
SSHRC Tier 1 Canada Research Chair in Social/Personality Psychology, Associate or Full Professor

Date Advertised: **Monday August 21, 2023**

The Department of Psychology in the Faculty of Arts at the University of Waterloo is seeking an exceptional scholar and researcher for a SSHRC Tier 1 Canada Research Chair, established by the Government of Canada to enable Canadian universities to foster research excellence (www.chairs-chaire.gc.ca), with an anticipated earliest start date of September 1, 2024.

The Department is looking for candidates with a PhD or equivalent in psychology or a related discipline. 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. 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 minorities, which is defined by the CRC Secretariat to include individuals who self-identify as women, transgender, gender-fluid, non-binary or Two-spirit people.** (https://www.chairs-chaire.gc.ca/program-programme/equity-equite/faqs-questions_frequentes-eng.aspx)

The candidate will propose an innovative program of high-quality research that will attract external funding and excellent graduate students. Evidence of an active research program in social or personality psychology (broadly defined) or adjacent fields (e.g., communications, lifespan development), a successful funding record, and a desire to partner with faculty in closely related fields are required.

Our Department is a collaborative, inclusive research community that welcomes diverse perspectives, experiences, groups of individuals, and ideas, so that all scholars can feel welcome, heard, and supported to do their best work. We embrace the values of open science and research involving diverse populations. Candidates are asked to describe their **engagement with open science** and **human diversity** in the application materials.

Duties include research, undergraduate and graduate teaching, service to the unit, and graduate student supervision. Experience developing courses for a diverse student body is required. The successful candidate will have a reduced teaching load during the term of the CRC. Applicants whose research and vision align with the Arts Strategic Plan 2023-2030 (<https://uwaterloo.ca/arts/about/arts-strategic-plan-2023-2030>), which prioritizes real-world relevance, interdisciplinarity, and fostering student agency, are preferred.

The successful candidate will be appointed as a regular member of the Department and 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 (<https://www.chairs-chaire.gc.ca/>)). 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 be outstanding, innovative, world-class researchers with major research impacts and be recognized internationally as leaders in their fields. They must also have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account field/discipline-specific practices) and, as chairholders, be expected to attract, develop and retain

excellent trainees, students and future researchers; and propose an original, innovative research program of the highest quality. The University of Waterloo understands the impact that legitimate career interruptions (e.g., parental/illness leave) can have on a candidate's record and encourages potential candidates to explain any such impacts in their application for careful consideration during assessment. Please consult the CRC website and the Office of Research for full program information, including detailed eligibility criteria.

The 12-month salary range for this position is \$140,000 to \$190,000 commensurate with rank and experience. Negotiations beyond this salary range will be considered for exceptionally qualified candidates.

Applications received by **October 16, 2023**, will be given full consideration. However, applications will continue to be reviewed until the position is filled. **To apply**, please send i) a curriculum vitae; ii) cover letter; iii) statements on research (maximum 2 pages), teaching (maximum 1 page), commitment to equity, diversity, and inclusion (maximum 1 page), and engagement with open science (maximum 1 page); plus iv) reprints/preprints of four recent peer-reviewed papers to: socialposition@uwaterloo.ca. Reference letters are not required in the initial application.

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Attawandaron, 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 Office of Indigenous Relations (<https://uwaterloo.ca/indigenous>).

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. The University seeks applicants who embrace our values of equity, anti-racism and inclusion, and encourages applications from candidates who have been historically marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Métis, Inuit/Inuk), Black, racialized, people with disabilities, and/or 2SLGBTQ+.

This particular selection process will follow the provisions for a special program as described by the Ontario Human Rights Commission (<https://www.ohrc.on.ca/en/your-guide-special-programs-and-human-rights-code>) to address 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](#); [Witteman et al., 2019](#)) to be systemic in nature. As such, this opportunity is open only to individuals who self-identify as women or gender minorities. Improving the representation, participation, and engagement of equity-seeking groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025 (<https://uwaterloo.ca/strategic-plan/>).

All applicants to this CRC opportunity are required to complete the [self-identification applicant survey](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX) at https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX. Because this is a special opportunity for individuals who self-identify as women or gender minorities, applicant self-identification information will be used for screening and consideration purposes. This information will be securely accessed only by members of a central selection committee and, for nominees selected, for 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. For any application, interview or workplace accommodation requests please contact Occupational Health (occupationalhealth@uwaterloo.ca or extension 40538), who will work with the selection committee to secure

accommodation while ensuring that information is safe-guarded and confidentiality is maintained. For any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact Dr. Heather Henderson, Chair, Department of Psychology (hhenderson@uwaterloo.ca).

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>.