

Advertising Copy

Black Scholars' Hiring Initiative – University of Windsor

AN ACADEMIC OPPORTUNITY LIKE NO OTHER

The University of Windsor is seeking applications from Black scholars to be appointed to a range of academic ranks, including Professorial ranks (Assistant Professor, Associate Professor, Professor) in both Research and Teaching Streams, as well as Lecturer, Hybrid Faculty-Staff positions for appointment as Learning Specialists, and/or Librarians. The University of Windsor has committed to promoting equity, diversity, inclusion, and decolonization in all areas of teaching, research, employment, and student recruitment, retention, and success. We are actively investing in organizational change by taking action on anti-Black racism through the advancement of diverse ways of knowing across the curriculum. While the University of Windsor is not alone in working to expand contributions of Black ways of knowing, inclusion, and scholarship into our core mandates, our approach is ambitious and deeply intentional. We invite you to contribute not as an addition to a Predominantly White Institution, but as a member of a transnational, diverse and vibrant community of higher education.

To support this effort, the University has established The Black Studies Institute (BSI) and the Black Studies Program. The BSI is a strategic priority as identified in the University's Anti-Black Racism and Task Force Plan. The Black Studies Institute represents a new and innovative initiative to meaningfully understand the role of Black ways of knowing in the Canadian university and will feature research, access to scholarly work, special events, speaker series, mentorship, and supportive partnerships dedicated to this initiative.

Black scholars, librarians, and artists who are selected to join the academic community of the University of Windsor will contribute to enriching our learning and research environment.

- Applicants will be eligible to be appointed to a range of academic ranks, including Professorial ranks (Assistant Professor, Associate Professor, Professor), as well as Lecturer; Ancillary Academic Staff appointed as Learning Specialists, or Librarian.
- Candidates interested in pursuing research- and teaching-stream careers are encouraged to apply.
- Applicants will be considered across disciplinary lines, and we welcome applications from the Arts, Humanities, Social Sciences, Natural Sciences, Business, Engineering, Nursing, Education, Human Kinetics, Law and the Library.
- Scholars and librarians who also teach, research, and work in Portuguese, Spanish, and French languages and language communities are particularly invited to apply.



Hires will be considered regular faculty members or librarians and will contribute to the scholarly life of the University, and to the Windsor-Essex-Detroit community. Offers extended will be made based on experience and qualifications, and successful candidates are anticipated to start in July 2023.

The University of Windsor makes this invitation to join our academic ranks as we act on our commitment to the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education by redressing anti-Black racism and fostering Blackness through four broad action areas: Black Flourishing, Inclusion, Mutuality, Accountability. The University also intends to fulfill the recommendations of its own anti-Black Racism Task Force and to honour the historical Black-Canadian community of Southwestern Ontario, established in 1829.

The University of Windsor is situated on the traditional territory of the Three Fires Confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomie. The University is a comprehensive research and teaching institution with more than 16,000 students, and boasts a welcoming community committed to equity, diversity, inclusion, and accessibility in our teaching, learning, and work environments. Located in the City of Windsor, with over 218,000 residents, at Canada's southernmost point and part of the international Detroit-Windsor border area, the community represents considerable racial, ethnic, linguistic, religious and cultural diversity, with 20% of its population having roots in the global South and East. A strong Black community is part of the diverse make-up of Windsor, with African, Caribbean, African-American, Afro-Latinx, and African Canadian Underground Railroad descendants calling the border city home. This geographical location places Windsor broadly, and the University of Windsor particularly, in a position to address anti-Black racism and to support Black excellence. This physical positionality is a site of opportunity, a place where the University of Windsor – only 8 minutes from downtown Detroit – can distinguish itself as an institution in the vanguard of Canadian and transnational scholarship. We welcome Black scholars to join us in developing and delivering research and scholarship that contributes to Black ways of knowing.

Black scholars, librarians, and artists with experience and expertise in a range of disciplines **are encouraged to apply on or before January 10, 2023**. Support is available to assist candidates with the recruitment and application process and therefore early expressions of interest are encouraged. **If you have questions about the process, would like to know more about the opportunity– or would like an Application Package including an Executive Brief with more information about this initiative-- kindly contact the Recruitment Initiative, at BlackScholars@uwindsor.ca.**

In pursuit of the University's Employment Equity Plan, members from the designated groups (women, Indigenous/Aboriginal (First Nations, Métis, Inuit) persons, racialized persons/visible minorities, persons with disabilities, and persons of 2SLGBTQ+ minority sexual orientation and/or gender identity) whose intersectional identity includes Blackness, are encouraged to apply and to self-identify.

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If you need an accommodation for any part of the application and hiring process, please notify the Faculty Recruitment Coordinator (recruit@uwindsor.ca). Should you require further information on accommodation, please visit the website of the Office of Human Rights, Equity & Accessibility (<http://www.uwindsor.ca/ohrea>). All qualified candidates are encouraged to apply, and all applications will be thoughtfully considered irrespective of immigration status; however, Canadians and permanent residents will be given priority.