**ADVERTISING CHECKLIST**

|  |  |
| --- | --- |
| Department: | Position: |

**These items must appear in your ad:**

|  |  |  |
| --- | --- | --- |
|  | ITEM | REQUIRED |
| 1 | Department/School | [ ]  |
| 2 | Faculty | [ ]  |
| 3 | Exact number of positions and Specific Rank  | [ ]  |
| 4 | Salary Range  | [ ]  |
| 5 | Qualifications required  | [ ]  |
| 6 | Nature of duties  | [ ]  |
| 7 | Name and address of person to whom applications should be sent | [ ]  |
| 8 | Effective date of appointment | [ ]  |
| 9 | Closing date for receipt of application  | [ ]  |
| 10 | Equity/Accessibility/Land Acknowledgement statements | [ ]  |
| 11 | 3 Reasons to Apply link  | [ ]  |

For **CRC Job ads**, **these items must *also* appear in your ad (as per the CRC ad templates)**:

|  |  |  |
| --- | --- | --- |
|  | ITEM | REQUIRED |
| 1 | State the date on which the ad has been posted online **(NEW)** |[ ]
| 2 | State that the position is for a CRC, identify the research field and tier level (T1 or T2) |[ ]
| 3 | If for a Tier 2 Chair, specifically refer to the program’s [Tier 2 justification process](https://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3), and not use language that is misleading nor exclusionary regarding Tier 2 Chair eligibility |[ ]
| 4 | Include a statement that recognizes the legitimate impact that leaves can have on a candidate’s record of research achievement and that these leaves will be taken into careful consideration during the assessment process  |[ ]
| 5 | Encourage individuals from all four designated groups to apply  |[ ]
| 6 | Include the institution’s commitment statement to equity, diversity, and inclusion |[ ]
| 7 | Include a statement on the institution’s accommodation policies and provide the contact information of someone who can address requests for accommodations  |[ ]
| 8 | Use inclusive, unbiased, and ungendered language focused only on the qualifications and skills necessary for the job |[ ]

**NOTE:** Copies of each advertisement as posted must be submitted with the UARC file.

When posting ads internationally, at least one Canadian ad must appear simultaneously - for the same time period - (Job Bank usually meets this requirement), and *until an LMIA is approved*.

**Your ad must be posted in the following areas:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | ADVERTISING SITE | RESPONSIBLE | REQUIRED |
| 1 | CAUT online ad (30 days) Mandatory (1) | Provost | [ ]  |
| 2 | JobBank (90 days is the default for TFWP) 30 days Mandatory (2) | Faculty | [ ]  |
| 3 | AUCC/UA (30 days) as 3rd Mandatory (3) Cdn National venuepublication or online ad | Department/Faculty | [ ]  |
| 4 | Canadian and International Journals and E-lists specific to the field that will attract the best and brightest (ad **must** be accessible to the public with no login/member sign up required to view) | Department | [ ]  |
| 5 | UW Faculty web site  | Faculty | [ ]  |
| 6 | UW Department web site  | Department | [ ]  |
| 7 | Canadian universities with similar research areas | Department | [ ]  |
| 8 | **CRC ads** go to Office of Research <crc@uwaterloo.ca> for review prior to posting and for posting **(NEW)** | Department | [ ]  |
| 9 | “Women in” web sites – underrepresented to satisfy UARCRecommended: SWAAC <http://www.swaac.ca/advertise-with-swaac.html> ($100 per ad for faculty positions)  | Department | [ ]  |
| 10 | Indigenous UW web site -Send job ads to Sami Iskandar (s6iskandar@uwaterloo.ca), at St. Paul’s. He will post your ad on the Aboriginal Education site: <https://uwaterloo.ca/stpauls/waterloo-aboriginal-education-centre/faculty-positions> | Department | Recommended but Not Req’d |
|  | ***Additional Indigenous web sites (NEW)***Recommended: Careers.Indigenous.Link <https://careers.indigenous.link/> ($290/ad for 30 days plus volume discounts) to satisfy underrepresented groupsRecommended Alternates or Additions for a targeted Indigenous search, but Not Req’d1. **Mi’kmaq Maliseet Nations News:** <http://www.mmnn.ca/contact-info/>
	1. Fees associated based on size of job ad (see attached price breakdown)
2. **UArctic:** <https://www.uarctic.org/about-uarctic/>
	1. Jobs ads can be posted on the calendar by members
	2. More information on institutional membership can be found here:  <https://members.uarctic.org/membership/apply-for-membership/>
3. **Aboriginal Professional Association of Canada:** <http://www.aboriginalprofessionals.org/>
	1. Each job ad is $275 per 30 days of posting, or $300 per 60 days of postings
	2. Additional information on reduced fees for posting job ads for Association members can be found:

 <http://www.aboriginalprofessionals.org/programs-services/career-opportunities/>1. **NAISA Native American and Indigenous Studies Association :** <https://www.naisa.org/about/>
	1. Job ads are free to post for all NAISA members. Membership fee is $100 /year
	2. More information on NAISA membership can be found here:  <https://www.upress.umn.edu/journal-division/jazshop_naisa-membership-form?reset=1&id=1?reset=1&id=1>
2. **American Indigenous Research Association:** <http://www.americanindigenousresearchassociation.org/career/>
	1. Job ads are free to post; submit by contacting the webmaster at:  webmaster@americanindigenousresearchassociation.org

***Additional Women web sites (NEW)**** + [Canadian Research Institute for the Advancement of Women](http://www.criaw-icref.ca/en/)
	+ [Canadian Coalition of Women in Engineering, Science, Trades and Technology](http://www.ccwestt.org/)
	+ [Society for Canadian Women in Science and Technology](http://www.scwist.ca/)

***Additional Diversity web sites (NEW)**** + [WorkInk](https://www.workink.com/jobs/) (Canadian Council on Rehabilitation and Work job site)
	+ [RecruitDisability.org](http://recruitdisability.org/)
	+ [IMDiversity](http://imdiversity.com/)
	+ [Diverse Jobs](http://jobs.diversejobs.net/) (Diverse: Issues in Higher Education job site)
	+ [Pride at Work Canada](http://prideatwork.ca/)
 |