



## **Assistant or Associate Professor in Black Health and Social Change**

The School of Kinesiology and Health Studies at Queen's University invites applications for a Queen's National Scholar (QNS) tenure-track faculty position at the rank of Assistant Professor or a tenured faculty position at the rank of Associate Professor in Black Health and Social Change. The QNS in Black Health and Social Change is one of five QNSs being recruited this year in support of Queen's interdisciplinary Black Studies program and planned BA Minor/General in Black Studies. The preferred starting date is July 1, 2021. Further information on the Queen's National Scholar Program can be found on the website of the Office of the Vice-Principal (Research) at: <https://www.queensu.ca/vpr/prizes-promotions/national-scholars-program>.

Applicants must self-identify as Black persons including those from Africa or of the African diaspora (e.g. African and Africa descended people from the Caribbean, North America, Europe, or Latin America).

Candidates must have a completed PhD at the start date of the appointment and must have an active research program focused on the health of Black communities and/or on anti-Black racism and social transformation. Successful candidates may specialize in a wide variety of areas including social epidemiology, environmental racism and justice, critical health promotion, global health, health systems and policy, social determinants of health, political economy, science and technology, critical prison studies, reproductive justice, bioethics, and histories and theories of race, colonialism and medical culture. Preference will be given to candidates whose application demonstrates a strong commitment to the principles of equity, diversity and inclusion. The successful candidate's research area will complement current faculty research and our focus on critical health promotion and socio-cultural studies of health within the School of Kinesiology and Health Studies at Queen's University. More information about the School of Kinesiology and Health Studies, including our mission and values can be found [here](#).

As a Queen's National Scholar, the ideal candidate will clearly demonstrate three main attributes:

- 1) Excellence in providing rich and rewarding learning experiences to students;
- 2) Excellence in developing innovative, collaborative or interdisciplinary research programs that align with Queen's priorities; and
- 3) A demonstrated commitment to the principles of equity, diversity, and inclusion.

Further information on teaching and research priorities at Queen's is available in the Queen's Academic Plan, found via: <https://www.queensu.ca/strategicplanning/academic> and the Queen's Strategic Research Plan, found via: <https://www.queensu.ca/strategicplanning/research>.

The successful candidate will:

- Provide evidence of high-quality scholarship that demonstrates independent research potential leading to peer-assessed publications or other outputs appropriate to the aims of their research and/or advocacy work and their career development
- Have strong potential for securing external research funding
- Demonstrate outstanding teaching contributions at both the undergraduate and graduate levels
- Have the capacity to teach in the multidisciplinary undergraduate BA Minor/General in

Black Studies as well as the School of Kinesiology and Health Studies' undergraduate Health Studies, Master's and PhD programs

- Demonstrate commitment to ongoing academic and pedagogical excellence in support of Health Studies and Black Studies in the Faculty of Arts and Science
- Provide evidence of an ability to work in a collegial and collaborative manner in an interdisciplinary and student-centered environment

The successful candidate will be expected to make contributions through service to the School, the Faculty, the University, and/or the broader community. Salary will be commensurate with qualifications and experience.

People from across Canada and around the world come to learn, teach and carry out research at Queen's University. Faculty and their dependents are eligible for an extensive benefits package including prescription drug coverage, vision care, dental care, long term disability insurance, life insurance and access to the Employee and Family Assistance Program. You will also participate in a pension plan. Tuition assistance is available for qualifying employees, their spouses and dependent children. Queen's values families and is pleased to provide a 'top up' to government parental leave benefits for eligible employees on maternity/parental leave. In addition, Queen's provides partial reimbursement for eligible daycare expenses for employees with dependent children in daycare. Details are set out in the Queen's-QUFA Collective Agreement. For more information on employee benefits, see [Queen's Human Resources](#).

Additional information about Queen's University can be found on the [Faculty Recruitment and Support website](#). The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe peoples, in historic Kingston on the shores of Lake Ontario. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural, recreational, and creative opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

Queen's University has developed a special program, as described by the Ontario Human Rights Commission, in connection with the search to fill this position.

This opportunity is open only to qualified individuals who self-identify as Black persons, including those from Africa or of the African diaspora (e.g. African and Africa descended people from the Caribbean, North America, Europe, or Latin America). Recognizing the intersectionality of identities within Black communities, applications from Black candidates who also, for example, identify as women, persons with disabilities, and 2SLGBTQ+ persons are welcome. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

To comply with federal laws, the University is obliged to gather statistical information as to how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applications must include one of the following statements: "I am a Canadian citizen / permanent resident of Canada"; OR, "I am not a Canadian citizen / permanent resident of Canada". Applications that do not include this information will be deemed incomplete.

In addition, the impact of certain circumstances that may legitimately affect a nominee's record of research achievement will be given careful consideration when assessing the nominee's research productivity. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.

A complete application consists of:

- a cover letter (including one of the two statements regarding Canadian citizenship / permanent resident status specified in the previous paragraph);
- a current Curriculum Vitae (including a comprehensive list of publications, awards and grants received);
- a statement of current and prospective research interests;
- a statement of teaching interests and experience (including teaching outlines and evaluations if available);
- a statement of experience in, and commitment to, facilitation and promotion of equity, diversity and inclusion and,
- a minimum of three letters of reference, preferably from more than one university or other appropriate institutions; at least one must be at arm's length. Reference letters should be dated, and include the referee's name, position, department, institution, email address and telephone number, the name of the nominee, and the period of time and the capacity in which the referee has known the nominee. Reference letters should be sent to Dr. Kyra Pyke, SKHS Director at [skhs.admin@queensu.ca](mailto:skhs.admin@queensu.ca) or by hard copy to the address below.

The deadline for applications is **April 30, 2021**. Applications received after the deadline will be reviewed only if the position remains unfilled.

Applicants are encouraged to send all documents in their application package electronically as PDFs to Dr. Kyra Pyke, Director at [skhs.admin@queensu.ca](mailto:skhs.admin@queensu.ca) although hard copy applications may be submitted to:

Dr. Kyra Pyke, Director  
School of Kinesiology and Health Studies  
SKHS Building, 28 Division Street  
Queen's University  
Kingston Ontario CANADA K7L 3N6

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact Dr. Kyra Pyke in the School of Kinesiology and Health Studies via [skhs.admin@queensu.ca](mailto:skhs.admin@queensu.ca) or by Telephone at: 613-533-6601

Academic staff at Queen's University are governed by a [Collective Agreement](#) between the University and the [Queen's University Faculty Association \(QUFA\)](#), which is posted at <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> and at <http://www.qufa.ca>.

Appointments are subject to review and final approval by the Principal. Candidates holding an existing tenure- track or continuing-adjunct appointment at Queen's will not be considered.