

**Queen's National Scholar in
Indigenous Knowledges and Perspectives
Indigenous Studies Program and Cultural Studies Program
Faculty of Arts and Science, Queen's University
Kingston, ON Canada**

The Indigenous Studies Program, hosted in the Department of Languages, Literatures and Cultures, and the Graduate Program in Cultural Studies invite applications for a Queen's National Scholar (QNS) position in Indigenous Knowledges and Perspectives. This 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 Queen's National Scholar in Indigenous Knowledges and Perspectives is one of seven Indigenous Queen's National Scholar positions being recruited this year across the university.

As a recently established and growing program, Indigenous Studies at Queen's is a place for diverse voices and perspectives as we build an exciting and vibrant program together. Our existing strengths include language revitalization and cultural education. The interdisciplinary graduate program in Cultural Studies, established in 2009, has established strengths in Indigenous arts and theory, community-based research, and research-creation.

Together, we are seeking a creative and dynamic Indigenous scholar anchored in culturally based Indigenous knowledge gained through lived experience within an Indigenous community context. Candidates from a range of disciplines, career stages, and learning pathways are encouraged to apply.

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

APPLICANT'S KEY QUALITIES

Key qualities of the successful candidate for this position will include:

- a strong commitment to Indigenous Studies as an interdisciplinary field;
- a desire to consolidate and grow a strong undergraduate program, and to teach at all levels of that program;
- a robust research program and interest in supervising and teaching graduate students;
- a demonstrated commitment to using and extending Indigenous theories, methodologies, and pedagogies; and,
- a proven record of community engagement and knowledge sharing within Indigenous community contexts.

These qualities may be expressed in research and teaching areas such as Indigenous language revitalization and cultural education; Indigenous resurgence and activism; land-based learning; Indigeneity in contemporary society; Indigenous curriculum design; Indigenous environmentalisms; Indigenous artistic practice; or other areas of inquiry relating to Indigenous Studies.

ABOUT THE QUEEN'S NATIONAL SCHOLAR PROGRAM

As a Queen's National Scholar, the ideal candidate will clearly demonstrate

- excellence in providing rich and rewarding learning experiences to students;
- excellence in developing innovative, collaborative, or interdisciplinary research programs that align with Queen's strategic priorities; and
- a commitment to the principles of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility.

The main criteria for selection as a Queen's National Scholar 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 the securing of external research 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 should hold the PhD or equivalent degree from any field of research, to be completed by the appointment start date. PhD Candidates who are “all but dissertation” (ABD) will be considered in exceptional cases; however, these candidates must include a clear plan for degree completion and transition into a faculty position.

The successful candidate will be expected to make contributions through service to the program, the Faculty, the University, and/or the broader community.

Salary will be commensurate with qualifications and experience.

Further information on the Queen’s National Scholar Program can be found on the [Office of the Provost and Vice-Principal \(Academic\) website](#).

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

HOW TO APPLY

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.

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;
- a statement of teaching interests and experience, including teaching outlines and evaluations if available;
- three samples of or excerpts from creative, scholarly, and/or publicly engaged publications (between 20 and 50 pages in total);

- a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility in research and teaching (maximum one page); and.
- a statement of current and future research interests.

Applicants are encouraged to share qualifications beyond academic credentials, including relevant lived experience and traditional knowledge.

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 accommodations that consider an applicant's accessibility needs. If you require accommodations, please contact Barbra Lalonde at QNS_INDG@queensu.ca

Short-listed candidates will be further requested to provide three letters of reference.

Application packages should be submitted via email **by January 29, 2024**, to QNS_INDG@queensu.ca, although hard copy applications may be submitted to

**Queen's National Scholar in Indigenous Knowledge and Perspectives
Search Committee**

c/o Department of Languages, Literatures and Cultures
Kingston Hall, Room 416
Queens University
103 Stuart Street
Kingston, ON K7L 3N6

Applications received after the deadline of January 29, 2024, will be reviewed if the position remains unfilled.



Appointments are subject to review and final approval by the Principal of Queen's University. Candidates holding an existing tenure-track or continuing-adjunct appointment at Queen's will not be considered.

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 on [the Faculty Relations website](#) and the [Queen's Faculty Association \(QUFA\) website](#).

WORKING AT QUEEN'S UNIVERSITY

Queen's University is situated on the traditional territories of the Haudenosaunee and Anishinaabe and people from across Canada and around the world come to learn, teach, and carry out research in our community. 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 supports integration of 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.

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.

ABOUT KINGSTON

Kingston is home to a vibrant and growing urban Indigenous community, supported by urban Indigenous organizations dedicated to Indigenous cultural revitalization and social support. Kingston's residents enjoy an outstanding 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 Alderville, Akwesasne, Pikwakanagan, and Tyendinaga.

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 km² of diverse lands, affording premier learning and research opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

TARGETED HIRING POLICY

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 Queen's National Scholar position in Indigenous Knowledge(s) and Perspective(s).

In accordance with the University's Employment Equity Program and pursuant to Section 14¹ of the Ontario Human Rights Code (OHRC), the Queen's National

¹ 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



Scholar in Indigenous Studies is open only to qualified individuals who are Indigenous persons with clear and demonstrable ties to Indigenous community(ies). As noted above, 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+ persons will be welcome. All applicants will be invited to self-identify once they have applied and 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.