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## Advertisement

The Department of Geography and Planning (GPPL), Faculty of Arts and Science at Queen's University invites applications for a Queen's National Scholar (QNS) faculty position at the rank of Assistant Professor (tenure-track) or Associate Professor (tenured) in Radical Black Ecologies. The QNS in Radical Black Ecologies is one of five QNS being recruited this year in support of Queen's interdisciplinary Black Studies program and planned BA Minor/General in Black Studies. GPPL is ideally positioned to contribute to the expansion of the Black Studies program and the planned BA Minor/General in Black Studies given its longstanding commitment to questions in social, environmental, and racial justice. Radical Black Ecologies represents an expanding interdisciplinary field dedicated to the study of ecological crises and ecological futures that center the struggles of Black communities across the Black diaspora. The preferred starting date is July 1, 2021 but is flexible. Further information on the Queen's National Scholar Program can be found on the website of the Office of the Vice-Principal (Research) at: <https://www.queensu.ca/vpr/prizes-promotions/national-scholars-program>.

Applicants must self-identify as Black persons including those from Africa or of the African diaspora (e.g. African and Africa descended people from the Caribbean, North America, Europe, or Latin America).

GPPL at Queen's University has 27 faculty members working in diverse areas of both human and physical geography as well as urban and regional planning. GPPL hosts a range of undergraduate and graduate programs, including PhD offerings. The successful candidate will be able to offer undergraduate and graduate courses that will serve the Black Studies program as well as Geography and Planning. With this appointment, we seek to augment Queen's expertise in Black studies, and particularly seek candidates who explore the interconnections of race, oppression and resistance while paying close attention to the production of place and space. We expect that candidates will bring expertise that not only examines the racial contours of pressing global issues such as environmental catastrophe, climate change, settler colonialism, extractionism, pollution, and urbanization, but also address questions of local community survival and social justice.

We particularly welcome applications in this field who focus on a range of socio-natural processes that shape Black life across the diaspora, including (but not limited to): environmental racism and health; Black environmental activism; Black conservation traditions and forest management; Black food geographies; just sustainabilities; climate justice; animal geographies; and Indigenous-Black solidarities. The successful candidate will be expected to initiate a high quality, independent research program that is competitive for funding through Canada's Tri-Council Funding Agencies. GPPL is well equipped with and has established long-term research relationships with other universities around the world, which will give the candidate opportunities to fast track their research ideas and to build collaborations with colleagues within the Department.

As a Queen's National Scholar, the ideal candidate will clearly demonstrate three main attributes:

- 1) Excellence in providing rich and rewarding learning experiences to students;
- 2) Excellence in developing innovative, collaborative or interdisciplinary research programs that align with Queen's priorities; and
- 3) A demonstrated commitment to the principles of equity, diversity, and inclusion.

Further information on teaching and research priorities at Queen's is available in the Queen's Academic Plan, found via: <https://www.queensu.ca/strategicplanning/academic> and the Queen's Strategic Research Plan, found via: <https://www.queensu.ca/strategicplanning/research>.

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Candidates must have a PhD or equivalent degree completed at the start date of the appointment. The main criteria for selection 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/or other research creation outputs in addition to demonstrated ability to secure external research funding. They will also provide evidence of strong potential for outstanding teaching contributions at both the undergraduate and graduate levels with an emphasis on interdisciplinarity, experiential learning, and an ongoing commitment to academic and pedagogical excellence in support of the department's programs and Queen's University's planned BA Minor/General in Black Studies. Post-PhD experience involving undergraduate and graduate supervision and teaching is considered a strong asset. Candidates must provide evidence of an ability to work collaboratively in an interdisciplinary and student-centred environment. The successful candidate will be expected to make contributions through service to the department, the Faculty, the University, and/or the broader community. Salary will be commensurate with qualifications and experience.

Queen's University has developed a special program, as described by the Ontario Human Rights Commission, in connection with the search to fill this position.

This opportunity is open only to qualified individuals who self-identify as Black persons including those from Africa or of the African diaspora (e.g. African and Africa descended people from the Caribbean, North America, Europe, or Latin America). Recognizing the intersectionality of identities within Black communities, applications from Black candidates who also, for example, identify as women, persons with disabilities, and 2SLGBTQ+ persons are welcome. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

To comply with federal laws, the University is obliged to gather statistical information as to how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applications must include one of the following statements: "I am a Canadian citizen / permanent resident of Canada"; OR, "I am not a Canadian citizen / permanent resident of Canada". Applications that do not include this information will be deemed incomplete.

In addition, 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.

A complete application consists of:

- a cover letter (including one of the two statements regarding Canadian citizenship / permanent resident status specified in the previous paragraph);
- a current Curriculum Vitae (including a comprehensive list of publications, awards and grants received.
- a statement of current and prospective research interests;
- three samples of peer-reviewed research publications;
- a two-page statement of past research experience (including any graduate supervision) and a five-year research plan;
- a two-page statement of teaching interests and experience (teaching outlines and evaluations, if

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available, may be appended);

- a statement of experience with, and commitment to, facilitation and promotion of equity, diversity, and inclusion; and,
- A minimum of three letters of reference, preferably from more than one university or other appropriate institutions; at least one must be at arm's length. Reference letters should be dated, and include the referee's name, position, department, institution, email address and telephone number, the name of the nominee, and the period of time and the capacity in which the referee has known the nominee; Reference letters should be sent directly to Joan Knox at the address below.

The deadline for applications is May 15, 2021. Applications received after the deadline will be reviewed only if the position remains unfilled. Applicants are encouraged to send all documents in their application package electronically as PDFs to Joan Knox at [joan.knox@queensu.ca](mailto:joan.knox@queensu.ca), although hard copy applications may be submitted to:

Joan Knox  
Department of Geography & Planning  
E208, Mackintosh-Corry Hall  
68 University Avenue  
Queen's University  
Kingston, Ontario CANADA K7L 3N6

People from across Canada and around the world come to learn, teach and carry out research at Queen's University. 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. The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural, recreational, and creative opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodations that take into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact Joan Knox at [joan.knox@queensu.ca](mailto:joan.knox@queensu.ca).

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 at <https://www.queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement>. Appointments are subject to review and final approval by the Principal. Candidates holding an existing tenure- track or continuing-adjunct appointment at Queen's will not be considered.