



Tier 2 Canada Research Chair, Anti Racism in Population Health
Assistant Professor (tenure-track) | School of Population and Public Health

Date posted: **July 18, 2023**

The School of Population and Public Health (SPPH) at The University of British Columbia (UBC) invites all eligible candidates to apply for a **Tier 2 Canada Research Chair (CRC)** in Anti-Racism in Population and Public Health.

Tier 2 Chairs are five-year positions, renewable once, intended for exceptional emerging scholars who have the potential to lead in their fields. Applicants must hold or be eligible to hold a full-time, tenure-stream appointment at the rank of Assistant Professor at UBC. Normally, applicants for Tier 2 Chairs should be no more than 10 years from having earned their highest degree at the time of Chair nomination. Applicants who are more than 10 years from having earned their highest degree (and where career breaks exist, such as CRC eligible personal or professional leaves, etc.) may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process.

The [Canada Research Chair Equity, Diversity, and Inclusion Action Plan](https://research.ubc.ca/federal-research-chair-programs/canada-research-chairs/ubcs-commitment-equity-diversity-and) [https://research.ubc.ca/federal-research-chair-programs/canada-research-chairs/ubcs-commitment-equity-diversity-and] guide the University's efforts to sustain the participation of people with disabilities, Indigenous people, racialized people, women, and people from minoritized gender identity groups, and thus pursuant to Section 42 of the BC Human Rights Code, UBC is currently restricted in the recruitment, selection, and nomination of CRCs to members of these groups.

The SPPH is a research-intensive unit that also has a strong emphasis on education. SPPH is home to approximately 60 primary faculty members and 350 graduate students whose research interests align with four divisions: 1) Epidemiology, Biostatistics & Public Health Practice; 2) Health in Populations; 3) Health Services and Policy; and 4) Occupational and Environmental Health. There are also several areas of emphasis that cross-cut more than one division, such as global health, ethics, and research methodology. SPPH provides training for undergraduate, graduate, and post-professional students across multiple programs, including PhD and MPH degrees.

Reporting to the Director of the UBC School of Population and Public Health, the Chairholder will lead a productive, innovative, and internationally recognized research program in Anti-Racism in Population and Public Health. The Chairholder is expected to address major gaps in the availability of race/ethnicity data needed to understand health diversity, identify and monitor inequities, and inform health policy and decision-making; gaps that were recently highlighted by the pandemic. The objective of the Chairholder's research is to improve the health status of Black, racialized, and Indigenous communities in British Columbia, Canada, and globally. In addition, the Chairholder is expected to participate in the teaching activities of the School which include mentoring and training in anti-racist research and practices as well as to provide service to the University and the broader academic and professional community.

The successful candidate will hold a Ph.D. with demonstrated evidence of ability in teaching and scholarly activity related to anti-racism and population health. The successful candidate is expected to be a health data champion and has demonstrated experience in conducting research and providing training in partnership with racialized communities. The successful candidate will show evidence of creating and fostering an environment that promotes inclusivity in their leadership practices and has the ability to communicate and interact with empathy, understanding, and respect for diverse and divergent perspectives and behaviors in their teaching, research, and service activities. Preference will be given to candidates who have demonstrated experience and understanding of

racism in informing health policy and population and public health initiatives and demonstrated ability to work and support the needs of Black, racialized and/or Indigenous communities.

Salary will be commensurate with qualifications and experience. An application package should include:

1. A structured 2-page cover letter which address the following:
 - Summary of applicant's most significant contributions (1/4 page)
 - Description of the research the applicant proposes to lead as part of this CRC and how this aligns with the applicant's current work (1 page)
 - Teaching and mentorship experience and statement (1/4 page)
 - Equity, diversity, and inclusion statement of the applicant's current or planned contributions to advancing equity, diversity, and inclusion in academic, professional, or community contexts (1/4 page)
 - Summary of the applicant's service to the broader academic and professional community and how the applicant plans to work in partnerships with various racialized communities. (1/4 page)
2. A full curriculum vitae (no page limit)
3. The names of three references.

Please submit your application online via the UBC Faculty Careers Website:

https://ubc.wd10.myworkdayjobs.com/ubcfacultyjobs/job/UBC-Vancouver-Campus/Assistant-Professor-CRC-Tier-II-Anti-racism-in-Population-Health_JR13715-1 and address to:

Aslam Anis, PhD

Professor and Director pro term
School of Population and Public Health

Queries may be addressed to Amanda Versteeg at amanda.versteeg@ubc.ca with the subject line: CRC Tier 2 in **Anti-Racism in Population and Public Health**.

The anticipated start date for this position is July 1, 2024, or upon a date to be mutually agreed. Review of applications will begin on September 5, 2023.

In assessing applications, UBC recognizes the legitimate impact that leaves (e.g., parental leave, leave due to illness) can have on a candidate's record of research achievement. These leaves will be taken into careful consideration during the assessment process

Nominations are subject to review by the CRC Secretariat, and appointment as a CRC is conditional upon their approval. Consult the Canada Research Chairs website <http://www.chairs.gc.ca> for full program information, including further details on eligibility.

In accordance with [UBC's CRC Equity, Diversity, & Inclusion Action Plan](#) [<https://research.ubc.ca/federal-research-chair-programs/canada-research-chairs/ubcs-commitment-equity-diversity-and>], and pursuant to Section 42 of the BC Human Rights code, the selection will be restricted to members of the following designated groups: people with disabilities, Indigenous people, racialized people, women, and people from minoritized gender identity groups. Applicants to CRC positions are asked to complete this equity survey [https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9] as part of the application, and candidates from these groups must self-identify as belonging to one or more of the designated equity groups to be considered for the position. Because the search is limited to those self-identifying as members of designated equity groups, candidates must also provide their name to be considered.

Personal information is collected under the authority of sections 26(a) and 26(c) of the BC *Freedom of Information and Protection of Privacy Act*. The information you provide will only be used to determine whether you qualify for

participation in this hiring process. Data will be collected by the UBC Equity & Inclusion Office and only the names of those who identify as people with disabilities, Indigenous people, racialized people, women, and people from minoritized gender identity groups be shared with the search committee.

At UBC, we believe that attracting and sustaining a diverse workforce is key to the successful pursuit of excellence in research, innovation, and learning for all faculty, staff and students, and is essential to fostering an outstanding work environment. Our commitment to employment equity helps achieve inclusion and fairness, brings rich diversity to UBC as a workplace, and creates the necessary conditions for a rewarding career.

The University is committed to creating and maintaining an inclusive and equitable work environment for all members of its workforce. An inclusive work environment presumes an environment where differences are accepted, recognized, and integrated into current structures, planning, and decision-making modes. Within this hiring process we will make efforts to create an inclusive and equitable process for all candidates (including but not limited to people with disabilities). Confidential accommodations are available on request for applicants who are short-listed. Please contact **Amanda Versteeg** via email at 604-827-4524 or amanda.versteeg@ubc.ca.

To learn more about UBC's Center for Workplace Accessibility, visit the website here <https://hr.ubc.ca/CWA>.

UBC - One of the World's Leading Universities

As one of the world's leading universities, **the University of British Columbia** creates an exceptional learning environment that fosters global citizenship, advances a civil and sustainable society, and supports outstanding research to serve the people of British Columbia, Canada and the world.

Our Vision: To Transform Health for Everyone.

Ranked among the world's top medical schools with the fifth-largest MD enrollment in North America, the **UBC Faculty of Medicine** is a leader in both the science and the practice of medicine. Across British Columbia, more than 12,000 faculty and staff are training the next generation of doctors and health care professionals, making remarkable discoveries, and helping to create the pathways to better health for our communities at home and around the world.

The Faculty - comprised of approximately 2,200 administrative support, technical/research and management and professional staff, as well as approximately 650 full-time academic and over 10,000 clinical faculty members - is composed of 19 academic basic science and/or clinical departments, three schools, and 24 research centres and institutes. Together with its University and Health Authority partners, the Faculty delivers innovative programs and conducts research in the areas of health and life sciences. Faculty, staff and trainees are located at university campuses, clinical academic campuses in hospital settings and other regionally based centres across the province.

The UBC Vancouver Campus is located on the traditional, ancestral, and unceded territory of the xʷm əθkʷəy̓əm (Musqueam) people. The City of Vancouver is located on Musqueam, Squamish, and Tsleil-Waututh First Nations territory.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

