

**HEAD, DEPARTMENT OF GENDER STUDIES**  
Faculty of Arts and Science, Queen's University Kingston,  
Ontario, Canada



Applications are invited for the position of Head of the Department of Gender Studies, which houses the Gender Studies and Black Studies programs in the Faculty of Arts and Science at Queen's University: <https://www.queensu.ca/artsci/>.

For this tenured position, we are searching for an outstanding academic at the rank of Associate or Full Professor, with proven leadership and administrative skills and scholarly expertise in studies of race and racism, anti-racism and decolonization. The ideal candidate will be an innovative and visionary thinker who has administrative experience in interdisciplinary environments, demonstrated excellence in teaching and curriculum development, proven ability to lead diverse groups of stakeholders and advocate for social and institutional change, as well as research and teaching expertise in two or more of the following areas: intersectional and transnational studies in race, gender, sexuality; critical disability studies; Black Studies; Indigenous Studies; queer and trans studies; Critical Muslim/SWANA Studies; feminist activism and solidarity work; class and socio-economic justice; and decolonial, post-colonial and/or diaspora studies.

The [Queen's University Policy Regarding Mandatory Vaccination Requirements for In-person University Activities](#) requires **ALL** Community Members, including employees, to be Fully Vaccinated against COVID-19 prior to participating in any In-person University Activities. This is a condition of employment for all employees who are required to attend University Property to perform their employment responsibilities. Individuals who cannot be vaccinated due to **substantiated grounds** (medical and other protected grounds under the Ontario Human Rights Code) **may ask the University to validate the exemption** and request an accommodation in these rare circumstances. If approved, they will be subject to additional health and safety measures.

Throughout its thirty-five-year history, the Department has demonstrated a longstanding and steadfast commitment to social justice work both at and outside of the university and across local, national, and international scales. Centering the importance of challenging and addressing interlocking systems of power and how they manifest across structures and relationships, the Department is committed to interdisciplinary and intersectional knowledge production which provides students with critical thinking skills, experiential learning opportunities devoted to community-based activism, and tools for future leadership. The Department demonstrates an ongoing commitment to activist work, has made intersectional approaches to race and gender central to both its curriculum and hiring processes, and plays a leadership role on campus and in the local community by initiating much-needed conversations among faculty, staff, and students.

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.

Applications are to be directed to: Lynda Jessup, Chair of the Search Committee, c/o Danielle Gugler, Faculty of Arts and Science, Queen's University. Electronic submissions can be forwarded to [danielle.gugler@queensu.ca](mailto:danielle.gugler@queensu.ca). Applicants who prefer to send their submission by post, please contact [danielle.gugler@queensu.ca](mailto:danielle.gugler@queensu.ca). All applications must be submitted by Monday, February 14 2022.

A complete application consists of:

- a cover letter (including one of the two statements regarding Canadian citizenship / permanent resident status specified in the following paragraph);
- a current Curriculum Vitae (including a list of publications);
- a 2-page statement outlining experience in administration and leadership
- a 2-page statement of research interests;
- a 1–2-page teaching philosophy statement; and,
- The names and contact information of three references.

References, representative publications, and teaching outlines and evaluations will be collected only at the short list stage.

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.

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous/Aboriginal people, women, persons with disabilities, and 2SLGBTQ+ persons. 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.

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.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact Danielle Gugler at the contact information as detailed above.

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 <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> and at <http://www.qufa.ca>.