



**AUTHORIZATION TO ADVERTISE ACADEMIC VACANCY
IN CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN**

For CRC Tier 1 CHAIRS

School of Optometry & Vision Science NSERC Tier 1 Canada Research Chair in Cellular-Scale Retinal Imaging (Internal)

Date Advertised: June 19th, 2023

The School of Optometry & Vision Science at the University of Waterloo, within the Faculty of Science, is seeking an exceptional scholar and researcher to internally fill one Tier 1 NSERC Canada Research Chair (CRC) in the area of Cellular-Scale Retinal Imaging, established by the Government of Canada to enable Canadian universities to foster research excellence (www.chairs-chaieres.gc.ca). The anticipated start date of a successful CRC would be May 1st, 2024, at the earliest.

To address legal requirements for supporting underrepresented groups in the CRC program, **this opportunity is open only to women and gender minorities, which is defined to include individuals who self-identify as women, transgender, gender-fluid, non-binary, and Two-spirit people.**

We seek candidates from within the School of Optometry and Vision Science with a PhD degree or equivalent in a field related to Optometry and Vision Science, with expertise in Physics, optical engineering and fluorescence imaging. 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. The candidate will present evidence of successful Tri-Agency funding (or equivalent) and propose an innovative research program of high-quality research that aligns with Cellular-Scale Retinal Imaging. Successful applicants will be expected to demonstrate a strong commitment to scholarship and teaching and develop a robust, externally funded research program that supports a diversity of graduate students and post-doctoral fellows. Evidence of an active research program in the area of Cellular-scale Retinal Imaging with a history of optical engineering advancements and demonstration of applications including but not limited to fluorescence imaging to understand retinal mechanisms in animal models and humans, is required.

Duties include research, teaching in the optometry professional undergraduate program and vision science graduate program, and supervising graduate students and service to the School. Potential applicants are urged to review the [research interests](#) of our faculty and the [strategic plan](#) of the School. Preference will be given to investigators whose expertise is complementary to [research in the School](#). Individuals with a background in optometry or from other biomedical, public health, and physical science disciplines are encouraged to apply.

The successful candidate will be nominated subsequently 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.

To meet the criteria for a Tier 1 CRC, successful candidates 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. They must also have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field or discipline) 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 July 19th, 2023, will be given full consideration. However, applications will continue to be reviewed until the position is filled.

Applications must include the following:

- Research Statement: current program and future plans (no more than 3 pages)
- Teaching Statement: curriculum development, student recruitment, and training (no more than 2 pages)
- Equity, Diversity, and Inclusion statement (no more than 1 page) that describes the applicant's past experience with attracting and mentoring a diverse group of students, trainees and research personnel, and establishing an equitable and inclusive research environment.
- Full CV
- Up to 5 samples of recent research publications
- The names, affiliations, and the institutional email addresses of three references

Please submit your application or any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, to Dr. Stanley Woo c/o Susan Blackmore at: susan.blackmore@uwaterloo.ca.

The University of Waterloo 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 gender minorities and/or 2SLGBTQ+.

However, 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 gender minorities, which is defined to include individuals who self-identify as women, transgender, gender-fluid, non-binary, 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 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: <https://www.chairs-chaires.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 at extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

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 Office of Indigenous Relations (<https://uwaterloo.ca/indigenous>).

At Waterloo, you will have the opportunity to work across disciplines and collaborate with an international community of scholars and a diverse student body, situated in a rapidly growing community that has been termed a "hub of innovation".

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