

## **Canada Research Chair (Tier 2) – Diversity, Inclusion, and Organizational Sustainability, Faculty of Business**

Athabasca University (AU) seeks an exceptional emerging scholar with demonstrated potential for leadership and international recognition in the broad field of diversity, inclusion, and organizational sustainability to be nominated for a Tier 2 Canada Research Chair (tenure track appointment at the rank of Assistant or Associate Professor) in the [Faculty of Business](#).

Until recently, sustainability within the business sector has been equated to a healthy ‘bottom line’; however, there is growing awareness that this practice is no longer sufficient. Organizational sustainability must now be concerned with the triple bottom line of profit, planet, and people. With respect to the people dimension, increasing instances of systemic discrimination and harassment within Canadian workplaces suggest that organizations must incorporate strategies that more effectively support diversity and inclusion. In response to this known gap, the Chair will support the Faculty of Business’ mission to serve business and society by helping to remove barriers and further goals of equality and equity. By undertaking original research into organizational diversity and inclusion, the Chair has the potential to improve cultures and conditions of work in ways that foster diversity and inclusivity. With the broad implications and far-reaching bearing of this research, there is potential for significant impact that would benefit society and work organizations through an interdisciplinary research program that may integrate or inform other areas of business (e.g., Indigenous business, operations, marketing, organizational behavior, finance, accounting, strategy, etc.). They will foster and role-model a collaborative and inclusive approach to research and supervision, including engaging in mentorship within and beyond the immediate activities of the Chair and lead applications for external sources of provincial, national, and international research funding for research and students.

The Canada Research Chair Program seeks to attract and retain a diverse cadre of world-class researchers to reinforce academic research and training in Canadian postsecondary institutions. Tier 2 Chairs are intended for exceptional emerging scholars (i.e., candidates must have been an active researcher in their field for fewer than 10 years at the time of nomination) who (a) are excellent emerging world-class researchers who have demonstrated particular research creativity, activity, output, and impact, (b) have demonstrated the potential to achieve international recognition in their field in the next five to ten years, and (c) have the potential to attract, develop, and retain excellent trainees, students, and future researchers. The chairholder must demonstrate an original, innovative, and high-quality research program. Chairs are tenable for five years and renewable once.

Applicants who are more than ten years from having earned their highest degree and, where career breaks, such as maternity, parental or extended sick leave, clinical training, etc., exist, may have their eligibility for a Tier 2 Chair assessed through the program’s Tier 2 [justification process](#). Effective March 1, 2020, research interruptions caused by the COVID-19 pandemic are recognized and may be counted as an eligible delay. Candidates are encouraged to highlight how alternative paths and/or interruptions have impacted them in their applications. 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). AU recognizes the legitimate impact that leaves (e.g., maternity 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.

The [Canada Research Chairs Equity, Diversity, and Inclusion Action Plan](#) and target setting methodology guide AU's efforts toward inclusive excellence and aims of increasing representation of the four federally designated groups in the University's CRC program. These four groups include: gender, Indigenous Peoples, persons with disabilities, and visible minorities. AU invites individuals from all four designated groups to apply.

In accordance with AU's [CRC Equity, Diversity and Inclusion Action Plan](#), equity targets for the four designated groups, and pursuant to section 10.1 of the Alberta Human Rights Act, the selection committee is particularly interested in receiving applications from individuals who are women, transgender men, transgender women, two-spirit, and gender-fluid. AU recognizes intersectionality in the growth of its CRC program and welcomes applications from those who self-identify as members of these and other designated groups.

As you proceed through this application process in our system, you will be encouraged to self-identify. The data will be collected by the Human Resources office and the Chair of the selection committee.

The personal information collected through this application process is authorized by section 33(c) of the Freedom of Information and Protection of Privacy Act, R.S.A 2000 c.F-25 (FOIP Act). The information you provide will be used for assessing and confirming your suitability and eligibility throughout the hiring process.

If you have any questions related to the collection of personal information, please contact, Deputy, CHRO, 1, University Drive, Athabasca, Alberta, T9S 3A3, 587-588-7377, [psmeltz@athabascau.ca](mailto:psmeltz@athabascau.ca).

All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Please indicate in your cover letter if you are a Canadian citizen, permanent resident or neither.

Applications for this position should be made by the submission of a cover letter indicating areas of research experience and excellence, a curriculum vitae, a brief five-year research plan, examples of relevant scholarly work, and letters of support from three referees. The opportunity is open to both internal and external candidates. For external candidates, recruitment to be finalized upon successful nomination and research program approval by CRC. The present CRC position is publicly posted as of December 1, 2021. The closing date for the opportunity is January 10, 2022.

AU is committed to ensuring that the application and interview process is accessible to all applicants; if you require accommodations or have questions about AU benefits, services, accommodations policies or equity considerations, please contact Crystal Wong, Manager, HR Client Advisory Service, via email at [cwong@athabascau.ca](mailto:cwong@athabascau.ca). Any personal information provided will be maintained in confidence.