

DEPARTMENT CHAIR OF EDUCATIONAL PSYCHOLOGY AND LEADERSHIP STUDIES
UNIVERSITY OF VICTORIA
Faculty of Education

We acknowledge with respect the Lekwungen peoples on whose traditional territory the university stands and the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day.

The Department of Educational Psychology and Leadership Studies invites applications for the position of Associate Professor with tenure, or Professor with tenure, and Chair of the Department of Educational Psychology and Leadership Studies. Rank and status of the appointment will be determined in accordance with the Standard of the Department and the provisions of the Collective Agreement. All applications will be welcomed, but preference will be given to self-identified members of the following groups: Indigenous peoples, women, people with disabilities, and visible minorities. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Indigenous Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, candidate selection will be preferential for Indigenous peoples, women, people with disabilities, and visible minorities. Applicants from these four groups must self-identify in their cover letter, as part of their application package.

Our department is committed to high quality and responsive programs and research with both on-campus and community-based delivery models across the main areas of Educational Psychology, Counselling Psychology, Special Education, Learning, Development & Instructional Sciences, and Leadership Studies. Leaders, counsellors, and educational psychologists support people to be successful-- in all aspects of their lives. Our programs explore the nature of knowledge, its interpretations, and how it's shared.

The department is well-poised for continued development of existing strengths over the next several years. EPLS has a strong track record of establishing and attaining goals, working in creative and collaborative ways to leverage the diverse assets of our department. Department members are interested in innovating on the basis of a range of unique programs driven by community demand and are early adopters and innovators of technological and other tools to enable the wider impact of, and access to, our programs. The work of the department involves both delivery of graduate programs and significant contributions to undergraduate education across the faculty and the wider university community.

Essential criteria

The successful candidate will meet the requirements to be appointed as a tenured Associate Professor or Professor at the University of Victoria and will have a doctoral degree in a field relevant to the work of the Department. Additionally, the successful applicant will demonstrate:

1. Leadership experience including:

- chairing committees
 - leading teams
 - promoting teaching and research excellence
 - promoting consultation and collegiality
 - inspiring and implementing innovation
 - building community among administrative staff, sessional instructors and faculty
 - high level of interpersonal skills
2. Management experience in:
- budget planning and management
 - program planning and logistics
 - administrative affairs
 - exercising good judgement under pressure
 - working on cross-faculty and university committees and initiatives
3. Commitment to:
- working with diverse disciplinary teams
 - promoting equity, diversity and inclusion
 - advocating for and supporting faculty, administrative staff and sessional instructors in their work
 - horizontal and vertical
 - fostering collegial governance within the Department, and with the Deans, and other administrative units of the University
 - supporting student engagement and success
4. Teaching and research excellence

With a proven record of success as a leader, the Chair must be able to maintain the confidence and cooperation of the Department.

Desirable criteria

It will be considered an asset if the candidate can demonstrate:

- Experience working with university-community partnerships
- Experience adjudicating or evaluating faculty
- Understanding of the complexities of working in a unionised environment
- Experience of leading cross-faculty and university committees and initiatives

Please review the [Position Profile](#)

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.

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

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.

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. Any personal information provided will be maintained in confidence.

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

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).

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

The effective date of appointment is July 1, 2020. Applications should include a curriculum vitae, cover letter addressing the criteria for the position, and the names of three referees (which may include one from an Indigenous or community organization). No letters of reference will be considered at this time. Deadline for receipt of applications is February 28, 2020. For more information please contact Dr. Ralf St. Clair, Dean of Education (educdean@uvic.ca). Applications should be sent to:

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