

AUTHORIZATION TO ADVERTISE ACADEMIC VACANCY FOR  
CRC TIER 1 CHAIRS (2 positions) IN  
CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN

**NSERC Tier 1 Canada Research Chairs in Computer Science (2 positions)**

**Date advertised:** October 21, 2022

The David R. Cheriton School of Computer Science in the Faculty of Mathematics at the University of Waterloo invites applications for two tenured faculty positions.

Exceptional scholars and researchers at the rank of Full Professor or Associate Professor are sought who are eligible to apply for a Tier 1 Canada Research Chair (CRC), established by the Government of Canada to enable Canadian universities to foster research excellence. This call is open only to qualified individuals who self-identify as women, transgender, non-binary, or two-spirit. Priority research areas include:

**Position 1**, all areas of artificial intelligence.

**Position 2**, all areas of computer science.

**Qualifications**

Applicants must have either earned a doctoral degree or an equivalent terminal degree in computer science. Applicants should be at the rank of Full Professor or Associate Professor who are expected to be promoted to the rank of Full Professor within one to two years of 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. Applicants will propose an original, innovative program of the highest quality research. Applicants must have superior records of attracting and training graduate students and 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 of Waterloo Research Strategic Plan (<https://www.chairs-chaires.gc.ca/program-programme/srp-prs/waterloo-eng.pdf>) are preferred. Please consult the CRC (<https://www.chairs-chaires.gc.ca/>) and the University of Waterloo Office of Research (<https://uwaterloo.ca/research/>) websites for more information.

The successful candidates will be appointed as regular members of the School and each subsequently nominated for a Tier 1 CRC. Nominations for CRCs are subject to review by the CRC Secretariat and appointment as a CRC is conditional on the Secretariat's approval. The University of Waterloo is committed to providing candidates with the support required to secure a CRC. Duties include research, teaching at the undergraduate and graduate levels, service to the unit, and the supervision of graduate students. The successful applicants will have a reduced teaching assignment during the term of their CRC. Rank and salary will be commensurate with experience; the salary range is \$170,000 – \$250,000 and negotiations beyond this salary range will be considered for exceptionally qualified candidates. The anticipated start date is July 1, 2023, however, alternate start dates may be negotiated.

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 David R. Cheriton School of Computer Science is the largest computer science school in Canada, with 115 faculty members. It enjoys an excellent reputation in theoretical and applied research and houses

a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University of Waterloo has an enlightened intellectual property policy that vests all rights in the inventor. Please see the School's website for more information: <https://cs.uwaterloo.ca/about/open-positions>.

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>.

### **How to apply**

To submit an application, please register at the submission site: <https://cs.uwaterloo.ca/faculty-recruiting>. Once registered, instructions will be provided regarding how to submit your full application. Applications will be considered as soon as possible when received, with full consideration assured for those received by November 30, 2022.

### **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. 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+.

However, 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>) 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: [https://www.caut.ca/sites/default/files/caut\\_equity\\_report\\_2018-04final.pdf](https://www.caut.ca/sites/default/files/caut_equity_report_2018-04final.pdf); Council of Canadian Academies, 2012: <https://cca-reports.ca/reports/strengthening-canadas-research-capacity-the-gender-dimension/>; Henry et al., 2017: <https://www.ubcpres.ca/the-equity-myth>; Witteman, Hendricks, Straus, & Tannenbaum, 2019: [https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(18\)32611-4/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(18)32611-4/fulltext)) to be systemic in nature. **As such, this opportunity is open only to individuals who self-identify as women, transgender, non-binary, or two-spirit.** Improving the representation, participation, and engagement of equity-seeking groups within our community is a key objective of the University of Waterloo Strategic Plan, 2020–2025: <https://uwaterloo.ca/strategic-plan/>.

All applicants to this CRC opportunity are required to self-identify using the self-identification applicant survey: [https://uwaterloo.ca/qualtrics.com/jfe/form/SV\\_08RcdJzz6YAh4TX](https://uwaterloo.ca/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: <http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>.

The University is committed to accessibility for persons with disabilities. If you have any application, interview, or workplace accommodation requests please contact Occupational Health at [occupationalhealth@uwaterloo.ca](mailto:occupationalhealth@uwaterloo.ca). The office 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, the assessment process, eligibility, or the CRC program, please contact Professors Stephen Mann and Olga Veksler, David R. Cheriton School of Computer Science, at [cs-recruiting@uwaterloo.ca](mailto:cs-recruiting@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>.