



**Gustavson**  
**School of Business**  
University of Victoria

University of Victoria  
PO Box 1700 STN CSC  
Victoria BC V8W 2Y2

Tel 250.472.4139  
Fax 250.721.6613



**UNIVERSITY OF VICTORIA** — The [Peter B. Gustavson School of Business](#) invites applications from Information Systems, Operations Management, and Technology Management scholars to fill two tenure-track/tenured positions at the rank of Assistant Professor, Associate Professor or Professor. These appointments will begin on July 1, 2025, or shortly thereafter, with rank and tenure status based on an assessment of individual accomplishments and experience. We welcome applicants who have or are near to completing a PhD in Business, Management, or a related discipline. Commensurate with their career stage, qualified candidates must have either an established publishing record or a strong research pipeline of scholarly papers targeted to such journals, as well as experience or interest in supervising PhD students.

The candidate's qualifications, experience and overall market demand will determine a candidate's final salary offer. The salary for this position includes a competitive salary range of \$174,000 – \$203,000 at the Assistant Professor rank, \$194,000 – \$252,000 at the Associate Professor rank, and \$225,000 – \$349,000 at the Professor rank. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

We seek to complement and extend our already vibrant research community with energetic and dynamic colleagues with the potential or recognition for expertise and top-tier publications in one or more of the following areas:

- Ethics and human rights related to ICTs and applied data analytics
- Health informatics and digital transformation in healthcare
- Machine learning, deep learning architectures, and predictive modeling
- Governance and societal impacts of generative AI and digital platforms
- Design and use of emerging technologies to address grand challenges
- Social responsibility and sustainability of supply chains and service operations

Our non-departmentalized faculty conduct and publish impactful research on topics such as Indigenous organizing, entrepreneurship, family business and community development, social justice and human rights, sustainable finance and impact investing, alleviation of poverty and inequality, healthcare and service management, ethics and social responsibility, collaboration and technology adoption.

We currently offer Bachelor of Commerce, Master of Business Administration, and Master of Global Business degrees – all of which have a sustainability focus embedded in their curriculum – as well as a PhD degree in Management and Organization. We are a pioneer in integrating curriculum across business disciplines at both the undergraduate and graduate level and seek candidates who can work across traditional functional boundaries. The experiential dimension in our academic programs includes a mandatory co-op program for all undergraduate students, international exchanges, and overseas co-op work opportunities.

Gustavson is one of the few North American schools that is accredited by both the European Federation of Management Development (EFMD) and the Association to Advance Collegiate Schools of Business (AACSB). We seek candidates who have received their PhD from a research-intensive or higher-ranked university that is AACSB and/or EFMD accredited, with additional preference given to candidates with business and international experience. Candidates must also have excellent communication skills and be able to demonstrate proficiency in teaching and mentoring and/or clear support for diverse student populations.

The University of Victoria (UVic) is consistently ranked in the top tier of Canada's research-intensive universities. Vital impact drives the UVic sense of purpose. As an internationally renowned teaching and research hub, we tackle essential issues that matter to people, places, and the planet. Situated in the Pacific Rim, our location breeds a profound passion for exploration. Defined by its edges, this extraordinary environment inspires us to defy boundaries, discover, and innovate in exciting ways. It's different here, naturally and by design. We live, learn, work, and explore on the edge of what's next—for our planet and its peoples. Our commitment to research-inspired dynamic learning and vital impact make this Canada's most extraordinary environment for discovery and innovation. Experience the edge of possibilities for yourself.

To be considered, please send a letter of application that addresses your knowledge, experience and skills to perform the full scope of job requirements along with your curriculum vitae, evidence of research (publications or work in progress) and teaching skills (such as course evaluation scores, teaching statements, syllabi), and contact information of three references to: Dr. Anita Bhappu, Dean and Professor, Peter B. Gustavson School of Business, University of Victoria, PO Box 1700, STN CSC, Victoria, BC V8W 2Y2, e-mail: [business@uvic.ca](mailto:business@uvic.ca).

Consideration of applications will begin on January 31, 2025, and will continue until the positions are filled. Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

All qualified candidates are encouraged to apply. If you are neither a Canadian citizen or permanent resident, please indicate if you are authorized to work in Canada and be prepared to provide a copy of your work authorization permit.

UVic is committed to upholding the values of equity, diversity, inclusion and human rights in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications from members of historically and systemically marginalized groups. Read our full equity statement at <https://www.uvic.ca/equity/employment-equity/statement/>.

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record. Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at [FRrecruit@uvic.ca](mailto:FRrecruit@uvic.ca). Any personal information provided will be

maintained in confidence.

We acknowledge and respect the Lək̓ʷəŋən peoples on whose traditional territory the University of Victoria stands and the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day. Applicants from First Nations communities on Vancouver Island and/or in British Columbia are encouraged to apply.

Faculty and Librarians at the University of Victoria are governed by the provisions of the [Collective Agreement](#). Members are represented by the University of Victoria Faculty Association ([www.uvicfa.ca](http://www.uvicfa.ca)).