

**Assistant or Associate Professor - Black and African Diaspora Studies  
Dalhousie University**

The Faculty of Arts and Social Science invites applications for a Black and African Diaspora Studies Scholar in any field of the arts, humanities, and social sciences offered in the Faculty at the rank of Assistant or Associate Professor. FASS departments/schools are: Classics, English, The Fountain School of Performing Arts (including Music, Theatre and Cinema and Media Studies), French, German, History, International Development Studies, Philosophy, Political Science, Russian Studies, Sociology and Social Anthropology, and Spanish and Latin American Studies. This is a tenure stream appointment at the rank of Assistant or Associate Professor. The successful candidate will be involved in the administration of the BAFD program and should be willing to take a central role, given that the program is housed in the Faculty of Arts and Social Sciences.

As a signatory of the Scarborough Charter on Anti-Black Racism and Black Inclusion, Dalhousie has committed to taking decisive action to recruit Black scholars to the university and to employ best practices to support their retention and advancement. This commitment is expressed in our Strategic Plan's second pillar, Inclusive Excellence. In keeping with these commitments and our institutional drive and obligation to enrich our research, teaching, and learning environment and community engagement, Dalhousie University invites applications for this position.

This opportunity is part of a cluster hiring initiative supported by the Dalhousie Diversity Faculty Award (DDFA) program. In keeping with the principles of employment equity, the DDFA program aims to correct historic underrepresentation. This initiative will support inclusive excellence by appointing five Black scholars to the university across multiple disciplines. Cluster hires promote interdisciplinary collaboration, while creating communities of support for scholars from underrepresented groups. These new scholars will find opportunities for scholarly contributions, collaboration, and support as Fellows of the newly established Black Studies Research Institute and will contribute to our emerging transdisciplinary program in Black and African Diaspora Studies (BAFD).

Applicants must have a PhD or discipline-appropriate equivalent terminal qualification in hand by time of appointment (July 1, 2023). The successful candidate will have Black and African Diaspora Studies as a core research and teaching focus. The appointment is intended to bring a distinguished scholar to FASS to share their expertise with students and faculty, with Dalhousie University at large, with the closely affiliated University of King's College, and with members of the broader Halifax community. The candidate will develop and support the growth of the Black and African Diaspora Studies program at Dalhousie and beyond. They will also foster excellence in research, teaching, and outreach in the field. For questions about this position, please feel free to contact [Lindsay.DuBois@dal.ca](mailto:Lindsay.DuBois@dal.ca).

The Faculty of Arts and Social Sciences is one of the largest of Dalhousie's thirteen Faculties, with approximately 120 tenure-stream faculty members. The Faculty of Arts and Social Sciences is comprised of 11 departments, 1 school, and 6 interdisciplinary programs, and houses 35 different areas of study. FASS faculty members are involved in many centres and Institutes including the MacEachen Institute for Public Policy and Governance, the Dallaire Institute for Children, Peace and Security, the Centre for the Study of Security and Development and the Jean Monnet European Union Centre of Excellence. FASS is closely connected with the University of King's College (King's). Established in 1789, King's is Canada's oldest chartered university, and King's programs (excepting the Journalism program) operate under the auspices of FASS. Many King's courses are cross-listed at Dalhousie and King's operates on a shared campus with Dalhousie. Information about the Faculty of Arts and Social Science may be found here: <https://www.dal.ca/faculty/arts.html>.

Dalhousie University is located in Nova Scotia, Canada (Mi'kma'ki) with four campuses in Halifax and Truro, and satellite locations in Yarmouth and Saint John, New Brunswick. As Atlantic Canada's primary research-intensive university and a member of the U15 Group of Canadian Universities, our 13 academic Faculties expand understanding through teaching excellence and a drive for discovery that results in more than \$214 million in research funding each year.

Dalhousie is Canada's national university, with a greater proportion of out of province students than any other. Correspondingly, a diverse population of Black students call Dalhousie home, including those from African Nova Scotian, Black/African Canadian, and international communities. The United Nations recognized African Canadians as a distinct group and Dalhousie acknowledges African Nova Scotians as a distinct people who have shaped the province and the university for centuries. Dalhousie has a strong history of introducing ground-breaking initiatives that have created many opportunities for Black students including the [Indigenous Blacks & Mi'kmaq Initiative at the Schulich School of Law](#) and [Promoting Leadership in Health for African Nova Scotians](#) program. The university has also developed strong ties to several organizations serving that community, for example to the African Canadian Services Branch of the Department of Education – the only such branch in Canada serving Black students in K-12, to the Delmore Buddy Daye Learning Institute and to the Afrocentric Math cohort at Auburn High school.

In 1970, Dalhousie established the [Transition year Program \(TYP\)](#), which provides opportunities for individuals who may face barriers to post-secondary education to prepare for all aspects of academic life and gain access to the university. Nearly two decades ago, [Imhotep's Legacy Academy](#) was established, an innovative university-community partnership designed to create pathways into STEM for students of African descent.

Dalhousie established the [James R. Johnston \(JRJ\) Chair in Black Canadian Studies](#) in 1991 which was at the time, the only endowed Black Studies Chair at a Canadian university. The current Chair, Dr. OmiSoore Dryden, recently established the [Black Studies Research Institute \(BSRI\)](#), a pan-university institute centering transdisciplinary and interdisciplinary research in Black studies. The BSRI will intersect closely with the university's minor in Black and African Diaspora Studies, developed by former JRJ Chair Dr. Afua Cooper, and the university is now working on a proposal for a full degree program, the development of which is being championed by members of Dalhousie's [Black Faculty and Staff Caucus](#) and supported by senior leaders across the university.

Dalhousie was also the first in Canada to join the Universities Studying Slavery group of institutions, out of which the [Lord Dalhousie Report](#) was published. Recommendations led to the [Sankofa scholarships](#), renaming of streets to reflect the Black contribution to Canada and a concerted plan in our international strategy to form even more meaningful educational partnerships with the Caribbean.

As a signatory of the Scarborough Charter, and in keeping with these long-standing institutional commitments to recruiting and supporting Black faculty, staff, and students across the university, Dalhousie is now in an excellent position to support this cluster hiring initiative and candidates will enter a Faculty and university that has demonstrated outstanding and unique support for Black faculty and students. More information about Dalhousie may be found here: [www.dal.ca](http://www.dal.ca)

A complete application includes:

- a cover letter (including a one-page statement on the proposed research and teaching program as related to the Black and African Diaspora Studies program)
- a detailed curriculum vitae
- a two-page research statement
- a teaching dossier

- the names and contact information for three referees.

Please apply for this position directly via PeopleAdmin. The posting can be found at:

<https://dal.peopleadmin.ca/postings/12050>

This position is designated to candidates who self-identify as persons of Black/African descent, especially African Nova Scotians. All such qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie recognizes that candidates may self-identify in more than one equity-deserving group, and in this spirit, we encourage applications from candidates who (in addition to being of Black/African descent) *also* identify as Indigenous persons (especially Mi'kmaq), members of other racialized groups, women, persons with a disability, and/or members of 2SLGBTQ+ communities. See [https://www.dal.ca/dept/hr/employment\\_equity/definitions-equity-deserving-groups.html](https://www.dal.ca/dept/hr/employment_equity/definitions-equity-deserving-groups.html) for definitions of equity-deserving groups.

Dalhousie's vaccine mandate has been suspended at this time, and employees no longer need to provide proof of full vaccination. However, health and safety risks will continue to be monitored, and a vaccine mandate may be reinstated if necessary.

Dalhousie University recognizes its obligation to accommodate candidates to ensure full, fair, and equitable participation in the hiring process. Our complete Accommodation Policy can be viewed online at: [www.dal.ca/policies](http://www.dal.ca/policies). To request accommodation at any stage in the hiring process, please contact [Lisa.Matthews@dal.ca](mailto:Lisa.Matthews@dal.ca).

The closing date for applications is **February 1, 2023**.