

**Faculty/ Unit : The School of Continuing Studies, Adaptive and Integrated Learning**

**Position : *Associate Professor, Inclusive Adult Education***

**Summary:**

The McGill University School of Continuing Studies (SCS) invites applications for a three (3) year, renewable appointment as Assistant/Associate Professor or Faculty lecturer (non-tenured, ranked contract academic staff, rank will be commensurate with qualifications and experience) in a field related to adult pedagogy (andragogy), experiential education, prior learning assessments, equity, diversity, and inclusion (EDI). Specializations in fields such as health care, public or community health, intercultural/international education, Black or Indigenous studies are welcome. The anticipated appointment start date is Fall 2023.

We are seeking a candidate who is passionate about advancing the teaching of adult learners of all ages in diverse community and international settings. The successful applicant will contribute to a diverse and inclusive learning community focused on experiential learning. They will have experience designing and managing programs as well as teaching online using a variety of experiential teaching approaches and/or educational technologies. This position typically includes both academic and some administrative program oversight responsibilities. The incumbent will contribute to both credit (undergraduate and graduate) as well as non-credit professional education and lifelong learning.

The School of Continuing Studies (SCS) is one of 12 faculties at McGill University, a public institution of advanced learning ranked in the top 50 universities world-wide, based in Montreal, Quebec, Canada. The School serves a diverse and ever-changing adult learner population of 8,000 annually, from pre-collegiate to post-retirement age. It offers a combined total of 60+ credit and non-credit programs and courses at undergraduate, graduate, and professional levels, of varying duration, delivered through a variety of formats, including online and face-to-face courses, and workshops. The School covers the breadth of digital transformation, applied social sciences, management, language acquisition, and communication studies. Emphasis is placed on serving the lifelong learning needs of adult learners of all ages, First Nations, Inuit and Métis communities, and other under-served or under-represented populations, and working in close partnership with employers, community organizations, and international partners.

The incumbent may be considered for a term leadership position as Academic Director of the Adaptive and Integrated Learning (AIL) domain. The AIL academic domain focuses on providing access to higher education and community-based, experiential learning, including lifelong educational programs for mature learners. It offers academic pathways and post-secondary preparatory programs for adult learners, Indigenous and other marginalized communities, international pathway programs and community-based global workforce development initiatives. For research active candidates, association with another Faculty at McGill University representing the individual's home discipline may be possible, depending on areas of expertise and interest.

**Job Duties:**

Under the broad oversight of the School's Associate Dean of Academic and Faculty Affairs, the duties performed by the faculty member typically include (but are not limited to) the following:

- Contribute theory and best practices in andragogy, experiential learning, cross-cultural or intercultural competency to SCS curricula.
- Teach undergraduate- and graduate-level credit courses and professional development non-credit courses in fields related to education and training, equity, diversity, and inclusion, or international development/education.
- Serve as the School's point person for community-based, and/or experiential learning activities, and prior learning assessments/recognition of competencies (PLAR/RAC).
- Lead the development, assessment, and continuous improvement of teaching methods and materials, including for the development and delivery of online courses.
- Organize and lead meetings/discussions for faculty and instructors as needed to ensure pedagogical consistency across programs, course and program revisions, academic integrity, professional conduct, and professional development.
- Conduct applied research in the field of expertise to enhance the content of programs through research findings; seek collaborative research opportunities with colleagues across McGill University and/or from other institutions.
- Serve on School and University-level committees and working groups as needed.
- Liaise with professional associations and business organizations to ensure that the programs align with industry and job market needs.
- Contribute to the School's and University's strategic goals and values, such as community and international engagement, and creating an inclusive, diverse teaching and learning environment.

**EDUCATION and EXPERIENCE REQUIRED:**

- Minimum of a master's degree (Doctorate preferred) in education, sociology, or other disciplines related to adult inclusive pedagogy and training, experiential learning, or intercultural/international education.
- Experience in development and teaching of courses and programs, preferably at the post-secondary educational level.
- Extensive and current demonstrated professional experience in a field related to one or more of the priority fields (andragogy, experiential learning, EDI, Black studies, Indigenous or international education).

**OTHER QUALIFYING SKILLS AND/OR ABILITIES:**

- Understanding and prior experience with work-integrated learning, experiential learning or collaborative learning designed and executed with employers.
- Demonstrated ability to foster learning by establishing an inclusive classroom dynamic, involving learners in various activities, and managing student participation and group interactions effectively.
- Experience and/or expertise in working with underserved, underrepresented, and/or Indigenous learners
- Knowledge of French and English. McGill University is an English-language university where day to day duties may require English communication both verbally and in writing. Written and oral communication skills in French a plus, but on the job language training is available.
- Online or blended/hybrid teaching experience is a plus.
- Demonstrated ability to understand and navigate complex environments to achieve results.
- Demonstrated commitment to staying abreast of research and advances in the relevant area(s) of specialization.
- Excellent interpersonal, time-management, and organizational skills.
- Demonstrated ability to lead as well as participate in teams.
- Familiarity with learning in aging (third age learning, lifelong learning) is a plus.
- Commitment to the values of university continuing education.

**ADDITIONAL EXPERIENCE AND QUALIFICATIONS CONSIDERED AS ASSETS:**

- Experience in entrepreneurial approaches to education, including externally funded research or projects.
- Experience in higher education academic administration.
- Eagerness to be an active part of a data-driven team.
- Enthusiasm for experimenting with new technologies
- Fluency in languages other than French and English.
- Scientific publications and contributions to public awareness in the field of expertise.

In your cover letter, please feel free to elaborate upon any other assets you consider valuable for the position that set you apart. We also encourage you to discuss any career-affecting events in your life.

**Job Type:** Contract Academic Staff

**Rank:** Assistant/Associate Professor or Faculty lecturer (non-tenured, ranked contract academic staff, rank will be commensurate with qualifications and experience)

**Length of Appointment:** *Three (3) years*

**Salary:** Salary will be commensurate with qualifications and experience.

#### **APPLICATION PROCEDURE**

Applications should be addressed to the Search Committee and submitted in Workday. Applications received by August 1, 2023, will receive priority consideration. Position remains open until filled. Applications should include the following materials in a single PDF:

- Cover letter summarizing relevant educational background and work experience
- Curriculum vitae tailored to this position
- Name, affiliation, and contact information of three professional references (who will not be contacted without prior consent)
- Statement of Teaching Approach
- Diversity Statement
- Teaching or training evaluations for at least one recent year.

*We thank all applicants for their interest in McGill University. However, only applicants selected for an interview will be contacted.*

**To Apply :** [https://mcgill.wd3.myworkdayjobs.com/McGill\\_Careers/job/Sherbrooke-680/Associate-Professor\\_JR0000042933](https://mcgill.wd3.myworkdayjobs.com/McGill_Careers/job/Sherbrooke-680/Associate-Professor_JR0000042933)

***McGill University is committed to equity and diversity within its community and values academic rigour and excellence. We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to engage productively with diverse communities.***



**McGill**

School of  
Continuing Studies

École  
d'éducation permanente

*At McGill, research that reflects diverse intellectual traditions, methodologies, and modes of dissemination and translation is valued and encouraged. Candidates are invited to demonstrate their research impact both within and across academic disciplines and in other sectors, such as government, communities, or industry.*

*McGill further recognizes and fairly considers the impact of leaves (e.g., family care or health-related) that may contribute to career interruptions or slowdowns. Candidates are encouraged to signal any leave that affected productivity, or that may have had an effect on their career path. This information will be considered to ensure the equitable assessment of the candidate's record.*

*McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through [accommodation policies and procedures](#). Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, [accessibilityrequest.hr@mcgill.ca](mailto:accessibilityrequest.hr@mcgill.ca).*

*All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.*