

**AUTHORIZATION TO ADVERTISE ACADEMIC VACANCY**  
**For CRC Tier 2 CHAIRS (*External Search*)**  
**IN CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN**

**Date Posted: March 1, 2021**

**Title: CRC Tier II in Indigenous Studies, Tenure-Track Assistant Professor, Faculty of Arts**

The University of Waterloo is located on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land promised to the Six Nations that includes six miles on each side of the Grand River.

The University is working towards addressing the Calls to Action framed by the Truth and Reconciliation Commission. As part of that effort, the Faculty of Arts at the University of Waterloo is seeking to fill a Tier 2 Canada Research Chair and tenure track position at the rank of Assistant Professor with an anticipated (flexible) start date of January 2022. The applicant will be an exceptional Indigenous scholar who has a demonstrated commitment to engaging both Indigenous and non-Indigenous students and community members in teaching and research activities and whose work will contribute to one or more of our academic units.

**Position description**

The Faculty of Arts welcomes candidates whose expertise connects to Indigenous knowledge. Candidates with an interdisciplinary approach to research and scholarship, which may not fit into traditionally framed academic disciplines, are encouraged to apply. At UW we construe “Arts” in the broadest possible terms as including, but by no means limited to: communications, creative writing, critical race studies, cultural studies, design, digital arts, drama, economics, fine and studio arts, gender, governance, histories, Indigenous activism, law and legal traditions, literacies, literatures, languages, media studies, performance, philosophy, politics, psychology, queer studies, religion, rhetoric, social justice, society and technology, sociology, spirituality, storytelling, and teaching and learning. We recognize that work in the field of Indigenous Studies in particular may be of a holistic nature that defies easy categorization.

The duties of this position include research/research creation, teaching at undergraduate and graduate levels, service to the university, and the mentoring and supervision of graduate students. Candidates should have one (or more) of the following: a PhD or other terminal degree; a professional degree; or, in exceptional circumstances, an equivalent that identifies a combination of professional or community experience, training, and education. Demonstrated leadership in advancing Indigenous epistemologies, as well as engaging diverse learners in Indigenous ways of knowing will be recognized and valued throughout the review process. In addition, experience teaching in post-secondary settings, collaborating with Indigenous communities, and/or securing material, financial, or other resources for knowledge-making and knowledge-sharing, will be assets. Candidates should demonstrate their potential to complete a

major, sustained project that advances Indigenous epistemologies; to attract students and future researchers; and to collaborate with a diverse body of faculty, students, and staff in contributing to the development of Indigenous initiatives across the Faculty of Arts.

The successful candidate will be appointed as a regular member of the Faculty of Arts; the Department of appointment will be determined in accordance with the candidate's area(s) of expertise. The candidate will be subsequently nominated for a Tier 2 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 [terms of reference](#)). The University of Waterloo is committed to providing the candidate with the support required to secure the CRC.

Applicants are welcome from outstanding emerging scholars that have obtained a PhD, or equivalent professional degree, within ten years of nomination to the CRC position and with a demonstrated potential to achieve a significant international reputation in the next five to ten years. Applicants who are more than ten years from having earned their highest degree and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc. may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process which can be found at: [http://www.chairs-chaire.gc.ca/program-programme/nomination-mise\\_en\\_candidature-eng.aspx#s3](http://www.chairs-chaire.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3). The University of Waterloo understands the impact that legitimate career interruptions can have on a candidate's record of research achievement and encourages potential candidates to explain such effects in their applications; this information will be taken into careful consideration during the assessment process. Please consult the [CRC website](#) and the [Office of Research](#) for full program information, including further details on eligibility criteria.

The salary range for this position at the rank of Assistant Professor is **\$85,000 to \$130,000**. Negotiations beyond this salary range will be considered for exceptionally qualified candidates.

To apply, submissions must include: a curriculum vitae, a cover letter, teaching and research statements, contact information for three references (*letters of reference will be requested for applicants invited for an interview*), and a comprehensive sample of research work, publication material or other documentation that illustrates impact and excellence in your areas of expertise. Submissions must be sent to: Professor Ana Ferrer, Associate Dean of Arts (Research), University of Waterloo, Waterloo, Ontario N2L 3G1 Canada ([aferrer@uwaterloo.ca](mailto:aferrer@uwaterloo.ca)).

The closing date for applications is May 1<sup>st</sup>, 2021.

The University of Waterloo regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. 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](#); [Council of Canadian Academies, 2012](#); [Henry et al., 2017](#); and [Witteman,](#)

[Hendricks, Straus, & Tannenbaum, 2019](#)) to be systemic in nature, this hiring process will follow the provisions for a special program as described by the [Ontario Human Rights Commission](#).

As such, this opportunity is open only to individuals who self-identify as an Indigenous person. Improving the representation, participation and engagement of equity-seeking groups within our community is a key objective of [Waterloo's Strategic Plan 2020-2025](#).

All applicants to this CRC opportunity are required to self-identify using the [self-identification applicant survey](#). Because this is a special opportunity for a specific member of the four 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-chaire.gc.ca/program-programme/equity-equite/index-eng.aspx>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

If you have any questions regarding the position, the application process, assessment process, eligibility, the CRC program, or a request for accommodation during the hiring process, please contact Professor Ana Ferrer, Associate Dean of Arts (Research), University of Waterloo, Waterloo, Ontario N2L 3G1 Canada ([aferrer@uwaterloo.ca](mailto:aferrer@uwaterloo.ca)).

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