University of Waterloo, School of Optometry & Vision Science

Assistant Professor, Indigenous Canada Research Chair Tier 2, in Optometry and Vision Science

The School of Optometry & Vision Science at the University of Waterloo, within the Faculty of Science, is seeking an outstanding scholar and researcher who may be status or non-status First Nations, Inuk, Métis or from Tribal Nations and Indigenous Communities across Turtle Island, for a NSERC Tier 2 Canada Research Chair (CRC) and full-time, regular tenure-track faculty position at the rank of Assistant Professor. The anticipated start date is July 1, 2022. In the case of an exceptional candidate, an appointment at the rank of Associate Professor will be considered.

The School is looking for candidates with a PhD or equivalent terminal degree in or relevant to the areas of Optometry and Vision Science. Successful applicants will be expected to demonstrate a strong commitment to scholarship and teaching, and develop a robust, externally funded research program that supports a diversity of graduate students and post-doctoral fellows. Evidence of an actively developing research program is required in the areas of eyes, vision, or equitable access to health care, eye care, and health education. Research on leveraging technology and telehealth in eye care is of particular interest. A successful record of Tri-agency or other government-funded research is desirable, and other non-traditional and community research support is welcomed. Indigenous knowledge, epistemologies and methodologies are respected.

Duties include research, teaching in the optometry professional undergraduate program and vision science graduate program, and supervising graduate students. Potential applicants are urged to review the research interests (https://www.uwaterloo.ca/optometry-vision-science/research) of our faculty and the strategic plan Vision2023: Strategic Plan for the University of Waterloo School of Optometry (https://uwaterloo.ca/optometry-vision-science/vision2023-strategic-planning-waterloo-optometry).
Preference will be given to investigators whose expertise is complementary to research in the School (Areas of study | Optometry & Vision Science | University of Waterloo (https://uwaterloo.ca/optometry-vision-science/vision-science-graduate-studies/areas-study). Both optometrists and individuals from other biomedical, public health, and physical science disciplines are encouraged to apply. Applicants who are optometrists should be eligible for a general or academic certificate of registration with the College of Optometrists of Ontario.

The ability to develop and teach a variety of contexts, including in person, on-line and remote delivery is required. The successful candidate will have a reduced teaching assignment during the term of the CRC.

The successful candidate will be appointed as a regular member of the School and will be subsequently nominated for a Tier 2 Canada Research Chair. Nominations for CRC are subject to review by the CRC Secretariat and appointment as a CRC is conditional on their approval (see the CRC terms of reference

(https://www.uwaterloo.ca/optometry-vision-science-graduate-studies/areas-study). The University of Waterloo is committed to providing the candidate with the support required to secure the CRC.

The successful candidate will have obtained a PhD or equivalent within ten years of nomination to the CRC position and will be an outstanding emerging scholar with a demonstrated potential to achieve a significant international reputation in the next five to ten years. Applicants who are more than 10 years from having earned their highest degree and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc. may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process which can be found at: http://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3. The University of Waterloo understands the impact that legitimate career interruptions (e.g. parental leave, leave due to illness) can have on a candidate's record of research achievement and encourages potential candidates to explain in their application the impact this may have on their record; this information will be taken into careful consideration during the assessment process. Please consult the CRC website Canada Research Chairs | Chaires de recherche du Canada (https://www.chairs-chaires.gc.ca) and the Office of Research (https://uwaterloo.ca/research/) for full program information, including further details on eligibility criteria.

The salary range for this position at the rank of Assistant Professor is $100,000 to $130,000. Negotiations beyond this salary range will be considered for exceptionally qualified candidates.

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 Attawandaron, 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. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our Office of Indigenous Relations (https://www.uwaterloo.ca/indigenous/).

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 Indigenous peoples (e.g., First Nations, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+. However, this particular selection process will follow the provisions for a special program as described by the Ontario Human Rights Commission. Your guide to special programs and the Human Rights Code | Ontario Human Rights Commission (https://www.ohrc.on.ca)in order to address the underrepresentation of individuals from equity-deserving groups among our Canada Research Chairs, which has been identified through research Canadian Association of University Teachers, 2018 (https://www.caut.ca/sites/default/files/caut_equity_report_2018-04final.pdf); Council of Canadian Academies, 2012 (https://cca-reports.ca/reports/strengthening-canadas-research-capacity-the-gender-dimension/); Henry et al., 2017 (https://www.ubcpress.ca/the-equity-myth); and Witteman, Hendricks, Straus, & Tannenbaum, 2019 (http://www.thelancet.com/journals/lancet/article/piis0140-6736(18)32611-4/fulltext) to be systemic in nature. As such, this opportunity is open only to individuals who self-identify as an Indigenous person. Improving the representation, participation and engagement of equity–deserving groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025 (https://uwaterloo.ca/strategic-plan).

All applicants to this CRC opportunity are required to self-identify using the self-identification applicant survey at https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX. Because this is a special opportunity for a specific member of the four designated groups, 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 CRC program purposes(s) detailed at: http://www.chairs- chaires.gc.ca/program-programme/equity-equite/index-eng.aspx. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

At Waterloo, the successful applicant will have the opportunity to work across disciplines and collaborate with an international community of scholars and a diverse student body, situated in a rapidly growing community that has been termed a "hub of innovation". Three reasons to apply: https://uwaterloo.ca/faculty-association/why-waterloo.

University of Waterloo is partnering with the search firm Perrett Laver on this appointment. Applications should consist of a full curriculum vitae, a research profile and plan, a statement about teaching interests and philosophy, three confidential letters of reference, and a letter of application that explains how the candidate meets the selection criteria listed in the appointment details. These can be found at www.perrettlaver.com/candidates quoting reference number 5391. Interested candidates are asked to submit applications by **12 p.m. (Eastern Time) on Monday January 24ᵗʰ, 2022.**

If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program please contact the Perrett Laver Researcher Angela Licata at Angela.Licata@perrettlaver.com. For requests for accommodation, please contact Waterloo Occupational Health (occupationalhealth@uwaterloo.ca Karen Parkinson – extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website http://www.perrettlaver.com/information/privacy-policy/

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