

## BLACK SCHOLARS - Multiple Faculty Positions Open to all Faculties

### Probationary (Tenure-Track)/Tenured, Assistant Professors/Associate Professors/Full Professors

Western University is pleased to invite applications from emerging and established Black scholars for five probationary (tenure-track) or tenured academic appointments to be held in any of eleven Western Faculties. The anticipated start date will be July 1, 2022, or as negotiated.

Western University is committed to embedding a culture of equity, diversity, and inclusivity for all by increasing the representation of Black members of faculty. The recruitment and retention of Black faculty is critical to building a culture of inclusivity and to integrating expertise and experiences of equity-deserving groups into curricular offerings, research/ scholarly activities, teaching and service. As a research-intensive institution of higher learning and a community leader, Western recognizes that our pursuit of research excellence and our commitment to equity, diversity and inclusion are mutually supporting.

The appointments may be probationary (tenure-track) at the rank of Assistant Professor or Associate Professor, or tenured appointments at the rank of Associate Professor or Professor, depending on qualifications and experience. Salary will be commensurate with the candidate's career stage and rank. Successful candidates must hold a PhD, or equivalent, in a discipline appropriate to the field of research or be near completion at the time of application. Qualifications for the positions include evidence of research or scholarly productivity and a strong commitment to teaching (including mentorship and supervision), and service. Applicants considered for a probationary appointment must have a demonstrated record of, or a strong potential for, excellence in scholarly research, teaching and service, appropriate to career stage. Candidates considered for appointments with tenure must have demonstrated excellence in scholarly research, teaching, and service appropriate to career stage. The successful candidates will have potential or proven ability to obtain internal and/or external funding for independent research or scholarly activity.

All applicants to this cluster hiring opportunity must self-identify as Black within their cover letter. Because this is a special opportunity of the Provost restricted to self-identified Black candidates, 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 search committee and, for successful applicants, for the fulfillment of cluster hiring purpose(s). This particular search process follows the provisions for a special program as described in Section 14 of the [Ontario Human Rights Commission](#) in order to address the underrepresentation of Black academics among our faculty complement.

#### Application:

Applicants are asked to clearly indicate in their cover letter the Faculty(ies) or department(s) to which they may be appointed. For applicants with interdisciplinary research areas, more than one Faculty may be named.

Applications will be reviewed by a multi-disciplinary search committee representing multiple Western Faculties. Applicants are asked to complete the form available at:

<https://www.uwo.ca/facultyrelations/careers/pdf/full-time-application-form.pdf>

A complete application will include:

1. a cover letter
2. full curriculum vitae
3. teaching dossier
4. a statement of research program, and
5. a statement describing how your research and/or teaching contribute to equity, diversity, and inclusion.

Western recognizes the potential impact that career interruptions can have on a candidate's record of research achievement. Applicants are encouraged to explain within their application the impact of career interruptions. Assessment of eligibility and qualifications will take career interruptions into account.

Please send your complete application electronically as one PDF file in confidence to Sarah Prichard, Acting Provost & Vice-President (Academic), [provostvpa@uwo.ca](mailto:provostvpa@uwo.ca)

Review of applications will begin on January 06, 2022 and applications will be accepted until the positions are filled.

Three letters of reference will be requested for applicants invited for an interview.

**Please note effective September 7, 2021, all employees and visitors to campus are required to comply with Western's COVID-19 Vaccination Policy.**

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, Canadian citizens and permanent residents will be given priority.

Accommodations are available for applicants with disabilities throughout the application and recruitment process. Western University is committed to accessibility for persons with disabilities. If you have any application, interview, or workplace accommodation requests, please contact **Gayle Stuebing ([gstuebin@uwo.ca](mailto:gstuebin@uwo.ca))** who will work to provide accommodation(s) while ensuring that the information is safe-guarded, and confidentiality is maintained.

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. With annual research funding exceeding \$220 million, and an international reputation for success, Western ranks as one of Canada's top research-intensive universities. Our research excellence expands knowledge and drives discovery with real-world application. Western also provides an exceptional employment experience, offering competitive salaries, a wide range of employment opportunities and one of Canada's most beautiful campuses. 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 11 Faculties 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](#) , [Indigenous Strategic Plan](#) , [Office of the Associate Vice-President of Equity, Diversity and Inclusion](#), and for information on Western's research areas please visit [Research Western](#).

Western University is committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge that Western University is located on the traditional territories of the Anishinaabek (Ah-nish-in-a-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ahpay-wuk) and Chonnonton (Chun-ongk-ton) Nations, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous Peoples (First Nations, Métis and Inuit) whom we recognize as contemporary stewards of the land and vital contributors of our society.

*Posted on Faculty Relations website November 30, 2021 (#2021-076)*