

The Rotman School of Management at the University of Toronto invites applications for a two-year part-time (75%) non-tenure stream position, with a possibility of renewal, in the Strategic Management area to support the work of the Institute for Gender and the Economy (GATE). The appointment will be at the rank of Assistant Professor, and will commence October 1, 2022, or shortly thereafter (with an end date of August 30, 2024).

We seek experienced candidates who already hold a PhD degree in strategic management with a focus on gender-based analysis and have a demonstrated record of excellence in research and teaching in these fields. The successful applicant will possess a strong demonstrated ability to integrate theory and practice through effective communication and presentation skills, and to stimulate and challenge the intellectual capacity of students. Experience in teaching in business school courses at the undergraduate, graduate or executive education levels is required.

We seek candidates whose research and teaching interests complement and enhance our existing strengths in gender-based analysis and strategic management. The successful candidate is expected to pursue independent, innovative research at the highest international level, and to establish an outstanding and competitive research program leading to publications in internationally recognized top-ranked academic journals, in the fields of gender-based analysis in strategic management/organizational theory. We seek individuals who have been published in, or have works in progress meeting the standards of Management Science, Academy of Management Journal, Organization Science, Strategic Management Journal, and journals of similar caliber and international standing.

Candidates must provide evidence of research excellence as demonstrated by a record of high-impact contributions and publications in top-ranked and field-relevant journals, or forthcoming publications and other work in progress meeting high international standards. Other evidence of research excellence will include a strong research statement, presentations at significant conferences, awards and accolades, as well as strong endorsements from referees of high standing.

We seek candidates with research interest in gender-based analysis, diversity and inclusion, and strategic HR. The candidate will be responsible for developing and teaching undergraduate, graduate and executive courses on gender-based analysis based on the GATE [Gender Analytics framework](#).

The successful candidate will also have a record of excellence in teaching at either the undergraduate or graduate level in the field of strategic management. Evidence of excellence in teaching will be provided through teaching accomplishments, the teaching dossier, a teaching statement, sample course syllabi, and the teaching evaluations submitted as part of the application, as well as strong letters of reference.

Select applicants will be invited to present their research to the Rotman School faculty and students as part of the interview process.

Salary will be competitive and commensurate with qualifications and experience.

### **About the Organization**

U of T is Canada's largest university and has been ranked first in Canada and in the top 30 world-wide by most of the major international ranking scores. The Rotman School operates several programs including

an undergraduate commerce program, a full-time, part-time and executive MBA programs, a Masters in Management Analytics program, and a Ph.D. program. Rotman is situated in the heart of Toronto, Canada's corporate and financial center, and the world's most diverse city. Rotman's core values reflect this diversity and, as such, we have a preference for candidates with demonstrated experience and interest in promoting a diverse and inclusive research and teaching environment. For more information about the Rotman School and its core values, please visit: [www.rotman.utoronto.ca/Connect/AboutRotman/OurValues](http://www.rotman.utoronto.ca/Connect/AboutRotman/OurValues).

### **Submission guidelines**

All qualified candidates are invited to apply by submitting the following documents by email at [gender.economy@rotman.utoronto.ca](mailto:gender.economy@rotman.utoronto.ca); a cover letter; a current curriculum vitae; a research statement outlining current and future research interests; up to three representative publications, and a teaching dossier to include a teaching statement, sample course syllabi, and teaching evaluations.

Applicants must arrange to have three letters of reference sent directly by the referee to the hiring unit via email at [gender.economy@rotman.utoronto.ca](mailto:gender.economy@rotman.utoronto.ca) by the closing date (on letterhead, dated, and signed).

If you have any questions about this position, please contact Professor Sarah Kaplan at [gender.economy@rotman.utoronto.ca](mailto:gender.economy@rotman.utoronto.ca).

All application materials, including reference letters, must be received by **September 22, 2022**.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

### **Diversity Statement**

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas.

### **Accessibility Statement**

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.

If you require any accommodations at any point during the application and hiring process, please contact [gender.economy@rotman.utoronto.ca](mailto:gender.economy@rotman.utoronto.ca).