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

CRC NSERC Tier 2 Chair in Engineering (Internal)

Date Advertised: July 29, 2022

The Faculty of Engineering at the University of Waterloo is conducting an internal search for exceptional scholars to fill an NSERC Tier 2 Canada Research Chair (CRC) at the rank of either Assistant or Associate Professor. To address legal requirements for supporting underrepresented groups in the CRC program, eligible candidates for this search are required to identify as a racialized minority as defined by the CRC program via the Employment Equity Act "persons, other than Aboriginal Peoples, who are non-Caucasian in race or non-white in colour"**.** Current tenured or tenure-track faculty members or faculty members who have fully signed offers dated on or before August 31, 2022 within the Faculty of Engineering are eligible to apply.

Candidate's participating in research in alignment with the nine signature research clusters as defined in the current Faculty of Engineering strategic plan ([https://uwaterloo.ca/engineering-strategic-plan-2020-2025/sites/default/files/uploads/documents/final-2020-2025-engineering-strategic-plan-accessible-pdf.pdf](https://uwaterloo.ca/engineering-strategic-plan-2020-2025/sites/default/files/uploads/documents/final-2020-2025-engineering-strategic-plan-accessible-pdf.pdf)). These clusters are:

- Water Resources
- Sustainability and Renewable Energy Systems
- Smart and Adaptive Infrastructure
- Additive and Advanced Manufacturing
- Automotive and Mobility
- Connectivity, Network Communications, and Security
- Data Analytics, Artificial Intelligence, and Human-Machine Interaction
- Robotics and Autonomous Systems
- Bio-Engineering and Health

**Qualifications**

The candidate will:
- Be an excellent emerging world-class researcher who has demonstrated research creativity.
- Propose an innovative program of high-quality research that will attract external funding and excellent, well qualified graduate students.
- Provide evidence of an actively developing research program and preferably a successful record of Tri-Agency funding.
- Convey the ability and desire to partner with faculty in related and/or interdisciplinary fields.
- Demonstrate collegial leadership and active participation as an academic citizen.

Duties include enhanced research, teaching at the undergraduate and graduate level, service to the unit, and the supervision of graduate students. The successful candidate will have a reduced teaching assignment during the term of the CRC.

The successful candidate will be subsequently nominated for a Tier 2 Canada Research Chair. Nominations for NSERC CRCs 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 and Faculty both provide administrative support to the candidate to help apply for the CRC.

Each candidate will have obtained a PhD or equivalent within ten years of nomination to the CRC position and will be an outstanding emerging scholar with a demonstrated potential to achieve a significant international reputation in the next five to ten 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 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 (https://www.chairs-chaires.gc.ca/) and the Office of Research (crc@uwaterloo.ca) for full program information, including further details on eligibility criteria.

**How to Apply**

The closing date for applications is August 31, 2022. Applications must include:
- Cover letter (addressed to Prof. David A. Clausi, Associate Dean – Research & External Partnerships) [1 page]
- Research Statement: current program and future plans [no more than 2 pages]
- Teaching Statement: curriculum development, student recruitment, and training [no more than 2 pages] that considers equity, diversity, and inclusivity principles
- Full CV

**Completed applications are to be uploaded to the following website:**
https://uwaterloo.ca/engineering/applications-nserc-tier-2

**Commitment to Equity, Diversity, and Inclusion**
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. 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, and/or 2SLGBTQ+.

However, this particular process will follow the provisions for a special program as described by the Ontario Human Rights Commission to address the underrepresentation of individuals from equity-deserving 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 members of racialized groups. 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 four designated groups, applicant self-identification information will be used for the purposes of screening and consideration. Please note that this information is held in confidence 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 self-identification information is not provided to the nomination committee.

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).

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 Professor David A. Clausi <adr.eng@uwaterloo.ca>.

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