



UNIVERSITY OF
TORONTO
SCARBOROUGH

MANAGEMENT
Experience to Lead

The Department of Management at the University of Toronto Scarborough (UTSC) invites applications for a full-time tenure stream position in the area of Operations Management and Analytics. The appointment will be at the rank of Assistant Professor, with an expected start date of July 1, 2024, or shortly thereafter.

This search aligns with the University's commitment to strategically and proactively promote diversity among our community members ([Statement on Equity, Diversity & Excellence](#)). Recognizing that Black, Indigenous, and other racialized communities have experienced inequities that have developed historically and are ongoing, we strongly welcome and encourage candidates from those communities to apply.

In addition, the University of Toronto Scarborough is implementing its [Strategic Plan: Inspiring Inclusive Excellence](#). Consistent with the values and objectives in that plan, we especially welcome candidates who self-identify as Indigenous or those who have lived experience in Black or other racialized (persons of colour) communities. This position is part of a cohort of similar faculty searches in Anthropology, Arts, Culture & Media, Biological Sciences, Computer & Mathematical Sciences, Management, and Physical & Environmental Sciences. New colleagues will have the opportunity to be connected with previous cohorts of faculty from under-represented groups, including those hired through targeted efforts in the last four years in departments spanning the Sciences, Social Sciences, and Humanities. For this important cohort hire, the University is partnering with BIPOC Executive Search. Individuals seeking more information and guidance during the application process can email Candice Frederick or Jason Murray at cfrederick@bipocsearch.com

Candidates must have earned a PhD degree in Operations Management, Operations Research, Analytics, or a closely related field by the time of appointment, or shortly thereafter, with a demonstrated record of excellence in research and teaching. Candidates' academic concentration and research programs should be in areas directly related to Operations Management, Operations Research, or Analytics. Candidates must also have a demonstrated record of excellence in research and teaching at the undergraduate and graduate level.

We seek candidates whose research and teaching interests complement and enhance our existing [departmental strengths](#). Candidates who can contribute to the areas of strength of the current Operations Management and Analytics group at UTSC such as Discrete Optimization and rigorous algorithmic analysis of Operations Management problems are particularly welcome to apply, but strong candidates in all areas of Operations Management, Operations Research, and Analytics will be considered. The successful candidate will be expected to pursue innovative and independent research, and to establish an outstanding, competitive, and externally funded research program.

Candidates must provide evidence of research excellence which can be demonstrated by a record of publications in top-ranked and field-relevant journals or forthcoming publications meeting high international standards, the submitted research statement, presentations at significant conferences, awards and accolades, and strong endorsements from referees of high standing in the candidate's field. Evidence of excellence in teaching will be provided through

teaching accomplishments, a teaching dossier (with required materials outlined below) submitted as part of the application, as well as strong letters of reference.

Equity and diversity are essential to academic excellence. We seek candidates who value diversity and whose research, teaching and service bear out our commitment to equity. Candidates must also show evidence of a commitment to equity, diversity, inclusion and to the promotion of a respectful and collegial learning and working environment, as demonstrated through the application materials. Candidates are also asked to submit a 1- to 2-page statement of contributions to equity and diversity, which might cover topics such as (but not limited to): research or teaching that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups. The statement should describe how the candidate's lived experience has influenced their understanding of and commitment to equity, diversity, inclusion (EDI), the promotion of a respectful and collegial learning and working environment, as well as examples of how it is reflected in their research or teaching.

The University of Toronto is highly research-oriented and seeks to attract top researchers. It is ranked first in Canada and 16th in the world for research citations. We attract a diverse, scholarly, and collegial group of faculty members from universities across the world. Our building boasts state-of-the-art lecture halls, case rooms, and research labs, a dedicated data modeling lab, as well as event spaces, restaurants, and rooftop gardens. Our students come from a wide variety of countries and a range of ethnic backgrounds, some of whom are employed through our highly successful Co-operative Education Program. We also offer a Management and International Business program wherein our students complete an international work term as well as a study abroad term.

We are interested in candidates who are dedicated to maintaining the excellence of our undergraduate program and are committed to contributing to graduate programs in the area. Further, successful candidates will be cross-appointed to the [Rotman School of Management](#), providing them opportunities to collaborate with faculty and graduate students at the St George campus. These resources and opportunities, along with a supportive climate for scholarly research, provide a rich environment for professional development.

Salary will be commensurate with qualifications and experience.

All qualified candidates are invited to apply online by clicking the link below. Applicants must submit a cover letter; a current curriculum vitae; a research statement outlining current and future research interests; recent research papers; and a teaching dossier including a teaching statement, sample course materials, and teaching evaluations; as well as an EDI statement as described above.

<https://jobs.utoronto.ca/job/Toronto-Assistant-Professor-Operations-Management-and-Analytics-ON/573802317/>

Applicants must provide the name and contact information of three references. The University of Toronto's recruiting tool will automatically solicit and collect letters of reference from each referee after an application is submitted. Applicants remain responsible for ensuring that referees submit recent letters (on letterhead, dated and signed) by the closing date. More details on the automatic reference letter collection, including timelines, are available in the [candidate FAQ](#).

Submission guidelines can be found at <http://uoft.me/how-to-apply>. Your CV and cover letter should be uploaded into the dedicated fields. Please combine additional application materials into one or two files in PDF/MS Word format. If you have any questions about this position, please contact Jacqueline Deane at management-ca@utsc.utoronto.ca.

All application materials, including recent reference letters, must be received by October 30, 2023. Candidates that are interested in meeting with the search committee members during the INFORMS Meeting in Phoenix should submit their materials by October 1, 2023.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Diversity Statement

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see <http://uoft.me/UP>.

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.

If you require any accommodations at any point during the application and hiring process, please contact uoft.careers@utoronto.ca.