserve. The [Queen's University Biological Station](#), north of the city, encompasses 34 km² of diverse lands, affording premier learning and research opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

Vaccination Requirements

Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point.

How to Apply

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 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. Applications from all qualified candidates will be considered in the applicant pool. In order to support your employment at Queen's, we require you to indicate whether or not you will need a work permit.

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.

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 Brittany Lovelock at the Smith School of Business, Dean's Office at brittany.lovelock@queensu.ca.

Those interested in this position should submit a complete application package, including the following documents:

Applicants should submit

- A cover letter, indicating whether or not you will require a work permit and/or require support with an extension of your work permit in the future;
- A statement of ESG interests and experience, including your vision of how you would contribute to Smith and Queen's through your ESG leadership
- A current Curriculum Vitae, including a list of publications
- A statement of current and prospective research interests
- Evidence of research, such as copies of sample publications, working papers, or a dissertation proposal
- A statement of teaching interests and experience, including course outlines and evaluations, if available

- A statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility; and
- Three letters of reference

This position will remain open until filled.

Deadline for applications: Friday, March 15, 2024

Submitting your application

Please submit your application package before the stated due date via Interfolio Faculty Search through the following link:

<http://apply.interfolio.com/140930>

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>.

Note: only selected candidates will be contacted for interviews.