



Career Opportunities

Tier 2 Canada Research Chair in Indigenous Creative Sovereignty, Health & Well-Being

TheCreativeSchool-ProCom

Posted: February 3, 2026
 Deadline to Apply: Tuesday, March 31, 2026

[Start Application Process](#)

Located in downtown Toronto, the largest and most culturally diverse city in Canada, and situated on the territory of the Anishinaabeg, Haudenosaunee, Mississaugas of the Credit and the Wendat Peoples, the School of Professional Communications in [The Creative School](#) at [Toronto Metropolitan University](#) (TMU) invites applications for a Tier 2 Canada Research Chair (CRC) in Indigenous Sovereignty, Creative, Health, and Well-Being. Conditional upon a successful CRC application and subject to final budgetary approval, the successful candidate will be appointed to a tenure-track position at the rank of Assistant or Associate Professor, effective July 1, 2027. An appointment at the Associate rank will be subject to a successful completion of the tenure process at TMU. Candidates who hold tenure at their current institution may be considered for an appointment at the Associate rank with tenure.

This position is restricted to candidates who self-identify in the Applicant Diversity Self-ID questionnaire in the recruitment portal as First Nations, Métis, Inuit peoples, or Indigenous peoples of North America. Indigenous hires for faculty positions at TMU are required to successfully complete an affirmation process. This process involves candidates providing relevant documentation to support the claim of Indigenous identity and participating in discussions with the University's Indigenous Human Resources Lead in order to share relevant information about their lived experience.

The [Canada Research Chairs Program](#) is a federally funded program that seeks to achieve excellence by attracting and retaining the most accomplished and promising researchers. The Tier 2 CRC is intended for exceptional emerging scholars, i.e., candidates must have been active researchers in their field for fewer than 10 years at the time of nomination. Further details on the CRC eligibility criteria can be found on the CRC Program's "Nominate a Chair" webpage: https://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx.

In collaboration with TMU, the successful candidate will develop the CRC application for the October 20, 2026 deadline. The CRC Tier 2 appointment is tenable for five years and renewable once. All nominations are subject to review and final approval by the CRC Secretariat.

We seek an outstanding emerging scholar in Professional Communication with a strong background in Indigenous studies, health communication, and creative practice. The successful candidate will have a demonstrated record of research that centres Indigenous knowledge systems, cultural practices, and community-based approaches to health and well-being. The CRC will become a full member of the School of Professional Communication at The Creative School and will teach courses in both undergraduate and graduate programs.

The CRC in Indigenous Creative Sovereignty, Health, and Well-Being aims to actively work on campus and with community partners to develop collaborative research partnerships with Indigenous artists, knowledge keepers, cultural practitioners, and health organizations. The CRC will demonstrate expertise in examining how Indigenous creative and cultural practices sustain community health, wellness, and resurgence. It will also advance applied, community-driven research that integrates Indigenous creativity into healthcare education, policy, and service delivery.

The successful candidate will engage in a combination of research, teaching and service duties, and maintain an inclusive, equitable, and collegial work environment across all activities. The incumbent will be expected to develop and maintain a strong, independent, externally funded research program that will be internationally recognized in five to ten years, to mentor and support diverse trainees, students, future researchers and colleagues in forms such as organizing workshops, co-authoring papers, obtaining patents, and contributing to public policy and professional practice. The incumbent will also effectively teach undergraduate and graduate courses and engage in collegial service.

Qualifications

Candidates must hold a Doctoral degree or equivalent recognized research/creative record in Indigenous Studies, Communication, Fine Arts, Health Humanities, or a related discipline; in accordance with the School's requirements. Nominees for Tier 2 Chair positions should, at a minimum, be Assistant or Associate Professors or possess the necessary qualifications to be appointed to these ranks.

Candidates must also:

- be excellent emerging world-class researchers who have demonstrated particular research creativity, in accordance with the CRC Program guidelines;
- have demonstrated the potential to achieve international recognition in their field(s) in the next five to ten years, in accordance with the CRC Program guidelines;
- as chairholders, have the potential to attract, develop and retain excellent trainees, students and future researchers, in accordance with the CRC Program guidelines;
- be proposing an original, innovative research program of high quality, in accordance with the CRC Program guidelines;
- have demonstrated excellence and leadership in research, creative practice, or community engagement related to Indigenous knowledge systems, creative expression, and health;
- have a record of external research funding, peer-reviewed publications, exhibitions, or equivalent creative outputs;
- have experience in community-based or participatory research methodologies grounded in Indigenous worldviews, knowledge gathering and sharing;
- provide evidence of meaningful engagement with Indigenous communities, artists, Elders, and/or health practitioners;
- have demonstrated commitment to Indigenization, decolonial praxis, reconciliation, and culturally safe research practices.
- have the potential to attract diverse world-class collaborators;

- have a record of commitment to equity, diversity and inclusion (EDI) in leadership, teaching and research, as well as in professional, community and/or lived experience including recommended practices of recruiting, mentoring and supporting students and research trainees with diverse backgrounds and experiences and from underrepresented groups, such as women, racialized people, persons with disabilities, Indigenous Peoples, Black people and 2SLGBTQ+ people;
 - demonstrate the ability to effectively teach students with diverse backgrounds and experiences in communication-related courses in undergraduate and graduate programs, and the potential to contribute to inclusive and accessible learning, course development and pedagogy;
 - demonstrate the ability to participate in leadership activities in collegial (internal and external) service.
 - have experience developing or leading interdisciplinary collaborations between Indigenous communities, the arts, and health sectors;
 - be familiar with Indigenous cultural safety frameworks in healthcare education or policy; and
 - have the ability to mentor students and early-career researchers in Indigenous and creative research methodologies.
- TMU recognizes a broad spectrum of scholarly contributions, including community-engaged, creative, practice-based, interdisciplinary, and other non-traditional forms of research and knowledge mobilization. Candidates are encouraged to include diverse outputs and impacts that demonstrate excellence and innovation in advancing knowledge, practice, and community engagement.

TMU recognizes that scholars have varying career paths and that career interruptions can be part of an excellent academic record. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions to allow for a fair assessment of their application. Search committee members have been instructed to give careful consideration to diverse experiences and knowledge, and to be sensitive to the impact of career interruptions in their assessments.

Applicants who are more than 10 years from having earned their highest degree (and where career breaks exist, such as pregnancy, parental or extended medical leave, clinical training, etc.) may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process (https://www.chairs-chaire.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3).

All eligible leaves (e.g., pregnancy, parental, medical, bereavement) are credited at twice the amount of time taken; part-time leaves will be taken into consideration, calculated according to the percentage of leave taken, and credited at twice the amount of time taken; professional leaves (e.g., sabbatical) are not credited, but certain training or administrative leaves may be considered. Other leaves that have had an impact on the nominee's research career may be taken into account (e.g., mandatory military service, non-research-related positions, unemployment and training unrelated to the research career). This information must be supported by the information contained in the nominee's CV. Research interruptions caused by the COVID-19 pandemic (e.g., closures) are recognized and may be counted as an eligible delay (credited at twice the amount of time) beginning March 1, 2020.

This position falls under the jurisdiction of the Toronto Metropolitan Faculty Association (TFA) (www.tfanet.ca). Visit us at www.torontomu.ca/faculty-affairs to view the [TFA collective agreement](#) and a summary of [TFA benefits](#). The salary minima for the Assistant and Associate ranks are \$103,916.30 and \$131,194.32 per annum respectively. Salary will be commensurate with qualifications.

The selection process will follow TMU's Canada Research Chair Equity, Diversity and Inclusion Action Plan, which commits the University to intentionally pursuing and implementing system-wide equity initiatives to embed diversity and inclusivity in all university structures, programs, policies, and practices.

TMU is required to implement and comply with the following:

- Ontario Ministry of Colleges Universities Research Excellence and Security (MCURES) research security mandate (<https://forms.mgcs.gov.on.ca/en/dataset/on00708>);
- the Government of Canada's Policy on Sensitive Technology Research and Affiliations of Concern (STRAC) ([https://science.gc.ca/site/science/en/safeguarding-your-research/guidelines-and-tools-implement-research-security/sensitive-technology-research-and-affiliations-concern](https://science.gc.ca/site/science/en/safeguarding-your-research/guidelines-and-tools-implement-research-security/sensitive-technology-research-and-affiliations-concern/policy-sensitive-technology-research-and-affiliations-concern)); and
- the National Security Guidelines for Research Partnerships (NSGRP). (<https://science.gc.ca/site/science/en/safeguarding-your-research/guidelines-and-tools-implement-research-security/national-security-guidelines-research-partnerships>)

The Canada Research Chairs Program is part of the Government of Canada's STRAC Policy, and it is the responsibility of all candidates to have read and understood what this means as part of their CRC nomination.

Working at TMU

Serving a highly diverse student population of over 45,000, TMU offers over 100+ [undergraduate](#) and [graduate](#) programs built on the integration of theoretical and practical learning. Distinguished by a professionally focused curriculum and a strong emphasis on excellence in teaching, research and creative activities, [TMU](#) is a vibrant, urban university known for its culture of innovation, entrepreneurship, community engagement and city building, reflected in its award-winning architecture.

At the intersection of mind and action, TMU is on a transformative path to become Canada's leading comprehensive innovation university. Our new academic plan, [Transformative Futures](#), offers an exciting roadmap towards our ongoing pursuit of academic excellence and to addressing the complex and evolving challenges of our time.

At the heart of TMU's remarkable achievements and its ambitious aspirations are its students, faculty and staff. Committed to a people first culture, the university prides itself on offering exceptional [benefits and perks](#), [celebrating the achievements of its faculty and staff](#) and maintaining its unwavering commitment to [equity, diversity and inclusion](#), including its ongoing commitment to [Truth and Reconciliation](#), [confronting Anti-Black Racism](#) and [accessibility](#) for persons with disabilities. Among its many recognitions include being ranked number one on the [Forbes list](#) of Canada's Best Employers for Diversity. We invite you to [explore employment at TMU](#) as well as our community of diverse [faculty and staff networks](#).

Connect with us on [LinkedIn](#) for the latest news and opportunities at TMU.

School of Professional Communication

The School of Professional Communication (ProCom) consists of twenty (20) tenure-stream faculty members and offers innovative Bachelor and Master's programs that integrate theory and practice. As an interdisciplinary School, ProCom focuses on teaching and research that brings creative and critical communication approaches into industries, organizations, and communities. Our students and faculty investigate the intersections of text, sound, and image in an array of digital, discursive, and social contexts. Our faculty pride themselves on the excellence of their research and on the quality of their teaching. We are interested in candidates that will contribute to and build on our existing teaching strengths by bringing innovative and diverse perspectives and experiences to the position.

How to Apply

Applicants must submit their application online via the Faculty Recruitment Portal (<https://hr.cf.torontomu.ca/ams/faculty/>) by clicking on "Start Application Process" to begin. Applications must be received by **March 31, 2026, 11:59pm** to be considered. The application must contain the following:

1. a **letter of application** that includes your interest in the position; what you would bring to the School and Faculty; the impact on the field of Indigenous Studies, Communication, Fine Arts, Health Humanities, or a related discipline, that you foresee for your research (your 3-page research proposal for the CRC can elaborate on this); and what makes you a strong candidate overall as a researcher, educator, and community member. **Please indicate in your letter of application whether at the time of this application, you hold tenure at your current institution.**
2. a **current curriculum vitae** providing a clear sense of your scholarly and professional development via your education and your research activities and outcomes; your contributions to making Indigenous Creative & Health Communications more equitable and inclusive through committee work, community engagement, social media, and advocacy;
3. a **research statement** discussing the significance, originality, and potential impacts of your current research program (up to 3 pages), and a research proposal for the first term of your CRC research program (up to 3 pages);
4. **recent examples of research activities and outcomes**, including, but not limited to, peer-reviewed and non-peer-reviewed publications, conference presentations, public talks, articles reaching specialist and non-specialist audiences, and effective use of social media for research impact and networking, knowledge dissemination and translation;
5. a **teaching statement** (up to 3 pages) and a dossier of syllabi and other evidence, if available. These must demonstrate how you engage, encourage, and develop the learning capacity of students entering higher education from a diverse array of backgrounds and experiences, and how you embed practices and principles of equity, diversity and inclusion, including universal design for learning in your classroom, course materials, guest lectures, how you embed practices and principles of accessibility, equity, diversity and inclusion in your classroom, your assignments, and your classroom style;
6. **the names and email contact information of three academic referees** who know you and your research well; and
7. a **statement discussing your record of demonstrated commitment to equity, diversity and inclusion**, including your record of attracting and mentoring a diverse group of students, trainees, and research personnel, and establishing an equitable and inclusive research environment. This should include a plan for establishing and maintaining a diverse core team (at the student, trainee, personnel and early-career researcher levels), and an environment that is safe and inclusive and allows all team members to reach their full research potential (e.g., through the recruitment and outreach strategy, equitable training opportunities, and professional development and mentoring). The committee invites statements reflecting professional, community and/or lived experience that advance our commitment to EDI.

Candidates who are selected to proceed further in the recruitment process, will be required to provide relevant documentation (e.g. *band cards, community membership cards, letters of reference from appropriate community members, etc.*) in support of their Indigenous identity.

Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority, in accordance with Canadian immigration regulations.

At Toronto Metropolitan University, we believe that diversity of knowledge, worldviews and experiences that come from membership in different groups, is fundamental to innovation, teaching and scholarship and that our students are best served by faculty who reflect the diversity of TMU's student body and the community in which TMU is situated. To ensure representation of the excellent talent in Canada, we strongly encourage applications from individuals who, in addition to identifying as First Nations, Métis or Inuit peoples, or Indigenous peoples of North America, also identify as Black or other racialized persons, persons with disabilities, women and/or 2SLGBTQ+.

Contacts

Any confidential inquiries about the opportunity can be directed to the Department Hiring Committee (DHC) Chair Kisha McPherson at kisha.mcpherson@torontomu.ca.

For more information about TMU's CRC nomination process, please contact Dayle Levine (dayle.levine@torontomu.ca), Director, Institutional Programs, the [Office of the Vice-President, Research and Innovation \(OVPRI\)](#).

For confidential inquiries about Research Security, please contact An Chi Lee (researchsecurity@torontomu.ca), Director, Research Security, the [Office of the Vice-President, Research and Innovation \(OVPRI\)](#) with "Tier 2 Application" in the subject line.

Candidates who belong to one or more of the equity-deserving groups recognized at TMU (women, racialized people, First Nations, Métis and Inuit (FNMI) Peoples, Black people, persons with disabilities and 2SLGBTQ+ people) are welcome to connect with Debbie Thompson (debbie.thompson@torontomu.ca), Executive Director, [Office of the Vice-President, Equity and Community Inclusion \(OVPECI\)](#).

Indigenous candidates who would like to learn more about working at TMU are welcome to contact James McKay (Indigenous@torontomu.ca), TMU's Indigenous Human Resources Lead.

For any confidential accommodation needs in order to participate in the recruitment and selection process and/or inquiries regarding accessing the Recruitment Portal, please contact the [Office of the Vice-Provost, Faculty Affairs \(OVVPA\)](#) (vpfa@torontomu.ca).

[Faculty Job Postings](#)