

McMaster restricted hiring

https://careers.mcmaster.ca/psp/preprd/EMPLOYEE/HRMS/c/HRS_HRAM.HRS_APP_SCHJOB.GBL?Page=HRS_APP_JBPST&Action=U&FOCUS=Applicant&SiteId=1000&JobOpeningId=44204&PostingSeq=1

Tenure-Track/Tenured Faculty Position – Black Cohort Hiring Initiative

Job ID

44204

Location

HSC- Central Campus

Open Date

03/11/2022

Job Type

Tenure Track

The diversity of our workforce is at the core of McMaster's innovation and creativity and strengthens our research, teaching and service excellence. It is essential to engaging our diverse student body and intellectual community. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity, and welcomes applicants who share our commitment to equity, diversity and inclusive excellence.

In 2021, McMaster University announced a cohort hiring initiative of emerging and established academics and scholars to contribute to the advancement of Black academic excellence across all the university. The Faculty of Health Sciences (FHS) has one position currently available.

McMaster University's Faculty of Health Sciences is unique as the only Canadian university that combines, in one Faculty, schools of medicine, nursing, rehabilitation sciences, and the programs of midwifery, bachelor of health sciences, physician assistant and postgraduate health sciences education. This is a specific initiative to train members of the medical team in a collaborative, interdisciplinary approach to develop effective and efficient health care.

The Faculty of Health Sciences is third overall in national research rankings, driving McMaster's ranking as Canada's most research-intensive, medical-doctoral university, and our faculty members hold almost \$300 million in research funding. As a faculty member in FHS, you will benefit from our numerous

research centres and institutes as well as our strong collaborations with researchers in Canada and around the world.

Our current areas of priority include: computational genomics, bioinformatics and immunometabolism; automation and artificial intelligence applications in the context of evidence synthesis; and clinical, population, and/or public health research with a focus on marginalized populations in Canada and globally, including but not limited to understanding determinants of health impacting access to health care.

For this position, we seek qualified individuals who self-identify as persons of Black/African descent and lived experience. Successful candidates will be joining a vibrant and networked campus community of Black scholars, supported by the longstanding African and Caribbean Faculty Association of McMaster (ACFAM) <https://acfam.mcmaster.ca/> and local African and Caribbean associations within the Hamilton region. We encourage applications from scholars who have discipline-based or interdisciplinary training and expertise spanning one or more of our current areas of priority.

Applicants must hold a Ph.D. or expect to have completed their doctorate degree by the time of the appointment. Additionally, the successful applicant will demonstrate a record or evidence or strong potential for excellence in teaching, research and service and a willingness and ability to: (1) contribute actively to undergraduate and graduate programs; (2) supervise masters and doctoral students; (3) establish research collaborations across Departments within Faculties or across Faculties; and (4) contribute to the University's inclusive excellence goals and priorities. Salary and academic rank will be commensurate with experience

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and, within the lands protected by the Dish with One Spoon wampum agreement.

At McMaster, we collaborate across disciplines to solve some of the world's toughest challenges, working together to improve people's lives and contribute to our global knowledge base. The University is committed to maintaining its reputation for global impact and advancing the United Nations Sustainable Development Goals (SDGs). McMaster invites scholars who will contribute to McMaster's broad strategic research priority areas, as articulated in the Brighter World Strategic Research Plan, and who will support our purpose through creative, collaborative and community-engaged scholarly activity.

McMaster's purpose is articulated as a dedication to advancing human and societal health and well-being locally and globally, by promoting inclusive mindsets, collaborative learning, innovative thinking, and seeking global impact. This cohort hiring initiative is in keeping with McMaster's vision to achieve international distinction for creativity, innovation, and excellence, and to embody values of integrity,

quality, inclusiveness and teamwork. It is also aligned with ongoing transformative work being undertaken to ensure inclusive excellence in the recruitment and retention of faculty that have been underrepresented across all academic disciplines, which is articulated in McMaster's EDI Strategy: Towards Inclusive Excellence and reinforced in the President's letter to the community.

Depending on areas of research focus, successful candidates may have opportunities to contribute to the Peace Studies Program, the Africa & Black Diaspora Studies minor, and/or to collaborate with the University Library to enhance significant archival holdings from the Canadian Caribbean diaspora, as well as collections of both rare and contemporary books.

How To Apply

Application materials must be submitted through the University's electronic portal. Application materials must include:

a letter of application together with a curriculum vitae, research statement, statement of teaching interests and philosophy (including evidence of teaching effectiveness);

a brief statement describing any contributions made or planned in relation to advancing equity, diversity and inclusive excellence in teaching, research, or service within higher education, community-based or other professional settings, including lived experiences and understandings of Black/African Diasporic peoples and cultures (2-page maximum).

All applicants are also asked to complete a brief Diversity Survey, which takes approximately two minutes to complete. All questions are voluntary, with an option to decline to answer. All information collected is confidential and will be used to support efforts to broaden the diversity of the applicant pool and to promote a fair, equitable and inclusive talent acquisition process.

The Diversity Survey is accessible through the university application portal. Inquiries about the Diversity Survey may be directed to hr.empequity@mcmaster.ca.

Job applicants requiring accommodation to participate in the hiring process should contact fhssec@mcmaster.ca to communicate accommodation needs.

All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for the position. 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, all applications must include one of the following statements: Yes, I am a citizen or permanent resident of Canada or No, I am not a citizen or permanent resident of Canada.

McMaster University 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 to allow for a fair assessment of their research productivity.

Review of applications will begin on April 15, 2022 and continue until the position is filled.

Please direct queries about the position to the FHS Faculty Secretary at fhssec@mcmaster.ca.

Vaccination Policy Statement

The University is committed to providing and maintaining healthy and safe working and learning environments for all employees, students, volunteers and visitors. In accordance with the University's Vaccination Policy-COVID-19 Requirements for Employees and Students (the "Vaccination Policy"), effective October 18, 2021 all McMaster community members, including employees, accessing a McMaster campus or facility in person are required to be fully vaccinated or to have received an exemption from the University for a valid human rights ground. This is a term and condition of employment. The University will continue to follow the guidance of public health organizations to define fully vaccinated status.

Further information is available at the following link: <https://covid19.mcmaster.ca/vaccination-mandate/>. More information on the University's Health and Safety framework is available online at <https://hr.mcmaster.ca/resources/covid19/>.