

Those appointed under the QNS program will have clearly demonstrated the following three attributes:

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

Appointments will be at the rank of Assistant or Associate Professor, either tenured or with tenure, depending on the level of experience.

## PROCESS

The QNS program has a two-stage process. In the first stage, an invitation to submit Expressions of Interest (EOIs) is extended to all Faculties and Schools within Queen's. The QNS Advisory Committee reviews these EOIs and selects a subset to advance to the second stage. EOIs will be evaluated based on the criteria set out below, and particularly the likelihood of success in attracting candidates from a limited pool to Queen's. As modified in 2018, the number of EOIs selected to advance to the second stage will not exceed the number of QNS appointments possible.

At the second stage, those responsible for each successful EOI are invited to prepare and submit a full proposal. Each full proposal nominates ONE individual to be appointed. The adjudication committee will review each QNS proposal file as it becomes available, to assess whether the nominee has



## The Proposal

This section should be no more than four pages and should include consideration of the following topics

1. Relationship of the proposed QNS's field(s) of teaching and research to institutional strategic priorities.

- Explain how the QNS will enhance academic excellence in the affiliated department, and how it will support the strategic priorities identified in the affiliated departments' plans and the faculty plans. There should be clear strategic justification for why this area(s) of research and teaching are important to Queen's, and their proposed contribution and impact
- Explain how the QNS will enhance academic excellence in the Indigenous Studies Program including how the appointment can provide support and enhance linkages with this program.
- Proposals that have the potential to attract a diverse set of candidates from many interrelated fields are strongly encouraged.
- Where appropriate, cross-disciplinary and/or cross-departmental collaboration is strongly encouraged. In these cases, proposals in which the home unit of the

- support innovative, interdisciplinary, and collaborative approaches to teaching and research.
  - Support and/or enhance the Indigenous Studies Program
4. A statement indicating how the proposed appointment will contribute to social diversity, diversification of research, or educational equity.
  5. Letters of support are not required for the EOI submission will be accepted (if appropriate) to a maximum of two, which may originate from either internal or external sources.
  6. A recruitment plan including
    - a detailed list of where you plan to post/circulate the advertisement to ensure a robust pool of candidates
    - a list of potential candidates highlighting existing partnerships as well as the likelihood (if known) of individual candidates joining Queen's. *This is particularly important during a tight job market for attracting for Indigenous candidates and will help the QNS committee assess the likelihood of a successful search.*
  7. To facilitate prompt advertising should the EOI be successful, it is strongly recommended that draft advertisements be submitted along with the submission of the EOI. Note that for QNS appointments, a complete application should include a statement of experience, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion; anti racism, and accessibility.

Applicants must be Indigenous persons (First Nations status or non-status, Inuit, or Métis) with clear and demonstrable ties to Indigenous community (i.e. The University will work with Indigenous people and communities to verify these connections). 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.

Deans and Department Heads are expected to employ robust equity hiring practices, and to actively seek applications through venues intended to reach candidates as identified above.

Nominees will not be considered unless their applications have been reviewed in accordance with established Faculty and Departmental appointments procedures, and in accordance with the Collective Agreement or the relevant Senate documents. The Chair of the Departmental Appointments Committee is responsible for ensuring that robust equity practices have been used throughout the recruitment process. Consulting with the Human Rights and Equity Office and the Office of Indigenous Initiatives in advance of advertising is strongly recommended.

## PART 2: FULL PROPOSAL

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