



Indigenous Excellence—Faculty of Health (Tenure-Track/Tenured, Assistant Professors/Associate Professors/Professors)

The Faculty of Health, University of Waterloo, is seeking two tenure-track/tenured academic scholars who will contribute to Indigenous excellence in the Faculty of Health and to Waterloo's goal of a culture of equity, diversity, and inclusivity for all through increasing the representation of self-identified Indigenous academics (i.e., status and non-status First Nations, Inuit/Inuk, Métis and those from tribal nations and Indigenous communities across Turtle Island).

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

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 the Faculty of Health can be found at <https://uwaterloo.ca/health/>.

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.

Review of applications will begin on **October 1, 2022**, with an anticipated start date of **January 1, 2023**. Applications will continue to be accepted until the positions are filled. Applicants are also invited to submit an optional letter or oral statement of support from the individual's community that describes the individual's involvement/role within the community, or a statement of lived experience. 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, University of Waterloo., Waterloo, Ontario, N2L 3G1.

All applicants must self-identify as Indigenous in their cover letter. Because this is a special opportunity restricted to self-identified Indigenous 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.

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 Indigenous 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 Indigenous (i.e., status and non-status First Nations, Inuit/Inuk, Métis and those from tribal nations and Indigenous Communities across Turtle Island).

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

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our Indigenous Initiatives Office (<https://uwaterloo.ca/human-rights-equity-inclusion/indigenousinitiatives>).

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.

If you have any questions regarding the position, the application process, assessment process, or eligibility, please contact Lili Liu at deanahs@uwaterloo.ca.
<mailto:deanahs@uwaterloo.ca>.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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