

## CANADA RESEARCH CHAIR POSITIONS, Indigenous Faculty

It is a very exciting time for Indigenous research and scholarship at Western University (London Ontario). In 2016, Western approved its first ever [Indigenous Strategic Plan](#), followed shortly thereafter by the development of the [Office of Indigenous Initiatives](#) and the appointment of a Vice-Provost and Associate Vice President for Indigenous Initiatives. In addition, we are building an [Indigenous Learning Space](#) and developing Indigenous-centred and -developed curriculum. Collectively, these commitments respond to Western's desire to create a community where Indigenous peoples are engaging in all levels of work, study and research at Western University, enriching campus for the benefit of all.

Now, as we begin to implement the Indigenous Strategic Plan, Western is working to build a space where Indigenous people and their knowledges and scholarship are respected and well-supported. The development of centres and networks of Indigenous research leadership are critical to this work, but much remains to be done. We are seeking research leaders who can enliven, inspire and further grow the base of Indigenous research excellence on our campus, while working reciprocally and respectfully with Indigenous Peoples, communities and organizations in local, national and international contexts.

As part of Western's commitment to advancing Indigenous scholarship and research, the University is seeking strong Indigenous leaders having a track record of or demonstrated potential for leading transformative change within the academy to fill **one** Tier 1 and **two** Tier 2 Canada Research Chairs (CRC) in the research disciplines related to the mandates of the [Canadian Institutes of Health Research](#) (CIHR), [Natural Sciences and Engineering Research Council](#) (NSERC), and the [Social Sciences and Humanities Research Council](#) (SSHRC) and in alignment with [Western Strategic Plan](#) and/or [Indigenous Strategic Plan](#). These three CRCs will complement the Indigenous hiring initiatives across a variety of academic units at Western University within the past year, as well as hiring currently underway, including a University-wide cluster of four Indigenous faculty members [link to PARF website.]

Applications are invited in any area of research across Western's eleven Faculties: a focus on Indigenous research, teaching and service activities that include the application of Indigenous knowledge and/or ethical engagement and collaboration with Indigenous communities, organizations and/or institutions is encouraged, but not required. Successful candidates will be required to submit a CRC nomination by a date to be determined.

The successful candidate for the Tier 1 position will be appointed at the rank of Associate Professor or Professor (with tenure) in the appropriate academic unit. The successful candidates for the Tier 2 positions will be appointed at the rank of Assistant Professor (probationary), Associate Professor (probationary) or Associate Professor (with tenure) depending on qualifications and experience, in the appropriate academic unit. Applicants are asked to clearly indicate in their cover letter the Faculty(ies) or department(s) to which they are applying. For those with interdisciplinary research areas, more than one Faculty or department may be included.

The anticipated start date will be July 1, 2022, or as negotiated. As part of Western's commitment to respond to the Calls to Action of the Truth and Reconciliation Commission, these Chairs will be open only to **Indigenous applicants (First Nations (North American Indian), Métis, and Inuit) in accordance with Section 14 of the Ontario Human Rights Code . Candidates must self-identify in their cover letter.**

Western recognizes that our commitment to equity, diversity and inclusion is central to the University's mandate as a research-intensive institution of higher learning and a community leader and understands that our pursuit of research excellence and our commitment to equity, diversity and inclusion are mutually supporting. As such, Western is committed to achieving and maintaining an equitable representation amongst our Canada Research Chair holders, as well as within Western's broader research community.

Applicants considered for a tenure-track appointment must have a superior academic record and a demonstrated record of, or a strong potential for, excellence in scholarly research and teaching. In addition, they should have the ability and willingness to contribute to the intellectual and scholarly life of the Faculty community and to the University more generally. Candidates considered for appointments with tenure must have an outstanding academic record with a strong record of publications in academic outlets and significant experience in teaching. Applicants may wish to refer to the description of relevant academic responsibilities in the [Letter of Understanding - Indigenous Faculty Members](#) in the UWOFA Collective Agreement. The successful candidates will join a transdisciplinary network of collaborative Indigenous researchers across Western University and will have an opportunity to shape partnerships with our University and community stakeholders at the local, provincial, national and international levels.

In accordance with the [CRC program](#) for Tier 2 Chairs, candidates must be exceptional emerging world-class researchers (i.e., candidates must have less than 10 years of experience as an active researcher in their field at the time of nomination) who have demonstrated particular research creativity and have demonstrated the potential to achieve international recognition in their fields within five to ten years. Applicants who are more than 10 years from having earned their highest degree (and where career breaks exist, such as pregnancy, parental, extended sick leave, clinical training, etc.) may contact [ResearchWesternCRC@uwo.ca](mailto:ResearchWesternCRC@uwo.ca) to have their eligibility for a Tier 2 Chair assessed through the program's [Tier 2 justification process](#). As chairholders, candidates must have the potential to attract, develop and retain excellent trainees, students and future researchers and be proposing an original, innovative research program of high quality.

In accordance with the [CRC program](#) for Tier 1 Chairs, candidates must be outstanding and innovative world-class researchers who have made a major impact and are recognized internationally as leaders in their fields. Candidates must 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, will 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.

Successful candidates must have a Ph.D. or equivalent, in a discipline appropriate to the field of research, be engaged in a program of research and have a demonstrated record of excellence in scholarly research and teaching. We expect to see a demonstration of your research excellence as defined in your field of expertise. This may include, but is not limited to, the quality and impact of peer-reviewed publications, previous success securing research support, and/or the practical applications or dissemination of scholarly work. We would also welcome a description of how you would contribute to our strategic vision and how your experience would support reciprocal relationship building with Indigenous communities on and off campus. An important aspect of the CRC will be demonstrated leadership or potential for leadership in research, mentoring and/or community service, including Indigenous communities of interest and/or Nations.

Western recognizes the potential impact that career interruptions can have on a candidate's record of research achievement and potential candidates are encouraged to explain within their application the impact that career interruptions have had and to submit a full career or extended CV.

With an enviable national reputation and an international profile that ranks among the top universities world-wide, Western pushes the boundaries of pedagogical and scholarly excellence while setting a national standard for a student experience that is second to none. Western is fostering understanding and respect for, and reciprocal relationships with, Indigenous communities; and the University is working to support the recruitment and success of Indigenous undergraduate and graduate students, the integration of Indigenous cultures, approaches and perspectives into curricular offerings and research, collaboration with Indigenous communities, and recruitment and retention of Indigenous faculty and staff.

Western is a founding member of Canada's U15, serves as a hub for more than 500 international research collaborations, and has been recognized as one of Canada's Top 100 Employers. There are more than 38,000 students within Western's 12 Faculties and Schools and 3 affiliated University Colleges. Approximately 4,000 faculty and staff work in partnership to deliver 400+ specializations, majors and minors, as well as innovative modular degree programs. For more information about Western's strategic priorities, visit [Western Strategic Plan](#) and [Indigenous Strategic Plan](#) and for information on Western's research areas please visit [Research Western](#).

Applications will be reviewed by a multi-disciplinary committee and must include the following:

1. a completed <http://www.uwo.ca/facultyrelations/faculty/Application-FullTime-Faculty-Position-Form.pdf>
2. a cover letter in which you tell us about your journey as an Indigenous scholar and indicate your preferred academic department/Faculty of appointment
3. a detailed curriculum vitae
4. a plan identifying your most significant contributions to your field and your proposed research program; how your past contributions connect with your research plan; potential or demonstrated impact of your research - maximum 3 pages
5. a statement of your teaching and mentoring philosophies – maximum 2 pages
6. the names and email addresses of 3 references, which may include an Indigenous community leader

The application should be submitted as a single PDF file to: **John Doerksen, Acting Provost and Vice President Academic** at [provostvpa@uwo.ca](mailto:provostvpa@uwo.ca)

Review of applications will begin on March 7, 2022 and continue until the position is filled.

***Western University is partnering with BIPOC Executive Search on the process for these important appointments. Individuals from Indigenous communities seeking more information and support during the application process can email Candice Frederick or Jason Murray at [cfrederick@bipocsearch.com](mailto:cfrederick@bipocsearch.com).***

*Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applications from all qualified individuals.*

*In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.*

*Accommodations are available for applicants with disabilities throughout the application and recruitment process. If you require accommodations, please contact [gstuebin@uwo.ca](mailto:gstuebin@uwo.ca)*

*Posted on the Faculty Relations website February 15, 2022*

*Job Opening ID 2022-017*