



**AUTHORIZATION TO ADVERTISE ACADEMIC VACANCY  
For CRC Tier 1 CHAIRS  
IN CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN**

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**Faculty of Environment SSHRC/NSERC Tier 1 Canada Research Chair, Associate or Full Professor (Internal)**

Date Advertised: June 19, 2023

The **Faculty of Environment** at the University of Waterloo seeks an exceptional scholar and researcher to internally fill a *SSHRC/NSERC Tier 1 Canada Research Chair*, established by the Government of Canada to enable Canadian universities to foster excellence ([www.chairs-chaire.gc.ca](http://www.chairs-chaire.gc.ca)). The anticipated earliest start date is May 1, 2024.

The Faculty is looking for candidates with a PhD or equivalent who hold the majority of their faculty appointment in the Faculty of Environment. 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 or two years of the nomination. 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 and Two-spirit people

The successful candidate will be subsequently nominated for a Tier 1 CRC in their current Department/School. 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.

Duties include research; teaching at the undergraduate and graduate levels; service to the unit, the Faculty of Environment, and the University of Waterloo; and supervision of graduate students and other highly qualified personnel (HQP). Experience developing an array of traditional and on-line courses for a diverse student body is required. The successful candidate will have a reduced teaching load during the term of 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 HQP, including graduate students and (where appropriate in their field) postdoctoral fellows. As chairholders, they are expected to attract, develop, and retain excellent trainees, students and future researchers; and be proposing an original, innovative, interdisciplinary research program of the highest quality.

The University of Waterloo understands the impact that [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.

**The closing date for submission of complete applications is July 31, 2023.**

Applications must include the following components:

1. Updated and complete curriculum vitae (no page limit).
2. Letter of interest addressing, in a maximum of six pages, the following topics:
  - A title for the proposed Tier 1 CRC program;
  - Their qualifications for a successful Tier 1 CRC application;
  - Their vision and future research program for the Chair;
  - The potential for the Chair to enhance the scholarly leadership and innovation capacity of the [Faculty of Environment](#) and [University of Waterloo](#) in areas identified in their respective strategic plans;
  - Their current approach to creating an inclusive research environment, and their plans for addressing equity, diversity, inclusiveness and justice (EDIJ) in their proposed Chair program; and,
  - Novel opportunities for training HQP through the Chair program.
3. Applicants may include one additional page to address [career interruptions and personal circumstances](#) they believe the committee should consider.
4. Names and contact information of three referees who meet the [CRC's requirements for new Tier 1 nominations](#). Letters of reference will be sought only for those people who are invited for an interview.
5. Up to three sample research outputs totaling approximately 30 pages.

**Applications must be sent via email by the application deadline as a single PDF file to Juli-Ann Perkins ([juli-ann.perkins@uwaterloo.ca](mailto:juli-ann.perkins@uwaterloo.ca)).** Questions about this competition should be directed to the FACA Chair, Rob de Loë ([rdeloe@uwaterloo.ca](mailto:rdeloe@uwaterloo.ca))

The FACA will evaluate applications using the four [CRC selection criteria for Tier 1 Chairs](#), plus two additional criteria: the potential for the Chair to enhance the scholarly leadership and innovation capacity of the Faculty of Environment and University of Waterloo in strategic areas; and, the quality of the EDIJ research action plan. In weighing applications relative to these criteria, the FACA will be guided by the CRC program's [Guidelines for Assessing the Productivity of Nominees](#). Thus, the committee will account for traditional versus non-traditional research; patterns of research in Indigenous scholarship; career interruptions and personal circumstances; and differences by field in funding, publication rates and the roles of HQP.

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](#) 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. 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.ca/1.qualtrics.com/jfe/form/SV\\_08RcdJzz6YAh4TX](https://uwaterloo.ca/1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX). Because this is a special opportunity for a specific member of a designated group, 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\(s\)](#).

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](mailto: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.

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](#).

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

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