

**UNIVERSITY OF MANITOBA**  
**I.H. Asper School of Business**  
**Department of Business Administration**  
**Human Resource and Industrial Relations/Organizational Theory**  
**Position Number 18590**

Applications are invited for a tenure-track position in **Human Resource Management and Industrial Relations (HRIR) or macro Organizational Theory (OT)** in the I. H. Asper School of Business at the University of Manitoba. The appointment will be at the rank of Assistant or Associate Professor depending on experience and qualifications. The appointment start date is July 1, 2015. The budget for this position has been approved.

Candidates applying in HRIR must have completed or nearly completed a Ph.D. in a human resource management-related field. We are open to a broad range of research interests within HRIR (e.g., compensation, labour studies, performance management, industrial relations, training, labour economics). Candidates applying in OT must have or be near completing a PhD/DBA in Organizational Theory, Organizational Sociology, or a closely-related field, and must have research interests focused on business and society.

We are seeking an outstanding candidate at either the assistant or associate rank. At the assistant rank, candidates must display a promising research agenda in HRIR or OT and experience or interest in teaching in the subareas of HRIR or OT. At the associate rank, candidates must have a strong research orientation, a demonstrated record of high-quality publications, and successful experience in academic teaching in the subareas of HRIR or OT. Duties include research, teaching at the undergraduate and graduate levels, and professional service for the School, the University, and the community. The normal teaching load at the Asper School is four courses (e.g., 2 + 2). Salary is competitive and salary and rank will depend on qualifications, experience as well as research and teaching records.

Please state clearly in your cover letter whether you are applying for a position in HRIR or OT. Note that we are not accepting job applications in organizational behaviour.

The I. H. Asper School of Business is the principal business school in the province of Manitoba and is accredited by AACSB. The School offers undergraduate, MBA, M.Sc. and PhD degrees. The Asper School is a research intensive institution comprised of approximately 57 full-time faculty members (representing over 13 countries) publishing in leading academic journals. Substantial start-up research funding is provided to new faculty members as is a fully paid six month sabbatical after three years. The School overlooks the beautiful Red River with most faculty offices offering views of the river. Visit the website of the Asper School of Business ([www.umanitoba.ca/asper](http://www.umanitoba.ca/asper)) to learn more.

The University of Manitoba is located in Winnipeg, a cosmopolitan city with a population over 700,000. Winnipeg is a culturally diverse community and is known for its variety of summer and winter festivals. The city has all the facilities of a major centre, but with the atmosphere of a smaller, friendlier city. It provides a high quality of life at modest expense and offers access to some of the most beautiful lake country and recreational facilities in North America. The public education system is excellent, and a wide variety of private schools are also available. For more information on the city of Winnipeg, visit <http://www.tourismwinnipeg.com/>

The University of Manitoba is committed to creating a diverse and inclusive workplace. Applications are encouraged from qualified applicants including members of visible minorities, Aboriginal peoples, people with disabilities, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Application materials should include: CV, contact information for three references (please do not ask your references to send a letter at this stage), a one-page statement of research interests, a one-page statement of teaching interests, and evidence of effective teaching if available (e.g., teaching ratings). A limited number of informal interviews will be conducted in Philadelphia at this August's Academy of Management meetings. If you wish to meet with faculty from the Asper School while attending the AOM meetings, please send your CV and cover letter only by July 15th. A review of applications will begin on September 2, 2014, but we will continue to accept applications until the position is filled. Please forward applications by email to Jessica Rosales-Guajardo at [jessica.rosales@umanitoba.ca](mailto:jessica.rosales@umanitoba.ca). Please address application materials to:

Dr. Sandy Hershcovis, Chair  
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