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## **Probationary Assistant Professor, Teaching Stream, Sustainability and Financial Management**

The School of Accounting and Finance in the Faculty of Arts at the University of Waterloo invites applications for one permanent track position at the rank of Assistant Professor, Teaching Stream.

The successful candidate will have a focus on sustainable finance instruction and its applications in the business world. Instruction will be traditional finance courses and sustainability focused courses in undergraduate, masters or executive/professional education. The teaching load is normally 60% of one's tasks (six courses a year), with service activities in support of the School, the Faculty, the University, and/or the profession amounting to the other 40%. The role will entail significant curriculum and pedagogical development work.

To be considered for this position, candidates must have a university degree in a business-related field. We are seeking candidates who have expertise in the area of ESG/Corporate Sustainability. The capacity to teach and develop course materials in a multi-subject, integrated program such as the Master of Accounting at the University of Waterloo as well as an understanding of CPA educational requirements/pathways leading to a CPA designation are an asset. The successful candidate will also have demonstrated strong potential for teaching and academic leadership in a post-secondary setting in Canada. Candidates who can demonstrate thought leadership and are interested in engaging in executive education or pedagogical innovation will be considered positively.

UW's School of Accounting and Finance is widely recognized for its research and academic programs. We value academic diversity and offer a collegial and stimulating environment that promotes collaboration, intellectual curiosity, and growth. The School offers eight different programs, including five bachelor degrees, two master degrees, and one Ph.D. degree. The School's highly-respected Ph.D. program has graduated over fifty doctoral students since the program's inception in the 1990s. Our award-winning faculty complement includes active researchers using empirical, experimental, and analytical techniques to study a broad spectrum of accounting and finance issues. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. For details about our faculty and programs please visit: <https://uwaterloo.ca/saf>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. The campus is located in Waterloo, Ontario, Canada, a one-hour drive from Toronto, a multicultural metropolis and Canada's financial capital.

The expected start date for the position is March 1, 2025, or as soon as possible thereafter. Starting compensation in the range of \$120,000.00 to \$150,000.00 is anticipated, based on qualifications and experience. Negotiations beyond this range may be considered for exceptionally qualified candidates.

Interested candidates are required to complete an online application at our Online Faculty Application System (<https://ofas.uwaterloo.ca>). Application deadline: January 6, 2025.

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our Indigenous Initiatives Office (<https://uwaterloo.ca/human-rights-equity-inclusion/indigenousinitiatives>).

The University values the diverse and intersectional identities of its students, faculty, and staff. The University regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Metis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

The University of Waterloo is committed to accessibility for persons with disabilities. If you have any application, interview, or workplace accommodation requests, please contact Sarah Landry at the School of Accounting and Finance at [sarah.landry@uwaterloo.ca](mailto:sarah.landry@uwaterloo.ca).

If you have any questions regarding the position, the application process, assessment process, or eligibility, please contact Sarah Landry, at the School of Accounting and Finance at [sarah.landry@uwaterloo.ca](mailto:sarah.landry@uwaterloo.ca).

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

Three reasons to apply: <https://uwaterloo.ca/faculty-association/why-waterloo>.

Signature of Chair/Director : \_\_\_\_\_ *Blake Phallen* \_\_\_\_\_ Date: 10/30/2024 \_\_\_\_\_

Signature of Dean: \_\_\_\_\_ *[Signature]* \_\_\_\_\_ Date: 11/04/2024 \_\_\_\_\_

Approved: Vice-President Academic & Provost: **James Rush** Date: \_\_\_\_\_

Signed with ConsignO Cloud (2024/11/15)  
Verify with verifio.com or Adobe Reader.



# UNIVERSITY OF WATERLOO

## FACULTY IDENTIFICATION/MISSION CRITICAL FORM

TO ACCOMPANY REQUESTS TO ADVERTISE AND  
REQUESTS TO APPOINT TO FULL-TIME POSITIONS

CANDIDATE: Probationary Assistant Professor Sustainability – Teaching Stream

DEPARTMENT: School of Accounting and Finance

FACULTY: Arts

ANTICIPATED START DATE: Mar 1, 2025

### REPLACEMENT FOR PERMANENT LOSS (resignation/retirement/other)

Terminating faculty member:

Position number: \_\_\_\_\_ Employee ID number: \_\_\_\_\_

Termination Date: \_\_\_\_\_

Is this a bridge position?

Bridged to: <u>Nancy Vanden Bosch</u>	<u>5251</u>	<u>June 2026</u>
Name	Position #	Retirement Date

### NEW POSITION

Addition to operating complement  Not in Complement

FUNDING SOURCE(S): (Please provide details on how the position will be funded)

Faculty of ARTS for base salary and annual increases

JUSTIFICATION: (Please attach a separate page if needed)

Sustainability and Financial management (SFM) program launched 3 years ago and our first cohort of students will be entering year 4 in Sept 2024. Currently only 27% of Sustainability courses are taught by SAF faculty. The role will entail significant curriculum and pedagogical development work.

### APPROVALS:

Chair/Director: 

Date: 8/11/24

Dean: 

Date: 11/12/2024

Vice-President Academic & Provost: **James Rush**



Date: \_\_\_\_\_

Distribution: Vice-President Academic & Provost, Faculty Dean, Human Resources, Finance  
Original to Finance when hire is complete  
November 2014

**Katherine Thorne**  
Signed with ConsignO Cloud (2024/11/14)  
Verify with verifio.com or Adobe Reader.



**Christine McWebb**  
Signed with ConsignO Cloud (2024/11/14)  
Verify with verifio.com or Adobe Reader.



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