



Executive Brief

**CIHR Tier 2 Canada Research Chair –
Anti-Indigenous Racism and
Discrimination in Health Systems**

Athabasca University



Land Acknowledgement

Athabasca University acknowledges that we live and work on the sovereign territories, treaty areas, and homelands of the First Nations, Inuit, and Métis peoples of the land known as Canada. We thank those traditional Knowledge Keepers and Elders who teach and guide us today, those who have gone before us that we have learned from, and the youth that will teach us tomorrow. We are inspired by them.

We respect, affirm, and acknowledge the spirit and intent of the treaties and the inherent treaty rights of all Indigenous peoples of this land. AU has and will continue to honour the commitments to self-determination and sovereignty that have been made with Indigenous nations and peoples.

Our shared goal is to develop, in solidarity with Indigenous peoples, research that emphasizes the importance of Indigenous participation and representation. We recognize the colonial legacy and extractive nature of academic research and are committed to respecting and promoting Indigenous protocols, contexts, research methods, and ways of knowing and being and to advancing understanding of *kwayskahsatsowin* (conciliation).



**Athabasca
University**



About Athabasca University

Committed to open access and digitally enabled lifelong learning, Athabasca University (est.1970) is Canada's open and research-intensive university offering fully accredited distributed learning from its online virtual campus. Athabasca University bridges the learning, scholarship, and research environments to transform the social, economic, and environmental wellness of citizens, their families, their communities, and their places of work in Alberta, Canada, and around the globe.

The university's open and digital learning environment coupled with flexible, self-paced and cohort-based enrolments enable learners from all walks and stages of life to transform their own lives and their communities through higher learning. Athabasca University offers credit and non-credit learning experiences that lead to professional, undergraduate, masters, and doctoral credentials across an ever-evolving and comprehensive spectrum of disciplines. As a global leader in digitally enabled and distributed learning, the university's interactive and lifelong connection to learners is continuously innovating in learning

models, course design, pedagogy, learner support services, traditional and non-traditional pathways, and educational technology applications.

The university's steadfast commitment to equality and inclusive lifelong learning is demonstrated through its proactive and systemic dismantling of barriers that stand between diverse individuals and their personal learning goals. With a global presence, Athabasca University welcomes people who prefer the university's innovative and digital-learning environment from urban, rural, and remote locations everywhere. As a leader in inclusion, Athabasca University enables learners from underserved populations, those from Indigenous ancestry, those who by choice or through life circumstance cannot attend a place-based university, and those attending place-based post-secondaries who crave increased flexibility and control. An inspired and willing partner within Alberta's adult learning system, Athabasca University collaborates with a wide array of stakeholders to amplify the opportunities and success for learners and their communities.



About Athabasca University (Continued)

By bringing learning to individuals, Athabasca University's model of access creates a meaningful and personalized sense of place, affinity, and belonging for learners in their community. Learners are encouraged to embrace and leverage their unique background, history, and community while they learn. Comprehensive learner support services further enable them to focus on their learning and facilitate success in the university's distributed learning environment from a position of physical and mental wellness.

Athabasca University's demonstrated excellence in research and scholarship stems from its steadfast commitment to the centrality of research in the creation and mobilization of knowledge, the enhancement of academic programs, the education of learners, and the betterment of communities. Athabasca University's research environment brings together academics, learners, and key stakeholders in a disciplinary and interdisciplinary tapestry of scholarship and

research that optimizes the economic, social, and environmental impact on communities. A combination of researcher-, learner-, and community-led research and innovation initiatives in open and traditional scholarship are supported by the university as well as by local, provincial, federal, and international research grants.

Athabasca University's academic and operational team members help to transform the communities through service leadership in numerous public, not-for-profit, social, and professional environments. Members of the university are encouraged to enable mutually supportive communities through active participation in a wide range of organizations at the local, provincial, national, and international levels.

Athabasca University At a Glance

- AU is **Canada's Open University**, meaning anyone at least 16 years old who wants to pursue a university education can do so at AU.
- AU is the **only public university in Canada that's fully digital by design**, meaning all our programs and courses are created specifically for online spaces.
- AU students **learn from anywhere**
- AU does not operate a traditional bricks-and-mortar campus for students.
- AU is **accredited** by the Middle States Commission on Higher Education, an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation.
- AU serves **43,300 students (38,600 undergraduate and 4,670 graduate)**.
 - **41,900** students reside in Canada in all 10 provinces and 3 territories.
 - **1,364** international students from **81** countries.
 - **4.1%** of students identify themselves as Indigenous.
 - **28**: average age of undergraduate students.
 - **34**: average age of graduate students.
 - **81%** of undergraduate students and **73%** of graduate students work while they study.
 - **66%** of undergraduate students and **77%** of graduate students are women.
- Over **50,000** program and course alumni from over **100** countries.
- Employs over **1,200 faculty and staff members**.
- Offers over **980** courses in **21** undergraduate and graduate degree programs in the humanities, sciences, business, and health disciplines.
- **\$156-million** annual operating budget.
- Maintains over **350 collaborative agreements** with other Canadian and international post-secondary institutions, professional associations, sporting and employer groups, and with First Nations institutions and communities.
- One of **4 comprehensive academic and research universities (CARU)** in Alberta.
- The first Canadian university to move all its digital infrastructure to a secure research cloud. This paved the way for IDEA Lab, a multi-award winning cloud-based virtual research domain.
- Home to:
 - **Nuksahtowin**, AU's centre for advancement and inclusion of Indigenous knowledge.
 - **6 CRC Allocations**.
 - **2 past Campus Alberta Innovation Program Chair**.
 - **UNESCO/ICDE Chair** in Open Educational Resources.
 - **Commonwealth of Learning Chair** in Emerging Technologies in Open and Distance Learning.

Vision

Transforming Lives, Transforming Communities

Mission

Athabasca University, Canada's Open University, is dedicated to the removal of barriers that restrict access to and success in university-level study and to increasing equality of educational opportunity for adult learners worldwide.





Research at Athabasca University

Athabasca University asks and answers complex questions, generates new knowledge that is transformative and engineered for impact, and develops pathways that minimize barriers to accessible, engaging, and responsive research.

Strategic Research Plan

The present [Strategic Research Plan \(2018 – 2022\)](#) for AU has enabled us to expand our research capabilities and has prepared us for the next phase of our development as a comprehensive academic research institution. The Strategic Research Plan is currently in the process of renewal and redesign and will be available to the public in early 2024. Extending out of the current Plan, the redesigned Plan will include the following signature research areas with integration into grand challenges via the UN Sustainable Development Goals:

- Innovations in Education
- Dimensions of Sustainability
- Dynamic Health & Wellbeing
- Inclusive Futures

Among the success measures that cut across these areas is a priority on success, support, and impact in Indigenous research.

Research with Reach

[Research with Reach](#) is a video series that showcases the work of AU researchers and graduate students who are tackling some of the world's biggest problems. They are pushing the boundaries of knowledge and discovery—and transforming lives and communities. Below are some research profiles and pages that we encourage you to explore:

- **Dr. Josie Auger**, [Impacts of Sexual Violation on Indigenous Women and Communities](#)
- **Dr. Janelle Baker**, [Indigenous Food and Water Sovereignty](#)
- [The AU Grad Student Experience](#)
- **Dr. Andrew Perrin**, [Areas of AU Research and Impact](#)

Pure Research Portal

AU is committed to fostering a vibrant research culture and has adopted [Pure](#) as its research information management system. Pure houses and highlights a wide range of research-related outcomes and activities while showcasing AU's research excellence to our wider community. Pure makes content more widely accessible and connects individuals with resources like open access publications or datasets. It is integrated with other university systems, such as HR data and research grants, providing a comprehensive overview of AU's research activities.

Research at Athabasca University (Cont'd)

Research Chairs

Research Chairs play a vital role in enhancing Athabasca University's research enterprise, trainee development, and in attracting and retaining other exceptional researchers. This leads to the development of new areas of research excellence and enhanced student learning experiences. Athabasca currently benefits from the expertise of the following research chairs:

Canada Research Chairs

AU's Chairs complement includes six allocations. Current active CRCs include:

- [Dr. Scott Ketcheson](#) – Canada Research Chair in Hydrological Sustainability
- [Dr. Mickey Vallee](#) – Canada Research Chair in Sound Studies

The Faculty of Health Disciplines (FHD) has hosted research chairs in key areas, including the recently concluded CRC in Health Promotion and Chronic Disease Management. FHD was recently successful in a new CRC recruitment, which will launch in a complementary research area in Fall 2023. AU was also previously home to a CRC in Indigenous Traditional Knowledge, Legal Orders, and Laws.

Campus Alberta Innovation Program Chairs

The [Government of Alberta Campus Alberta Innovation Program](#) was designed to attract and recruit leading-edge faculty and related research personnel (e.g. graduate students, post-doctoral fellows). AU successfully hosted two CAIP Chairs in computational environmental modeling and hydroecology.

Athabasca University Chairs

- [Dr. Rory McGreal](#) – UNESCO/ICDE Chairholder in Open Educational Resources.
- [Dr. Mohamed Ally](#) – Commonwealth of Learning Chairholder in Emerging

Technologies in Open and Distance Learning.

Equity, Diversity, and Inclusion

The Research Office is committed to building a strong research culture that embraces diverse communities, perspectives, and methods. Guided by the university's I-CARE values (integrity, community, adaptability, respect, and excellence), the Research Office contributes to the university's journey of inclusive excellence through priority initiatives, action plans, and capacity building.

Athabasca University's Canada Research Chairs program is guided by an approved [EDI Action Plan](#) and strategy. The management and growth of the program aligns with the Canada Research Chairs program's requirements and practices as well as an equity targets and gaps strategy for increased representation of the 4 federally designated equity-deserving groups.

Athabasca University and the Research Office recognize the importance of addressing underrepresentation and follow the principles set in the [Natural Sciences and Engineering Research Council \(NSERC\) Dimensions Charter](#). We pledge to create and enhance an environment that encourages diversity, equity, and inclusivity as fundamental standards in all the work we do. This strengthens the research community and the quality and impact of research.

Research Institutes

Athabasca University's research institutes focus scholarly research in a specific thematic area (research cluster). They link networks of Athabasca University researchers to provincial, national, and international researchers who are investigating similar topics. The [Athabasca River Basin Research Institute](#) is a leading example of an established and transdisciplinary research institute that is rooted and reaching across the provincial north.



Nukskahtowin

Nukskahtowin (Formerly: The Centre for World Indigenous Knowledge and Research) was formed in 2001 to address the academic and administrative needs of Indigenous citizens who are academics and learners at Athabasca University. As part of our initial vision we worked towards the development and delivery of Indigenous Studies and education in the AU environment. We worked towards the respectful inclusion of Indigenous research by and about First Nations, Métis and Inuit people. Our main goal was and still is the acknowledgment and development of traditional Indigenous knowledge in the academy and to support, protect and preserve Indigenous Knowledge, Education and oral traditions.

In response to the final report of the Truth and Reconciliation Commission's Calls to Action and the United Nations Declaration on the Rights of

Indigenous Peoples, we began a journey of *kwayskahsatsowin* (conciliation) and renewed our commitment to Indigeneity, in all its forms at the university. In the Fall of 2018, our centre was renamed Nukskahtowin, which means meeting place. The name was chosen by our Elder.

Nukskahtowin's Strategic Plan can be found [here](#).



Faculty of Health Disciplines

The Faculty of Health Disciplines (FHD) is a multi-disciplinary health faculty that currently has 31 tenure-track faculty members including 9 Full Professors, 11 Associate Professors, and 11 Assistant Professors.

FHD offers online programs and courses that build on learners' past achievements and future aspirations. Our motivated and dedicated faculty members and instructors facilitate knowledge and skills acquisition and reflection that can be put to work while students work. Faculty members engage in research in a variety of health-related areas. There are frequent opportunities for graduate learners to take part in this research. With bachelor's degrees in health administration and nursing, and a wide variety of graduate level options in counselling, nursing, and health studies, we are ready to help students build their career.

Academic Programs

Athabasca University's Faculty of Health Disciplines makes important contributions to advancing knowledge and impact through research and driving change in health education and delivery.

FHD faculty extend their expertise into the experiences our graduate learners so it can be translated into enhanced individual, family, community, system, and societal care. The FHD offers the following five graduate programs including: [Master of Counselling](#), [Master of Health Studies](#), [Master of Nursing](#), [Graduate Diploma in Counselling](#), [Post-Master's Diploma Nurse Practitioner](#), and [Post-Master's Certificate in Counselling](#).

Graduate learners in FHD are among the top performers of AU's annual Three Minute Thesis competition and Graduate Student Research Conference. Undergraduate programs in the faculty include a Post-LPN Bachelor of Nursing and Post-RN Bachelor of Nursing.

The Faculty's combination of online studies and on-site practical experience provide students with an education with the best of both worlds and network opportunities that transcend borders and disciplines.

The FHD Master of Nursing program was proud to celebrate the [2023 Governor General's Gold Medal](#) for excellence in graduate research addressing health inequities for Indigenous peoples.

Faculty of Health Disciplines (Continued)

Research in FHD

FHD has identified four pillars of Faculty research, including: Innovative online education, Health and well being, Responsive delivery of health care, Community engagement informed by social justice. These areas of established strength and emerging opportunities are increasingly threaded into the university's overarching Strategic Research Plan priority areas and program design.

The Faculty is home to an ambitious and successful cadre of grant holders including recently funded research in the following sample areas: Socioeconomic indices to advance healthy cities; Canadian adolescents and climate change; equity, value, and sustainability; Bias and stigmatization in nursing practice; Regulating healthcare professional's ethical challenges in a digital age; Engagement strategies for genomics-informed oncology; Policy options for pan-Canadian mental health and substance abuse; and Development and testing rating scales for pain-related behaviors in long term care facilities.

Ten percent of our MC, MHS, and MN-GEN learners engage in thesis research. MHS and MN-GEN learners have the option to add one or two focus areas to their degree, including: Health Promotion, Health Research, Leadership and/or Teaching.

Advances in Decolonization and Inclusion in FHD

The FHD in partnership with Nukskahtowin, the Faculty of Humanities and Social Sciences, and PowerEd™ has recently received funding from the Government of Canada to Address Racism and Discrimination in Canada's Health System. Key outcomes will include the development of traditional and micro-credentials as well as wider knowledge engagement in the form of a MOOC. This initiative complements research programs and projects already underway in biases and barriers to inclusion in health systems.

The Faculty recently received a \$494k grant from the Government of Alberta to support a pathway for LPNs from Northern Alberta (through Northern Lakes College) to enter and complete our Post LPN-BN program while living in their own communities. This opportunity complements wider program development in FHD, such as a required course in Indigenous Studies for all BN learners starting in Fall of 2023.

FHD will inaugurate a new Canada Research Chair in the fall of 2023 in the area addressing social inequity in health governance.



The Opportunity

The Faculty of Health Disciplines (FHD) at Athabasca University (AU) invites applications from exceptional emerging scholars with demonstrated potential for leadership and international recognition in the field of **Anti-Indigenous Racism and Discrimination in Health Systems** to be nominated for a **Canadian Institute of Health Research (CIHR) Tier 2 Canada Research Chair (CRC)**.

The successful candidate will receive an initial one-year academic appointment commencing **July 1, 2024**, converted to a full-time, tenure-track position at the rank of **Assistant or Associate Professor** upon successful nomination of the CRC. The successful candidate will be supported to prepare a nomination for the April 2024 CRC Program deadline.

The [FHD](#) is strategically positioned to ensure the nominee can achieve national and international recognition in this field over the term of the CRC. This research area responds to the World

Health Organization's Future Global Health Challenge areas, the Government of Canada's call to address anti-Indigenous racism in health systems while also aligning with AU's current [Strategic Research Plan](#). Most importantly the proposed Chair fits with AU's network of Indigenous scholars and partners ("Nukskahtowin") to promote the acknowledgment and development of traditional Indigenous knowledge and to support, protect and preserve Indigenous knowledge, education, and oral traditions. The global challenges associated with inequity in health systems must be addressed through collaboration with Indigenous peoples, nations, communities, and other partners. FHD will support the CRC nominee in a research agenda that moves with and beyond health-focused disciplines to encourage new models of collaborative thinking.

The Opportunity (Continued)

CRC Eligibility Criteria

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 post-secondary 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

- are excellent emerging world-class researchers who have demonstrated particular research creativity, activity, output, and impact,
- have demonstrated the potential to achieve international recognition in their field in the next five to ten years, and
- 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 10 years from having earned their highest degree (and where career breaks exist, such as maternity, family 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. 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. AU recognizes the legitimate impact that leaves (e.g., family 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.

Equity, Diversity, and Inclusion in AU's CRC Program

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: women and gender minorities, Indigenous Peoples, persons with disabilities, and racialized minorities.

In accordance with [AU's CRC Equity, Diversity and Inclusion Action Plan](#) and program equity targets, this opportunity is designated for a candidate who self-identifies as a woman or gender minority. Recognizing the importance of both intersectionality and allyship, the committee welcomes applicants who also self-identify as members of a racialized minority or as Indigenous. As you proceed through this application process, you will be encouraged to complete a confidential self-identification form.

The Opportunity (Continued)

Qualifications

- PhD in a relevant discipline.
- Demonstrated potential for innovative and scholarly research and the ability to develop an externally-funded, high-quality, and internationally recognized research program.
- Demonstrated potential for outstanding teaching and supervisory contributions.
- Ability to foster and role-model a collaborative, equitable, and inclusive approach to research and supervision, including engaging in mentorship within and beyond the immediate activities of the Chair.

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.

As Canada's national open and online university, AU shapes and enables mutually supportive communities, regardless of where those communities exist through its [Imagine](#) and [Nukskahtowin](#) plans. While the successful candidate may choose to live and work in their home community, some travel for face-to-face faculty meetings and AU gatherings may be required. Applicants are welcome to live and work in community. Employment at Athabasca University requires residency within Canada.

How to Apply

Applicants should submit the following in one single PDF file:

- A cover letter indicating areas of research experience and excellence, also indicating if you are a Canadian citizen, permanent resident or neither.
- A curriculum vitae.
- A research statement that summarizes your research activities and outlines your research program plans for the proposed CRC (maximum 3 pages).
- A description of your teaching interests and experiences as well as thesis and dissertation supervisory experience (maximum 2 pages)
- A statement that identifies your strengths and experience in advancing equity, diversity, and inclusion in your discipline as well as successes in co-created research with Indigenous groups, nations or communities.
- Names of three individuals who will provide letters of recommendation later in the search process.

The closing date for the opportunity is **August 31, 2023**.

Completed applications can be submitted online at <https://www.kbrs.ca/Career/17162>. Alternatively, applications can be emailed directly as one PDF to Lauren Wright at lwright@kbrs.ca.

Educational credentials will be verified before an offer of employment is extended. An offer of employment is conditional upon verification of educational credentials.

All educational credentials must be recognized in Canada.

E-Transcripts shared directly from your Post-Secondary Institution via email are acceptable.

[WES](#) may be used to verify international educational credentials. Processing time for verification of international qualifications may take up to one month. Please plan accordingly.

Canada Research Chairs Program

The [Canada Research Chairs Program \(CRCP\)](#) stands at the centre of a national strategy to make Canada one of the world's top countries in research and development. It invests approximately \$311 million per year to attract and retain a diverse cadre of world-class researchers to reinforce academic research and training excellence in Canadian postsecondary institutions.

In 2000, the Government of Canada created a permanent program to establish 2,285 research professorships—Canada Research Chairs—in eligible degree-granting institutions across the country.

Chairholders aim to achieve research excellence in engineering and the natural sciences, health sciences, humanities, and social sciences. They improve our depth of knowledge and quality of life, strengthen Canada's international competitiveness, and help train the next generation of highly skilled people through student supervision, teaching, and the coordination of other researchers' work.

CRCP is a tri-agency initiative of the [Social Sciences and Humanities Research Council \(SSHRC\)](#), the [Natural Sciences and Engineering Research Council \(NSERC\)](#), and the [Canadian Institutes of Health Research \(CIHR\)](#). It is administered by the Tri-agency Institutional Programs Secretariat, which is housed within SSHRC.

A Tier 2 Chair, tenable for five years and renewable once, is for exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field. For each Tier 2 Chair, the institution receives \$100,000 annually for five years, with an additional \$20,000 annual research stipend for first-term Tier 2 Chairs.

To meet the criteria of the program, Tier 2 Chair nominees must:

- be excellent emerging world-class researchers who have demonstrated particular research creativity;
- have demonstrated the potential to achieve international recognition in their fields in the next five to ten years;
- as chairholders, have the potential to attract, develop and retain excellent trainees, students, and future researchers; and,
- be proposing an original, innovative research program of high quality.

For more details, please see the [Canada Research Chairs Secretariat](#).



Athabasca University Strategic Plan

Imagine: Transforming Lives, Transforming Communities

Imagine embodies the most recent stage of AU's journey. The work of many hands, *Imagine* builds upon the strength and spirit of our entire Athabasca University community. *Imagine* also embraces our future, boldly charting a course that reflects our collective creativity, innovation, and drive to transform lives and communities. The AU community will press into a new strategic planning cycle with elevated priorities on research in the 2023/24 year.

Athabasca University is committed to:



Investing in ourselves & others

We are committed to creating and supporting a growth culture that celebrates success, superior performance, action, and persistence toward our vision. We are purposeful in the training, development, and deployment of our employees throughout our University. We actively create and foster the culture we choose to have.



Transforming

In a global, complex, and increasingly fast-changing world, we embrace transformation through innovation to ensure that we foster a resilient and creative environment to achieve our highest potential.



Shared Responsibility

Grounded in equity, we are committed to a cohesive community that shares the responsibility for the success of our University and all of our communities, recognizing that we are an active partner in a broader system.



Technology

Technology is an enabler for all that we do. We leverage emerging technologies and implement creative solutions to create value for our University; we use the power of digital data ethically and responsibly; and we build full digital literacy in both learners and staff.



Accountability

We empower action and mutual accountability through openness and transparency



Reciprocity

We commit to learning from and working in partnership with Indigenous peoples, nations, and communities in our conciliation journey. As part of this journey, we seek to understand how we can more effectively support Indigenous learner success.



Becoming a Candidate

Should you decide to move forward in the recruitment process, it is important that you consider the expectations and potential issues outlined below.

Interview with KBRS

As we receive the applications of interested candidates, we compare them against the key selection criteria set by the Search Committee. We arrange to speak with those candidates whose experience and qualifications are closest to these criteria.

In your initial interview with KBRS, we will seek to understand more about your background, qualifications, experience, and interest in the position.

As you move forward in the search process, to ensure you are seriously interested in the position, we will ask you to consider:

- **Terms of an appointment** including compensation and benefits.
 - **Travel and potential relocation considerations.** While the successful candidate may choose to live and work in their home community, some travel for face-to-face faculty meetings and AU gatherings may be required. Applicants are welcome to live and work in community. Employment at Athabasca University requires residency within Canada.
 - **Alignment** of this role and organization to your personal objectives and preferences. If you have questions that you would need to have answered before deciding to pursue this role, please let us know and we will attempt to arrange a conversation between you and our client so you can make a well-informed decision.
- If you are an **international candidate or foreign worker**, in addition to applying for this position, you may want to explore the Government of Canada's website to learn more about Working in Canada at this [link](#).

After considering these factors, in fairness to everyone concerned, please do not proceed further with this process if you are unlikely to accept the position if it is offered to you. We will ask our client to extend the same courtesy to you.

Search Committee Interviews

The Search Committee will consider all candidates and invite a small group to move forward. Typically, this next step is an interview with the Search Committee. If there is a desire to move forward with your candidacy after the initial interview, you will be invited for further conversations with the Search Committee. These conversations will allow you to learn more about Athabasca University and the Faculty of Health Disciplines. The Committee commits to respecting the confidentiality of your interest throughout this process. All activities associated with the search process will be undertaken virtually.

Privacy and Confidentiality

KBRS respects the privacy and confidentiality of personal information provided by candidates for our search assignments. The above information will be in accordance with the Personal Information Protection and Electronic Documents legislation. A copy of our Privacy Policy is available for your review on our website at <https://www.kbrs.ca/privacy-policy>.

Offer Etiquette

We ask that you honour two standards of professionalism if you choose to become a candidate in this process:

- If an offer is extended to you, you commit to holding the details in confidence (with the exception of discussing it with members of your immediate family) and agree that you will not discuss the offer with your present employer.
- If you say you will accept the offer our client can count on your word, otherwise please withdraw as a candidate. We want our client to avoid the substantial loss of time and opportunity cost that would accompany a reversal of your decision, as you would want to avoid handing in your resignation and then having our client cancel your offer.

Experiencing feelings of self-doubt when making a career change are common and should be prepared for. If either of these standards of professionalism are unacceptable, please let us know before becoming a candidate.

Equity, Diversity and Inclusion Statement

Athabasca University is committed to employment equity and encourages applications from women, Indigenous Peoples, persons with disabilities, persons of any sexual orientation, persons of any gender identity and expression, and members of visible minorities.

Athabasca University and KBRs will provide support in the recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodation to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to Lauren Wright, Executive Recruiter at lwright@kbrs.ca.

Images in this document used with permission from the opening of the [Linda Bull Memorial Garden](#) (September 27, 2022) at Athabasca University.

Contact Us in Confidence



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