

## Career Opportunities

### Canada Research Chair (CRC): Supporting the Economic Inclusion, Employment and Entrepreneurial Activity of Canada's Immigrant Population

#### TRSM Dean's Office

Posted: August 21, 2019  
Deadline to Apply: Tuesday, October 15, 2019

[Start Application Process](#)

Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff, our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Please note that all qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

### Canada Research Chair (CRC)

#### *Supporting the Economic Inclusion, Employment and Entrepreneurial Activity of Canada's Immigrant Population*

#### The Opportunity

The [Ted Rogers School of Management \(TRSM\)](#) at Ryerson University invites applications for a Social Sciences and Humanities Research Council of Canada (SSHRC) Tier 2 Canada Research Chair (CRC) in *Supporting the Economic Inclusion, Employment and Entrepreneurial Activity of Canada's Immigrant Population*, to be appointed in a department/school within TRSM. As defined by the guidelines, Tier 2 chairs, tenable for five years and renewable once, are for "exceptional emerging researchers acknowledged by their peers as having the potential to lead in their field". The successful candidate will develop, with Ryerson University, the CRC nomination package for the April 20, 2020 deadline, with the goal of being awarded the Tier 2 CRC in October 2020. Upon success of the nomination to the CRC Program, the candidate will be appointed to a tenure-track position at the rank of Assistant Professor or a tenured position at the rank of Associate Professor beginning January 1, 2021, subject to final budgetary approval. All Chairs are subject to review and final approval by the CRC Secretariat.

The Canada Research Chairs Program (CRCP) stands at the centre of a national strategy to make Canada one of the world's top countries in research and development. Chairholders aim to achieve research excellence in engineering and the natural sciences, health sciences, humanities, and social sciences. They improve our depth of knowledge and quality of life, strengthen Canada's international competitiveness, and help train the next generation of highly skilled people through student supervision, teaching, and the coordination of other researchers' work. Please consult the [Canada Research Chairs website](#) for more information about the CRC program and eligibility.

We are seeking an outstanding emerging scholar to join our research and innovation environment, bringing experience and a keen interest in issues related to the economic integration of Canada's immigrant population. Immigrants' employment and entrepreneurial opportunities are complex and intertwined, making the integration process far more difficult than previously thought. This opens the door to a research program that is original, innovative, and interdisciplinary. The successful candidate will draw from fields as diverse as labour economics, organization theory, human resource management/organizational behaviour, entrepreneurship, international business, sociology, and psychology; and bring together diverse perspectives to frame the relevant issues and find creative solutions. A scholar with an ability to translate academic research into practical, evidence-based public policy recommendations is especially valued.

The ultimate value of this proposed CRC position in *Supporting the Economic Inclusion, Employment and Entrepreneurial Activity of Canada's Immigrant Population*, lies in its potential to create and mobilize practical knowledge and beneficial policy implications that help immigrants to rebuild their lives quickly, and to efficiently realize their full economic potential and contribute to Canadian prosperity and growth. It is expected that this Chair will be engaged in high impact research, which includes high level publications, insights, metrics, policy and program contributions that promote outcomes such as attracting top talent, efficient and effective integration programs, equitable access to employment and financing, skills development, increased newcomer start-ups and enhanced global competitiveness in the knowledge economy.

This position falls under the jurisdiction of the Ryerson Faculty Association (RFA) ([www.rfanet.ca](http://www.rfanet.ca)). The RFA collective agreement can be viewed [here](#) and a summary of RFA benefits can be found [here](#).

#### Ryerson University and the Ted Rogers School of Management

#### About Ryerson

Located in the heart of downtown Toronto, the largest and most culturally diverse city in Canada, [Ryerson University](#) is on the territory of the *Anishinaabeg, Haudenosaunee and the Wendat Peoples* and is known for innovative programs built on the integration of theoretical and practical learning. More than 100 undergraduate

and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

Dedicated to a people first culture, Ryerson is proud to have been selected as one of Canada's Best Diversity Employers and a Greater Toronto's Top Employer for every year since 2015. To learn more about our work environment, please visit us on Twitter: [@RyersonU](#), [@RyersonHR](#) and [@RyersonECI](#) and our [LinkedIn company page](#).

### **About Ted Rogers School of Management at Ryerson University**

Ted Rogers School of Management at Ryerson University (TRSM) is developing collaborative, creative leaders who will drive 21st century business forward while making a positive impact on society. Home to over 11,000 students and more than 250 industry-connected faculty, TRSM is Canada's leading diverse, entrepreneurial business school centred in an urban learning environment. TRSM offers 12 Bachelor of Commerce degrees, a Bachelor of Health Administration degree, the Ted Rogers MBA, Professional Masters Diplomas, Executive Education courses, a Master of Science in Management, and Master of Health Administration in Community Care, and is developing a PhD program in Management. TRSM is also home to 14 innovative research centres, institutes and labs.

The majority of TRSM's students are new immigrants or from families that have strong ties to other countries. The TRSM Career Hub places over 1000 students into paid Coop employment each year, and runs dozens of skills-based boot camps for over 5,000 students per year. TRSM is at the epicentre of the immigrant experience in entering the workforce, and there could be opportunities to use the strong networks and affiliate with well-funded research centres within Ryerson.

Located in the heart of downtown Toronto's diverse business community, our Bay Street location also reinforces our strong links to the heart of corporate Canada. With an emphasis on relevant curriculum and excellence in teaching and research, our Schools continue to demonstrate their commitment to innovation and program quality by combining academic rigour with real-world learning. To learn more about our Schools, please visit [tedrogersschool.ca](#).

## **Responsibilities**

The incumbent will be expected to develop and maintain a strong, independent, externally-funded research program, with the potential for international recognition, mentor and support fellow colleagues in forms such as organizing workshops, co-authoring papers, and serving as co-investigators on research grants, publish in high impact journals, supervise graduate students, effectively teach at both the undergraduate and graduate levels, and engage in collegial service.

## **Qualifications**

The CRC Program Guidelines stipulate that Tier 2 Canada Research Chairs are "intended for exceptional emerging scholars (i.e., candidates must have been an active researcher in their field for fewer than 10 years at the time of nomination)." Applicants who are more than 10 years from having earned their highest degree and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc. may have their eligibility for a Tier 2 chair assessed through the program's [Tier 2 justification process](#). Please contact the research office by sending an email to [vpri@ryerson.ca](mailto:vpri@ryerson.ca) with "Tier 2 Justification" in the title.

To meet the criteria of the CRC program, candidates must demonstrate potential to achieve international recognition in their fields in the next five to ten years, as well as capacity as chair holders to attract, develop and retain excellent trainees, students and future researchers from under-represented groups including women, racialized people/visible minorities, Indigenous peoples, persons with disabilities and 2SLGBTQ+ people. Accordingly, candidates shall be assessed for excellent emerging world-class research of high quality that is original, innovative and particularly creative.

Candidates must have a PhD in Business, Economics or other relevant fields such as Human Resource Management/Organizational Behaviour, Industrial Relations, Organization Theory, Entrepreneurship, International Business, Law, Sociology and Psychology. In addition, to be eligible for strong consideration the successful candidate must have:

- Strong research profile that demonstrates creativity and evidence of impact, such as publications in peer reviewed outlets, special papers, reviews, conference/symposia proceedings and abstracts, government publications and policy contributions, book reviews by the nominee, or published reviews of their work, papers presented at scholarly meetings or conferences, and other forms of scholarly expression, including participation in public discourse and debate, which constitute a contribution to research;
- A demonstrated ability to establish and maintain an independent, externally funded research program, including participation in research collaborations, partnership grants and/or ability to attract multi-center grants;
- Evidence of commitment to equity, diversity and inclusion in research, such as contribution to understanding and removal of barriers to economic integration for immigrants from under represented and marginalized groups;
- Evidence of research collaborations or strong potential/ability to attract world class industry and community collaborative initiatives, with demonstrated attention to equity, diversity and inclusion in those collaborations or initiatives;
- A demonstrated ability to analyze data from Statistics Canada's various data repositories or similar sources, and capability to combine with qualitative research to translate findings into sound public policy recommendations;
- Effective student teaching skills relevant in a business school, utilizing pedagogies that address different learning styles and diverse ethno-cultural backgrounds and lived experiences of students;
- A demonstrated ability to establish, mentor and develop the skills of a diverse research team that includes students and researchers from under-represented groups; Experience in undergraduate and graduate course development and teaching.

Ryerson recognizes that scholars have varying career paths and that career interruptions and leaves can be part of an excellent academic record. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions to allow for a fair assessment of their application. Search committee members have been instructed to give careful consideration to diverse experiences and knowledge, and be sensitive to the impact of career interruptions in their assessments.

## Equity at Ryerson University

At the intersection of mind and action, Ryerson is on a transformative path to become Canada's leading comprehensive innovation university. Integral to this path is the placement of equity, diversity and inclusion as fundamental to our institutional culture. Our current [academic plan](#) outlines each as core values and we work to embed them in all that we do.

Ryerson University welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us to expand our capacity for diversity in the broadest sense. We encourage applications from First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+ people. Aboriginal candidates who would like to learn more about working at Ryerson University are welcome to contact Ms. Tracey King, M.Ed., Indigenous Human Resources Lead, Aboriginal Recruitment and Retention Initiative, at [t26king@ryerson.ca](mailto:t26king@ryerson.ca).

Ryerson is committed to [accessibility](#) for persons with disabilities. For any accommodation needs, please contact, in confidence, Teresa Sarno, Sr. HR Consultant at [teresa.sarno@ryerson.ca](mailto:teresa.sarno@ryerson.ca). As part of its efforts to correct the conditions of disadvantage in Canada for under-represented groups, we will, by separate communication invite all applicants to voluntarily complete an online Diversity Self-ID questionnaire. The information collected will be treated as confidential, but will not be anonymous. The communication will provide details on who will have access to the data and how it will be used.

## How to apply

Applicants must submit their application online via the [Faculty Recruitment Portal](#) (click on "Start Application Process" to begin) by October 15, 2019.

The application must contain the following:

- A letter of interest and curriculum vitae.
- 3 recent research publications or similar contributions.
- A detailed research plan of no more than 5 pages.
- A teaching dossier and results of teaching evaluations.
- A statement about contributions to equity, diversity and inclusion in teaching, research and service.
- Contact information for three individuals who may be contacted for references

Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority. **Please indicate in your application if you are a Canadian citizen or a permanent resident of Canada.**

Applications and any confidential inquiries can be directed to the search committee chair, Dr. Ozgur Turetken [turetken@ryerson.ca](mailto:turetken@ryerson.ca). We thank applicants in advance for their applications; however, only applicants under consideration will be contacted about their candidacy.

Any inquiries regarding accessing the Faculty Recruitment Portal can be sent to Jennifer Tejay, HR Advisor at [jennifer.tejay@ryerson.ca](mailto:jennifer.tejay@ryerson.ca).

Ryerson University is fully committed to accessibility for persons with disabilities. If you require accommodation to participate in the recruitment and selection process, please advise the Human Resources representative when you are contacted. All requests for accommodation will be treated with confidentiality.

### [Faculty Job Postings](#)