



## UNIVERSITY OF VICTORIA SCHOOL OF PUBLIC HEALTH AND SOCIAL POLICY

The University of Victoria is consistently ranked in the top tier of Canada's research-intensive universities. Vital impact drives the UVic sense of purpose. As an internationally renowned teaching and research hub, we tackle essential issues that matter to people, places and the planet. Situated in the Pacific Rim, our location breeds a profound passion for exploration. Defined by its edges, this extraordinary environment inspires us to defy boundaries, discover, and innovate in exciting ways. It's different here, naturally and by design. We live, learn, work and explore on the edge of what's next—for our planet and its peoples. Our commitment to research-inspired dynamic learning and vital impact make this Canada's most extraordinary environment for discovery and innovation. Experience the edge of possibilities for yourself.

We acknowledge with respect the Songhees, Esquimalt and WSÁNEĆ peoples on whose traditional territory the university stands and whose historical relationships with the land continue to this day. (See [Welcome to the Territory](#) video.)

The University of Victoria, [School of Public Health and Social Policy](#) (PHSP) is committed to contributing to the health, wellbeing and social equity of communities and populations across Canada (and beyond) by preparing the next generation of public health and community service practitioners and researchers, with an emphasis on dynamic, experiential learning; generating knowledge on vital public health and social policy issues by collaborating with communities, respecting Indigenous knowledges and drawing upon multiple worldviews; and mobilizing knowledge in partnership with communities to create positive change. PHSP offers two primarily online degree programs: the Master of Public Health (MPH) and Bachelor of Arts in Health and Community Services (BA). The MPH program includes two active areas of focus: Indigenous Peoples' Health, and Social Policy. The BA program has areas of focus in Ageing, Disability Studies, Indigenous Peoples' Health, and Global Health. PHSP also administers the on-campus [interdisciplinary Social Dimensions of Health](#) (SDH) Program, which offers a Master of Arts/Master of Science and Doctor of Philosophy (PhD).

The School of Public Health and Social Policy invites applications from talented scholars for one position eligible for tenure at the rank of Assistant or Associate Professor, to commence 1 July 2021.

Qualified candidates will possess a completed doctorate (PhD) in public or population health, interdisciplinary health, health or social policy, health sciences, or a related field at the time they commence the position. Applicants with research and teaching interests in any of the areas of focus of the School are welcome to apply. We are particularly interested in applicants with expertise in the areas of health policy, social policy, Indigenous health and wellbeing, and/or health equity, including work with diverse communities such as, but not limited to, people who are Black, Indigenous, people of colour and/or racialized as non-white; people with lived experience of mental health issues, substance use, or addiction; or Two-Spirit or people marginalized based on sexual orientation, gender identity and/or gender expression. The School values commitment to social justice, health equity, diversity and inclusion, and seeks candidates with demonstrated social justice action(s) and anti-

oppressive and anti-racist approaches to teaching and research.

Candidates for this position must be willing to teach across programs at the undergraduate and graduate levels. They must clearly demonstrate strong teaching abilities evidenced by data, testimonials or other forms of evaluation; abilities to give effective feedback to, and mentor, diverse students; grounding in cultural humility and cultural safety; and expertise or capacity to teach in an online classroom environment.

Candidates must have an active program of research, and a record of high quality research, commensurate with rank, that demonstrates meaningful, respectful engagement with communities and outcomes that support their well-being; has attracted research funding and has potential for continued funding; and has been shared through a wide range of outlets (peer-reviewed scholarly journals, conference presentations, community-based products, and others).

Candidates must have demonstrated experience in university and/or professional or community service, including an ability to work collaboratively in an academic unit; demonstrated collegiality, professionalism, interdisciplinary or interprofessional collaboration; and experience advancing equity, diversity and inclusion. Candidates must have an ability to contribute to administrative and service tasks of the School, and be willing to contribute to the wider profession.

The following are considered assets: experience supervising and mentoring graduate and undergraduate students commensurate with rank; public health practice or applied policy experience; and potential for administrative leadership.

This position will be filled as a *preferential hire*. In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, preference will be given to members of the following groups: Indigenous Peoples, persons with disability and/or persons of visible minority. Candidates from these groups, who wish to qualify for preferential consideration, must self-identify in their cover letter as a member or one of more of these groups.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of [groups experiencing barriers to equity](#), including, but not limited to,

- First Nations, Métis and Inuit Peoples, and all other Indigenous Peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- persons with visible and/or invisible (physical and/or mental) disabilities; and
- Two-Spirit, transgender or non-binary people.

Read our full equity statement here: [www.uvic.ca/equitystatement](http://www.uvic.ca/equitystatement).

To be considered, please send a cover letter (2 pages maximum) that addresses the full scope of the job requirements, your curriculum vitae (no page limit), a research statement (2 pages), a teaching and mentorship statement (2 pages), a statement on equity, diversity and inclusion (1 page), contact information for 3 references (1 page), and appropriate evidence of research (e.g., 2-3 publications, thesis chapters, reports, or other works in progress) to Dr. Catherine Worthington, Director, School of Public Health and Social Policy, [phspdiretor@uvic.ca](mailto:phspdiretor@uvic.ca). All documents must be submitted in a single PDF

file in the order they appear above. The committee will begin reviewing applications on February 15, 2021; the position will remain open until filled.

Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record. For more information, see <http://www.chairschaires.gc.ca/program-programme/equity-equite/recruitment-recrutement-eng.aspx>

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at [FRrecruit@uvic.ca](mailto:FRrecruit@uvic.ca). Any personal information provided will be maintained in confidence.

Faculty and Librarians at the University of Victoria are governed by the provisions of the Collective Agreement. Members are represented by the University of Victoria Faculty Association ([www.uvicfa.ca](http://www.uvicfa.ca)).

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your cover letter if you are a Canadian citizen or permanent resident.