



## Tenure-Track Position in Black and African Diaspora Studies in the Canadian Context

**Position code:** 23\_T\_BLACK\_O

**Date posted:** February 6, 2023

**Application deadline:** March 15, 2023

**Advertised until:** Position is filled

### Position description

Following up on the recommendations of the ground-breaking Final Report of the Task Force on Anti-Black Racism in 2022, Concordia University invites applications for a tenure-track position in Black and African Diaspora Studies in the Canadian Context at the rank of Associate Professor or Professor commencing August 2024. We are looking for a dynamic and innovative leader, or emerging leader, with the capacity to galvanize people and to envision, develop and implement a new interdisciplinary program in Black and African Diaspora Studies in the Canadian Context. This program will centre Black knowledges and scholarship committed to equity and social justice contributing to the global decolonial project, while actively engaging with Black communities. Departmental affiliation is flexible and will be determined by the successful candidate's expertise. The full report can be viewed here: <https://www.concordia.ca/provost/initiatives/task-force-anti-black-racism/reports.html>.

### Qualifications and assets

The ideal candidate will provide evidence of high-quality scholarly or research-creation output, have community connections with Black communities, as well as a track-record of innovative curriculum initiatives and evidence of inclusive teaching. A PhD or equivalent is required, and scholarly expertise in Black and African Diaspora Studies is essential. The successful candidate is a mid-career or senior scholar and will be comfortable working in an interdisciplinary milieu; preference will be given to scholars positioning their work as interdisciplinary, comparative, or multi-sited. A strong interest in and commitment to building relationships with Black communities in Montreal, Quebec and Canada are essential.

We value diversity among our faculty and strongly encourage applications from underrepresented groups, in particular, members of Black communities in Canada. Concordia University is an English-language institution of higher learning where the primary language of instruction and research is English. Since this position supports academic functions of the university, proficiency in English is required. Working knowledge of French is a strong asset.

The immediate primary task of the successful candidate will be the development of the Black and African Diaspora Studies in the Canadian context program. Research, teaching and service duties will thus be balanced accordingly.

Candidates are encouraged to share any career interruptions or personal circumstances that may have had an impact on their career goals in their letter of application. These will be carefully considered in the assessment process.

## How to apply

All qualified candidates are encouraged to apply; however, Canadians 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 applicants 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

The application package should include:

- A Cover Letter that clearly indicates the job title, position code (**23\_T\_BLCK\_O**) and citizenship statement.
- The Cover Letter should include a summary of academic leadership experience, commitments to Black communities and African diaspora groups, locally and beyond, and a description of the applicant's 2 or 3 most important creative and/or research contributions to date.
- A detailed Curriculum Vitae.
- A Program Vision statement (2-3 pages) that describes the applicant's vision for the Black and African Diaspora Studies in the Canadian Context program, potential plans

for curriculum development in a collaborative and interdisciplinary frame, and core values in support of Black knowledges and scholarship.

- A Teaching statement (1 page) that includes the applicant's teaching philosophy and approaches to mentorship (and may further include supporting materials: sample assignments, teaching evaluations and/or syllabi of courses taught).
- A Research statement (1 page) that details current and future creative and/or research plans.
- The names of three referees (reference letters will only be solicited for those short-listed).
- An Equity Diversity and Inclusion (EDI) statement (see below).

Applications should be addressed to Linh Tran at [srfacultyaffairsofficer.fas@concordia.ca](mailto:srfacultyaffairsofficer.fas@concordia.ca) and must include a cover letter clearly identifying the title and position code. Electronic applications should be submitted by **March 15, 2023**, but will continue to be reviewed until the position is filled. Only shortlisted candidates will be notified. The appointment is expected to commence in **August 2024**.

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. 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 teach in ways that are relevant for a diverse, multicultural contemporary Canadian society.

Possible examples to demonstrate a diverse experience may include, but are not limited to:

- Teaching about underrepresented populations
- Mentoring students from underrepresented backgrounds
- Committee work
- Offering or organizing educational programming
- Participation in training and workshops

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, Anna Barrafato, Accessibility Change Lead: [anna.barrafato@concordia.ca](mailto:anna.barrafato@concordia.ca) or by phone at 514.848.2424 extension 3511.

## Information about Concordia

Concordia University is located on unceded Indigenous lands. Tiohtià:ke/Montreal, on the traditional lands and waters of the Kanien'kehá:ka Nation, 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.

Building on the skills of our faculty and the strengths of Indigenous, 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.

“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.

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 reconciliation, research and community engagement, Concordia is celebrated for advancing transformative learning, convergent thinking and public impact.

## Information about Montreal

Tiohtià:ke/Montreal, is exceptional; safe, vibrant and diverse, with new things to discover around every corner. The Kanien'kehá:ka Nation is recognized as the custodians of the lands and waters on which we gather and conduct our activities. With a population of 1.7 million, Tiohtià:ke/Montreal 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 the 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.

### **Information about the Faculty of Arts and Science**

The Faculty of Arts and Science is the largest faculty at Concordia. Through our 27 departmental units and our several research centers, we foster an inclusive and supportive environment, where knowledge generation and innovation thrive in the Humanities, the Social and the Natural Sciences. We have a strong tradition of connection with communities. Our research and creative activities are both disciplinarily grounded as well as resolutely interdisciplinary and interconnected. Our scholars tackle the complex issues facing our world globally and locally. Our teachers activate students to make an impact. Our students challenge conventional ways of thinking and doing.

Our research activity is funded by [Tri-Council agencies \(CIHR, NSERC, and SSHRC\)](#), from the [FRQ \(FRSQ, FQRNT, and FQRSC\)](#), as well as national and international funding bodies, both public and private. Our academic communities develop and utilize cutting-edge pedagogical tools and strategies with an emphasis on experiential learning to teach within and across boundaries.

For more about the Faculty of Arts and Science, please visit: [www.concordia.ca/artsci](http://www.concordia.ca/artsci).

### **Information about the Gina Cody School of Engineering and Computer Science**

The Gina Cody School of Engineering and Computer Science is ranked among the top 10 engineering schools in Canada. The School is home to over 10,000 engineering and computer science students and a faculty complement of 235 faculty members. The School has about 4,500 graduate students enrolled in 35 graduate programs. Its research profile continues to grow as it fosters multidisciplinary approaches to finding solutions to a broad range of societal challenges. Concordia University and the School attract a high quality, diverse student population in all its programs. For more information on the Gina Cody School of Engineering and Computer Science, please visit: [concordia.ca/ginacody](http://concordia.ca/ginacody).

### **Information about the Faculty of Fine Arts**

With over 4,000 students, faculty, and staff, the Faculty of Fine Arts is among the five largest art and design schools in North America. Nestled in the heart of a pulsing city, embraced by a dynamic research university, the Faculty of Fine Arts benefits from extraordinary access to brilliant practitioners, thriving venues, cross-cultural perspectives, and an extensive network of outstanding facilities for research and production.

Taking advantage of our place within the rich fabric of a research university and our long history as one of the premiere sites in Canada for the study and creation of the arts and arts-based scholarship, the Faculty of Fine Arts is currently engaged in a transformative moment in which pedagogical, conceptual, theoretical, and material practices find resonance with a significant diversity of approaches. In our university community we value equally those practices that

embrace aesthetic activism, live performance, historical scholarship, technical experimentation, skills-based production, community fieldwork and education, and therapeutic practices as well as traditional and digital fabrication. In addition to curricular advances, the formation of significant research centres and external partnerships in the Faculty of Fine Arts continue to enrich opportunities for faculty and students alike. The faculty is also home to a number of research groups led by faculty members who are Black, Indigenous and people of colour and disabled, and centred on their concerns. For more information, please visit the [Faculty of Fine Arts](#) website.

### **Information about the John Molson School of Business**

Concordia University's [John Molson School of Business](#) is one of the leading business schools in the country and one of the largest in the world, with a total student population of over 9,000. Located in the heart of downtown Montreal, the AACSB-accredited school offers programs at the undergraduate, graduate, and doctoral levels. The school's internationally renowned faculty members are constantly pushing the boundaries of business research and many of them have been recognized for their exceptional teaching and scholarship. The school's vision is to be one of the world's most relevant, responsible, and respected business schools. With a mission to provide an engaging learning and research environment that empowers its community to achieve its greatest potential for the betterment of business and society, the John Molson School of Business works tirelessly to provide a constantly evolving curriculum that reflects current business trends and climates.

### **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:*

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*or*

*No, I am not a citizen or permanent resident of Canada.*

For more information about this position and details on how to apply, go to:

[https://www.concordia.ca/hr/jobs/openings/faculty-library-positions/TT\\_Black-and-African-Diaspora-Studies-Canadian-Context.html](https://www.concordia.ca/hr/jobs/openings/faculty-library-positions/TT_Black-and-African-Diaspora-Studies-Canadian-Context.html)

For a French version of this posting, please see: <https://www.concordia.ca/fr/rh/travailler-a-concordia/emplois/postes-de-professeur-ou-a-la-bibliotheque/Professeur-etudes-des-Noirs-et-des-diasporas-africaines-contexte-canadien.html>