

Queen's National Scholar Chair in Indigenous Studies

Indigenous Studies Program
Faculty of Arts and Science, Queen's University
Kingston, ON Canada

Queen's University and the Indigenous Studies Program invite applications for a Queen's National Scholar Chair in Indigenous Studies. We are seeking a creative, dynamic, and visionary scholar, who anchors their work in their Indigenous knowledge(s) acquired through lived experience in Indigenous community context(s). An academic background in Indigenous Studies is welcome but not required and Indigenous candidates from a diverse range of academic and professional backgrounds are encouraged to apply. The QNS Chair in Indigenous Studies is a full-time tenured or tenure-track position at a rank appropriate for an established scholar. The preferred start date is 01 July 2024.

A 'chair' is a new position within the well-established and successful Queen's National Scholar program. This new stream has been developed to attract experienced scholars with demonstrated leadership abilities in areas such as research, teaching, administration, and program development. As the most senior position being sought within the current QNS cycle, the QNS Chair in Indigenous Studies will join six other Indigenous faculty being hired in the same cluster.

Joining a dynamic intellectual community amongst new and existing faculty members within the program, the QNS Chair in Indigenous Studies will have a significant role in shaping the future of Indigenous Studies at Queen's, ensuring the program makes positive contributions to the lives of our students, to the broader Queen's community, and to Indigenous peoples and communities from coast to coast to coast. Indigenous Studies at Queen's welcomes diverse voices and perspectives as we continue to build an exciting and vibrant program together. Candidates from a wide range of backgrounds and academic pathways are encouraged to apply.

The successful candidate's primary responsibilities will be located within the Indigenous Studies Program, currently located within the Department of Languages, Literatures and Cultures. As Indigenous Studies does not yet have a graduate program, opportunities for graduate supervision and teaching will be available through affiliation with other units as appropriate to the successful candidate's specialization.

Applicants must be Indigenous persons with clear and demonstrable ties to Indigenous community(ies). In accordance with the Hiring of Indigenous Specific Positions – Interim Policy, shortlisted applicants will be required to provide documents confirming their Indigenous identity which will be verified prior to being invited to interview. Only applicants whose Indigenous identity has been positively verified will proceed to the interview stage of the hiring process.

APPLICANT'S KEY QUALITIES

Key qualities of the successful candidate could include:

- a strong record of **research** excellence and/or **knowledge creation and sharing** in Indigenous community contexts;
- a proven record of inclusive and effective student-centered **teaching**;
- an established history of positive contributions to academic and/or community **administration** and service;
- an ability to consolidate and grow a strong undergraduate program;
- a demonstrated commitment to using and extending Indigenous theories, methods, methodologies, and pedagogies; and
- a commitment to Indigenous Studies as an interdisciplinary field.

These qualities may be expressed in areas of research or teaching, such as

- Indigenous language revitalization and cultural education;
- Indigenous knowledge systems, methodologies, and ethics;
- land-based learning and Indigenous environmentalisms;
- Indigenous pedagogies and curriculum design;
- Indigenous resurgence, activism, and governance;
- Indigenous literatures, cultural production, and artistic practice;
- Indigenous legal traditions and justice systems; and

- any other areas relating to Indigenous Studies and the contemporary and/or historic realities of Indigenous experience and knowledge

ABOUT THE QUEEN'S NATIONAL SCHOLAR PROGRAM

As a Queen's National Scholar, the ideal candidate will clearly demonstrate

- excellence in providing rich and rewarding learning experiences to students;
- excellence in developing innovative, collaborative, or interdisciplinary research programs that align with Queen's strategic priorities; and
- a commitment to the principles of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility.

The main criteria for selection as a Queen's National Scholar are academic and teaching excellence. The successful candidate will provide evidence of high-quality scholarly output that demonstrates potential for independent research leading to peer assessed publications and the securing of external research funding, as well as strong potential for outstanding teaching contributions at both the undergraduate and graduate levels, and an ongoing commitment to academic and pedagogical excellence in support of the department's programs. Candidates must provide evidence of an ability to work collaboratively in an interdisciplinary and student-centred environment.

The successful candidate should hold the PhD or equivalent degree from any field of research, to be completed by the appointment start date. PhD Candidates who are "all but dissertation" (ABD) will be considered in exceptional cases; however, these candidates must include a clear plan for degree completion and transition into a faculty position.

The successful candidate will be expected to make contributions through service to the program, the Faculty, the University, and/or the broader community.

Salary will be commensurate with qualifications and experience.

Further information on the Queen's National Scholar Program can be found on the [Office of the Provost and Vice-Principal \(Academic\) website](#).

Further information on teaching and research priorities at Queen's is available in the [Queen's Strategy](#) and the [Queen's Strategic Research Plan](#).

HOW TO APPLY

All qualified candidates are encouraged to apply; however, Canadians, permanent residents, and Indigenous applicants under Section 35(2) of the Constitution Act, 1982 will be given priority.

A complete application consists of:

- a cover letter, including a statement that the candidate has reviewed the [Hiring of Indigenous Specific Positions – Interim Policy](#) and will submit documentation for verification if selected to proceed to the interview stage;
- a current Curriculum Vitae, including a list of publications, awards, and grants received;
- a statement of teaching interests and experience, including teaching outlines and evaluations if available;
- a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility in research, teaching, and administration (maximum one page);
- two to three samples or excerpts from recent scholarly, creative, and/or publicly engaged work (between 20 and 50 pages in total)
- a statement of current and future research interests.

Applicants are encouraged to share qualifications beyond academic credentials, including relevant lived experience and traditional knowledge.

The impact of certain circumstances that may legitimately affect a nominee's record of research achievement will be given careful consideration when assessing the nominee's research productivity. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.



The University will provide support in its recruitment processes to applicants with disabilities, including accommodations that consider an applicant's accessibility needs. If you require accommodations, please contact Barbra Lalonde at QNS_INDG_CHAIR@queensu.ca

Short-listed candidates will be further requested to provide three letters of reference.

Application packages should be submitted via email by **February 1, 2024**, to QNS_INDG_CHAIR@queensu.ca, although hard copy applications may be submitted to

Queen's National Scholar Chair in Indigenous Studies Search Committee

c/o Department of Languages, Literatures and Cultures

Kingston Hall, Room 416, Queens University

103 Stuart Street

Kingston, ON K7L 3N6

Applications received after the deadline of **February 1, 2024**, will be reviewed if the position remains unfilled.

Appointments are subject to review and final approval by the Principal of Queen's University. Candidates holding an existing tenure-track or continuing-adjunct appointment at Queen's will not be considered.

Academic staff at Queen's University are governed by a Collective Agreement between the University and the Queen's University Faculty Association (QUFA), which is posted on the [Faculty Relations website](#) and the [Queen's Faculty Association \(QUFA\) website](#).

WORKING AT QUEEN'S UNIVERSITY

Queen's University is situated on the traditional territories of the Haudenosaunee and Anishinaabe and people from across Canada and around the world come to learn, teach, and carry out research in our community. Faculty and their dependents are eligible for an extensive benefits package including prescription



drug coverage, vision care, dental care, long term disability insurance, life insurance and access to the Employee and Family Assistance Program. You will also participate in a pension plan. Tuition assistance is available for qualifying employees, their spouses, and dependent children. Queen's values families and is pleased to provide a 'top up' to government parental leave benefits for eligible employees on maternity/parental leave. In addition, Queen's provides partial reimbursement for eligible daycare expenses for employees with dependent children in daycare. Details are set out in the Queen's-QUFA Collective Agreement. For more information on employee benefits, see [Queen's Human Resources](#).

Additional information about Queen's University can be found on the [Faculty Recruitment and Support](#) website. Queen's University is a leading Canadian medical doctoral institution with over 27,000 undergraduate and graduate students. Millions of dollars of support from SSHRC, NSERC and CIHR support leading-edge research across domains of inquiry.

[The Office of Indigenous Initiatives](#) builds community, advances reconciliation, and supports integration of Indigenous ways of knowing and being into the fabric and life of the university. Researchers at Queen's have many existing networks with Indigenous communities and researchers locally and from across Turtle Island.

Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point.

ABOUT KINGSTON

Kingston is home to a vibrant and growing urban Indigenous community, supported by urban Indigenous organizations dedicated to Indigenous cultural revitalization and social support. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural, recreational, and creative opportunities, with access to many natural areas and proximity to vibrant First Nations communities, including Alderville, Akwesasne, Pikwakanagan, and Tyendinaga.

The city is near Frontenac Provincial Park, the Thousand Islands National Park, and the Frontenac Arch UNESCO World Biosphere Reserve. The [Queen's University Biological Station](#), north of the city, encompasses 34 km² of diverse lands, affording premier learning and research opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

TARGETED HIRING POLICY

Queen's University has developed a Targeted Hiring Policy and Procedure in accordance with guidelines on Special Programs by the Ontario Human Rights Commission. The Targeted Hiring Policy and Procedure will be applied to fill the Queen's National Scholar position in Indigenous Knowledge(s) and Perspective(s).

In accordance with the University's Employment Equity Program and pursuant to Section 14¹ of the Ontario Human Rights Code (OHRC), the Queen's National Scholar in Indigenous Studies is open only to qualified individuals who are Indigenous persons with clear and demonstrable ties to Indigenous community(ies). As noted above, shortlisted applicants will be required to provide documents confirming their Indigenous Identity in accordance with the [Hiring of Indigenous Specific Positions – Interim Policy](#). Documentation will be verified prior to being invited to interview.

The requirement for applicants to be an Indigenous person will assist Queen's University in addressing the underrepresentation of Indigenous scholars at the university. Engaging Indigenous scholars will enable Indigenous experiences and community connections to enlighten and enrich the University, academia, and student experiences at Queen's. It is also an opportunity to correct the historic underrepresentation at Queen's of Indigenous scholars.

¹ Please also note that Under Section 14 of the OHRC, it is not discrimination to put in place a special hiring program if it is designed to:

- Relieve hardship or economic disadvantage
- Help disadvantaged people or groups to achieve, or try to achieve, equal opportunity or
- Help eliminate discrimination



Recognizing the intersectionality of identities within Indigenous communities, applications from Indigenous candidates who also identify as women, persons with disabilities and 2SLGBTQ+ persons will be welcome. All applicants will be invited to self-identify once they have applied and those who wish to be considered under our employment equity provisions are required to self-identify. Self-identification information will be held in confidence by the Human Rights and Equity Office and one member of the hiring committee.