



SEARCH

Three tenure-stream positions for Black scholars, including Tier 2 CRC

Faculty of Education

Open date: October 25, 2023

Submit complete applications by:
January 5, 2024

This search will remain open until the positions are filled.



The Faculty of Education at UBC, one of the world's leading faculties of its kind, invites applications for **three tenure-stream positions for Black scholars, including a Tier 2 Canada Research Chair (CRC).**

Situated on the unceded, ancestral, and traditional territories of the x^wmə0k^wəy'əm (Musqueam) people in Vancouver, Canada, the Faculty of Education at the University of British Columbia (Vancouver campus) invites applications for the positions of:

- A. Tier 2 Canada Research Chair (CRC) in Black Experiences in and through Education** with an academic appointment as an Assistant Professor (tenure-track) or Associate Professor (tenured) in one of the [academic units](#) in the Faculty of Education that is most closely aligned with the successful candidate's research focus.; upon acceptance of this academic appointment, the successful candidate will be nominated by the University for the CRC through Social Sciences and Humanities Research Council (SSHRC).
- B. Assistant Professor (tenure-track) or Associate Professor (tenured) in the area of Teacher Education;** this appointment will be housed in one of the [academic units](#) in the Faculty of Education that is most closely aligned with the successful candidate's research focus.
- C. Assistant Professor (tenure-track) situated in one of the following academic units:**
 - o Department of Educational and Counselling Psychology, and Special Education ([ECPS](#)); or
 - o Department of Language and Literacy Education ([LLED](#)).

This "cluster hire", supported by the UBC [Black Faculty Cohort Hiring Initiative](#), highlights the University's and the Faculty's commitments to enhancing the strength in the area of Black flourishing in education and aims to increase the representation of Black faculty across the spectrum of UBC's teaching and scholarly activities. As a means of community support, the Faculty of Education has established a Black Faculty Circle, a collective of leading and prominent Black scholars in fields across the Faculty of Education, which meets regularly to provide opportunities for advancement, connection, mentorship, and affinity. In addition, the University's Black Faculty Network provides space for Black colleagues to connect and establish community across disciplinary teaching and scholarly areas.

The Faculty of Education and UBC are dedicated to the goal of building a diverse and inclusive academic community. This cluster hire aligns with priorities and goals outlined at the University and Faculty, including the recommendations and calls to action from the [Final Report](#) (2022) of the President's Task Force on Anti-Racism and Inclusive Excellence (ARIE) to increase the number of Black faculty, as well as promoting Black ways of knowing and community making. Furthermore, the recently pledged [Scarborough Charter](#) on Anti-Black Racism and Black Inclusion in Canadian Education, has been a key consideration in framing strategic alignment in proposing these positions. The Charter's first principle - Black Flourishing - remains a guiding principle in this work, as we make progress on the other three principles: Inclusive Excellence, Mutuality, and Accountability. As such, preference will be given to applicants who demonstrate a commitment to and expertise in anti-racist, decolonizing, reconciliation, and social justice approaches to research, teaching, and service, and have a strong commitment to fostering inclusivity and teaching effectively in a welcoming environment. For more information about the Faculty of Education's commitments and work related to equity, diversity, inclusion, anti-racism, and decolonization, please visit [this link](#).

All appointments are expected to commence on July 1, 2024, or as mutually agreed upon between each successful candidate and the University.

POSITION A:

The successful candidate for Position A, the Tier 2 CRC position, will hold a doctoral degree in any disciplinary area represented within the Faculty of Education, with foci on anti-racism education and Black Studies. Pursuant to Section 42 of the BC Human Rights Code and the special program granted by the BC Office of the Human Rights Commissioner, the search for Position A will be restricted to qualified Black scholars. Candidates for this position must: (a) provide evidence of a promising research program and demonstrate a record of high-quality teaching at the undergraduate and graduate levels that demonstrates inclusive excellence; and (b) have a strong record of external funding and will be committed to actively seeking external grants to fund their research program. All CRC nominations are subject to review and final approval by the CRC Secretariat. To meet the criteria of the CRC program, the Tier 2 Chair nominee must: (a) be an outstanding, emerging, world-class researcher who has demonstrated research creativity and the potential to achieve international recognition in the field in the next five to ten years; and (b) have the potential to attract, develop and retain trainees, students, and future researchers; and should propose an original, innovative research program.

The successful candidate as a CRC is expected to: (a) pursue a program of teaching, research, and community engagement that focuses on Black experiences through critical engagement in and through education or related fields, including Black perspectives and anti-racist perspectives for youth, teachers, administrations, counsellors, and service providers; (b) contribute to promoting educational priorities of the Black community, especially those within a Canadian context, and contribute to an increase of Black people in leadership positions through mentorship and graduate supervision; (c) contribute to the Faculty's continuing

effort to understand the impact of and resistance to colonialism and anti-Black racism and collaborate with other UBC initiatives including the forthcoming Centre for Global Black Studies; (d) act as a catalyst in attracting and supervising graduate students from historically underrepresented groups, particularly Black students and students of colour; and (e) work with other researchers in similar scholarly areas within UBC (such as Collaborative Health Education, School of Social Work, and the Institute for Gender, Race, Sexuality and Social Justice) as well as provincially, nationally, and internationally, greatly increasing research and programmatic capacity in addressing this critical area of Black Experiences in and through Education.

The Tier 2 CRC has a term of five years which may be renewed once for a second five-year term. Tier 2 CRCs are intended for exceptional emerging scholars, who have completed their PhD **within the last ten years at the time of nomination**. When considering this requirement, candidates should note there is often a **six-month to one-year** period required after the date of initial UBC appointment to develop and submit the nomination materials to the Canada Research Chairs program. Applicants who are, by then, more than ten years from having earned their highest degree and have experienced legitimate career interruptions (maternity, parental or extended sick leave, clinical training, or family care) may have their eligibility for a Tier 2 CRC assessed through the program's Tier 2 justification process. Please consult the Canada Research Chairs [website](#) for full program information, including further details on eligibility criteria.

In accordance with UBC's CRC Equity, Diversity, & Inclusion Action Plan, and pursuant to Section 42 of the BC Human Rights Code and the special program granted by the BC Office of the Human Rights Commissioner, the search for Position A will be restricted to qualified Black scholars. We welcome applications from Black scholars who are also members of the following federally designated groups: people with disabilities, Indigenous people, racialized (non-Black) people, women, and people from minoritized gender identity groups. **Applicants to Canada Research Chair positions must complete an equity survey as part of the application** (link provided at the time of application), and candidates from these groups must self-identify as Black scholars to be considered for the position. Because the search is exclusive to Black scholars, candidates must also provide their full name on the survey to be considered.

Personal information is collected under the authority of sections 26(a) and 26(c) of the BC Freedom of Information and Protection of Privacy Act. The information you provide will only be used to determine whether you qualify for participation in this hiring process. Data will be collected by the Equity & Inclusion Office and only the names of those who identify as Black scholars will be shared with the search committee. Responses will be stored in a secure database.

POSITIONS B and C:

The successful candidates for Positions B and C will hold a doctoral degree (PhD or EdD). Consideration may be given to promising candidates who are very near completion of a doctoral degree by the time of the appointment as Assistant Professor (tenure-track).

Candidates for Positions B and C must: (a) demonstrate excellence in teaching, research, and service in anti-racist and decolonizing educational approaches; (b) be able to engage in teaching, research, and service that enhances, builds, and responds to Black flourishing in education; and (c) possess broad and substantive knowledge of and successful work experience in anti-racist and decolonizing educational approaches. Preference will be given to candidates for both positions who engage in knowledge mobilization that connects to the K-12 school systems and educational organizations that seek to amplify Black voices, perspectives, experiences and mentoring. Scholars with an interest in attending to representation of Black educators teaching predominantly white students at UBC, and leveraging pedagogical possibilities – such as recruiting Black students into teaching, teaching Black students, teaching on anti-Black racism, and/or engaging with Black literacies, social and mental health and well-being – are encouraged to apply.

Applicants to Position B must have experience with K-12 education and teacher education contexts.

The successful candidates for Positions B and C are expected to: (a) engage in a program of original, externally funded research (e.g., Tri-Agency, foundation, and partnership grants) in anti-racist and decolonizing educational approaches; (b) teach undergraduate and graduate courses in the home Department and Faculty; (c) supervise graduate students; (d) participate in service activities within the home Department, Faculty, University, and in the broader scholarly community; (e) collaborate with scholars within the home Department, across Faculties at UBC, and internationally as a means of enhancing, building, and responding to Black flourishing (for example, within the forthcoming Centre for Global Black Studies); (f) contribute to networks of research, community, mentoring, and support for current and future Black scholars in the Faculty; and (g) engage and work with diverse communities in the area of anti-racist and decolonizing educational approaches. The annual teaching load for each position is 12 credits (equivalent to four courses).

Pursuant to Section 42 of the BC Human Rights Code and the special program granted by the BC Office of the Human Rights Commissioner, the search for Positions B and C will be restricted to qualified Black scholars. We welcome applications from Black scholars who may also identify as Indigenous (First Nation, Métis, Inuit) Peoples, multi-racial persons, persons with disabilities, women, and/or members of 2SLGBTQIA+ communities. Candidates are invited to self-identify through the Applicant Diversity Survey (link to be provided at the time of application), which takes approximately two minutes to complete. All questions are voluntary, with an option to decline to answer. All information collected by the Equity & Inclusion Office (EIO) will remain confidential and any reported data will be in aggregate form shared with the search committee chair to track intersectional diversity and support an equitable and meritorious search process.

For candidates applying to Position B – the University of British Columbia's Faculty of Education offers BC's largest and most comprehensive teacher education program, the only one that includes all teachable subjects for secondary education, along with an elementary

& middle years option. We are also proud to be one of Canada's only International Baccalaureate-recognized teacher education programs. In addition, the Faculty offers an extensive graduate program, professional development options for teachers, and BC's longest-running teacher education program for those of Indigenous heritage (NITEP). The West Kootenay Teacher Education Program (WKTEP) and the Remote and Rural Education (RRED) are delivered outside the Lower Mainland in response to calls for equitable, accessible and innovative delivery of programs. We are committed to preparing teachers for their responsibilities as educators in digital, local, provincial and global contexts. For more information, please visit [this link](#).

For candidates applying to Position C:

- [ECPS](#) is the largest of the six academic units in UBC's Faculty of Education, with 40+ tenure-stream faculty members across five program areas, including: Counselling Psychology; Human Development, Learning, and Culture; School and Applied Child Psychology; Special Education; and Measurement, Evaluation and Research Methodology. We have a very talented and diverse pool of 400 graduate students, which includes 100 PhD students. We offer opportunities for students to be actively engaged in research, as well as offer praxis-focused Masters-programs and clinical training programs in School and Counselling Psychology. The Department has strong ties to schools, community, relevant governmental agencies, as well as other units across campus. We are a very supportive and collegial department with a strong focus on diverse scholarship and under-represented perspectives.
- [LLED](#) is a collective of educators committed to social justice in our work with students, colleagues, partners, and community members. We recognize that language and literacy education perpetuates systems of privilege and oppression, but it can also transform these conditions. As leaders in the field, we aim to establish antiracist, decolonial, and sustainable communities that affirm human, linguistic, and epistemological diversity and equity. Our research and teaching areas focus on critical and anti-oppressive approaches to language and literacy education; Indigenous language and literacy education; digital media, cultures and technologies in language and literacy education; arts-based, literary and embodied learning in literacy and language education; language and literacy learning and teaching in multilingual, multicultural, and multimodal contexts, as well as theories and methodologies for literacy and language education research.

ALL POSITIONS (A, B, and C):

UBC is a global centre for research and teaching, consistently ranked among the top 20 public universities in the world. The UBC Faculty of Education is one of the leading Faculties of its kind in the world, tied 1st in Canadian rankings and ranked 10th globally. Our work advances educational research and understanding of teaching and learning in a way that affirms diversity, equity, and innovation, and takes part in international collaboration in an interdependent globe. We provide a comprehensive set of programmatic offerings at

the baccalaureate, magisterial, and doctoral levels. For more information on the Faculty of Education, please visit [this website](#).

These positions are tenure-track or tenured (Positions A and B) or tenure-track only (Position C) in the Professoriate stream. For appointment to Assistant Professor, the successful candidate will be reviewed for reappointment, promotion, and tenure in subsequent years in accordance with the Collective Agreement. For appointment to Associate Professor, the appointment (rank and tenure) is subject to a positive review of the successful candidate's record of achievements based on UBC's appointment and tenure criteria as specified in the Collective Agreement, following the University's established appointment processes. For more information on the review process and criteria for promotion in this stream, please visit [this link](#). These positions are subject to final budgetary approval. Starting salaries are determined both by the successful candidates' qualifications and experience and by their placements on the career progress increments scale within the Faculty of Education. UBC offers a comprehensive benefits package as well as housing assistance to tenure stream faculty, including the [Down Payment Assistance Program](#), the [Prescribed Interest Rate Loan Program](#), and [on-campus rental housing](#) at competitive rates.

The following commitments have been established by the University through the [Black Faculty Cohort Hiring Initiative](#) and apply to all three positions in this cluster hire:

- UBC acknowledges that certain circumstances may cause career interruptions that legitimately affect an applicant's record of research achievement. We encourage applicants to note in their applications whether they would like consideration given to the impact of any such circumstances due to health, family, or other legitimate reasons in order to allow for a fair assessment of their research productivity.
- UBC is committed to supporting candidates within a dual career household. Inquiries about spousal/partner employment may be directed to the Faculty of Education Dean's Office at educ.hr@ubc.ca.
- UBC is committed to creating and maintaining an accessible work environment for all members of its workforce. Within this hiring process, we will make efforts to create an accessible process for all candidates (including but not limited to people with disabilities). If you have any questions regarding accommodations or accessibility during the recruitment and hiring process or need more information and other support, please visit UBC's Center For Workplace Accessibility website at [this link](#) or contact the Centre at workplace.accessibility@ubc.ca. Alternatively, applicants requiring accommodations to participate in the hiring process may contact Shruti Asokan, Executive Assistant to Associate Deans, at shruti.asokan@ubc.ca.

Interested candidates are invited to submit an application package that includes:

- (i) a cover letter (please indicate if you are a Canadian citizen or permanent resident **and** to which position[s] you are applying - Position A, Position B, and/or Position C);
- (ii) curriculum vitae;
- (iii) a statement of research philosophy;

- (iv) evidence of teaching effectiveness and excellence (including course outlines and student evaluations, if available);
- (v) two or three sample publications that are most relevant to the position(s) applied to;
- (vi) an EDID statement that describes and documents your contributions to equity, diversity, inclusion, and decolonization (EDID) through your teaching, research, service, and community engagement, addressing the following three areas: (1) understanding of and knowledge about EDID, (2) track record in advancing EDID, and (3) future plans for EDID; and
- (vii) names and contact details of three references. Letters of reference will only be requested from candidates who are advancing to the next stage in the search process.

Applicants are encouraged to include in their application materials how their knowledge, background, lived experiences, and engagement with Black students and communities have informed their teaching, research, and service.

Complete applications must be provided in the format of one bookmarked PDF file addressed to Dr. Reginald D'Silva, Associate Dean, Equity & Strategic Programs, and sent electronically to Shruti Asokan, Executive Assistant to Associate Deans, at shruti.asokan@ubc.ca.

While the search remains open until the position is filled, interested applicants are encouraged to submit their complete application package by **January 5, 2024**. Questions regarding this search and the application deadline should be directed to Dr. Reginald D'Silva, Associate Dean, Equity & Strategic Programs, c/o Shruti Asokan at shruti.asokan@ubc.ca.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the BC Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, and age, who also identify as a First Nation, Metis, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. To comply with the Government of Canada's reporting requirements, the University gathers information about applicants' status as either a permanent resident of Canada or Canadian citizen. Applicants need not identify country of origin or current citizenship; however, as mentioned above, all applications must indicate if you are a Canadian citizen or permanent resident in the cover letter by including one of the following statements in the cover letter:

- Yes, I am a citizen or permanent resident of Canada; or
- No, I am not a citizen or permanent resident of Canada.

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