

**Black Political Thought  
Faculty of Arts and Science  
Queen's University, Canada**

The Departments of Political Studies and Philosophy in the Faculty of Arts and Science at Queen's University invite applications for a **Tenure-track position at the rank of Assistant Professor with specialization in Black Political Thought**. The preferred starting date is July 1, 2021.

This position is one of seven positions created in support of the interdisciplinary field of Black Studies at Queen's and the planned BA Minor/General in Black Studies.

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).

The successful candidate will have demonstrated knowledge and experience in Black Political Thought. BPT is an inherently global and diverse field, which includes perspectives from Africa, the Caribbean, Latin America, Europe, Canada and the United States, covers significant questions of political theory, including power, human nature, and just societies, while critically interrogating the meaning of race and practices of racist oppression such as colonialism and slavery, in all of its diversity, including, but not limited to perspectives from North American, European, Latin America, Caribbean, and/or African traditions and approaches. This scholar will assist the department in developing the breadth of analytical insight that Black political theory offers and in working toward the decentring of Western theoretical frameworks within our disciplines. By Western political theoretical frameworks, we refer not to geographical location, but to the canon of political thought that has arisen out of exclusionary disciplinary practices in Europe/North America and that centres whiteness.

Recognizing the underrepresentation of Black faculty at Queen's, this candidate is expected to play a central role in the development of the Black Studies Minor degree at Queen's, through advancing research and teaching in the analysis of race and racism, through providing a global scope of analysis, and through addressing such fundamental concerns as human freedom, historic injustice, and the impact of colonialism. Queen's University and the Departments of Philosophy and Political Studies have vigorous commitments to anti-racism, equity, diversity and inclusion, and this exciting new position will enhance our aspirations and efforts.

The successful candidate must have a PhD or equivalent degree in Philosophy, Political Studies, or a related discipline completed by the appointment start date. ABDs will be considered only with scheduled defense dates. They are expected to play a major role in delivery of graduate and undergraduate programs in the Department of Philosophy or the Department of Political Studies (department to be chosen by the selected candidate) and the Black Studies undergraduate program at Queen's and will be expected also to undertake a significant research program in this important field. Collaboration with scholars and students in both units

and beyond would be welcome and would build on a longstanding successful record of cooperation.

The main criteria for selection are academic and teaching excellence. The successful candidate will provide evidence of high-quality scholarly output that demonstrates a record for independent research leading to peer-assessed publications. A commitment to seek to secure external research funding, as well as strong potential for outstanding teaching contributions at both the undergraduate and graduate levels, dedication to academic and pedagogical excellence, and an ongoing commitment to fostering equity and diversity are requirements for this position. The successful candidate will be expected to make contributions through service to the Department, Faculty, University, and/or broader community. Salary will be commensurate with qualifications and experience.

Queen's University is one of Canada's leading research-intensive universities with a global reputation and is a recognized leader in Canadian higher education. The Departments of Philosophy and Political Studies are both mid-sized units with strong undergraduate, Master's and Doctoral programs and outstanding global reputations. Queen's historic campus is located in the heart of the vibrant Kingston community in the Thousand Islands region of South Eastern Ontario. Queen's is positioned centrally with respect to three major metropolitan areas: Toronto, Montreal, and Ottawa. Additional information about Queen's University can be found at <http://www.queensu.ca/facultyrecruitment>. 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.

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](#).

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 list of publications);
- a statement of research interests;
- a statement of teaching interests and experience (including teaching outlines and evaluations if available);
- a statement of experience in and commitment to facilitation and promotion of equity, diversity, and inclusion;
- a writing sample; and,
- three letters of reference.

The application deadline is May 15, 2021. However, the selection process will continue until the position is filled. Applicants should send all documents, in their application packages by email as a single PDF to Michelle Knapp-Hermer at [knappm@queensu.ca](mailto:knappm@queensu.ca) although hard copy applications may be submitted to:

Department Manager  
Michelle Knapp-Hermer  
Department of Political Studies  
Queen's University  
Mackintosh-Corry Hall, Room C321  
68 University Ave  
Kingston, ON, K7L 3N6

Applicants should arrange for three letters of reference to be sent by the closing date of May 15, 2021. 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.

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 Michelle Knapp-Hermer at [knappm@queensu.ca](mailto:knappm@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), posted at <http://www.qufa.ca> and at <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement>.

Only candidates selected for interviews will be contacted.