Tenure-Track Position in Applied Human Sciences – Anti-oppressive and Decolonizing Service Practices for Urban Communities and Families

Last updated: October 2, 2020, 3:20 p.m.

Job title: Anti-oppressive and Decolonizing Service Practices for Urban Communities and Families

Position code: 20_T_AHSC_M

Date posted: October 2, 2020

Application deadline: November 15, 2020

Advertised until: Position is filled

Position description

The Department of Applied Human Sciences invites applications for a tenure-track position at the rank of Assistant Professor, but exceptional candidates at the Associate Professor level may also be considered. The ideal candidate will have an active research and practice experience or present evidence of the potential to develop such research and practice working in communities, families, and organizations to attract top talent and create healthy environments; have the potential to meet the needs of diverse markets and communities; an ability to promote innovation; and to improve employee satisfaction and performance in organizations and quality of life in urban communities and families.

This position will contribute to the department’s ongoing efforts to augment the representation of perspectives of Black, Indigenous, and People of Colour (BIPOC) within its curriculum focusing on individual, small group, family, organization, and community development. The successful candidate will contribute to the department’s current research foci on human systems practices and will join in our continuing work to incorporate equity, diversity, and inclusion (EDI) concepts in the department, considered essential in ensuring students are well equipped to approach human systems work from a critical social justice lens.
Concordia University is strongly committed to building a diverse, equitable, and inclusive community, and recognizes the importance of inclusion in achieving excellence in teaching and research. Commensurate with their rank, candidates will be assessed on their demonstrated potential to attract diverse students and collaborators to Concordia University, conduct internationally recognized research, secure research funds, as well as teach and drive curricular development within their respective area.

Qualifications and assets

- Relevant PhD degree (ABD considered)
- Active networks with local and/or national BIPOC communities aimed at advancing social justice
- Potential to develop a research program concerning social justice and marginalized groups
- An ongoing commitment to decolonizing, anti-oppressive pedagogies
- Experience in experiential teaching
- Demonstrated experience integrating lived experience and systemic analysis

How to apply

Applications should be addressed to: Dr. Peter Morden, Chair (peter.morden@concordia.ca) and must include a cover letter clearly identifying the title and position code (20_T_AHSC_M), a detailed curriculum vitae, teaching and research statements including reference to anti oppressive and decolonizing practices in service provision, and the names and contact information of three referees. Electronic applications should be submitted by November 15, 2020 but will continue to be reviewed until the position is filled. Only short-listed candidates will be notified. The appointment is expected to commence August 1, 2021.

Concordia strives to be an inclusive institution that is welcoming of diverse backgrounds and experiences in order to improve learning, advance research, inspire creativity, and drive productivity. We define diversity broadly to include both ethnic and socio-cultural background and diversity of perspectives, ideologies and traditions.
As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to conduct innovative research and to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society.

These ongoing or anticipated examples can include but are not limited to:

- teaching about underrepresented populations
- mentoring students from underrepresented backgrounds
- conducting research with underrepresented and/or underserved communities
- committee work
- offering or organizing educational programming
- participation in training and workshops

Concordia University recognizes the potential impact that career interruptions can have on a candidate’s record of research and will take them into careful consideration in assessing applications and throughout the selection process.

All applicants will receive an email invitation to complete a short equity survey. Participation in the survey is voluntary and no identifying information about candidates will be shared with hiring committees. Candidates who wish to self-identify as a member of an underrepresented group to the hiring committee may do so in their cover letter or by writing directly to the contact person indicated in this posting.

**Adaptive measures**

Applicants who anticipate requiring adaptive measures throughout any stage of the recruitment process may contact, in confidence, Nadia Hardy, Interim Deputy Provost and Vice-Provost, Faculty Development and Inclusion at vpfdi@concordia.ca or by phone at 514-848-2424, extension 4323.
Applied Human Sciences is an interdisciplinary department with eight undergraduate degree and certificate programs, and graduate programs at the diploma and MA levels. Our programs seek to develop practitioners with skills leading to improvements in the quality of individual lives, families, communities and organizations. Our educational philosophy centers on experience-based learning and all our undergraduate programs include fieldwork and/or internship opportunities outside the university.

The Faculty of Arts and Science was created in July 1977 through the merger of the former Loyola Faculty of Arts and Science, the former Sir George Williams Faculty of Arts, and the former Sir George Williams Faculty of Science.

The Faculty consists of 27 academic departments, colleges, institutes, and schools as well as more than 20 research centres. The Faculty is committed to responsible and innovative leadership in developing and disseminating knowledge and values and encouraging constructive social criticism. We achieve these objectives through inclusive and accessible academic programs which stress a broad-based, interdisciplinary approach to learning. We are dedicated to superior teaching and research supported by excellence in scholarship and creative activity, and a tradition of service to the community. The Faculty serves many interdependent academic communities in an urban environment where students and faculty can pursue their shared commitment to lifelong learning. For more about the Faculty of Arts and Science, please visit: www.concordia.ca/artsci.

Profoundly global, Concordia is North America’s top university under the age of 50 and is recognized for attracting some of the most talented faculty and students from around the world. Driven by ambition, innovation and a commitment to research and community engagement, Concordia is celebrated for advancing transformative learning, convergent thinking and public impact.
Located on two campuses in the heart of Montreal, Concordia is a next-generation university. Given the skills of our faculty and the strengths of local and global partnerships, we set our sights further and more broadly than others and align the quality of learning opportunities to larger trends and substantial challenges facing society.

Researchers at Concordia are leading investigations into some of the world’s most critical issues, such as health, Indigenous futures, sustainability and cities — more important today than ever. Our priority is to mobilize cross-sections of experts to translate novel scholarship into real-world applications.

With 118 research chairs, 24 research centres and institutes, and research income of more than $56 million annually, Concordia is fast advancing on its strategic direction to Double Our Research. Our nine far-looking directions demonstrate the university’s commitment to being agile and innovative and ensuring student success. Our 6,600 faculty and staff and 50,800 students benefit from state-of-the-art research and teaching facilities, technology and pedagogical support, and compelling program offerings in our four faculties, library, School of Graduate Studies and Centre for Continuing Education. These modern venues, such as the Applied Science Hub and modular Learning Square, allow us to foster multidisciplinary collaboration.

“Concordia is a young, forward-looking university. It’s a unique place where experimentation, innovation and creativity are truly valued. Our community of students, faculty, staff and alumni all contribute to our momentum as Canada’s next-gen university.” — Concordia President Graham Carr.

Information about Montreal

Montreal, our home, is exceptional. It is a truly unique city — safe, clean, vibrant and diverse, with new things to discover around every corner. With a population of 1.7 million, it is home to four major universities and several clinical research centres and has been named the best student city in the world. It offers the most affordable tuition in Canada.

The city enjoys a thriving multicultural scene. Bilingualism is a part of Montreal’s tradition and adds to its inspiring atmosphere. While supporting a significant anglophone population, it is one of the largest French-speaking cities in the world.
Montreal is famed for its innovative culinary scene and festivals. It was also the first metropolis to be designated a UNESCO City of Design by the Global Alliance for Cultural Diversity.

The city is recognized globally as an important centre for commerce, aerospace, transport, finance, pharmaceuticals, technology, design, gaming and film.

Territorial Acknowledgement

Concordia University is located on unceded Indigenous lands. The Kanien’kehá:ka Nation is recognized as the custodians of the lands and waters on which we gather today. Tiohtià:ke/Montreal is historically known as a gathering place for many First Nations. Today, it is home to a diverse population of Indigenous and other peoples. We respect the continued connections with the past, present and future in our ongoing relationships with Indigenous and other peoples within the Montreal community.

Employment Equity

Concordia University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Indigenous persons, members of sexual minorities, persons with disabilities, and others who may contribute to diversification; candidates are invited to self-identify in their applications.

Immigration status

All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. To comply with the Government of Canada’s reporting requirements, the University is obliged to gather information about applicants’ status as either Permanent Residents of Canada or Canadian citizens. While applicants need not identify their country of origin or current citizenship, 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.