



Career Opportunities

Tier 2 Canada Research Chair in Gender and Migration

Arts, Dept. Geog and Envir Sty

Posted: October 11, 2023
 Deadline to Apply: Friday, November 24, 2023

[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 Department of Geography and Environmental Studies in the Faculty of Arts at the [Toronto Metropolitan University](#) (TMU) invite applications for a Tier 2 Canada Research Chair (CRC) in Gender and Migration.

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, excluding eligible leaves. Further details on the CRC eligibility criteria can be found [here](#).

In collaboration with TMU, the successful candidate will develop the CRC nomination for the April 2024 deadline. Conditional upon the success of the CRC submission, the candidate will be appointed to a tenure track position at the rank of **Assistant or Associate Professor**, effective January 1, 2025. 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. The faculty appointment is subject to final budgetary approval by the university.

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, and ideally contributing to public policy and professional practice. The incumbent will also effectively teach a diverse student population in undergraduate and graduate courses and engage in collegial service.

The CRC in Gender and Migration is conceived as interdisciplinary, yet sharply focused on innovation and originality in methods and research approaches. The candidate will pursue innovative and unique scholarly, research and creative (SRC) activities with geographical and human dimensions, and policy impacts beyond academia. TMU offers an outstanding institutional environment to pursue the study of gender and migration, including the [Canada Excellence Research Chair \(CERC\) in Migration and Integration](#), the [Toronto Metropolitan Centre for Immigration and Settlement](#), and research initiatives such as a 12-year \$98,000,000 Canada First Research Excellence Fund (CFREF) for the initiative [Migrant Integration in the Mid-21st Century: Bridging Divides](#), and the Partnership Project [Urban Sanctuary, Migrant Solidarity and Hospitality in Global Perspective](#).

Qualifications

Candidates must have a Ph.D. or an equivalent degree in Geography or a related discipline or field such as Gender Studies; Migration Studies; Peace/Conflict Studies; Gender, Peace and Security; LGBTQ2S+ Studies; Black Studies; Indigenous Studies; or Refugee Studies. 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 and diverse 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 established a strong emerging research profile that demonstrates creativity and evidence of impact, such as peer reviewed publications/contributions, special papers, conference/symposia proceedings, government publications and policy contributions, book reviews by the nominee or published reviews of their work, papers presented at scholarly meetings or conferences, and other forms of scholarly expression, including participation in public discourse and debate and non-peer reviewed publications, which constitute a contribution to research;
- have established or demonstrated the potential to attract diverse, internationally recognized collaborators;
- demonstrate the ability to establish an independent, highly productive program of research which will attract high levels of external funding, including Tri-Council funding;
- demonstrate a record of research engaged in innovative methods, including mixed methods, that contribute to the development and enhancement of geographical methods and/or spatial analytical approaches.
- have a record of commitment to equity, diversity and inclusion in leadership, teaching and research, 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 people, and 2SLGBTQ+ people;
- demonstrate the ability to effectively teach students with diverse backgrounds and experiences in courses in Geographies of gender and/or migration studies and/or geographic methods in undergraduate and graduate programs, and the potential to contribute to inclusive and accessible learning, course development and pedagogy; and
- demonstrate the ability to participate in leadership activities in collegial (internal and external) service.

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 knowledges, 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 CRC Program's [Tier 2 justification process](#).

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.

To inquire about CRC eligibility, please contact Dayle Levine, Manager Institutional Projects, Office of Vice-President, Research and Innovation by sending an email to dayle.levine@torontomu.ca with "Tier 2 Justification" in the subject line.

This position falls under the jurisdiction of the Toronto Metropolitan Faculty Association (TFA) (www.tfanet.ca). The TFA collective agreement can be viewed [here](#) and a summary of TFA benefits can be found [here](#).

Toronto Metropolitan University (TMU)

Serving a highly diverse student population of over 45,000, with 100+ [undergraduate](#) and [graduate](#) programs built on the integration of theoretical and practical learning and distinguished by a professionally focused curriculum with 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 through its award-winning architecture.

Department of Geography and Environmental Studies

Our Department offers undergraduate and Master's programs in Spatial Analysis and participates in the interdisciplinary MA Program in Immigration and Settlement Studies (ISS), the PhD Program in Policy Studies with a specialization in Immigration, Settlement and Diaspora studies, and the MASc and PhD program in Environmental Applied Science and Management (EnSciMan). Our faculty prides itself on the excellence of its research, the quality of its teaching, and community engagement. We are interested in candidates who will contribute to our existing strengths in research/creativity activity and teaching through academic, professional and diverse lived experiences and perspectives.

Working at Toronto Metropolitan University

At the intersection of mind and action, Toronto Metropolitan University is on a transformative path to become Canada's leading comprehensive innovation university. We firmly believe that equity, diversity and inclusion are integral to this path; our current [academic plan](#) outlines each as core values and we work to embed them in all that we do.

Dedicated to a people first culture, TMU is proud to have been selected as one of Canada's Best Diversity Employers and a Greater Toronto's Top Employer. We invite you to explore the range of [benefits and supports](#) available to faculty and their families, including access to our diverse [faculty and staff networks](#).

Visit us on Twitter: [@torontomet](#), [@VPFAtorontomet](#) and [@TorontoMethHR](#), and our [LinkedIn page](#).

TMU is committed to accessibility for persons with disabilities. To find out more about legal and policy obligations please visit the [accessibility](#) and [Human Rights](#) websites.

Toronto Metropolitan University welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us to expand our capacity for diversity in the broadest sense. In addition, to amend the conditions of disadvantage in employment in Canada, we encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Métis and Inuit peoples, Indigenous peoples of North America, Black-identified persons, other racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+.

All candidates are strongly encouraged to apply and complete the Applicant Diversity Self ID during the application process.

How to Apply

Applicants must submit their application online via the [Faculty Recruitment Portal \[https://hr.cf.torontomu.ca/ams/faculty/\]](https://hr.cf.torontomu.ca/ams/faculty/) by selecting "Start Application Process". Applications containing the following components must be received by **11:59pm EST on November 24, 2023**.

1. a **cover letter** that includes your interest in the position; what you would bring to the Department and Faculty; the impact on the field of Gender and Migration 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;
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 Gender and Migration Studies a more equitable and inclusive discipline 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, including your methods, research approaches, and possible enhancements of equity, diversity and inclusion through your research (up to 3 pages), and a research proposal for the first term of your CRC research program, including 5-year research trajectory, funding strategy, and personnel recruitment and management (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 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 a 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).

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. **Candidates must therefore indicate in their application if they are a permanent resident or citizen of Canada.**

As part of its efforts to amend the conditions of disadvantage in Canada for under-represented groups, and the under-representation of equity seeking groups in faculty and staff, TMU invites all applicants to voluntarily complete an online Diversity Self-ID questionnaire at the time of submitting their application in the recruitment portal.

The information collected will be treated as confidential but will not be anonymous. Applicant Diversity Data containing personal information is accessible by Toronto Metropolitan University staff in the Office of the Vice Provost Faculty Affairs, individuals serving on the Department Hiring Committee, and others involved in recruitment, hiring, retention, training, and evaluative processes.

This information is collected under the authority of Toronto Metropolitan University Act and is needed to establish equity, diversity and inclusion goals and plans, take action to achieve those goals, report on progress, and for other related purposes. All personal information that is collected is used, stored, and destroyed in accordance with Toronto Metropolitan University's [Notice of Collection](#) and the Freedom of Information and Protection of Privacy Act.

If you have questions about the collection, use and disclosure of this information by Toronto Metropolitan University, please contact the Director, Faculty Recruitment and Development at vpfa@torontomu.ca.

Contacts

Confidential inquiries about the opportunity can be directed to the DHC Chair Dr. Harald Bauder at hbauder@torontomu.ca.

For more information regarding TMU's CRC nomination process, please contact Julia Pyryeskina, Research Proposal Facilitator (CRC Portfolio), at julia.pyryeskina@torontomu.ca or Dayle Levine, Manager, Institutional Projects, at dayle.levine@torontomu.ca in the Office of the Vice-President, Research and Innovation.

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, persons with disabilities and 2SLGBTQ+ people) are welcome to connect with Ahmed Ahmed, Interim Executive Director, [Office of the Vice-President, Equity and Community Inclusion](#), at a.ahmed@torontomu.ca.

Indigenous candidates who would like to learn more about working at TMU are welcome to contact Hayden King, Advisor to the Dean of Arts on Indigenous Education at hayden.king@torontomu.ca or Tracey King, Miigis Kwe Indigenous Human Resources Lead and the Founding Co-Chair of the [First Nations, Métis and Inuit Community Group](#) at t26king@torontomu.ca.

Black identified candidates who wish to learn more about working at TMU are welcome to contact Dr. Mélanie Knight, Advisor to the Dean of Arts, Blackness and Black Diasporic Education at melanie.knight@torontomu.ca.

For any confidential accommodation needs in order to participate in the recruitment and selection process and/or inquiries regarding accessing the Faculty Recruitment Portal, please contact vpfa@torontomu.ca.

[Faculty Job Postings](#)

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