

Wilfrid Laurier University Black Faculty Cohort Hire: Assistant, Associate and Full Professors

LAND ACKNOWLEDGEMENT

Wilfrid Laurier University is located on the Haldimand tract, traditional territory of the Neutral, Anishinabe and Haudenosaunee peoples. This land is part of the Dish With One Spoon Treaty between the Haudenosaunee and Anishnaabe peoples and symbolizes the agreement to share, protect resources and not to engage in conflict. Today, this gathering place is home to many First Nations, Métis and Indigenous peoples from across Turtle Island. Laurier recognizes, honours and respects these nations as the traditional stewards of the lands and water on which Laurier is now present.

POSITION DESCRIPTION

Wilfrid Laurier University is pleased to announce the commencement of its Inclusive Excellence initiative to hire at least six Black full-time tenured and tenure-track scholars. We are truly passionate about this initiative, and our efforts to intentionally build a thriving community. As a multi-campus, multi-community university, Laurier is known for offering unique programs that make each campus its own, while retaining the essence of Laurier's strong community culture that binds us together. We are excited to engage with scholars and further enhance the university's diverse ways of engaging community, teaching, research and scholarship. The available positions align with the inclusive community and Indigeneity themes in the [Laurier Strategy](#) and as part of the university's broader efforts to advance strategic academic and research goals and enhance academic excellence and student experience.

Successful candidates must belong to one or more of the ethno-cultural groups across the African diaspora and have lived experiences of being racialized/Black. Successful candidates will have the opportunity to join and benefit from the support of the newly established Black Academic and Staff Caucus. Successful candidates will be part of a growing number of Black faculty across Laurier's campuses and will be supported in their careers by their home departments, faculties, and central administration. Black scholars joining Laurier through this Inclusive Excellence cohort program will be warmly welcomed by departments and colleagues that are committed to EDI and have in place a supportive onboarding and retention strategy.

OPEN POSITIONS

Positions are open to scholars from all ranks and from the following disciplines:

FACULTY OF ARTS

The faculty is seeking a scholar whose research program addresses the intersection of race, representation, media and culture to join the Department of Communication Studies and a

scholar with a humanities scholarly approach to the study of religion to join the Department of Religion and Culture.

See the [Faculty of Arts page](#) to learn more about the faculty.

FACULTY OF HUMAN AND SOCIAL SCIENCES

The faculty is seeking a scholar to join the Leadership Studies program whose PhD is in the fields of Leadership, Leadership Studies or Organizational Leadership, or whose doctoral work and research is leadership focused within their field of study. The future colleague would have a strong interest in leadership pedagogy and leadership development.

See the [Faculty of Human and Social Sciences page](#) to learn more about the faculty.

FACULTY OF LIBERAL ARTS

The faculty is seeking a scholar to join the User Experience Design (UX) Program who has a PhD in one of the following areas: Human Factors, Human-Computer Interaction, Information Science, Systems Engineering, Anthropology, Software Design, or similar. Alternatively, the individual could have a terminal degree (including MFA or MDes) plus leadership experience in UX Design practice.

See the [Faculty of Liberal Arts page](#) to learn more about the faculty.

FACULTY OF MUSIC

The faculty is seeking a music scholar (broadly defined as a performer, composer, conductor and/or academic researcher) whose expertise explores “classical” and/or “non-classical” music traditions. Expertise in any African music or music of the African diaspora (in traditional,

classical, jazz or popular styles, broadly interpreted) would be welcomed. Teaching will be based on the candidate's expertise and could include existing or new coursework. The candidate's work will help develop and expand the curriculum at the Faculty of Music, diversify repertoire in the school, and support the school's interest in growth and innovation. Interdisciplinary work or scholarship across the university and in the community is strongly encouraged.

See the [Faculty of Music page](#) to learn more about the faculty.

FACULTY OF SCIENCE

The faculty is seeking a scholar to join the Department of Geography and Environmental Studies, focused on conducting research and graduate teaching and training in Environmental Studies. Depending on the scholars' specific research interests, the candidate will conduct research and graduate student training in strategic priority areas in anti-Black racism, environmental racism, environmental justice, urban environmental challenges, racial dimensions of environmental policy and Black geographies.

See the [Faculty of Science page](#) to learn more about the faculty.

LYLE S. HALLMAN FACULTY OF SOCIAL WORK

The faculty is seeking a scholar who can help to strengthen the faculty's curriculum and conduct research on anti-Black racism, particularly informing macro practice (community organizations, social policy, organizational leadership and change, social change and social movements).

Depending on the scholar's area of research, they could explore innovative areas of research and teaching relative to areas such as critical child welfare, aging within racialized communities, addictions, and criminalized bodies.

See the [Faculty of Social Work page](#) to learn more about the faculty.

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LAZARIDIS SCHOOL OF BUSINESS & ECONOMICS

Successful candidates will be emerging or respected scholars and teachers in all career stages who hold a PhD (or ABD), including those who are suitable for appointment at the rank of assistant, associate and full professor. Successful candidates' research should support and enhance at least one area of priority listed above. Laurier prides itself on the student experience and encourages interest from candidates who have a commitment to teaching undergraduate and graduate students, effective pedagogy and enhancing the student experience. Laurier is particularly interested in scholars who will enhance the academic standing and culture of the university as it continues to evolve rapidly into a more research-intensive, comprehensive university. Evidence of potential for or history of a strong research program is strongly desired.

HOW TO APPLY

Qualified candidates are encouraged to apply by including the following in their application. Please note that additional materials may be requested through the review process as required by the home department.

- a letter of interest including the candidate's research and teaching interest and where this best aligns with Laurier's academic programs;
- a curriculum vitae;
- a statement on teaching philosophy, and any evidence of teaching effectiveness (such as a course syllabus, a peer teaching review, or student feedback);
- sample publication, report or other scholarly output;
- the names and contact information of three referees; and
- candidate statement:

- a statement that includes their lived experience of being racialized/Black.
- statement can be included in the statement of interest or cover letter.

Applications can be addressed to **Mike Young**, executive search associate and submitted electronically to myoung@boyden.com. Review of applications will **begin on Oct. 29** and will continue to be collected and evaluated until all the Inclusive Excellence cohort positions are filled. Candidates are encouraged to apply early interested as applications will be reviewed on a rolling basis.

Wilfrid Laurier University is committed to employment equity and diversity. Laurier welcomes applications from qualified members of equity-seeking groups. All qualified candidates are encouraged to apply; however, as per Canadian immigration laws, Canadians and permanent residents will be given priority. To comply with the Government of Canada's reporting requirements, the university is obligated to gather information about applicants' status as either permanent residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenships; however, all applicants must include one of the following statements in their cover letter:

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

Applicants are encouraged to address any career interruptions or special circumstances that may have affected their record of research and teaching, in accordance with Tri-Council definitions and guidelines.

Laurier strives to make our application process accessible and provides accommodations for both applicants and employees as outlined in [Policy 8.7](#). If you require assistance applying for this position, would like a copy of this job description in an accessible format, or would like to discuss accessibility and accommodations during the recruitment process, please email equity@wlu.ca.