

## **Canada Research Chair - Health Disparities and Public Health - Tier 2 Tenure-Track Position at the Rank of Assistant or Associate Professor**

Position # 002559TT-2024-SWKCRC

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The University of Windsor's School of Social Work in the Faculty of Arts, Humanities and Social Sciences, seeks applications for a tenure track (or tenured) Assistant or Associate Professor position – Tier 2 Canada Research Chair in Health Disparities and Public Health with a preference for a person who self-identifies as a woman or minority sexual orientation and/or gender identity individual, commencing as early as September 2024.

In pursuit of the University's commitment to employment equity, members from the designated groups are encouraged to apply and to self-identify. These groups include women, Indigenous/Aboriginal (First Nations, Métis, Inuit) persons, racialized persons, persons with disabilities, and persons of a minority sexual orientation and/or gender identity.

### **Canada Research Chair Position**

The University of Windsor invites applications from emerging scholars for the position of a Tier 2 SSHRC or CIHR Canada Research Chair (CRC) in Health Disparities and Public Health, and encourages **woman-identified or minority sexual orientation and/or gender identity** individuals to apply. This position will be appointed to the School of Social Work in the Faculty of Arts, Humanities and Social Sciences (FAHSS) at the rank of Assistant or Associate Professor (tenure-track or tenured) with an anticipated start date of September 2024. The Tier 2 CRC program is intended for exceptional emerging scholars (i.e., an individual who has been an active researcher in their field who is normally within 10 years of their PhD conferral), recognized by their peers as someone who is performing high impact research and/or creative activity at the national and international level, and has the potential to lead in this field for the foreseeable future. The successful applicant should, at a minimum, be an Assistant or Associate Professor, or possess the necessary qualifications to be appointed at these levels. The rank of the Chair will be assessed based on experience and qualifications. This position is subject to final budgetary approval and approval of the nomination by the Tri-agency Institutional Programs Secretariat (TIPS).

FAHSS is the largest Faculty on campus with approximately 5,000 full and part-time students. We offer over fifty-degree programs and a wide range of unique undergraduate certificates and minors in the fine and performing arts, the humanities, and culture, as well as in the social sciences - home to accredited professional programs in Social Work and Psychology. FAHSS is home to four PhD programs and eleven Master's programs. With two FAHSS Canada Research Chairs (one SSHRC and one CIHR), the Faculty is strongly committed to excellence in research, scholarship and creative activities.

Preference will be given to candidates whose research focuses on complex public health responses to inequities in the social and structural determinants of health. A Canada Research Chair will produce pathbreaking research and scholarship on conventional and emerging approaches to managing public health and the social justice and health equity implications for diverse Canadian communities.

The CRC will foster new partnerships and research directions through engaging with our local, provincial, national and international communities. The successful candidate for the CRC in Health Disparities and Public Health will play a key leadership role within the School of Social Work and FAHSS in providing mentorship across the Faculty to build and augment the research excellence that will be impactful for our community and ecosystem.

The CRC will work to advance the research and creative programs and outcomes of researchers across FAHSS and will advance as a leader in research and/or creative activity within the national and international context. The CRC will be responsible for elevating the University's research excellence and reputation while contributing to successfully secure external research funding and building research capacity.

The University of Windsor has a long-standing history of excellence in the area of health and public health. The University of Windsor is committed to interdisciplinary health research, an exemplar of which includes the [WE-SPARK Health Institute](#), a unique partnership led by the University of Windsor which has formally engaged our four regional hospitals and our local community college to advance health research and education. With the planning for construction of a new acute care hospital in the Windsor-Essex region well underway, these partnerships provide an outstanding opportunity for collaborative health research. The University of Windsor is also proud to be launching new undergraduate programs in Interdisciplinary Health Sciences, and graduate programs including the Master of Science in Translational Health Science, and the proposed Master of Public Health (MPH). The University of Windsor collaborates closely with various regional health authorities as we continue to strengthen and amplify our commitment to public health and training opportunities in our region.

University of Windsor researchers have engaged in decades of high-impact scholarship, graduate education, and community engagement in the realities of the social determinants of health. This new Tier 2 CRC in Health Disparities and Public Health will build on existing and new external partnerships while further strengthening the connections and collaboration across FAHSS, the Faculty of Science, the Faculty of Human Kinetics, the Faculty of Law, and the Faculty of Nursing.

**Lived Experience Statement**

In pursuit of the University's equity goals, as outlined in the [University of Windsor's Equity, Diversity, Inclusion Action Plan](#) and in accordance with the [CRC Secretariat's policies on equity, diversity, and inclusion](#), the University is prioritizing applications from candidates who self-identify as women or minority sexual orientation and/or gender identity. The University of Windsor understands that one's gender expression takes many forms and welcomes applications from any candidate who identifies as a woman or minority sexual orientation and/or gender minority, including, but not limited to, applicants who may identify as Two-Spirit, transgender, and/or non-binary. In alignment with the University's employment equity policies, applicants are also encouraged to self-identify as racialized people, persons with disabilities, Indigenous peoples (First Nations, Inuit, Métis), and/or LGBTQ2S+. The lived experience of all applicants from equity groups will be taken into consideration as applicable to the posted position.

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

**The following criteria apply to candidates being considered for this position:**

The ideal candidate for the Tier 2 Canada Research Chair in Health Disparities and Public Health will be expected to satisfy the following:

- An exceptional emerging scholar with a Ph.D. in public health, interdisciplinary health studies, or a social science discipline with a focus on health inequities in addition to an MSW. The candidate will be expected to propose an original, innovative research program of high-quality pathbreaking research that addresses the health inequities experienced by diverse Canadian communities and promotes social justice. Preference will be given to candidates who have demonstrated outstanding leadership in understanding and addressing inequities in social and structural determinants of health through their research on public health policies and/or programs.
  - An emerging scholar is defined as a researcher who has obtained their PhD within the last 10 years at the time of nomination. Applicants who have more than 10 years from having earned their Ph.D. degrees (and where career breaks exist such as maternity, parental or extended sick leave, clinical training, etc.) may still be eligible through the CRC Tier 2 justification process. Please contact the Office of Research and Innovation Services, [Hpratt@uwindsor.ca](mailto:Hpratt@uwindsor.ca) [mailto:](mailto:Hpratt@uwindsor.ca)for more information. Please also consult the Canada Research Chairs website for more information regarding eligibility criteria and program information [https://www.chairs-chaieres.gc.ca/program-programme/nomination-mise\\_en\\_candidature-eng.aspx](https://www.chairs-chaieres.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx).
  - The candidate will be required to have a MSW in order to be appointed in the School of Social Work
- A record of successes (or the potential for successes) in establishing, conducting, coordinating, and leading multi-disciplinary and collaborative research programs. This includes fostering relationships with the external community and stakeholders (e.g., governments and agencies) related to health disparities and public health. The successful candidate will establish a research program that compliments the interdisciplinary research environment existing in FAHSS, including collaborations with the Black Studies Institute and Indigenous scholars, and scholars across the university's research community. The chairholder should have the potential to attract, develop and retain excellent trainees, students and future researchers.
- The ability to supervise undergraduate and graduate students as well as postdoctoral fellows. The University of Windsor is especially interested in candidates who are committed to advancing equity, diversity, and inclusion within the learning and research environment and who have a track record of or the potential for attracting, developing, retaining, and working with diverse, excellent trainees, students, and future researchers from equity groups. This includes making learning accessible and inclusive for a diverse student population and providing mentorship and support to students and trainees from equity groups.
- The chairholder should have demonstrated the potential to achieve or further augment their international recognition in their discipline in the next five to ten years.

The initial term of the Tier 2 CRC is five years with the possibility of renewal subject to satisfactory performance review as per [CRC policies and guidelines](#), described at <https://www.chairs-chaieres.gc.ca/>. The expiration of the Tier 2 CRC term will not impact the tenure-track appointment.

**The University of Windsor**

This opportunity aligns with the bold imperatives of the University of Windsor's strategic plan, [Aspire: Together for Tomorrow](#), ratified in Spring 2023. The University embraces a people-first philosophy grounded in a culture of research and academic excellence and deep belonging. Among key strategic priorities are advancing the journey towards truth and reconciliation; building a [just, equitable, diverse, and inclusive, university](#); engaging in impactful research, scholarship, and creative activity; ensuring high-quality teaching, learning, and student experience; fostering a safe, welcoming, and sustainable campus; and engaging in local and global partnerships. The University has already made significant strides on many of these key opportunities, and we are seeking candidates interested in working alongside us to advance them even further. Driven by the University's commitment to anti-racism, the [Black Studies Institute](#) was established in 2023 supported by a historic [cohort hiring initiative](#) that has welcomed thirteen Black scholars to the University of Windsor across several of our faculties. The recent cohort of new Black scholars joining the University is among the most diverse in our history.

Our campus is situated on the traditional territory of the Three Fires Confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomi. We are making steady progress on the [Indigenization](#) of academic programming, developing an Indigenous Strategic plan, and have supported a cohort hire of Indigenous scholars in 2018-19 which has been followed with additional hiring of Indigenous scholars across our campus community. Our students mirror the extraordinary cultural richness of our region, one of the most diverse in all of Canada. We have numerous strong

global partnerships and commitments, which are reflected in the increasing number of graduate and undergraduate students we attract from across the world. Our exceptional international partnerships enable and enhance our global research and innovation activities, making the University of Windsor an ideal institution to support a Canada Research Chair in internationalizing their research programs. The University is a signatory to the Scarborough Charter, participates in the Federal 50/30 Challenge, and endorses the Government of Canada's Dimensions Charter.

The University of Windsor is a Canadian public, comprehensive research university enrolling over 16,000 students, including 5,700 graduate students. It offers more than 280 academic programs and certificates, including 70 master's and doctoral degrees across its nine faculties: Arts, Humanities, and Social Sciences; Business; Education; Engineering; Graduate Studies; Human Kinetics; Law; Nursing; and Science. It also houses a medical program through the Schulich School of Medicine and Dentistry at Western University. Our current tenured and tenure-track faculty numbers are close to 600 scholars from across a breadth of disciplines that support our comprehensive academic and research core competencies.

**Application Requirements:**

- A letter of application demonstrating how you meet the selection criteria outlined above, including a statement of citizenship/immigration status and describing, if applicable, the impact that career interruptions may have had on research productivity (1 – 2 pages).
- A curriculum vitae.
- A research statement that includes your vision for the next 3-5 years, including your future research agenda and ideas for enhancing the research culture of the University of Windsor. (5 pages maximum)
- A teaching statement that describes your teaching philosophy, interests, history and evidence of teaching effectiveness. (2 pages maximum).
- An equity, diversity and inclusion (EDI) statement on your contributions to inclusive excellence in teaching, research, or service in academic, professional or community contexts, including a description of how you will advance the University's commitment to fostering an equitable, diverse, and inclusive campus and research community (2 pages).
- Up to four (4) samples of most significant scholarly work.
- List of three (3) referees including only their names and contact information.

The University understands that there may have been breaks in research and scholarly activity for a variety of reasons, including equity considerations (e.g., gaps resulting from caregiving responsibilities or disability), and/or as a result of the COVID-19 pandemic. These gaps will not adversely impact the assessment of candidate files. Support is available to assist candidates with the recruitment and application process; therefore, early expressions of interest are encouraged.

The short-listed candidates may be invited to provide further information in support of their applications. To ensure full consideration, complete an **online application** (<http://www.uwindsor.ca/facultypositions>) found on the job advertisement by **June 17, 2024 (Deadline extended)**. Applications may be considered after the deadline date; however, acceptance of late submissions is at the discretion of the appointments committee.

**Any questions may be sent to:**  
**Dr. Shanthi Johnson, Vice-President, Research and Innovation,**  
**Tel: (519) 253-3000 Ext. 5003**  
**E-mail: [vpri@uwindsor.ca](mailto:vpri@uwindsor.ca)**

The University of Windsor is a welcoming community committed to equity and diversity in our teaching, learning, and work environments. In pursuit of the [University's Employment Equity Plan](#), members from the designated groups (Women and whom self-identify as a Woman and gender minorities) are encouraged to apply and self-identify. We also encourage applications from candidates who self-identify as women and as racialized, Indigenous, a person with disability, and/or LGBTQIA2S+. We realize the potential impact that career interruptions can have on a candidate's record of research and achievement. Candidates are encouraged to explain in their applications the impact that career interruptions may have had on their record of research achievement. Further details on "Career Interruptions" may be found at CRC's Guidelines to ensure a fair and transparent recruitment and nomination process at [https://www.chairs-chaires.gc.ca/program-programme/admin\\_guide-eng.aspx](https://www.chairs-chaires.gc.ca/program-programme/admin_guide-eng.aspx). If you need accommodation for any part of the application and hiring process, please notify the Faculty Recruitment Coordinator ([recruit@uwindsor.ca](mailto:recruit@uwindsor.ca)). Should you require further information on accommodation, please visit the [Office of Human Rights, Equity & Accessibility](#) website. All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority. This position is subject to final budgetary approval.

The University of Windsor is committed to employment equity. It supports reaching and maintaining a diverse and inclusive representation amongst the Canada Research Chair holders at the University of Windsor along with the goal of excellence in research and Highly Qualified Personnel (HQP) training and development. For further details on the University of Windsor's commitment to CRC equity, diversity, and inclusion, please visit <https://www.uwindsor.ca/research-innovation-services/608/crc-equity-diversity-and-inclusion>.

For more information on the University of Windsor, please visit the University website at <http://www.uwindsor.ca>.