

## Queen's National Scholar Position in Indigenous Literary Arts

The Department of English at Queen's University, in collaboration with the Indigenous Studies Program and the Dan School of Drama and Music, invites applications for a Queen's National Scholar position in Indigenous Literary Arts. We invite applications from Indigenous writers working in any medium of cultural production, as well as those engaged in Indigenous literary scholarship. Those who work in both artistic production and critical scholarship are particularly encouraged to apply. The position is a full-time tenure-track/tenured position at Assistant Professor or early Associate Professor rank, with a preferred starting date of July 1, 2024. The QNS in Indigenous Literary Arts is one of seven QNS positions being recruited this year in support of Queen's interdisciplinary Indigenous Studies Program and new Major and Joint-Honours in Indigenous Studies. Further information on the Queen's National Scholar Program can be found on the website of the Office of the Provost and Vice-Principal (Academic) at: <https://www.queensu.ca/provost/queens-national-scholars-program/qns-faculty-positions-indigenous-scholars>.

Applicants must be Indigenous persons with clear and demonstrable ties to (an) Indigenous community(ies). Applicants will be required to provide materials that confirm their Indigenous identity. In accordance with the [Hiring of Indigenous Specific Positions – Interim Policy](#), shortlisted applicants will be required to provide materials that confirm their Indigenous identity, which will be verified prior to being invited for an interview. Only applicants whose identities have been positively verified will proceed to the interview stage of the hiring process.

We seek applications from Indigenous literary artists and scholars with strong records of publication who work in any medium or genre, including but not limited to orature, theory, poetry, prose, theatre, performance, screenwriting, creative non-fiction, graphic literature, digital media, gaming, and academic and/or community-engaged scholarship. We expect applicants' creative and/or scholarly work to address some of the following fields: Indigenous resurgence; Indigenous futurisms; creative writing pedagogy; decolonization; Indigenous feminisms, masculinity studies, and/or queer and Two-Spirit theory; critical race studies and antiracism; solidarity work; and intersectional politics. Those artists and scholars working in Indigenous languages are especially encouraged to apply, as are those whose work engages with anti-colonial solidarities. Candidates for this position must demonstrate records of creative and/or critical excellence, as registered by scholarly publications and/or a creative portfolio, combined with evidence of potential for excellence in teaching. As we recognize that creative artists often take non-academic pathways to achieving renown, completed doctoral or MFA degrees are desired assets for the position but not mandatory. Applicants are welcome to share qualifications beyond academic credentials, including community and/or traditional knowledge and relevant lived experience.

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

- 1) Potential for excellence in providing **rich and rewarding learning experiences** to students;
- 2) Excellence in developing **innovative, collaborative or interdisciplinary research and/or creative programs** that align with Queen's strategic priorities; and
- 3) A demonstrated commitment to the **principles of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility**.

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

The main criteria for selection are academic, creative, and teaching excellence. The successful candidate will provide evidence of high-quality scholarly output that demonstrates potential for independent research leading to peer-assessed, public-facing, and/or creative publications and the securing of external 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 will also 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.

It is expected that the successful candidate will contribute to teaching and/or service opportunities within the Indigenous Studies Program in coordination with their home unit(s). Indigenous Studies at Queen's (INDG) is hosted by the Department of Languages, Literatures, and Cultures and is anchored in language, cultural, and land-based education. The program launched as a Minor in 2013 and added a Major and Joint-Honours in 2022, and it features a dynamic and growing list of courses from diverse units across the Faculty of Arts & Science. INDG currently has two Indigenous tenure-track faculty members and is overseen by the Indigenous Studies Program Steering Committee, comprised of faculty, staff, students, and community members. The QNS will join a core of people committed to centring Indigenous knowledges and perspectives as INDG continues to grow and flourish. More information is available at <https://www.queensu.ca/ilcu/academics/academic-plans/indigenous-studies>.

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.

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. 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 integrates 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. 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 a high 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 Tyendinaga and Akwesasne. Kingston is also home to a vibrant and growing urban Indigenous community, supported by urban Indigenous organizations dedicated to Indigenous cultural revitalization and social support. 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 km<sup>2</sup> of diverse lands, affording premier learning and research opportunities. Visit Inclusive Queen's for information on equity, diversity and inclusion resources and initiatives.

The [Department of English](#) at Queen's constitutes a dynamic intellectual community of scholars, creative artists, undergraduate and graduate students, dedicated staff, alumni, and community affiliates. Our curriculum complements historical breadth for students with cultural, geographic, generic, and methodological diversity. Our research and teaching marshal the creative and critical dexterity of literary arts to engage with the most pressing issues of our time—climate crisis, anti-racism, gender and sexual oppression, decolonization—across diverse geographies and historical eras. The successful candidate will also have the opportunity to teach in the [Creative Writing Program](#), which includes a scaffolded workshop-based curriculum and upper-year capstone opportunities.

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 QNS in Indigenous Literary Arts position.

In accordance with the University's Employment Equity Program and pursuant to Section 14<sup>1</sup> of the Ontario Human Rights Code (OHRC), the QNS in Indigenous Literary Arts is open only to qualified individuals who are Indigenous persons with clear and demonstrable ties to Indigenous community(ies) 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.

Recognizing the intersectionality of identities within Indigenous communities, applications from Indigenous candidates who also identify as women, persons with disabilities and 2SLGBTQ+

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<sup>1</sup> 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

persons will be welcome. All applicants will be invited to self-identify once they have applied; 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. 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.

In addition, the impact of certain circumstances that may legitimately affect a nominee's record of research and/or creative 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 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);
- three samples of or excerpts from creative, scholarly, and/or publicly engaged publications (between 20 and 50 pages in total);
- an artist's statement or a statement of scholarly/creative interests and experience;
- a teaching dossier; and
- three letters of reference sent directly to Sam McKegney at [englhead@queensu.ca](mailto:englhead@queensu.ca); at least one letter must be at arm's length. Reference letters should be dated and include the referee's name, position, institution, email address, and telephone number, the name of the nominee, and the period of time and capacity in which the referee has known the nominee.

The deadline for applications is **January 26<sup>th</sup>, 2024**.

Applicants are encouraged to send all documents in their application packages electronically as PDFs to Sam McKegney at [englhead@queensu.ca](mailto:englhead@queensu.ca), although hard-copy applications may be submitted to:

Sam McKegney, Professor and Head  
Department of English  
Queen's University  
Kingston, Ontario  
CANADA K7L 3N6

The University will provide support in its recruitment processes through accommodation for an applicant's accessibility needs. If you require accommodation during the interview process, please contact Sam McKegney at [englhead@queensu.ca](mailto:englhead@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/qufa/collective-agreements-lous-moas> and at <http://www.qufa.ca>.

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.