

## **Canada Research Chair (Tier II) in Populations with Potential in Health - Shifting the Paradigm from Vulnerabilities and Marginalization to Address Persistent Health Inequities, College of Nursing**

**Posting Date:** Relaunch - to be determined

**The College of Nursing at the University of Saskatchewan invites applications for a tenure-track appointment as a Tier II Canada Research Chair (CRC) in Equity Deserving Populations in Health.** Canada Research Chairs are among Canada's most distinguished personnel awards. Further information about the Canada Research Chairs Program can be found on the Government of Canada's [CRC website](#), including eligibility criteria.

The CRC Tier II funding term is five years with the possibility of one renewal of a further five years. Chair candidates will be required to have academic qualifications commensurate with an appointment in the College of Nursing with rank and tenure to be determined at time of appointment, and a nationally distinguished research and teaching record.

Tier II Chairs are intended for exceptional emerging scholars (i.e., applicants must have been active researchers in their field for fewer than 10 years at the time of nomination). Applicants who are more than 10 years from having earned their highest degree (and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc.) may have their eligibility for a Tier II Chair assessed through the program's [Tier II justification process](#). Please contact the [Research Acceleration and Strategic Initiatives](#) (RASI) unit for more information.

The University of Saskatchewan's main campus is situated on Treaty 6 Territory and the Homeland of the Métis. The University of Saskatchewan is located in Saskatoon, Saskatchewan, a city with a diverse and thriving economic base, a vibrant arts community and a full range of leisure opportunities. The University has a reputation for excellence in teaching, research and scholarly activities and offers a full range of undergraduate, graduate, and professional programs to a student population of over 25,000.

### **Candidate Profile:**

A CRC in **Equity Deserving Populations in Health** will contribute to delivering safe, culturally responsive, and quality healthcare to underserved populations through innovative and collaborative solutions to address the intersecting effects of globalization, racialization, environment, and social determinants of health. Underserved populations is an intentionally broad term used to include groups such as refugees, migrants, new-Canadians, members of the LGBTQ2S+ community, Indigenous Canadians, low-income families, and individuals facing disproportionate health disparities, who would all benefit from the focused efforts and niche expertise of a CRC applicant with expertise in one or more of these populations as it relates to health. Drawing on existing expertise in population and public health, this chair can further integrate the synergistic, multidisciplinary contributions of nursing, nutrition, dentistry, urban planning, public health, epidemiology, political sciences, psychology, and sociology. By positioning this CRC in nursing, critical expertise in social justice, the social and ecological determinants of health and the United Nations sustainable development goals (SDGs) can be brought to bear in improving the health and wellness of underserved populations. This CRC can play a vital role in ensuring underserved populations are better positioned to fully engage in all aspects of Canadian society free from unresolved issues of equity, diversity, and inclusion (EDI).

**Chair Expectations:**

The CRC will create a point of cohesion within the College and the University, energizing multi-directional and multi-sectoral collaborations to support research success and build a culture of equity by:

- Providing strategic leadership, championing on behalf of the College of Nursing and health equity scholars, to create inclusive, responsive, and immersive advocacy, research, and research training within the College of Nursing and beyond
- Demonstrating an ability to lead a complex, multi-disciplinary, and multi-sectoral team; fostering high levels of research productivity and infrastructure development to ensure research excellence through national and international funding awards, academic outputs, and trainee recruitment
- Attracting and engaging new and existing partners and knowledge users (i.e., communities, community leaders, policymakers, advocacy organizations, settlement agencies, health care providers); thereby working collaboratively and inter-professionally within nursing, across USask and other local, national, and international institutions, and communities to create new synergies and methodological advancement
- Promoting unique knowledge mobilization opportunities that will build networks, relationships, and opportunities for expertise exchange among students, researchers, community partners, and decision makers
- Effectively communicate and collaborate with researchers from various faculties, research institutes, communities, and universities in the area of health equity research.

**Candidate Qualifications:**

- A substantial track record in a field of research exploring health inequities amongst populations with potential
- Excellent research and academic achievements and a funding track-record commensurate with rank; recognized for partnerships with knowledge users (i.e., communities, community leaders, policymakers, advocacy organizations, settlement agencies, health care providers), outreach and engagement activities, and a diverse range of research outputs and outcomes
- Commitment to multi-disciplinary and multi-sectoral collaborations that can complement, expand, and innovate existing health equity research
- Evidence of leadership ability and experience in an interdisciplinary academic environment (i.e., mentoring undergraduate and graduate students from various faculties, facilitation of team initiatives, and leading collaborative teams)
- Exceptional communicator, with a commitment to engagement with multiple partners and knowledge users from the university, community, government, and industry
- Responsive to high priority issues and challenges in a decisive, pragmatic, strategic, and politically astute manner
- Eligible for registration with the College of Registered Nurses of Saskatchewan (CRNS)
- PhD or equivalent doctoral preparation is expected. One of the- degrees must be in nursing.

**Selection Criteria:**

- Demonstrated track record and commitment to equity, diversity, and inclusivity (EDI) practices and actions
- Commitment to building, nurturing, and sustaining community relationships, outreach, and action
- Accountability and responsibility to EDI principles within all research processes
- 360-degree communication and information sharing, including non-traditional research outputs that illustrates reach and creates meaningful impact for knowledge users
- Commitment to inclusive and equitable mentee/mentorship practices that include trainees, community members, and peers
- Commitment to advocacy, policy development, and implementation practices that invite diverse perspectives
- Commitment to increasing EDI in curriculum and supporting diverse students
- Research excellence as demonstrated through a diverse and inclusive range of research outputs and outcomes (consider awards, funding – research and otherwise, tangible communication outputs – publications and otherwise, community knowledge-sharing tools, policy development, advocacy activities, etc.)
- Commitment to building diverse research teams that encompass a multi- and inter-disciplinary, multi-sectoral, and community engaged approach to projects
- Commitment to a responsive leadership approach that incorporates curiosity, humility, empathy, and resilience.

#### **Application Process:**

The University of Saskatchewan is committed to employment equity, diversity, and inclusion in its faculty complement and are proud to support career opportunities that address the under representation of members of the Four Designated Groups (FDGs) defined under the Employment Equity Act among chair allocations. In consideration of the University's strategic directions and to achieve the EDI targets and goals of USask's action plan and as established by the CRC Secretariat, this position is **restricted to individuals who self-identify as a member of a racialized minority**. The University of Saskatchewan relies on section 56 of The Saskatchewan Human Rights Code to give this preference in employment. Recruitment will be guided by the Canada Research Chairs Equity, Diversity and Inclusion Practices (<https://www.chairs-chaieres.gc.ca/program-programme/equity-equite/index-eng.aspx>) and by the strong commitment of the University of Saskatchewan to equity, diversity and inclusion.

Complete applications will include a cover letter, a detailed curriculum vitae, a research and community impact statement that addresses the selection criteria, a teaching statement, and the names and contact information of three references.

Click on the "Apply Now" button (top left side of the page) to submit an application. Visit the "Tips for Applying" page for instructions on how to apply. As part of the application process, applicants will be asked to complete a voluntary employment equity survey. All qualified candidates are encouraged to apply.

Review of applications will begin after May 15, 2024; however, applications will be accepted and evaluated until the position is filled. The anticipated start date is contingent upon the timeline for review and approval of the Tier II CRC proposal.

The impact of leaves (e.g., parental leave, extended leave due to illness or disability, COVID-19 impacts, etc.) will be carefully considered when reviewing the candidate's record of research achievement. Candidates are encouraged to explain in their application how personal or professional circumstances may have impacted research productivity.

We are committed to providing accommodations to those with a disability or medical necessity. If you require an accommodation in order to participate in the recruitment process, please notify us and we will work together on the accommodation request.

The successful applicant will be asked to prepare the Tier II CRC proposal with the assistance of USask and, if successful, will subsequently be appointed as a tenured or tenure-track faculty member at the Assistant or Associate Professor level in the College of Nursing. The CRC nomination is subject to review and final approval by the Canada Research Chairs Program.

The standard salary bands for this position are as follows: Assistant Professor – \$99,945 - \$120,099; Associate Professor – \$120,099 – \$140,253; Professor – \$140,253 – \$163,766, with the possibility of merit-based additions. A chair stipend is also provided.

This position includes a comprehensive benefits package which consists of a dental, health and extended vision care plan; a pension plan, life insurance (compulsory and voluntary), academic long-term disability, sick leave, travel insurance and death benefits; an employee assistance program; a professional expense allowance; and a flexible health and wellness spending program.

For questions related to this position or the selection process, please contact Heather Helt, College Affairs Coordinator, [heather.helt@usask.ca](mailto:heather.helt@usask.ca)

The University of Saskatchewan's main campus is situated on Treaty 6 Territory and the Homeland of the Métis. We pay our respects to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another. Together, we are uplifting Indigenization to a place of prominence at the University of Saskatchewan.