

**AUTHORIZATION TO ADVERTISE ACADEMIC VACANCY**

**For CRC Tier 1 CHAIRS**

**IN CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN**

Please use *one* form per vacancy. Complete the advertisement in *paragraph form* in the space provided below or use a separate page. (See sample on reverse.)

**Information to be included:**

1. **Title (maximum 150 characters – less/concise is better); (Indicate external or internal)**

**Specify area of research or dept**, **eg. SAMPLE ONLY**

* CRC Tier 1 Chair in Aquatic Microbiology, Associate Professor (sample only)
1. **Body of advertisement (maximum 1,000 words), include the following information (see sample on next page)** Department/School and Faculty; Title of position; Qualifications required; Nature of duties; CRC Tier I criteria; Salary Range (for external ads); Name and address of person to whom applications/inquiries should be sent; Effective date of appointment; Closing date for receipt of application.

Signature of Chair/Director Date:

Signature of Dean Date:

Approved: Vice-President Academic & Provost Date:

PUBLICATION NOTES:

***SAMPLE ADVERTISEMENT FOR CRC TIER 1 CHAIRS – Be specific – max 1000 words***

Date Advertised:

Title: Rank, Area (internal or internal/external)

The ***<Department/School>*** in the Faculty of ***<xxx>*** at the University of Waterloo is seeking an exceptional scholar and researcher to (*internally*) fill a Tier 1 Canada Research Chair, established by the Government of Canada to enable Canadian universities to foster research excellence ([www.chairs-chaires.gc.ca](http://www.chairs-chaires.gc.ca)) beginning ***<date > or*** with ananticipated start date of ***<date>***.

The department is looking for candidates *(within the department of xxx (if internal search))* with a PhD or equivalent in **<*research area>*** or a related discipline. Candidates should be at the rank of Full Professor or be an Associate Professor who is expected to be promoted to the rank of Full Professor within one to two years of the nomination. *Alternatively, if from outside the academic sector, nominees must possess the necessary qualifications to be appointed at these levels*. The candidate will propose an innovative program of high-quality research that will attract external funding and excellent graduate students. Evidence of an actively developing research program with emphasis on **<*research topics>*** and a successful record of Tri-Agency funding is required. Ability and desire to partner with faculty in closely related fields is required.

Duties include research, teaching at the undergraduate and graduate level, service to the unit, and the supervision of graduate students. Experience developing an array of traditional and on-line courses for a diverse student body is required. The successful candidate will have a reduced teaching load during the term of the CRC. Applicants whose research aligns with the strategic plan of the department/school, which constitutes ***<department’s mandate or mission statement or SRP>,*** would be preferred.

The successful candidate will be appointed as a regular member of the Department/School and will be subsequently nominated for a Tier 1 Canada Research Chair. Nominations for Canada Research Chairs (CRC) are subject to review by the CRC Secretariat and appointment as a CRC is conditional on their approval (see the [CRC website](https://www.chairs-chaires.gc.ca/home-accueil-eng.aspx) for full program information). The University of Waterloo is committed to providing the candidate with support to secure the CRC.

To meet the criteria for a Tier 1 CRC, successful candidates must be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields and be recognized internationally as leaders in their fields. They must also have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field or discipline) and, as chairholders, be expected to attract, develop and retain excellent trainees, students and future researchers; and be proposing an original, innovative research program of the highest quality. The University of Waterloo understands the impact that legitimate career interruptions (e.g. parental leave, leave due to illness) can have on a candidate’s record of research achievement and encourages potential candidates to explain in their application the impact this may have on their record; this information will be taken into careful consideration during the assessment process. Please consult the [CRC website](http://www.chairs-chaires.gc.ca/) and the Office of Research for full program information, including further details on eligibility criteria.

**For External Searches ONLY** - The salary range for this position at the rank of < **i.e. *Associate Professor***> is ***<base salary amount>*** to ***<top salary amount>***. Negotiations beyond this salary range will be considered for exceptionally qualified candidates. *(the 2nd sentence is to be used at the discretion of the hiring department)*

Applications received by <date> [*at least 30 days from the posting date*] will be given full consideration. However, applications will continue to be reviewed until the position is filled**.** Three letters of reference will be requested for applicants invited for an interview. Send curriculum vitae, cover letter, teaching and research statements and up to ***<number and type of sample publication material>*** to: Professor xxx <>, Chair/Director, Department/School of xxx, Faculty of xxx, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada.

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. Our 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) (<https://uwaterloo.ca/human-rights-equity-inclusion/indigenousinitiatives>).

**Include one of the following Equity Statement Options A to E. Questions can be directed to the Office of Research** **crc@uwaterloo.ca****:**

**Option A: Generic Advertisement (non-targeted language)**

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, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

We strongly encourage **all applicants** to complete the [self-identification applicant survey](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX) at <https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX>. When an applicant voluntarily discloses information in their Survey, the information will be kept strictly confidential and will be used only for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>.

The University of Waterloo is committed to accessibility for persons with disabilities. If you have any application, interview or workplace accommodation requests please contact Occupational Health (occupationalhealth@uwaterloo.ca or Karen – extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained. If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact [department contact name and contact information].

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All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. [For internal only job ads, delete this statement.]

**Three reasons to apply:** [**https://uwaterloo.ca/faculty-association/why-waterloo**](https://uwaterloo.ca/faculty-association/why-waterloo)**.**

**Option B: Generic Priority Equity Language (group target)**

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, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

Based on existing demographics in the Canada Research Chairs at the University of Waterloo, priority in selection will be given to members of one or more of the designated groups currently underrepresented among Waterloo’s CRC complement: women and gender equity-seeking groups, Indigenous peoples, persons with disabilities, and racialized individuals. Improving the representation, participation and engagement of equity–seeking groups within our community is a key objective of [Waterloo’s Strategic Plan 2020-2025](https://uwaterloo.ca/strategic-plan/).

We strongly encourage **all applicants** to complete the [self-identification applicant survey](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX) at <https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX>. When an applicant voluntarily discloses information in their Survey, the information will be kept strictly confidential and will be used only for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>.

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All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. [For internal only job ads, delete this statement.]

**Three reasons to apply:** [**https://uwaterloo.ca/faculty-association/why-waterloo**](https://uwaterloo.ca/faculty-association/why-waterloo)**.**

# **Option C: Single Category Priority Equity Language (single target)**

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, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

Based on existing demographics in the Canada Research Chairs at the University of Waterloo, priority in selection will be given to individuals who self-identify as (fill in appropriate category: [women and gender equity-seeking groups], [an Indigenous person], [a person with a disability] [a racialized individual]). Improving the representation, participation and engagement of equity–seeking groups within our community is a key objective of [Waterloo’s Strategic Plan 2020-2025](https://uwaterloo.ca/strategic-plan/).

We strongly encourage **all applicants** to complete the [self-identification applicant survey](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX) at <https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX>. When an applicant voluntarily discloses this information in their application, the information will be kept strictly confidential and will be used only for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>.

The University of Waterloo is committed to accessibility for persons with disabilities. If you have any application, interview or workplace accommodation requests please contact Occupational Health (occupationalhealth@uwaterloo.ca or Karen – extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained. If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact [department contact name and contact information].

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All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. [For internal only job ads, delete this statement.]

**Three reasons to apply:** [**https://uwaterloo.ca/faculty-association/why-waterloo**](https://uwaterloo.ca/faculty-association/why-waterloo)**.**

**Completed Special Program Justification Form (*from the Research Office*) must accompany all ads using Option D or Option E. The Special Program Justification Form can be found on the CRC SharePoint Site:** [**For Selection Committees**](https://uofwaterloo.sharepoint.com/%3Af%3A/r/sites/VPRI/Institutional/CRC/Shared%20Documents/For%20Selection%20Committees?csf=1&web=1&e=rt7XoO)

**Option D: Generic Restricted Equity Language (group target)**

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, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

In keeping with the principles of employment equity and the CRC program’s equity targets, this particular selection process will follow the provisions for a special program as described by the [Ontario Human Rights Commission](http://www.ohrc.on.ca/en/your-guide-special-programs-and-human-rights-code) in order to address the underrepresentation of individuals from equity-seeking groups among our Canada Research Chairs, which has been identified through research ([Canadian Association of University Teachers, 2018](https://www.caut.ca/sites/default/files/caut_equity_report_2018-04final.pdf); [Council of Canadian Academies, 2012](https://cca-reports.ca/reports/strengthening-canadas-research-capacity-the-gender-dimension/); [Henry et al., 2017](https://www.ubcpress.ca/the-equity-myth); and [Witteman, Hendricks, Straus, & Tannenbaum, 2019](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736%2818%2932611-4/fulltext)) to be systemic in nature. As such, this opportunity is open only to individuals who self-identify as members of one or more of the designated groups currently underrepresented among Waterloo’s CRC complement: women and gender equity-seeking groups, Indigenous peoples, persons with disabilities, and racialized individuals. Improving the representation, participation and engagement of equity–seeking groups within our community is a key objective of [Waterloo’s Strategic Plan 2020-2025](https://uwaterloo.ca/strategic-plan/).

All applicants to this CRC opportunity are required to self-identify using the [self-identification applicant survey](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX) at <https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX>. Because this is a special opportunity for members of the federally designated groups, applicant self-identification information will be used for the purposes of screening and consideration. Please note that this information will be securely accessed only by members of a central selection committee and, for nominees selected, for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>.

The University of Waterloo is committed to accessibility for persons with disabilities. If you have any application, interview or workplace accommodation requests please contact Occupational Health (occupationalhealth@uwaterloo.ca or Karen – extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained. If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact [department contact name and contact information].

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All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. [For internal only job ads, delete this statement.]

**Three reasons to apply:** [**https://uwaterloo.ca/faculty-association/why-waterloo**](https://uwaterloo.ca/faculty-association/why-waterloo)***.***

# **Option E: Single Category Restricted Equity Language (single target)**

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, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

In keeping with the principles of employment equity and the CRC program’s equity targets, this particular selection process will follow the provisions for a special program as described by the [Ontario Human Rights Commission](http://www.ohrc.on.ca/en/your-guide-special-programs-and-human-rights-code) in order to address the underrepresentation of individuals from equity-seeking groups among our Canada Research Chairs, which has been identified through research ([Canadian Association of University Teachers, 2018](https://www.caut.ca/sites/default/files/caut_equity_report_2018-04final.pdf); [Council of Canadian Academies, 2012](https://cca-reports.ca/reports/strengthening-canadas-research-capacity-the-gender-dimension/); [Henry et al., 2017](https://www.ubcpress.ca/the-equity-myth); and [Witteman, Hendricks, Straus, & Tannenbaum, 2019](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736%2818%2932611-4/fulltext)) to be systemic in nature. As such, this opportunity is open only to individuals who self-identify as (fill in appropriate category: [a woman or member of a gender-equity seeking group, which is defined to include individuals who self-identify as a woman, transgender, gender-fluid, nonbinary and Two-Spirit people], [a person with a disability], [a racialized individual]). For job ads restricted to Indigenous peoples, substitute: “As such, this opportunity is open only to individuals who are Indigenous (i.e., First Nations, Inuit, Métis, and those from other Indigenous communities across Turtle Island].” Improving the representation, participation and engagement of equity–seeking groups within our community is a key objective of [Waterloo’s Strategic Plan 2020-2025](https://uwaterloo.ca/strategic-plan/).

All applicants to this CRC opportunity are required to self-identify using the [self-identification applicant survey](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX) at <https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX>. Because this is a special opportunity for a specific member of the federally designated groups, applicant self-identification information will be used for the purposes of screening and consideration. Please note that this information will be securely accessed only by members of a central selection committee and, for nominees selected, for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>.

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All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. [For internal only job ads, delete this statement.]

**Three reasons to apply:** [**https://uwaterloo.ca/faculty-association/why-waterloo**](https://uwaterloo.ca/faculty-association/why-waterloo)***.***

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***Notes:***

1. **All advertisements must include one of the equity statements as shown in the sample ad (Options A-E)**
2. **All advertisements must include the following statement:**­­­­­­­­­­­­­­­­­­­­­­­­­­­­­­**Three reasons to apply:** [**https://uwaterloo.ca/faculty-association/why-waterloo**](https://uwaterloo.ca/faculty-association/why-waterloo)**.**
3. **All advertisements must include a specified rank**
4. **All external advertisements must include the salary range (when posting for an internal candidate, there is no need to post a salary range)**
5. **All CRC advertisements must be posted for at least 30 days.**
6. **All CRC ads must include a contact person in the department who can answer questions related to the process and a statement to contact Occupational Health to request accommodations.**
7. **All CRC ads must include a statement that the University recognizes the legitimate impact that leaves (e.g. parental leave, leave due to illness) can have on a candidate’s record of research achievement and that these leaves will be taken into careful consideration during the assessment process.**
8. **CRC Tier 1 ads must include the qualifications for a chairholder along with the link to the CRC page**
9. **Mailing Address/Electronic Submission**

If applications are to be submitted electronically, there is no need to include a mailing address.

1. **Letters of Reference -** References for applicants will only be required for individuals invited for an interview. Departments can go beyond this if they require additional information from all applicants.
2. **Professional Qualifications**

Departments will add a statement to the advertisement if a Professional Designation or licensure is required.

1. **Request for sample publication material**

If asking for sample journal articles/book chapters/conference proceedings/etc., be specific. State exactly what you require and how many, e.g. up to three reprints of current journal articles, two preprints, etc.

1. **Citizenship**

All **external ads** will include the statement: “All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.” **Internal only ads** should not include this statement.