



Associate or Full Professors, Indigenous Excellence—Tier 1 Canada Research Chair - Open to All Disciplines (Tenure- Track/Tenured)

Date advertised: January 25, 2022

Tenured/Tenure-Track, Professors/Associate Professors

The University of Waterloo (Waterloo) is seeking an exceptional scholar and researcher for a Tier 1 Canada Research Chair (CRC) who will contribute to Indigenous excellence at the University and to Waterloo's goal of a culture of equity, diversity, and inclusivity for all through increasing the representation of self-identified Indigenous academics (i.e., status and non-status First Nations, Inuk (Inuit), Métis and those from tribal nations and Indigenous communities across Turtle Island). This goal complements Waterloo's [cluster-hiring initiative for Indigenous scholars](#). Waterloo's active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our [Office of Indigenous Relations](#), led by our AVP Indigenous Relations, Jean Becker. The anticipated start date is September 1, 2022, though the actual start date is flexible.

Waterloo seeks applicants whose scholarship advances learning and knowledge through teaching, research, and scholarship in any of the following disciplinary areas:

Faculty of Arts: All areas of Arts will be considered (humanities, languages and cultures, social sciences, fine and performing arts, accounting and finance, global business and digital arts), including but not limited to: Indigenous Studies (broadly defined); historical, cultural, and/or linguistic identities; sustainable finance; business and/or entrepreneurship (including social); technology and design; equity, diversity, inclusion, and anti-racism issues and scholarship in all program areas. Note: most areas of teaching and research in the Faculty of Arts feature interdisciplinary and collaborative opportunities, and there is the potential for considerable overlap between the areas specified here. More information on our research strengths can be found at <https://uwaterloo.ca/arts/>.

Faculty of Engineering: All areas of engineering and architecture will be considered with an emphasis on the Faculty's research clusters: bioengineering and health, network connectivity and security, software, data analytics, AI and human-machine interactions, robotics and autonomous vehicles, automotive and mobility, additive and advanced manufacturing, sustainability, energy systems, nanotechnology, smart and adaptive infrastructure, water resources, urban space planning and design, entrepreneurship, and climate adaptation. More information on our research strengths can be found at <https://uwaterloo.ca/waterloo-engineering-research/>.

Faculty of Environment: All areas of environmental science/studies and sustainable development will be considered. More information on our research strengths can be found at <https://uwaterloo.ca/environment/about-environment>.

Faculty of Health: Areas of priority include Kinesiology and Health Sciences, Recreation and Leisure Studies, and Public Health Sciences. The Faculty of Health values all forms of research including land-based learning and Indigenous pedagogy and methodology. Within Kinesiology and Health Sciences our focus includes health and (wearable) technology, work and health, exercise and nutritional sciences, and rehabilitation sciences. Within Recreation and Leisure Studies our focus includes recreation and leisure, sport management, therapeutic recreation, and event management, community development, health and well-being, social justice, and equity. Within Public Health Sciences, we seek applicants from the diverse disciplines that constitute public health including, but not limited to, critical race theory, global health, environmental health, health informatics, bioethics, biostatistics, and applied

public health practice. More information on our research strengths can be found at <https://uwaterloo.ca/health/>.

Faculty of Mathematics: All areas of mathematics, statistics and computer science will be considered. More information on our research strengths can be found at <https://uwaterloo.ca/math/opportunities>.

Faculty of Science: The Faculty of Science welcomes applications in aquatic ecology. More information on our research strengths can be found at <https://uwaterloo.ca/science/>.

The successful candidate will be appointed as a regular faculty member within a relevant department/school and 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 [terms of reference](#)). The University of Waterloo is committed to providing the candidate with support to secure the CRC.

Qualifications:

Applicants must have either earned a doctoral degree or have earned an equivalent terminal degree in the field of study. Applicants 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. *Alternatively, if from outside the academic sector, nominees must possess the necessary qualifications to be appointed at these levels.* To meet the criteria for a Tier 1 CRC, applicants must be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields and be recognized internationally as leaders in their fields. The applicant will propose an original, innovative program of the highest quality research. Applicants must have superior records of attracting and training graduate students and/or postdoctoral fellows (taking into account different practices in the relevant field or discipline), and will be expected to attract, develop, and retain excellent trainees, students, and future researchers. An established track record of national and international collaborations, including the ability and desire to partner with faculty at the University of Waterloo in closely related fields is required. Applicants whose research aligns with the University's [Strategic Research Plan](#) are preferred.

Duties include conducting research and/or research creation, teaching at the undergraduate and graduate level, supervising graduate students, and contributing to the service needs of the University. The ability to develop and teach in a variety of contexts, including in person, online and remote delivery is required. The successful applicant will have a reduced teaching assignment during the term of the CRC. The salary range for the position will depend upon the rank (i.e., Associate Professor, Professor) and the discipline. Negotiations will be considered at the discretion of the hiring department.

The University of Waterloo understands the impact that legitimate career interruptions (e.g. parental leave, leave due to illness) can have on an applicant's record of research achievement and encourages applicants 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. The University strives to enact the Strategic Directions for Indigenous Research as outlined by the Canada Research Coordinating Committee (<https://www.canada.ca/en/research-coordinating-committee/priorities/indigenous-research/strategic-plan-2019-2022.html>), including recognition of Indigenous knowledge systems (including ontologies, epistemologies and methodologies) as valued contributions to scholarly excellence. Please consult the CRC website and the Office of Research for full program information, including further details on eligibility criteria.

How to Apply:

Applicants are asked to clearly indicate in their cover letter the Faculty(ies) to which they are applying. For those with interdisciplinary research areas, more than one Faculty may be included. Applicants are also invited to submit an optional letter or oral statement of support from the individual's community that describes the individual's involvement/role within the community, or a statement of lived experience. Send curriculum vitae, cover letter, teaching dossier, research statement and up to three examples of research outputs (including but not limited to journal articles/book chapters/conference proceedings/or other demonstrative outputs) electronically in confidence using the subject line "Cross-faculty Tier 1 CRC application submission" to: crc@uwaterloo.ca.

All applicants to this open Tier 1 CRC position must self-identify as Indigenous using the [self-identification applicant survey](#) at https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX. Because this is a special opportunity for self-identified Indigenous applicants, 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-chaieres.gc.ca/program-programme/equity-equite/index-eng.aspx>.

The deadline to apply is February 28, 2022.

Three letters of reference will be requested for applicants invited for an interview.

Commitment to Equity, Diversity and Inclusion

Improving the representation, participation, and engagement of equity-deserving groups and Indigenous peoples within our community is a key objective of Waterloo's Strategic Plan 2020-2025.

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 First Nations, Métis and/or Inuk (Inuit), Black, racialized, persons with disabilities, women and/or 2SLGBTQ+.

This particular selection process follows the provisions for a special program as described by the [Ontario Human Rights Commission](#) in order to address the underrepresentation of Indigenous academics among our faculty complement, 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 Indigenous (i.e. status and non-status First Nations, Inuk (Inuit), Métis and those from tribal nations and Indigenous Communities across Turtle Island).

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 who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded, and confidentiality is maintained.

Please direct all queries regarding this Tier 1 CRC opportunity, application process, assessment process, and eligibility to the Office of Research at crc@uwaterloo.ca.

The University is committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge that we live and work on the traditional territory of the Neutral (Attawandaron), Anishinaabeg and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land promised to the Six Nations that includes ten kilometers on each side of the Grand River.

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