

Assistant or Associate Professor, Canada Research Chair (Tier II) in Healthy and Inclusive Work

Job ID: 36528

Location: Main Campus

Updated December 18, 2025

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We would like to take this opportunity to acknowledge the traditional territories of the people of the Treaty 7 region in Southern Alberta. The City of Calgary is also home to Métis Nation within Alberta (Nose Hill Métis District 5 and Elbow Métis District 6).

Description

The **Haskayne School of Business** at the **University of Calgary** invites applications for a tenure-track or tenured position in Organizational Behaviour and Human Resources (OBHR). We welcome applicants with research interests in healthy and inclusive work. The successful candidate will conduct research that investigates the ways in which the workplace and its leaders can create and support a healthy, fair, and inclusive environment for employees. This includes, but is not limited to, the ways in which organizations support and advance: inclusion, mental health and psychological well-being at work, work safety, fairness, and belongingness. We are also interested in faculty whose research connects AI with work and health. The appointment is expected to begin on July 1, 2026.

The successful candidate will also be nominated for a **Canada Research Chair (CRC) Tier II** in Healthy and Inclusive Work. CRC Tier II Chairs are intended for exceptional emerging scholars and provide additional research funding and reductions in teaching responsibilities. Further information about the Canada Research Chairs Program, including eligibility criteria, can be found at the end of this advertisement and on the Government of Canada's [CRC website](#).

We welcome applications at either the senior-level Assistant Professor (tenure-track) or Associate Professor (tenured) level. Expectations differ by rank.

Candidates at the Assistant Professor rank must:

- Have a burgeoning reputation in organizational behaviour, organizational psychology, or a closely related field, with an already demonstrated record in research and scholarship through publications and invited revisions at top-tier journals (e.g., FT-50 or equivalent outlets).
- Demonstrate strong theoretical and methodological skills through their research record, along with signs of growing scholarly impact (e.g., emerging citation patterns, refereeing activity).
- Demonstrate excellent teaching skills through student evaluations, along with evidence of thoughtful adaptation of teaching methods in light of the availability of generative AI.
- Show evidence of effective supervision or mentoring of students, particularly PhD students.
- Demonstrate a record of service to the School, University, and profession.
- Demonstrate a record of successful Tri-Agency grants as principal investigator (for Canadian applicants).
- Demonstrate a record of research translation and thought leadership, including non-traditional forms of knowledge dissemination where appropriate.
- Demonstrate a strong desire to conduct impactful research in healthy and inclusive work, with a clear trajectory for advancing this area.

Candidates at the Associate Professor rank must:

- Have a national or international reputation in organizational behaviour, organizational psychology, or a closely related field, demonstrated by an outstanding and consistent record of high-quality research in top-tier journals (e.g., FT-50 or equivalent outlets).
- Demonstrate strong research impact and reputation (e.g., citation influence, editorial board or editorship roles, keynote or invited talks, policy or industry uptake).
- Have a proven record of effective teaching at undergraduate and graduate levels, with reflective adaptation of teaching methods to the availability of generative AI.
- Have a history of successful graduate student supervision.
- Have a strong record of service to their current school, university, and profession.
- Have a past record of securing Tri-Agency funding (if based in Canada) or clear readiness to apply (if based elsewhere).
- Demonstrate a sustained record of research translation and thought leadership.

- Demonstrable & sustained record of research distinction and thought leadership.

For both ranks, to qualify for this position, they must demonstrate that their recent, current, and future research program meaningfully advances healthy and inclusive work as defined above. Non-traditional forms of knowledge generation and dissemination that show demonstrable impact will also be considered.

Position Description

Duties include conducting high-quality research, teaching at the undergraduate and graduate levels, and providing service to the School, the University, and the community. The Haskayne School of Business supports a strong research culture through robust research infrastructure, and we seek faculty who will contribute meaningfully to the School's research and teaching missions. As the nominee for a Canada Research Chair (Tier II) in Healthy and Inclusive Work, the successful candidate will be expected to develop and sustain an internationally recognized program of research in this area, supported by the additional research resources and reduced teaching responsibilities provided by the Chair. Appointment at the Assistant Professor rank is preferred.

Faculty in OBHR at the Haskayne School of Business publish in leading journals such as *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Organization Science*, and *Personnel Psychology*, and also contribute to high-impact practitioner outlets including *Harvard Business Review*. The OBHR area is a vibrant, collaborative research community with strengths spanning behavioural ethics, behavioural statistics, diversity, mental health, motivation, leadership, strategic HRM, workplace mistreatment, and workplace safety.

How to Apply

Interested individuals are encouraged to apply online via the 'Apply Now' link. The application should include the following:

- Cover letter
- Curriculum vitae
- Statement of research interests
- Summary evidence of teaching effectiveness
- Names and contact information for three referees

Please note that the application system allows only four attachments. Applicants should organize their materials accordingly, which may require merging documents.

Questions may be addressed to hiring committee chair:

Dr. Nick Turner
Professor and Area Chair, Organizational Behaviour and Human Resources
Future Fund Chair in Leadership
nicholas.turner@ucalgary.ca

Review of applications will begin on January 20, 2026, and will continue until the position is filled.

The University of Calgary has launched an institution-wide [Indigenous Strategy](#) *ii' taa'poh'to'p* committing to creating a rich, vibrant, and culturally competent campus that welcomes and supports Indigenous Peoples, encourages Indigenous community partnerships, is inclusive of Indigenous perspectives in all that we do.

As an equitable and inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here. In particular, we encourage members of the designated groups (women, Indigenous peoples, persons with disabilities, members of visible/racialized minorities, and diverse sexual orientation and gender identities) to apply. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Questions regarding [diversity] EDI at UCalgary can be sent to the [Office of Institutional Commitments](#) (olc@ucalgary.ca) and requests for accommodations can be sent to People & Culture (hrhire@ucalgary.ca).

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. In this connection, at the time of your application, please answer the following question: Are you a Canadian citizen or a permanent resident of Canada? (Yes/No)

The University of Calgary recognizes that candidates have varying career paths and that career interruptions can be part of an excellent academic record. Candidates are welcome to provide any relevant information about their experience and/or career interruptions to allow for a fair assessment of their application. Selection committees have been instructed to give careful consideration to, and be sensitive to the impact of career interruptions, when assessing the candidate's research productivity.

About the Canada Research Chair (CRC) Tier II Program

Tier II 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). Candidates who are more than 10 years from having earned their highest degree and who have had career breaks, such as maternity, parental, or extended sick leave, clinical training, etc., may have their eligibility for a Tier 2 Chair assessed through the CRC Program's Tier 2 justification process. Research interruptions caused by the COVID-19 pandemic (e.g., closures) are recognized as, and may be counted as, an eligible delay (credited at twice the amount of time) beginning March 1, 2020. Please contact UCalgary's Office of Research Services for more information: ipd@ucalgary.ca. Further information about the Canada Research Chairs program can be found on the Government of Canada's CRC website cited above, including eligibility criteria.

For a listing of all academic opportunities at the University of Calgary, view our [Academic Careers website](#). For more information about the Haskayne School of Business, click [here](#).

About the University of Calgary

UCalgary is Canada's entrepreneurial university, located in Canada's most enterprising city. It is a top research university and one of the highest-ranked universities of its age. Founded in 1966, its 36,000 students experience an innovative learning environment, made rich by research, hands-on experiences and entrepreneurial thinking. It is [Canada's leader in the creation of start-ups](#). [Start something](#) today at the University of Calgary. For more information, visit ucalgary.ca.

The university's commitment to the Indigenous Strategy is evident through the oversight of 18 Elders serving on the Circle of Advisors and the many unit-based

circles working towards implementation of the strategy including the Faculty Advisory Circle and teams such as the Office of Indigenous Engagement, the Writing Symbols Lodge, and the Indigenous Research Support Team. Many Indigenous-based events and processes are impacting curriculum, programming and policies at the University of Calgary.

About the Haskayne School of Business

Accredited by AACSB International, the Haskayne School of Business is a progressive and innovative business school. Our mission is to create an open, mutually accountable community of students, faculty, and alumni, and to provide rich experiential learning opportunities to our students. With 4500 full and part-time students currently enrolled in bachelors, masters, PhD and executive education programs, the business school boasts more than 30,000 alumni in 60 countries around the globe.

About Calgary, Alberta

Calgary is one of the world's cleanest cities and has been named one of the world's most livable cities for years. Calgary is a city of leaders - in business, community, philanthropy and volunteerism. Calgarians benefit from a growing number of world-class dining and cultural events and enjoy more days of sunshine per year than any other major Canadian city. Calgary is less than an hour's drive from the majestic Rocky Mountains and boasts the most extensive urban pathway and bikeway network in North America.

With a growing urban Indigenous population of approximately 50,000 people, there are several Indigenous organizations and many events and ceremonies taking place in the city throughout the year.

Posting Date: December 18, 2025

Closing Date: 30 days minimum, open until filled

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Start something.

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Calgary Alberta T2N 1N4
CANADA

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The University of Calgary, located in the heart of Southern Alberta, both acknowledges and pays tribute to the traditional territories of the peoples of Treaty 7, which include the Blackfoot Confederacy (comprised of the Siksika, the Piikani, and the Kainai First Nations), the Tsuut'ina First Nation, and the Stoney Nakoda (including Chiniki, Bearspaw, and Goodstoney First Nations). The City of Calgary is also home to Métis Nation within Alberta (Nose Hill Métis District 5 and Elbow Métis District 6).

The University of Calgary is situated on land Northwest of where the Bow River meets the Elbow River, a site traditionally known as Moh'kins'tsis to the Blackfoot, Wičihsa to the Stoney Nakoda, and Guts'ists'i to the Tsuut'ina. On this land and in this place we strive to learn together, walk together, and grow together "in a good way."