

**Faculty of Applied Science and Engineering**  
**University of Toronto**  
**Job Posting for the 2014/ 2015 Session**  
**This job is posted in accordance with the CUPE 3902 – Unit 3 Collective Agreement.**

**Position:** Sessional Lecturer I / II

**Course title and code:** Human Resources Management: An Engineering Perspective APS1004H

**Course description:** This course analyzes the relationship between management and workers. The course takes a holistic and strategic view of how human resource management affects the business environment. Students will study human resources and industrial relations from the context of economics, sociology, and psychology. Students will develop a historical appreciation and perspective of the evolution and development of labour relations through concepts presented by figures such as Adam Smith, Fredrick Taylor, Edwards Deming, and J.M. Juran. The goal of the course is to provide a general manager with a thorough understanding of how they can develop a competitive advantage for their organization through effective and thoughtful human resource management practices.

In the context of how they relate to human resource management, the course topics include: organizational behavior including methods of motivation, scientific management, quality control, employment and economics, employment as a social relation, unions and other forms of employee representation, internal labour markets, training and development, leadership, strategic planning and the formulation of HR strategy, practices and policies.

**Estimated Enrolment:** Approximately 45 students

**Estimated TA support:** TBA

**Class schedule:** two week intensive course; timetable to be determined.

**Sessional date of appointment:** SUMMER Session, May-August 2015.

**Salary:** Minimum level of pay is \$7,125 (Sessional Lecturer I) and \$7,575 (Sessional Lecturer II), which includes vacation pay, and may increase depending on applicant's level of experience and suitability for the position.

**Qualifications:** Applicants must have extensive experience in the area of human resources management, in particular in the area of Engineering. In addition, applicants must have extensive knowledge of and skills in analyzing and developing strategies that efficiently maximize the capabilities of a workforce and generate a competitive advantage. The applicant must also have experience in and knowledge of the application of the principles of economics, sociology, and social psychology as they apply to human resource management and industrial relations, as well as strong skills in planning effective approaches to conceptualizing, strategizing, and implementing key elements of an organizational human resource strategy that aligns and supports the overall business strategy and plan. Applicants should have a strong record of presenting lectures. The applicant must be able to lecture in a clear voice, and explain concepts clearly.

**Please note:** Undergraduate or graduate students and postdoctoral fellows of the University of Toronto are covered by the CUPE 3902 **Unit 1** collective agreement rather than the Unit 3 collective agreement, and should not apply for positions posted under the Unit 3 collective agreement.

**Brief description of duties:** Duties include: preparation of lectures and course materials; delivery of lectures; possible supervision of Teaching Assistants; setting and marking of projects, tests and exams; evaluation of final grades; contact with students.

**To indicate interest in this position, please send an updated CV and a completed application form, downloaded from:**

[http://www.hrandequity.utoronto.ca/Assets/HR+Digital+Assets/HR+Forms/Recruitment+\\$!26+Selection/c3902u3afj2012pdf.pdf](http://www.hrandequity.utoronto.ca/Assets/HR+Digital+Assets/HR+Forms/Recruitment+$!26+Selection/c3902u3afj2012pdf.pdf)

Please submit applications as an attachment to an email, to:

Markus Bussmann, Vice-Dean, Graduate, Faculty of Applied Science and Engineering, University of Toronto  
44 St. George Street, Toronto, Ontario M5S 2E4  
Email: bussmann@mie.utoronto.ca

**Closing date: Monday January 26, 2015**

*Please note that should rates stipulated in the collective agreement vary from rates stated in this posting, the rates stated in the collective agreement shall prevail.*

*The Department's hiring policy is available in the Department office and at the CUPE, Local 3902 office*