



McGill

JOB POSTING TITLE:

Assistant or Associate Professor, Systemic Racism & Health, Department of Epidemiology, Biostatistics & Occupational Health (L000674 EBOH), Faculty of Medicine & Health Sciences

ADDITIONAL JOB DESCRIPTION**Position description**

The Department of Epidemiology, Biostatistics & Occupational Health (EBOH) invites applications for a tenure track position at the rank of Assistant or Associate Professor for a candidate with research expertise on the epidemiology of racial inequalities in health. The ideal candidate will have substantive research interests in the effects of systemic racism and its effects on population health and/or interventions to improve the health of racialized populations and address inequalities. Competitive candidates will also possess demonstrated or strong potential for excellence in teaching.

Systemic racism, in North America and globally, harms health through multiple adverse physical, social, and economic exposures that accumulate over the life course and across generations. Effective research to address these systemic inequalities will have substantial public health impact. McGill's EBOH department has a strong substantive and methodological research program in health inequalities, social determinants of health, and impact evaluation, but aims to strengthen its expertise in systemic racism, providing natural connections to university-wide efforts to address the lasting effects of historic injustices that continue to challenge equal opportunities in Canada and beyond. This position will also complement ongoing efforts to advance research on social determinants of health, which is a priority investment for McGill's School of Population and Global Health.

This position is part of a multi-year interdisciplinary initiative designed to strengthen and support research innovation and excellence in African and Black Studies at McGill, while simultaneously addressing the under-representation of Black faculty in the tenure stream, as laid out in both the University and the Faculty of Medicine and Health Sciences Action Plans to Address Anti-Black Racism 2020-2025.

Job Duties

The EBOH department develops world-class research consistent with McGill's international reputation as a top-ranked university. Tenure-track faculty in EBOH enjoy guaranteed 12-month salary, periodic sabbatical leave, an emphasis on a manageable balance of research, teaching, and service obligations, and access to an enthusiastic and sharp pool of graduate students. The candidate will be expected to build a dynamic, independent program of research focused on systemic racism or racial inequalities in health. The candidate will be actively involved in all aspects of McGill's academic mission (research, teaching, supervision of graduate students, and involvement in academic and administrative committees) and will demonstrate a commitment to advancing equity, diversity and inclusion in these

activities. McGill faculty members are expected to contribute to service activities within their units, the University, and the wider scholarly community.

Qualifications and Education Requirements

Applicants must hold a PhD or equivalent advanced degree with a research focus on systemic racism or racial inequalities in health. The ideal candidate will possess research training and experience in the epidemiology of racial inequalities in health, systemic racism, and/or social epidemiology, and will have proven excellence or high potential for excellence in their field. Applicants with background and training in other social science disciplines (e.g., economics, psychology) with a research focus on systemic racism or racial inequalities in health are also encouraged to apply. Among candidates deemed to meet with equivalence the requirements of this position, preference will be given to Black candidates.

Faculty/Department/Unit: Faculty of Medicine and Health Sciences, Department of Epidemiology, Biostatistics & Occupational Health

Employee Type: Tenure-Track ('Academic Tenure Stream')

Rank: Assistant/Associate Professor

Salary: Salary will be commensurate with qualifications and experience

Job Status: Full-time

Posting Period: 30 days from posting

The following supporting documents are required:

- Cover letter and curriculum vitae
- Statement of research
- Names and contact information of three referees

Please apply using the following link as **an external** if you are not a McGill employee, and as **an internal** if you are currently a McGill employee and have an active **McGill Workday** account:

https://mcgill.wd3.myworkdayjobs.com/McGill_Careers/job/Purvis-Hall/Assistant-or-Associate-Professor--Systemic-Racism---Health--Department-of-Epidemiology--Biostatistics---Occupational-Health--L000674-EBOH- JR0000009533

Use a personal email address when creating an account in Workday to submit your application. Do not use @mail.mcgill.ca or @mcgill.ca email accounts to apply.

McGill University is committed to equity and diversity within its community and values academic rigour and excellence. We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to engage productively with diverse communities.

At McGill, research that reflects diverse intellectual traditions, methodologies, and modes of dissemination and translation is valued and encouraged. Candidates are invited to demonstrate their research impact both within and across academic disciplines and in other sectors, such as government, communities, or industry.

McGill further recognizes and fairly considers the impact of leaves (e.g., family care or health-related) that may contribute to career interruptions or slowdowns. Candidates are encouraged to signal any

leave that affected productivity, or that may have had an effect on their career path. This information will be considered to ensure the equitable assessment of the candidate's record.

McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through accommodation policies and procedures. Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, this email or phone at 514-398-2477

All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.
