



## **Black Excellence—Multiple Faculty Appointments Open to All Disciplines (Tenure-Track/Tenured)**

### **Tenure-Track/Tenured, Assistant Professors/Associate Professors/Professors**

The University of Waterloo is pleased to announce the cluster hiring of ten tenure-track/tenured academic appointments representing emerging and established career stages who will contribute to Black excellence across all six Waterloo Faculties and to Waterloo's goal of a culture of equity, diversity, and inclusivity for all through increasing the representation of Black peoples.

Waterloo seeks candidates whose scholarship advances learning and knowledge through teaching, research, and scholarship in any of the following disciplinary areas:

**Faculty of Arts:** All areas of Arts will be considered (humanities, languages and cultures, social sciences, fine and performing arts, accounting and finance, global business and digital arts), including but not limited to: Black Studies (broadly defined); historical, cultural, and/or linguistic identities; sustainable finance; business and/or entrepreneurship (including social); technology and design; equity, diversity, inclusion, and anti-racism issues and scholarship in all program areas. Note: most areas of teaching and research in the Faculty of Arts feature interdisciplinary and collaborative opportunities, and there is the potential for considerable overlap between the areas specified here. More information on our research strengths can be found at <https://uwaterloo.ca/arts/>.

**Faculty of Engineering:** All areas of engineering and architecture will be considered with an emphasis on the Faculty's research clusters: bioengineering and health, network connectivity and security, software, data analytics, AI and human-machine interactions, robotics and autonomous vehicles, automotive and mobility, additive and advanced manufacturing, sustainability, energy systems, nanotechnology, smart and adaptive infrastructure, water resources, urban space planning and design, entrepreneurship, and climate adaptation. More information on our research strengths can be found at <https://uwaterloo.ca/waterloo-engineering-research/>.

**Faculty of Environment:** All areas of environmental science/studies and sustainable development will be considered, with particular interest in: climate change and the global south; environmental and social impact assessment; sustainable finance; community development; and the application of artificial intelligence (AI) in the context of smart cities. More information on our research strengths can be found at <https://uwaterloo.ca/environment/about-environment>.

**Faculty of Health:** Areas of priority include Kinesiology and Health Sciences, Recreation and Leisure Studies, and Public Health Sciences. Within Kinesiology and Health Sciences our focus includes health and (wearable) technology, work and health, exercise and nutritional sciences, and rehabilitation sciences. Within Recreation and Leisure Studies our focus includes recreation and leisure, sport management, therapeutic recreation, and event management. Within Public Health Sciences, we seek applicants from the diverse disciplines that constitute public health including, but not limited to critical race theory, global health, environmental health, health informatics, bioethics, biostatistics, and applied public health practice. More information on our Faculty can be found at <https://uwaterloo.ca/health/>.

**Faculty of Mathematics:** All areas of mathematics, statistics and computer science will be considered. As part of the cluster hiring initiative, the Faculty of Mathematics will offer one Math Faculty Research

Chair restricted to self-identified Black peoples. Additional detail on Black Excellence positions in Math and the Math Faculty Research Chair, including enhanced support for research, can be found at <https://uwaterloo.ca/math/opportunities>.

**Faculty of Science:** All areas of natural, physical and health sciences will be considered, with a particular interest in astrophysics, aviation/aerospace medicine, biochemistry, biomedical science, biotechnology, condensed matter physics, ecology, geoscience of climate change, health/pharmaceutical policy, infectious disease or eHealth/health technology, molecular mechanisms and AI in vision, nanoscience, pharmacogenetics, photonics, quantum information science, and vision in transportation. Particular attention will be paid to applicants with business and/or entrepreneurial experience. More information on our research strengths can be found at <https://uwaterloo.ca/science/>.

### **How to Apply:**

Successful candidates must have either earned a doctoral degree or be 'all but dissertation' (ABD), or have earned an equivalent terminal degree in the field of study or be nearing completion; the relevant degree must be awarded within six months of employment. Candidates must demonstrate evidence of an actively developing research trajectory. Duties include conducting research and/or research creation, teaching at the undergraduate and graduate level, supervising graduate students, and contributing to the service needs of the University. The ability to develop and teach in a variety of contexts, including in person, online and remote delivery is required. The salary range for the position will depend upon the rank (i.e., Assistant Professor, Associate Professor, Professor) and the discipline. Negotiations will be considered at the discretion of each hiring department.

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 may be included. Send curriculum vitae, cover letter, teaching dossier, research statement and up to three examples of research outputs (including but not limited to journal articles/book chapters/conference proceedings/or other demonstrative outputs) electronically in confidence to: James W.E. Rush, Vice President, Academic and Provost, [Recruitment.Provost@uwaterloo.ca](mailto:Recruitment.Provost@uwaterloo.ca).

All applicants to this cluster hiring opportunity must self-identify as Black in their cover letter. Because this is a special opportunity 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 selection committee and, for nominees selected, for the fulfillment of cluster hiring purpose(s). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Review of applications will begin on October 18, 2021 and continue until the positions are filled.

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

### **Commitment to Equity, Diversity and Inclusion**

Improving the representation, participation, and engagement of equity-deserving groups and Indigenous peoples within our community is a key objective of Waterloo's Strategic Plan 2020-2025.

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 First Nations, Métis and/or Inuit/Inuk, Black, racialized, persons with disabilities, women and/or 2SLGBTQ+.

This particular selection process follows the provisions for a special program as described by the [Ontario Human Rights Commission](#) in order to address the underrepresentation of Black academics among our faculty complement, 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 Black.

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) who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded, and confidentiality is maintained.

Please direct all queries regarding the cluster hiring opportunity, application process, assessment process, and eligibility to the Office of the Vice President, Academic and Provost at [Recruitment.Provost@uwaterloo.ca](mailto:Recruitment.Provost@uwaterloo.ca).

The University is committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge that we live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land promised to the Six Nations that includes ten kilometers on each side of the Grand River.

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

Additional information on this initiative can be found at <https://uwaterloo.ca/provost/cluster-hiring-initiatives>.