

# Tenure-Track Assistant or Associate Professor in Sociology of Race and Ethnicity (CRC Tier 2)

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August 19, 2020



**The University of British Columbia (Vancouver Campus)**

**Department of Sociology**

**Assistant or Associate Professor: Sociology (tenure-track) and Tier 2  
Canada Research Chair (CRC) in Sociology of Race and Ethnicity**

The Department of Sociology in the Faculty of Arts at the University of British Columbia (Vancouver) invites applications for a tenure-stream faculty position at the rank of Assistant or Associate Professor with the possibility of a Tier 2 Canada Research Chair (CRC) beginning July 1, 2021. The substantive area of specialization for this position is Race and/or Ethnicity.

An ideal candidate will be an emerging scholar who is active in their field of research and whose profile and research proposal both meets CRC program criteria and demonstrates an excellent fit with institutional strategic goals and the aims of the position. The CRC is a federally-funded professorship and part of a national strategy to make Canada one of the world's top countries in research and development. The program invests \$295 million per year to attract some of the world's most accomplished scholars. Chairholders aim to achieve national and international excellence in research.

We expect applicants to have a Ph.D. in sociology at the time of appointment. For information about the Department, visit: <http://sociology.ubc.ca/>.

The Canada Research Chairs Program supports outstanding researchers in areas that will further UBC's strategic research plan. The successful candidate should remain eligible to hold a Tier 2 CRC following approximately 12-18 months from their proposed UBC appointment start date. All Chair nominations are subject to review and final approval by the CRC Secretariat.

Tier 2 chairs are intended for exceptional emerging scholars. 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 2 chair assessed through the program's Tier 2 justification process. Please consult the Canada Research Chairs website for full program information, including further details on eligibility criteria: [www.chairs-chaires.gc.ca](http://www.chairs-chaires.gc.ca) and [http://www.chairs-chaires.gc.ca/program-programme/nomination-mise\\_en\\_candidature-eng.aspx](http://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx).

In accordance with UBC's CRC Equity, Diversity, & Inclusion Action Plan, and pursuant to Section 42 of the BC Human Rights code, the selection will be restricted to members of the following designated groups: women, visible minorities (members of groups that are racially categorized), persons with disabilities, and Indigenous Peoples. Applicants to Canada Research Chair positions are asked to complete this equity survey ([https://ubc.ca1.qualtrics.com/jfe/form/SV\\_6WJHol7SfPxRMu9](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 Equity & Inclusion Office and only the names of those who identify as women, visible minorities (member of groups that are racially categorized) and/or Indigenous peoples will be shared with the search committee. Currently, UBC has a gap in representation for people with disabilities. Until such time as this is remedied, the names of those self-identifying as having a disability will be provided separately to the search committee. Responses will be stored in a secure database.

Application materials are to be submitted online at the following link: <https://soci.air.arts.ubc.ca/race-ethnicity-crc/>. We ask interested individuals to submit the following materials: (1) a CV; (2) a cover letter describing their interest in the position as well as a description of their research and teaching record and future plans; (3) a separate one-page statement identifying the applicant's contributions, or potential contributions, to equity, diversity, and inclusion (EDI) along with their ability to work with a culturally diverse and international student body; (4) two sample publications; (5) a brief statement of teaching philosophy and effectiveness and one course syllabus; and (6) Candidates should also request to have three referees send confidential supporting letters. Referee letters should be sent to [soci.head@ubc.ca](mailto:soci.head@ubc.ca) while indicating both the search area, "Race and Ethnicity," and the applicant's name in the subject line.

In assessing applications, UBC recognizes the legitimate impact that leaves (e.g., maternity or 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.

Review of applications will begin on September 20, 2020 and will continue until the position are filled. Virtual interviews are likely. This position is subject to final budgetary approval. Salary is competitive and commensurate with qualifications and experience.

UBC welcomes and encourages applications from persons with disabilities. Accommodations are available on request for all candidates taking part in all aspects of the selection process. To confidentially request accommodations, please contact Professor Guy Stecklov at [soci.head\(at\)ubc.ca](mailto:soci.head(at)ubc.ca).

The University is committed to creating and maintaining an inclusive and equitable work environment for all members of its workforce, and in particular, for its employees with disabilities. An inclusive work environment for employees with disabilities presumes an environment where differences are accepted, recognized, and integrated into current structures, planning, and decision-making modes.

For contact information regarding UBC's accommodation and access policies and resources (for faculty and staff as well as students), please visit the Centre for Accessibility: <https://facultystaff.students.ubc.ca/student-development-services/centre-accessibility/faculty-and-staff-disabilities>).

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 will be given priority. The UBC Vancouver campus is on the traditional, unceded territory of the Musqueam people.