Open Rank Position for an Indigenous and/or Black Scholar
Osgoode Hall Law School, York University

Osgoode Hall Law School at York University invites applications from highly qualified scholars who identify as Indigenous and/or Black for an Assistant, Associate or Full Professor position, with a preference for those with expertise in the areas of Indigenous Law, Business Law (broadly defined and including Commercial Law, Competition Law, Corporate Governance, and Advanced Property Law) or Health Law (broadly defined and including intersections with Disability Law). This is a tenure-track appointment to the Professorial Stream to commence July 1, 2024.

Recognizing the underrepresentation of Black and Indigenous faculty, this position is open only to qualified individuals who identify as Black peoples of African Descent (e.g., Africans and African heritage people from the Caribbean, Americas, Europe) and/or Indigenous peoples of Canada (i.e., First Nations, Inuit, Métis). The appointment is part of the University’s Affirmative Action program, which is based on the special program provisions of the Ontario Human Rights Code. To be considered, applicants must self-identify as Black and/or Indigenous on the Affirmative Action self-identification form (see below). The successful candidate will be joining a vibrant scholarly community at York, where we aspire to achieve equity and diversity in all areas, including race equity.

- Candidates may be interested in learning more about York’s commitment to redressing anti-Black racism, including through its Framework and Action Plan for [Black Inclusion at York](#).
- York University is committed to providing an inviting, rich and supportive work, study and research environment to Indigenous students, staff and faculty members. This includes: cultivating understanding of, respect for and connections with Indigenous communities; integrating Indigenous cultures, approaches and perspectives into curricular offerings and research; collaborating with Indigenous communities; and supporting the recruitment and success of Indigenous students, staff and faculty members. These efforts are guided by the Associate Vice-President Indigenous Initiatives, the Indigenous Council, and the [Indigenous Framework for York University](#) and include the [Centre for Indigenous Knowledges and Languages](#), the [Centre for Aboriginal Student Services](#) and Skennen'kó:wa Gamig, a space for Indigenous faculty, staff, and students.

In the case of Indigenous applicants: We are particularly interested in applications from colleagues whose scholarship is informed by Indigenous knowledges and perspectives. They may apply these to any field of study and may or may not focus specifically on Indigenous peoples, communities, or indigeneity.

Osgoode has been shaping the future of legal education in Canada since 1889. The rich, innovative, and accessible legal education that Osgoode provides empowers our graduates to pursue flexible and challenging futures, to be leaders in the legal profession, and to serve the cause of justice and the public good. Our faculty excels in producing foundational, socially engaged, and world-leading academic scholarship.

In making this appointment, Osgoode will seek to advance the objectives underlying [Osgoode’s Strategic Plan 2021-2025](#). The plan identifies six areas of focus:

1. Anticipating Society-Level Crisis
2. Law in Local and Global Contexts
3. Rigorous Academic Scholarship
4. Advancing Reconciliation and Justice
5. Student Access and Success
6. Innovative and Engaged Legal Education

Osgoode Hall Law School is furthermore committed to equality and diversity and our Strategic Plan affirms the goal of broadening diversity among Osgoode’s tenure-stream faculty.

Candidate Qualifications:

- **Degree:** All candidates must hold a JD degree and a graduate degree in law or equivalent credentials. PhD or PhD near completion by the appointment’s start is preferred.

- **Scholarship:**
  - A coherent and well-articulated program of research, research creation and/or professional practice and specialization in specific areas.
  - A record or evident promise of generating innovative, substantive, rigorous, and as appropriate, externally funded research and/or research creation.
  - A record or evident promise of making influential contributions and demonstrating excellence of a recognized international calibre in the field, as indicated in: their research plan; a record of high quality publications (or forthcoming publications), including with significant journals in the field; presentations at major conferences; awards and achievements; and strong recommendations from referees of high standing.

- **Teaching:**
  - A record or evident promise of excellence in teaching and dedication to students demonstrated in: the teaching dossier; teaching accomplishments and pedagogical innovations including in high priority areas such as experiential education and technology-enhanced learning; teaching evaluations; and strong letters of reference.
  - Suitability for prompt appointment to the Faculty of Graduate Studies, given that the position will involve graduate teaching and supervision.

Hiring Policies:

- Salary will be commensurate with qualifications and experience.
- All York University positions are subject to budgetary approval.
- Osgoode Hall Law School is committed to the principles of equality and diversity, and inclusion, broadly understood. We are particularly interested in candidates with diverse backgrounds and especially encourage candidates in equity, diversity and inclusion categories. As a part of this commitment, the Law School’s Employment Equity Plan aims to increase the representation on faculty of members from five groups: women, racialized persons, Indigenous persons, persons with disabilities, and LGBTQ2S+ persons. Persons identifying as members of these equity-seeking groups are particularly encouraged to apply.
- York welcomes and employs scholars from all over the world. All qualified candidates are encouraged to apply; however, Canadian citizens, permanent residents and Indigenous peoples of Canada will be given priority.
- York has a policy on Accommodation in Employment for Persons with Disabilities and is committed to working towards a barrier-free workplace and expanding the accessibility of the workplace to persons with disabilities. Applicants who require accommodation are invited to contact François Tanguay-Renaud, Chair of the Faculty Recruitment Committee, at facultyrecruitment@osgoode.yorku.ca.

Application Process:

- Due date for completed applications: has been extended to **Tuesday, October 17, 2023 by 5:00pm EST**
- Required materials: 1) current CV; 2) cover letter; 3) copies of law and graduate transcripts; 4) a detailed research plan; 5) a teaching dossier (see details below); 6) copies of up to three (up to 3) academic articles or book chapters authored by the applicant (where published materials are not available, one or more dissertation/ thesis chapter(s) may be submitted in lieu); 7) contact information for three (3) referees.
Candidates may, during the recruitment process, be asked to have their referees provide their letters of reference directly to Osgoode. All applications will be kept confidential to the committee and faculty colleagues who provide reviews of files.

- The teaching dossier should be no more than 15-20 pages and should include: teaching evaluations; a statement of teaching philosophy; an account of teaching experiences and related responsibilities (e.g., list of courses taught/course outlines, examples of print and digital teaching materials and how they are used); a summary of commitment to professional development (e.g., participation in teaching workshops, supervision of masters and doctoral students, mentoring new faculty); and other evidence of teaching effectiveness (e.g., student letters of support, teaching awards).

- Provide required information regarding your Canadian work status and optional self-identification for Affirmative Action purposes as part of the online application.

- Direct questions about the position process or applications to François Tanguay-Renaud, Chair of the Faculty Recruitment Committee, at facultyrecruitment@osgoode.yorku.ca.

- Submit materials: https://www.surveymonkey.com/r/OSG_OpenRank

Learn More About York:

- York University generates and shares knowledge through our research, teaching and engagement with communities around the world. The 2023-2028 Strategic Research Plan showcases the depth, breadth and ambition of research at York.

- York’s commitments to social justice are laid out in our Decolonizing, Equity, Diversity and Inclusion Strategy, the Framework & Action Plan on Black Inclusion and the Indigenous Framework for York University.

- Follow the activities and accomplishments of York’s faculty, students and staff on YFile.

York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.