



Faculty of Arts SSHRC Tier 1 Canada Research Chair, Associate or Full Professor (Internal)

Date Advertised: February 26th, 2025

The Faculty of Arts at the University of Waterloo is seeking an exceptional scholar and researcher to internally fill a SSHRC Tier 1 Canada Research Chair, in the broad category of Social Justice. The CRC program was established by the Government of Canada to enable Canadian universities to foster research excellence (www.chairs-chaire.gc.ca). The anticipated earliest start date of the CRC is May 1, 2026.

The Faculty of Arts is looking for candidates with a **PhD or equivalent, who hold their appointments in the Faculty of Arts**. 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. To address legal requirements for supporting underrepresented groups in the CRC program, eligible candidates for this search are **required to self-identify as women or gender equity-seeking groups**, which is defined by the CRC Secretariat to include individuals who self-identify as women, transgender, gender-fluid, non-binary and Two-spirit people. (https://www.chairs-chaire.gc.ca/program-programme/equity-equite/faqs-questions_frequentes-eng.aspx)

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.

The successful candidate 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](#) 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 satisfy the following criteria:

- be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields;
- be recognized internationally as leaders in their fields;
- have superior records of attracting and supervising graduate students and postdoctoral fellows 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 and the Office of Research for full program information, including further details on eligibility criteria.

Applications received by March 31st, 2025, will be given full consideration. However, applications will continue to be reviewed until the position is filled.

Applications must include and will be assessed on:

- 1) Names and contact information of three referees (only for those people who are invited for an interview).
- 2) An updated curriculum vitae,
- 3) A letter of interest addressing, in a maximum of six pages, the following topics:
 - A title for the proposed Tier 1 CRC research program.
 - Applicant's qualifications for a successful Tier 1 CRC application, based on the criteria listed on page 1.
 - The vision and future research program for the Chair, including plans to attract external funding.
 - The potential for the Chair to enhance the scholarly leadership and innovation capacity of the [Faculty of Arts](#) and [University of Waterloo](#) in areas identified in their respective strategic plans;
 - Applicant's current approach to creating inclusive research, teaching, and service environments, and plans for addressing equity, diversity, inclusiveness and justice (EDIJ) in their proposed Chair program; and,
 - Novel opportunities for training graduate students (and other HQP) through the Chair program.
- 4) Applicants may include one additional page to address career interruptions and personal circumstances they believe the committee should consider.
- 5) Up to three sample research outputs totaling approximately 30 pages.

In addition to the qualifications for a successful Tier 1 CRC, the search committee will evaluate applications on the potential for the Chair to provide leadership that supports the Faculty of Arts to i) employ an interdisciplinary lens to strengthen and expand current programming and scholarship on all dimensions of social inequity, ii) promote and engage in programming, scholarship, and community-building founded on principles of social justice, and iii) prioritize a campus culture centred on social justice in all its dimensions (See letter of interest, items 3 to 6).

Applications must be sent via email by the application deadline of March 31st, 2025, as a single PDF file to Ana Ferrer (aferrer@uwaterloo.ca). Questions about the position, the application process, assessment process, eligibility, or the CRC program can be directed to the search committee Chair, Ana Ferrer (aferrer@uwaterloo.ca).

In weighing applications relative to these criteria, the search Committee will be guided by the CRC program's [Guidelines for Assessing the Productivity of Nominees](#). Thus, the committee will account for traditional versus non-traditional research; patterns of research in Indigenous scholarship; career interruptions and personal circumstances; and differences by field in funding, publication rates and the roles of HQP. 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/indigenousoffices) (<https://uwaterloo.ca/human-rights-equity-inclusion/indigenousoffices>).

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](#) 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. As such, this opportunity is open only to individuals who self-identify as women or a 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. 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](#) 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-chaire.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.

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