

The School of Business in the Faculty of Education and Professional Studies at Nipissing University invites applications for a Tenure-Track Assistant or Associate Professor position in Human Resource Management/Organizational Studies. This position will commence on July 1, 2025, in North Bay, Ontario.

About the School of Business

The School of Business is one of six schools within the Faculty of Education & Professional Studies. As one of the most dynamic academic units at Nipissing University, the School offers a wide array of undergraduate certificates, diplomas, and degree programs (B. Comm, BBA), as well as Post-Baccalaureate Diplomas in Business. Programs are delivered through both on-campus and distance modes.

The School of Business takes a holistic approach to learning, equipping students with “more than a degree.” Along with core business knowledge, students develop professional and social skills through a combination of theoretical grounding, practical application, real-life experiences, and techniques to enhance independent thinking and problem-solving. This integrated approach provides students with a competitive advantage in the market.

Our flagship Bachelor of Business Administration (BBA) program includes a Co-op Program, enabling students to alternate academic terms on campus with work terms in suitable employment. This approach fosters the practical application of theoretical knowledge and enriches classroom learning with workplace experience.

The iLEAD Certificate Program offers innovative ways to Learn through Experience, Action, and Discovery while earning credits toward a business degree. Students gain relevant work experience through activities such as directed studies, writing an honours thesis, workplace internships, or studying overseas. This program allows learning to transcend the classroom, honing students’ personal and professional skills and enhancing their prospects for success.

Position Overview

The School of Business seeks an innovative faculty member who excels in teaching and research and can add to our existing strengths. Applicants must have the ability to teach courses in Human Resource Management/Organizational Behavior.

Candidate Requirements

- A demonstrated record of excellence in teaching, including a strong ability to integrate theory and practice, effective communication and presentation skills, and mastery of the subject area.
- A commitment to excellence in pedagogical inquiry and teaching innovation.

- A demonstrated interest in teaching-related scholarly activities in human resource management/organizational studies.
- A demonstrated record of research in relevant and trending topics.

Candidate Qualifications

- Completion of a Ph.D. in Human Resources or a related discipline. For an assistant professor appointment, candidates close to completing a Ph.D. (ABD) will be considered.
- Practical experience in human resources management or related areas is an asset.
- Certifications such as the CHRP (Certified Human Resources Professional) or CHRL (Certified Human Resources Leader) will be considered an asset.
- A demonstrated exemplary record of teaching at the undergraduate level.
 - For Assistant Professor applicants: Promise of establishing an active and productive research and scholarly profile.
 - For Associate Professor applicants: An already established research record and scholarly profile.

The successful candidate will teach at the undergraduate level within the Bachelor of Business Administration and/or Bachelor of Commerce programs. They will also be expected to engage in service activities within the School of Business, the Faculty of Education and Professional Studies, and the broader university community.

Nipissing University is in the City of North Bay, Ontario (population 55,000), in the territory of the Robinson-Huron Treaty of 1850 and the Nipissing First Nation Traditional Territory and the traditional territory of the Anishinabek. Situated between Lake Nipissing and Trout Lake, and surrounded by pristine Canadian Shield Forest, our campus is a comfortable three-and-a-half-hour drive from either Toronto or Ottawa. North Bay is a growing city with a vibrant arts community, ample amenities, and countless opportunities for outdoor activities. Learn more about North Bay, Ontario by visiting the @cityofnorthbay YouTube channel here: [The City of North Bay](#).

Nipissing University is known for its excellence in teacher education, arts, science, and a range of professional programs. The School of Graduate Studies includes programs in history, sociology, education, environmental science/studies, kinesiology, and mathematics. In *Pathways: Our Commitments to Water, Land, and People*, Nipissing University has committed to fulfilling our responsibility to truth and reconciliation; nurturing our relationship with water, land, and place; embodying harmony and care; inspiring growth and development; building sustainable futures; and, celebrating who we are. Nipissing's renowned focus on student success and experience has translated into top rankings nationally in the areas of student support, student experience, faculty, and residences as a primarily undergraduate

institution. An academic environment that provides close student-faculty interaction, innovative approaches to learning, and a strong research culture is an enduring strength of Nipissing.

Access and equity continue to be longstanding priorities, providing interventions and support for students who might not otherwise participate in postsecondary education. Nipissing welcomes several first-generation students, as well as students with disabilities with focused support.

Nipissing's faculty and staff are committed to decolonization and reconciliation and provide a supportive environment for Indigenous students enrolled at the University. Our campus is in a region home to 7,000 First Nations, Metis, and Inuit residents, many of whom choose to study at Nipissing University. As a public university located on the traditional territory of Nipissing First Nation and on the lands within the Robinson-Huron Treaty of 1850, Nipissing University is bound to advance knowledge and be a good guest on this land.

Nipissing University has recently launched a new [Careers landing page](#) where prospective applicants can discover exciting career opportunities, learn more about the vibrant City of North Bay, and explore what makes our institution a unique and rewarding place to work.

Interested candidates should submit a cover letter outlining their teaching and research interests, service experience, a curriculum vitae, and a list of three referees by 4:00pm on February 2, 2025. Candidates applying for an appointment at the Associate Professor level are invited to outline their teaching and research accomplishments.

The annual salary will correspond with qualifications and experience and will follow the Nipissing University Faculty Association (NUFA) Collective Agreement.

Review of applications will commence February 3, 2025, and will continue to be accepted and reviewed until the position is filled. All application materials should be combined into a single PDF and sent to careers@nipissingu.ca.

Nipissing University is committed to employment equity and strongly encourages applications, which may include self-identification in a cover letter from Indigenous peoples, women, persons with disabilities, persons who identify as 2SLGBTQI+ and racialized minorities.

Nipissing University must gather information from applicants to determine eligibility to work in Canada. Please include a statement in your application to identify whether you are a Canadian Citizen, Permanent Resident or are otherwise legally eligible to work in Canada.

Nipissing University will provide accommodation to ensure barrier-free employment in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. You can request accommodation at any stage of the hiring process. If you

require accommodation, please contact Human Resources at access@nipissingu.ca.

The search committee would like to thank all applicants for their interest in Nipissing University. Please note that only those candidates invited for an interview will be contacted.