

Career Opportunities

Canada Research Chair (CRC) Alternative Pathways for the Economic Integration of Canada's Immigrant Populations

TRSM General

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Deadline to Apply: Friday, June 1, 2018

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 Alternative Pathways for the Economic Integration 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 October, 2018 deadline, with the goal of being awarded the Tier 2 CRC in April, 2019. 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 July 1, 2019. This position is subject to final budgetary approval. All Chairs are subject to review and final approval by the CRC Secretariat.

The Canada Research Chairs Program is a federal initiative that offers eligible Canadian institutions the opportunity to nominate outstanding researchers for professorships in areas that will further the institution's strategic research plan and enable them to maximize their contributions as centres of research and research training. 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 help clarify overlapping research interests in fields as diverse as entrepreneurship, international business, human resource management/organizational behaviour, economics, sociology, and psychology; and bring together some of the brightest minds to frame the relevant issues and find creative solutions.

The ultimate value of this proposed CRC position in Alternative Pathways for the Economic Integration 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 position will contribute to developing outcomes that respond to Canada's priorities of addressing labour market skill shortages, enhancing social cohesion, small business development and internationalization, and enhancing global competitiveness in the knowledge economy.

Ryerson University and the Ted Rogers School of Management

About Ryerson

Ryerson University is known for innovative programs built on the integration of theoretical and applied 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. Ryerson University is located in the multicultural heart of downtown Toronto.

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 nearly 10,000 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, two Bachelor of Health Administration degrees, the Ted Rogers MBA, Professional Masters Diplomas, Executive Education courses, a Master of Science in Management, and is developing a PhD program in Management. TRSM is also home to 14 innovative research centres, institutes and labs.

Located in the heart of downtown Toronto's diverse business community, our Bay Street location 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 and internationally recognized research program, mentor and support fellow colleagues in forms such as organizing workshops, co-authoring papers, and serving as co-investigators on research grants, publish in highly ranked 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 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. 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 demonstrated commitment to upholding the values of Equity, Diversity, and Inclusion as it pertains to service, teaching, and scholarly, research or creative activities and will be expected to demonstrate their ability to work with a diverse student population. Candidates shall hold a strong research profile (e.g., evidence of an emerging scholarly record, ability to establish and maintain an independent, externally funded research program), evidence of high-quality teaching and student training, and a capacity for collegial service. The following are expectations of an ideal candidate for the position:

- A PhD in Business, or other relevant fields; demonstrated expertise in relevant areas in entrepreneurship, international business, human resource management/organizational behaviour, economics, law, sociology, and psychology;
- Strong qualitative and/or quantitative research profile with evidence of peer reviewed publications/contributions and external grants (and/or participation in group grants and/or ability to attract multi-center grants) of an internationally competitive caliber; evidence of commitment to equity, diversity and inclusion in their research;
- Strong record of effective student teaching and research training which demonstrates how the candidate upholds the values of equity, diversity and inclusion in such teaching, training and team building;
- Demonstrated ability to establish and maintain an independent, externally funded research program;
- Evidence of research collaborations or strong potential/ability to attract industrial and community collaborative initiatives; demonstrated attention to equity, diversity and inclusion in those collaborations or initiatives; and
- Demonstrated experience in undergraduate and graduate course development and teaching.

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. In addition, to correct the conditions of disadvantage in employment in Canada, we encourage applications from members of groups that have been historically disadvantaged and marginalized, including 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+. Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority.

As an employer, we are working towards a people first culture and are proud to have been selected as one of Canada's Best Diversity Employers and a Greater Toronto's Top Employer for 2015, 2016 and 2017. To learn more about our work environment, colleagues, leaders, students and innovative educational environment, visit www.ryerson.ca, check out [@RyersonU](https://twitter.com/RyersonU), [@RyersonHR](https://twitter.com/RyersonHR) and [@RyersonEDI](https://twitter.com/RyersonEDI) on Twitter, and visit our [LinkedIn company page](#).

How to apply?

Applicants should submit their application online via the Faculty Recruitment Portal (click on "Start Application process" Above to begin). The application must contain the following:

- A letter of interest and curriculum vitae.
- 3 recent research publications.
- A detailed research plan of no more than 5 pages.
- A teaching dossier and results of teaching evaluations.
- The contact information for three individuals who may be contacted for reference letters.

Please indicate in your application if you are a Canadian citizen or a permanent resident of Canada.

Ryerson recognizes that scholars have varying career paths and that career interruptions 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.

Applications and any confidential inquiries can be directed to the search committee chair, Dr. Hong Yu, hongyu@ryerson.ca. Review of applications will begin after June 1st, 2018, and will continue until the position is filled. We thank applicants in advance for their applications; however, only applicants under consideration will be contacted about their candidacy. It is critical to Ryerson's success to remove barriers and correct the conditions of disadvantage in Canada for under-represented groups. For this reason, by separate communication we will be inviting all applicants to voluntarily complete an online Diversity Self-ID questionnaire. The information collected will remain confidential. The communication will provide details on who will have access to the data and how it will be used.

Any inquiries regarding accessing the Faculty Recruitment Portal can be sent to Laurie Shemavonian, M.Ed., HR Advisor, at lshemavo@ryerson.ca. Aboriginal candidates who would like to learn more about working at Ryerson University are welcome to contact Ms. Tracey King, M.Ed., Aboriginal HR Consultant, Aboriginal Recruitment and Retention Initiative, at t26king@ryerson.ca.

This position falls under the jurisdiction of the Ryerson Faculty Association (RFA).

- The RFA collective agreement can be viewed at: <http://www.ryerson.ca/faculty-affairs/collective-agreements/rfa-collective-agreement/>
- The RFA's website can be found at: www.rfanet.ca.
- A summary of RFA benefits can be found at: http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html.

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.