UNIVERSITY OF WATERLOO

January 21, 2020

Internal Search - CRC Tier 2 SSHRC Chair in *Race, Gender, and Performance*, Tenure-Track Assistant Professor, Department of Communication Arts, University of Waterloo

The Faculty of Arts at the University of Waterloo is seeking an exceptional researcher-artist to internally fill a Tier 2 SSHRC Canada Research Chair (CRC) at the rank of Assistant Professor, or in exceptional cases, at the rank of Associate Professor, in the area of *Race, Gender, and Performance*. Qualified candidates within the department of Communication Arts are invited to apply. The candidate is expected to propose an innovative program of high-quality research-creation that will attract external funding and draw excellent, well-qualified, and diverse students to the Department. The ideal candidate's program of research-creation will examine the idea of performance in relation to gender and race, and will use this new knowledge to better enable us to address the human dimensions of global challenges facing our world today. Ideally, the candidate's research will involve performance or some other artistic expression and, as such, contribute to the Department's research and teaching strength in its theme area of theatre and performance.

A successful record of Tri-Agency and other funding is required, as well as a strong early career record of research publication and creative output. The ability and desire to engage in interdisciplinary research with faculty in complementary fields is essential. Also required is excellence in teaching a diverse range of students, interest and ability to cultivate research partnerships with cultural organizations, and interest and ability to engage effectively with public audiences. The successful candidate will be expected to play a key role as the Department develops its own graduate programming and, until that point, will be expected to participate in cross-disciplinary mentorship of graduate students in related units (e.g., English Language & Literature, Fine Arts, Stratford School of Interaction Design and Business) and to provide opportunities for them to participate in the candidate's research and research-creation projects.

The Department of Communication Arts is a research-intensive department with diverse academic programs offering undergraduate degrees in the areas of speech communication, digital arts communication, and theatre and performance. The Department provides an intellectually vibrant setting for students and faculty engaging in English-language scholarship, and is committed to a culture of academic and professional mentorship among students and faculty. As noted, it is currently in the early stages of developing graduate programming.

The successful candidate will be appointed as a regular member of the Department and will be nominated for a Tier 2 Canada Research Chair (CRC). Nominations for Canada Research Chairs are subject to review by the CRC Secretariat, and appointment as a CRC is conditional on their approval (terms of reference are available at http://www.chairs-chaires.gc.ca/). The University of Waterloo is committed to providing the candidate with the support required to successfully secure the CRC.

The successful candidate will have obtained a PhD or equivalent within 10 years of their nomination to the CRC position and will be an outstanding emerging scholar with demonstrated potential to achieve a significant international reputation in the next 5 to 10 years. Applicants who are more than 10 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-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3. The University of Waterloo appreciates 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 that this may have had on their record; this information will be taken into careful consideration during the assessment process. Please consult the CRC website at http://www.chairs-chaires.gc.ca/ and the Office of Research at https://uwaterloo.ca/research/about-research/canada-research-chair-public-accountability/waterloos-canada-research-chairs for full program information, including further details on eligibility criteria.

The University of Waterloo consistently ranks as a leading comprehensive university in Canada, including having been ranked as #1 in innovation for over 25 years. The University is home to transformational research and inspired learning. Located in Waterloo, Ontario, Canada, a one-hour drive from Toronto, Canada's financial and cultural capital, the University is in the heart of Canada's technology hub. We are growing a network of global partnerships that will shape the future by working beyond disciplines and building bridges with industry, institutions, and communities.

The salary range for this position at the Assistant Professor rank is $83,700 to $130,000; at the Associate Professor rank, the range is $105,300 to $130,000.

The closing date for applications is **February 21, 2020.** Please include electronic copies of a cover letter, curriculum vitae, teaching statement, a four-page outline of planned research activities for the 5-year term of the CRC, and up to three reprints of current journal articles or book chapters (combined in a single pdf), and arrange to have three letters of reference sent to Dr. Rob Danisch, Chair of the Department of Communication Arts, at the following address: rdanisch@uwaterloo.ca.

For questions regarding the position, the application process, the assessment process, eligibility, the CRC program, or to request accommodation during the hiring process, please contact Dr. Rob Danisch at rdanisch@uwaterloo.ca or by phone at (519) 888-4567 ext. 38603.

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 women who self-identify as such. 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-chaires.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.

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

Signature of Chair/Director_____Date:_____

Signature of Dean_____Date:_____

Approved: Vice-President Academic & Provost_____Date:_____