



Open Rank Position in Biology

Department of Biology, Faculty of Science

The Department of Biology in the Faculty of Science at York University invites highly qualified applicants for an Assistant, Associate or Full Professor position in Biology. This is a tenure-track appointment to the Professorial Stream to commence July 1, 2024.

Recognizing the underrepresentation of Indigenous faculty, this position is open only to qualified scholars who identify as 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 identify as Indigenous peoples of Canada on the Affirmative Action self-identification form (see below).

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.

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.

Recognizing that relationships and community are essential for a department to thrive, our department strives to create a collegial, collaborative, inviting community. As an example of our collaboration-rich environment, we have many co-taught courses and many of our research grants are submitted collaboratively. We have inter-disciplinary collaborations both within the Faculty of Science and with departments outside the Faculty. Connections are encouraged with departments in a range of faculties, including the Faculty of Liberal Arts and Professional Studies, the Faculty of Education, the Lassonde School of Engineering and with the Faculty of Environmental and Urban Change, Faculty of Health. There are existing networks of scholars who provide support for and animate this community building and also to extend and expand individual research directions and new collaborations.

We welcome applications from individuals who may have had non-traditional career paths, or who may have taken time off for family care (e.g., children, elderly) or who have contributed significantly to

their community. The Search Committee takes Indigenous identification seriously and in addition to self-identification, the Committee considers the importance of kinship, citizenship, and connections to Indigenous communities. Accordingly, the Search Committee strongly advises applicants to include in their application package a letter of support from an Indigenous community member, organization, or government, which can speak to the applicant's community and family relationships. The letter should include the applicant's connections to their Indigenous community and traditional territories.

Candidate Qualifications:

- **Degree:** PhD or PhD near completion by the appointment's start in Biological Sciences, or equivalent; with a substantial record of professional experience in field/related field is required. We seek a colleague whose scholarship is informed by Indigenous knowledges and perspectives. They may apply these to any field of study within Biology and may or may not focus specifically on Indigenous peoples, communities, or indigeneity.
- **Scholarship:**
 - A coherent and well-articulated program of research / research creation and/or professional practice and specialization in Biology.
 - 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 in the field (e.g., research statement; a record of publications (or forthcoming publications) in significant journals in the field; presentations at major conferences; and awards and accolades).
- **Teaching:**
 - A record or evident promise of excellence in teaching and dedication to students (e.g., apparent in teaching statement, examples of mentoring undergraduate/graduate students, and student-centred pedagogical practices).
 - 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.
- York is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, in its community. Details of the AA Program, which applies to women, members of racialized groups, Indigenous peoples, persons with disabilities and those who identify as 2SLGBTQ+, can be found [here](#) or by contacting Christal Chapman, EDI Program Manager (chapman7@yorku.ca; 416-736-5713).
- 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 Professor Andrew Donini, Search Committee Chair, adonini@yorku.ca.

Application Process:

- Due date for completed applications: **extended to December 15, 2023**. Should no suitable candidate be found, the position will be reposted until filled.
- Required materials: 1) current CV; 2) cover letter; 3) statement of research interests; 4) statement of teaching that addresses the candidate's commitment to equity, diversity, and inclusion in their teaching and mentorship activities; 5) Applicants are encouraged to include a letter of support from an Indigenous community member, organization, or government, which can speak to the applicant's community and family relationships; and 6) the names and contact information of three referees that address the candidate's qualifications and experience in relation to the position. Letters will only be requested for shortlisted candidates. Information regarding these letters will be conveyed when a candidate is shortlisted.
- 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 to contact Professor Andrew Donini, Search Committee Chair, adonini@yorku.ca.
- **Submit materials: at [SCI BIO Ind](#)**

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](#).

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