



Executive Brief

**Tier 2 Canada Research Chair –
Emerging Technologies for Digital
Learning and Open Education**

Athabasca University



Land Acknowledgement

Athabasca University acknowledges that we live and work on the sovereign territories, treaty areas, and homelands of the First Nations, Inuit, and Métis peoples of the land known as Canada. We thank those traditional Knowledge Keepers and Elders who teach and guide us today, those who have gone before us that we have learned from, and the youth that will teach us tomorrow. We are inspired by them.

We respect, affirm, and acknowledge the spirit and intent of the treaties and the inherent treaty rights of all Indigenous peoples of this land. AU has and will continue to honour the commitments to self-determination and sovereignty that have been made with Indigenous nations and peoples.

Our shared goal is to develop, in solidarity with Indigenous peoples, research that emphasizes the importance of Indigenous participation and representation. We recognize the colonial legacy and extractive nature of academic research and are committed to respecting and promoting Indigenous protocols, contexts, research methods, and ways of knowing and being and to advancing understanding of *kwayskahsatsowin* (conciliation).



**Athabasca
University**

About Athabasca University



As Canada's leading open university, Athabasca University's (AU) approach to accessible yet transformative education and research is truly distinctive. Its academic mission is to remove barriers to post-secondary education for learners, regardless of their age, location, career, or educational background.

Based in the beautiful region of Athabasca, AU is one of four Comprehensive Academic and Research Universities (CARUs) in the province. AU is a public, board-governed, open, and online university serving more than 35,000 students across Alberta, Canada, and around the world.

With Faculties spanning health, science, humanities and social sciences, and business – AU provides more than 70 undergraduate and graduate programs in ways that are uniquely accessible and responsive to today's demands of life and work.

AU seeks to be an agile and inclusive workplace in which all team members can grow, make their highest contribution, and each make a difference to our academic vision and mission. AU is strongly committed to equity, diversity, and inclusion (EDI) and with Indigenous Peoples and communities, and conciliation.

Led by President Dr. Alex Clark, AU is embarking on an exciting new chapter in strategic planning. Drawing from five decades of growth in distance and online education, we aim to reinforce our position as Canada's foremost innovator in open learning. With the recent formation of an inclusive Senior Leadership Team dedicated to empowering every team member to contribute and thrive, AU stands poised for an exciting and ambitious next stage of development.

Committed to open access and digitally enabled lifelong learning, Athabasca University (est.1970) is Canada's open and research-intensive university offering fully accredited distributed learning from its online virtual campus. Athabasca University bridges the learning, scholarship, and research environments to transform the social, economic, and environmental wellness of citizens, their families, their communities, and their places of work in Alberta, Canada, and around the globe.

The university's open and digital learning environment coupled with flexible, self-paced and cohort-based enrolments enable learners from all walks and stages of life to transform their own lives and their communities through higher learning. Athabasca University offers credit and non-credit learning experiences that lead to professional, undergraduate, masters, and doctoral credentials across an ever-evolving and comprehensive spectrum of disciplines. As a global leader in digitally enabled and distributed learning, the university's interactive and lifelong connection to learners is continuously innovating in learning models, course design, pedagogy, learner support services, traditional and non-traditional pathways, and educational technology applications.

The university's steadfast commitment to equality and inclusive lifelong learning is demonstrated through its proactive and systemic dismantling of barriers that stand between diverse individuals and their personal learning goals. With a global presence, Athabasca University welcomes people who prefer the university's innovative and digital-learning environment from urban, rural, and remote locations everywhere. As a leader in inclusion, Athabasca University enables learners from underserved populations, those from



About Athabasca University (Continued)

Indigenous ancestry, those who by choice or through life circumstance cannot attend a place-based university, and those attending place-based post-secondaries who crave increased flexibility and control. An inspired and willing partner within Alberta's adult learning system, Athabasca University collaborates with a wide array of stakeholders to amplify the opportunities and success for learners and their communities.

By bringing learning to individuals, Athabasca University's model of access creates a meaningful and personalized sense of place, affinity, and belonging for learners in their community. Learners are encouraged to embrace and leverage their unique background, history, and community while they learn. Comprehensive learner support services further enable them to focus on their learning and facilitate success in the university's distributed learning environment from a position of physical and mental wellness.

Athabasca University's demonstrated excellence in research and scholarship stems from its steadfast commitment to the centrality of research in the creation and mobilization of knowledge, the enhancement of academic programs, the education of learners, and the betterment of communities. Athabasca University's research environment brings together

academics, learners, and key stakeholders in a disciplinary and interdisciplinary tapestry of scholarship and research that optimizes the economic, social, and environmental impact on communities. A combination of researcher-, learner-, and community-led research and innovation initiatives in open and traditional scholarship are supported by the university as well as by local, provincial, federal, and international research grants.

Athabasca University's academic and operational team members help to transform the communities through service leadership in numerous public, not-for-profit, social, and professional environments. Members of the university are encouraged to enable mutually supportive communities through active participation in a wide range of organizations at the local, provincial, national, and international levels.

AU is committed to both minimizing barriers to university education and knowledge through research as well as leaning into our presence in the Athabasca region and to realizing new opportunities, innovation, and impact through research to the lives and communities of northern Alberta.



The Town of Athabasca

AU is committed to being a university that is uniquely local to global in its operations, activity and impacts. With a rejuvenated campus continuing to grow in Athabasca and offering choice to work fully on campus as part of a hybrid university, AU is developing its home and impacts in the town of Athabasca: the health, education, shopping, cultural and service centre for the region.

For those seeking a quality of life beyond the constraints of traditional urban settings, residing in Athabasca provides rich and ready access to first class amenities for individuals and families alike. This extends to an array of rich trails and lakes, first class fishing, golf, music and theatre- Athabasca is a community that offers the best of community life and nature.

Historically, Athabasca has been known as the "Gateway to the North," a jumping-off point for those travelling along the Athabasca River

north to Peace River and to Fort Chipewyan. Today, the town is the modern gateway to the new North Country, its economic prospects, natural resource industries, tourism opportunities, and natural beauty. While the Town of Athabasca is steeped in history and tradition, it is very much focused on the future.

Athabasca First

Wherever possible, AU seeks to attract and hire qualified team members to reside in the region. We will offer relocation assistance for the right candidate should you decide to relocate the Town of Athabasca. As a resident of the town or county of Athabasca, you can choose to work on and from our beautiful campus in Athabasca.

To discover the Town and Region of Athabasca, go to: [Visit Athabasca](#).

Athabasca University At a Glance

- AU is **Canada's Open University**, meaning anyone at least 16 years old who wants to pursue a university education can do so at AU.
- AU is the **only public university in Canada that's fully digital by design**, meaning all our programs and courses are created specifically for online spaces.
- AU students **learn from anywhere**
- AU does not operate a traditional bricks-and-mortar campus for students.
- AU serves **35,592 students** (31,043 undergraduate and 4,549 graduate).
 - **41,900** students reside in Canada in all 10 provinces and 3 territories.
 - **1,364** international students from **81** countries.
 - **4.7%** of students identify themselves as Indigenous.
 - **28:** average age of undergraduate students.
 - **34:** average age of graduate students.
 - **81%** of undergraduate students and **73%** of graduate students work while they study.
 - **66%** of undergraduate students and **77%** of graduate students are women.
- Over **50,000** program and course alumni from over **100** countries.
- Employs over **1,200 faculty and staff members**.
- Offers **850** courses in **21** undergraduate and graduate degree programs in the humanities, sciences, business, and health disciplines.
- **\$156-million** annual operating budget.
- Maintains over **350 collaborative agreements** with other Canadian and international post-secondary institutions, professional associations, sporting and employer groups, and with First Nations institutions and communities.
- One of **4 comprehensive academic and research universities (CARU)** in Alberta.
- The first Canadian university to move all its digital infrastructure to a secure research cloud. This paved the way for IDEA Lab, a multi-award winning cloud-based virtual research domain.
- Home to:
 - **Nukskahtowin**, AU's centre for advancement and inclusion of Indigenous knowledge.
 - **Allocation of 6 Canada Research Chairs**
 - **UNESCO/ICDE Chair** in Open Educational Resources.
 - **Commonwealth of Learning Chair** in Emerging Technologies in Open and Distance Learning.





Research at Athabasca University

Athabasca University asks and answers complex questions, generates new knowledge that is transformative and engineered for impact, and develops pathways that minimize barriers to accessible, engaging, and responsive research.

Strategic Research Plan

The present [Strategic Research Plan \(2018 – 2022\)](#) for AU has enabled us to expand our research capabilities and has prepared us for the next phase of our development as a comprehensive academic research institution. The Strategic Research Plan is currently in the process of renewal and redesign and will be available to the public in early 2024. Extending out of the current Plan, the redesigned Plan will include the following signature research areas with integration into grand challenges via the UN Sustainable Development Goals:

- Innovations in Education
- Dimensions of Sustainability
- Dynamic Health & Wellbeing
- Inclusive Futures

Among the success measures that cut across these areas is a priority on success, support, and impact in Indigenous research.

The present **Chair opportunity** will be anchor and influencer for the signature area of research, Innovations in Education, described in the forthcoming draft plan as:

- Advancing the learner experience and redefining the future of open and distributed education through the development, strategic deployment, and ethical and equitable use of emerging technologies.
- Distance and digital are in our DNA. As an open university, we challenge pedagogical norms to innovate new learning and educational pathways that are rooted in interdisciplinary research, equitable by design, digitally-enabled, and support lifelong learning. We innovate for healthy lives, resilient communities, and productive economies.

Through our "Innovations in Education" research portfolio and this **Chair opportunity**, AU will extend its leadership in this space while also advancing high-impact and transformative research to address select [United Nations Sustainable Development Goals](#) through research including: Good Health and Wellbeing, Quality Education, Reduced Inequalities, Sustainable Cities and Communities, and Partnerships.

Research at Athabasca University (Cont'd)

Research with Reach

[Research with Reach](#) is a video series that showcases the work of AU researchers and graduate students who are tackling some of the world's biggest problems. They are pushing the boundaries of knowledge and discovery—and transforming lives and communities. Below are some research profiles and pages that we encourage you to explore:

- **Dr. Mohamed Ally**, [Technology Enhanced Knowledge Research Institute \(TEKRI\)](#)
- [Research on harnessing technology to advance and enhance learning](#)
- [The AU Grad Student Experience](#)
- **Dr. Andrew Perrin**, [Areas of AU Research and Impact](#)

Pure Research Portal

AU is committed to fostering a vibrant research culture and has adopted **Pure** as its research information management system. Pure houses and highlights a wide range of research-related outcomes and activities while showcasing AU's research excellence to our wider community. Pure makes content more widely accessible and connects individuals with resources like open access publications or datasets. It is integrated with other university systems, such as HR data and research grants, providing a comprehensive overview of AU's research activities.

Research Chairs

Research Chairs play a vital role in enhancing Athabasca University's research enterprise,

and in attracting and retaining other exceptional researchers. This leads to the development of new areas of research excellence and enhanced student learning experiences. Athabasca currently benefits from the expertise of the following research chairs:

Canada Research Chairs

AU's Chairs complement includes six allocations. Current active CRCs include:

- [Dr. Scott Ketcheson](#) – Canada Research Chair in Hydrological Sustainability
- [Dr. Terra Manca](#) – Canada Research Chair in Regulation, Social Governance, and Inequities in Health

Campus Alberta Innovation Program Chairs

The [Government of Alberta Campus Alberta Innovation Program](#) was designed to attract and recruit leading-edge faculty and related research personnel (e.g. graduate students, post-doctoral fellows). AU has successfully hosted two CAIP Chairs in computational environmental modeling and hydroecology.

Athabasca University Hosted Chairs

- [Dr. Rory McGreal](#) – UNESCO/ICDE Chairholder in Open Educational Resources.
- [Dr. Mohamed Ally](#) – Commonwealth of Learning Chairholder in Emerging Technologies in Open and Distance Learning.

Research at Athabasca University (Cont'd)

Equity, Diversity, and Inclusion

The Research Office is committed to building a strong research culture that embraces diverse communities, perspectives, and methods. Guided by the university's I-CARE values (integrity, community, adaptability, respect, and excellence), the Research Office contributes to the university's journey of inclusive excellence through priority initiatives, action plans, and capacity building.

Athabasca University's Canada Research Chairs program is guided by an approved [EDI Action Plan](#) and strategy. The management and growth of the program aligns with the Canada Research Chairs program's requirements and practices as well as an equity targets and gaps strategy for increased representation of the 6 federally designated equity-deserving groups.

AU currently is advancing to CRC nominations for new Chairs in the areas of Rights Based Organizational Design and Anti-Indigenous Racism in Health Systems.

Research Institutes

Athabasca University's research institutes focus scholarly research in a specific thematic area (research cluster). They link networks of Athabasca University researchers to provincial, national, and international researchers who are investigating similar topics. The [Athabasca River Basin Research Institute](#) is a leading example of an established and transdisciplinary research institute that is rooted and reaching across the provincial north.



Nukskahtowin

Nukskahtowin (Formerly: The Centre for World Indigenous Knowledge and Research) was formed in 2001 to address the academic and administrative needs of Indigenous citizens who are academics and learners at Athabasca University. As part of our initial vision we worked towards the development and delivery of Indigenous Studies and education in the AU environment. We worked towards the respectful inclusion of Indigenous research by and about First Nations, Métis and Inuit people. Our main goal was and still is the acknowledgment and development of traditional Indigenous knowledge in the academy and to support, protect and preserve Indigenous Knowledge, Education and oral traditions.

In response to the final report of the Truth and Reconciliation Commission's Calls to Action and the United Nations Declaration on the Rights of

Indigenous Peoples, we began a journey of *kwayskahsatsowin* (conciliation) and renewed our commitment to Indigeneity, in all its forms at the university. In the Fall of 2018, our centre was renamed Nukskahtowin, which means meeting place. The name was chosen by our Elder.

Nukskahtowin's Strategic Plan can be found [here](#).



Faculty of Humanities and Social Sciences

The present CRC will be housed in the Faculty of Humanities and Social Sciences (FHSS). FHSS is Athabasca University's largest faculty and currently has 74 tenure-track faculty members including 15 Full Professors, 47 Associate Professors, and 12 Assistant Professors, as well as approximately 6,500 undergraduate students and 900 graduate students in 2023-2024.

FHSS focuses on developing creative and critical thought. The Faculty has a broad range of undergraduate and graduate programs and courses in the areas of education, humanities, interdisciplinary studies, and the social sciences.

Academic Programs

Athabasca University's Faculty of Humanities and Social Sciences (FHSS) equips students with critical skills for community engagement and involved citizenship. The FHSS excels in student-focused open and online learning and disciplinary and interdisciplinary research.

The FHSS offers the following [academics programs](#):

Graduate Programs

- Doctor of Education in Distance Education
- Master of Arts in Interdisciplinary Studies
- Master of Education in Open, Digital and Distance Education
- Graduate Certificate in Instructional Design
- Graduate Certificate in Technology-Based Learning
- Graduate Diplomas in Distance Education Technology, Heritage Resources Management, Instructional Design, Legislative Drafting

Undergraduate Programs

- Bachelor of Art (3 year), General
- Bachelor of Arts, major options of Anthropology, English, French, History, Humanities, Labour Studies, Political Economy, Political Science, Psychology, Sociology, Women's and Gender Studies
- Bachelor of General Studies
- Bachelor of Human Resources and Labour Relations
- Bachelor of Professional Arts, major options of communication studies, criminal justice, governance, law & management, human services
- University Certificates in Counselling Women, French Language Proficiency, Heritage Resource Management, Human Resources and Labour Relations, Public Administration
- University Diploma in Arts
- Post-Baccalaureate Certificate in Inclusive Education

Faculty of Humanities and Social Sciences (Continued)

Research in the FHSS

The FHSS is committed to contributing to research in all aspects of humanities and social sciences—anthropology, archeology, distance education, global studies, and much more.

The Faculty's research covers a broad range of topics, from community transformation and consumerism to digital communication and virtual worlds. Many of our researchers are recognized nationally and internationally and their work is shared widely.

Research Chairs

The Faculty of Humanities and Social Sciences is currently home to 3 research chairs:

- the Canada Research Chair in Sound Studies
- the UNESCO/ICDE Chairholder in Open Educational Resources
- the Commonwealth of Learning Chairholder in Emerging Technologies in Open and Distance Learning

Current Research Initiatives

- **Dr. Josie Auger**, [studies the impact of sexual violation on Indigenous women](#)
- **Dr. Debra Hoven**, [explores Indigenous post-secondary experiences](#)

Canadian Initiative for Distance Education Research (CIDER)

FHSS is also a partner in the [Canadian Institute of Distance Education Research, \(CIDER\)](#). CIDER is a research initiative of the [International Review of Research in Open and Distributed Learning \(IRRODL\)](#) and the Centre for Distance Education at AU. CIDER sponsors a variety of professional development activities designed to increase the quantity and quality of distance education research. CIDER's professional

development scope is broad, and includes:

- learning and teaching application
- issues of finance and access
- the strategic use of technology in distance education settings
- other factors that influence distance education in Canada

The FHSS's Vision and Goals

Our vision

As a champion of Athabasca University's social mission, the Faculty of Humanities and Social Sciences equips students with critical skills for community engagement and involved citizenship. The Faculty of Humanities and Social Sciences excels in student-focused open and online learning and disciplinary and interdisciplinary research.

Our strategic goals

- **Standing tall** – to lead open and online humanities and social sciences education.
- **Speaking up** – to share our story with a compelling new voice.
- **Seeking out** – to do research that informs and transforms.
- **Sharing in** – to build community in and through the Faculty of Humanities and Social Sciences.



Faculty of Science and Technology

The Faculty of Science and Technology (FST) at Athabasca University transforms lives and communities through innovation, connection, and relevance. FST currently has 40 tenure-track faculty members including 11 Full Professors, 18 Associate Professors, and 11 Assistant Professors, as well as 2,450 undergraduate students, 265 graduate students and 3,916 visiting students.

The Faculty strives for excellence in research and collaborates with universities, industries, and other organizations nationally and internationally. FST also promotes awareness in the larger community through outreach, open access initiatives, and community-building. The present CRC will benefit from complementary opportunities for collaboration with FST.

Academic Programs

The FST offers innovative, accessible online learning in architecture, computing and science. The FST offers the following [academics programs](#):

Graduate Programs

- Master of Science in Information Systems
- Graduate Certificates in Data Analytics, Information Security, Information Technology Management
- Graduate Diploma in Architecture

Undergraduate Programs

- Bachelor of Science, General
- Bachelor of Science, with options to major in Applied Mathematics, Architecture, , Computing and Information Systems, Biological Sciences
- University Certificate in Computing Information Systems

Faculty of Science and Technology (Continued)

Research in the FST

The FST strives for excellence in research and proudly hosts world-renowned researchers. The Faculty has also established a number of national and international research collaborations with universities, industries, and research organizations.

Through laboratory research and a university-wide focus on fostering and sustaining research success, the Faculty of Science and Technology is leading the way in scientific advancement.

Current Research Initiatives

- **Dr. Junye Wang**, research in balancing development and sustainability in the Athabasca River Basin
- **Dr. Henry Tsang**, [architecture designs for underserved communities](#)
- **Dr. Martin Connors**, [space weather predictions](#)

Learn more about the Faculty's research experts [here](#).

The FST's Mission, Vision and Values

Mission

To serve learners and communities through innovation, collaboration, social integrity, and knowledge transfer.

Vision

FST aspires to lead in education and research, offering a unique experience to our student community and contributing positively to the improvement of our global society.

Goals and priorities

Our priorities and themes are aligned with Athabasca University's strategic themes and are guided by the same values and commitments. Kwayskahsatsowin (conciliation) is also woven into our strategic themes and actions. The priorities are:

- Academic excellence
- Making a positive difference
- Impact beyond borders

Please refer to [this page](#) and the [FST Strategic Plan 2019-2023](#) for further details.

Community Initiatives

The FST collaborates with Alberta's remote communities to promote distance and science education. For example, the Learning Communities Project (LCP) creates accessible learning opportunities and promotes sustainable skills to support Alberta's rural and remote communities. Through the LCP, communities take charge of their educational and professional journeys with the support and resources of Learning Communities.

[Science Outreach—Athabasca](#) raises awareness and interest in science by promoting hands-on participation. People in the Athabasca region can take part in activities like: science talks, camps, travelling exhibits and bird and butterfly counts.

Global Lecture Series—The RAIC Centre for Architecture, offers an open webinar series with a global reach. The Global Lecture Series connects participants across the world and features engaging speakers on topics such as architecture, sustainability, regenerative design, and community responsibility.



The Opportunity

The Faculty of Humanities and Social Sciences at Athabasca University invite applications from exceptional emerging scholars with demonstrated potential for leadership and international recognition in the field of **Emerging Technologies for Digital Learning and Open Education** to be nominated for a **Tier 2 Canada Research Chair (CRC)** appointment.

The successful candidate will be supported to prepare a nomination for the April 2025 CRC Program deadline. The successful candidate will receive a full-time, tenure-track position at the rank of Assistant or Associate Professor upon successful nomination of the CRC (anticipated start date November 2025).

The Faculty of Humanities and Social Sciences is strategically positioned to ensure the nominee can achieve national and international recognition in this field over the term of the CRC. With FHSS, the Faculty of Science and Technology is glad to explore complementary opportunities for research impact and success in with this CRC. This research area responds to the dynamic developments in digital technologies, (e.g., Artificial intelligence [AI], Open AI [e.g., ChatGPT], smart devices, remote

labs, etc.) and their continued impacts within educational contexts. It is imperative to investigate the emerging needs in education related to the responsible application, management, and engagement with rapidly changing digital technologies. Responsively, AU is seeking a unique interdisciplinary Tier 2 Canada Research Chair to explore pathways for integrating emerging learning theories into the open, digital education landscape in equitable and ethical ways. By pioneering the integration of emerging pedagogical movements, the position will seek proposals for original research in blended and online learning that aim to ensure inclusive and equitable quality education, that engages with, and responsibly operationalizes ethical, unbiased digital technologies to promote lifelong learning opportunities for all. The research program forwarded by this Chair will be interdisciplinary and global in nature and will foster an active and engaged research community across several AU Faculties and beyond.

The Opportunity (Continued)

FHSS houses three academic centres, each of which offers courses and programs in numerous disciplinary areas: Humanities, Social Sciences, and Interdisciplinary Studies (home to graduate programming in Education), while FST comprises three academic departments: the Centre for Science, the School of Computing and Information Systems, and the RAIC Centre for Architecture. Each of these departments are actively engaged in teaching and research that will support the success of the Chair. Both FST and FHSS support accessible learning and innovate research, with state of the art virtual and place-based facilities. The Chair will be supported by both Faculties, ensuring access to funding opportunities (e.g., CFI to support infrastructure needs, and other tri-agency grants), facilities, infrastructure, partnerships, and connections to industry. This includes both place-based and digital-first research through physical facilities, equipment, IT infrastructure, and personnel.

The Chair will support several programs at the graduate level in FHSS. In FHSS, these include the Doctor of Distance Education; Master's in Open, Digital, and Distance Education; and Master's in Interdisciplinary Studies. It also aligns with several aspects of various undergraduate programs within FHSS. In FST, the Chair may also provide support to the current Master's program in Information Systems (MSc IS). Additionally, the Faculty has several graduate programs awaiting government approval including a PhD in Computing and Information Systems (proposal stage).

We are seeking a visionary leader to establish and lead our exciting new Research Chair in the "Innovations in Education" focus area of our emerging Strategic Research Plan (launching fall 2024). This signature area will advance the learner experience and redefine the future of open and distributed education through the development, strategic deployment, and ethical

and equitable use of emerging technologies. As a driver of this research area, the Chair will challenge pedagogical norms to innovate new learning and educational pathways that are rooted in interdisciplinary research, equitable by design, digitally-enabled, and support lifelong learning. The Chair's transformative research will have a far-reaching influence and impact, impacting local communities and contributing to the achievement of select [United Nations Sustainable Development Goals \(SDGs\)](#), including quality education, reduced inequalities, good health and wellbeing, sustainable cities and communities, and global partnerships. Applicants are asked to speak to how their proposed research plan would further advance discovery and impact in this signature research area.

CRC Eligibility Criteria

The Canada Research Chair Program seeks to attract and retain a diverse cadre of world-class researchers to reinforce academic research and training in Canadian post-secondary institutions. Tier 2 Chairs are intended for exceptional emerging scholars (i.e., candidates must have been an active researcher in their field for fewer than 10 years at the time of nomination) who

- are excellent emerging world-class researchers who have demonstrated particular research creativity, activity, output, and impact,
- have demonstrated the potential to achieve international recognition in their field in the next five to ten years, and
- have the potential to attract, develop, and retain excellent trainees, students, and future researchers.

Continued on next page...

The Opportunity (Continued)

CRC Eligibility Criteria (Cont'd)

The chairholder must demonstrate an original, innovative, and high-quality research program. Chairs are tenable for five years and renewable once.

Applicants who are more than 10 years from having earned their highest degree (and where career breaks exist, such as maternity, family or extended sick leave, clinical training, etc.) may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process. Candidates are encouraged to highlight how alternative paths and/or interruptions have impacted them in their applications. Please consult the Canada Research Chairs website for full program information, including further details on eligibility criteria, www.chairs-chaire.gc.ca. AU recognizes the legitimate impact that leaves (e.g., family leave, leave due to illness) can have on a candidate's record of research achievement. These leaves will be taken into careful consideration during the assessment process.

Equity, Diversity, and Inclusion in AU's CRC Program

The [Canada Research Chairs Equity, Diversity, and Inclusion Action Plan](#) and target setting methodology guide AU's efforts toward inclusive excellence and aims of increasing representation of the four federally designated groups in the University's CRC program. These four groups include: women and gender minorities, Indigenous Peoples, persons with disabilities, and racialized minorities.

In accordance with [AU's CRC Equity, Diversity and Inclusion Action Plan](#) and program equity targets, this opportunity is designated for a candidate who self-identifies as a racialized

minority. Recognizing the importance of both intersectionality and allyship, the committee welcomes applicants who also self-identify as members of women and gender minorities, Indigenous, or persons with disabilities. As you proceed through this application process, you will be encouraged to complete a confidential self-identification form.

Qualifications

- PhD in a relevant discipline.
- Demonstrated potential for innovative and scholarly research and the ability to develop an externally-funded, high-quality, and internationally recognized research program.
- Demonstrated potential for outstanding teaching and supervisory contributions.
- Ability to foster and role-model a collaborative, equitable, and inclusive approach to research and supervision, including engaging in mentorship within and beyond the immediate activities of the Chair.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Please indicate in your cover letter if you are a Canadian citizen, permanent resident or neither.

As Canada's national open and online university, AU shapes and enables mutually supportive communities, regardless of where those communities exist. This role is based in Alberta, Canada. The successful candidate will be required to travel for face-to-face faculty meetings and AU gatherings. Employment at Athabasca University requires residency within Canada.

The Opportunity (Continued)

How to Apply

Applicants should submit the following in one **single PDF file**:

- A cover letter indicating areas of research experience and excellence, also indicating if you are a Canadian citizen, permanent resident or neither.
- A curriculum vitae.
- A research statement that summarizes your research activities and outlines your research program plans for the proposed CRC (maximum 3 pages).
- A description of your teaching interests and experiences as well as thesis and dissertation supervisory experience (maximum 2 pages)
- A statement that identifies your strengths and experience in advancing equity, diversity, and inclusion in your discipline.
- Names of three individuals who will provide letters of recommendation later in the search process.

The closing date for the opportunity is **July 5, 2024**.

Completed applications can be submitted online at <https://www.kbrs.ca/Career/17916>. Alternatively, applications can be emailed directly as one PDF to Lauren Wright at lwright@kbrs.ca.

Educational credentials will be verified before an offer of employment is extended. An offer of employment is conditional upon verification of educational credentials.

All educational credentials must be recognized in Canada.

E-Transcripts shared directly from your Post-Secondary Institution via email are acceptable.

[WES](#) may be used to verify international educational credentials. Processing time for verification of international qualifications may take up to one month. Please plan accordingly.

Canada Research Chairs Program

The [Canada Research Chairs Program \(CRCP\)](#) stands at the centre of a national strategy to make Canada one of the world's top countries in research and development. It invests approximately \$311 million per year to attract and retain a diverse cadre of world-class researchers to reinforce academic research and training excellence in Canadian postsecondary institutions.

In 2000, the Government of Canada created a permanent program to establish 2,285 research professorships—Canada Research Chairs—in eligible degree-granting institutions across the country.

Chairholders aim to achieve research excellence in engineering and the natural sciences, health sciences, humanities, and social sciences. They improve our depth of knowledge and quality of life, strengthen Canada's international competitiveness, and help train the next generation of highly skilled people through student supervision, teaching, and the coordination of other researchers' work.

CRCP is a tri-agency initiative of the [Social Sciences and Humanities Research Council \(SSHRC\)](#), the [Natural Sciences and Engineering Research Council \(NSERC\)](#), and the [Canadian Institutes of Health Research \(CIHR\)](#). It is administered by the Tri-agency Institutional Programs Secretariat, which is housed within SSHRC.

A Tier 2 Chair, tenable for five years and renewable once, is for exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field. For each Tier 2 Chair, the institution receives \$100,000 annually for five years, with an additional \$20,000 annual research stipend for first-term Tier 2 Chairs.

To meet the criteria of the program, Tier 2 Chair nominees must:

- be excellent emerging world-class researchers who have demonstrated particular research creativity;
- have demonstrated the potential to achieve international recognition in their fields in the next five to ten years;
- as chairholders, have the potential to attract, develop and retain excellent trainees, students, and future researchers; and,
- be proposing an original, innovative research program of high quality.

For more details, please see the [Canada Research Chairs Secretariat](#).



Becoming a Candidate

Should you decide to move forward in the recruitment process, it is important that you consider the expectations and potential issues outlined below.

Conversation with KBRS

As we receive the applications of interested candidates, we compare them against the key selection criteria set by the Search Committee. We arrange to speak with those candidates whose experience and qualifications are closest to these criteria.

In your initial conversation with KBRS, we will seek to understand more about your background, qualifications, experience, and interest in the position.

As you move forward in the search process, to ensure you are seriously interested in the position, we will ask you to consider:

- **Terms of an appointment** including compensation and benefits.
- **Travel and potential relocation considerations.** This role is based in Alberta, Canada. The successful candidate will receive relocation assistance. Travel for face-to-face faculty meetings and AU gatherings will be a requirement of this role. Employment at Athabasca University requires residency within Canada.
- **Alignment** of this role and organization to your personal objectives and preferences. If you have questions that you would need to have answered before deciding to pursue this role, please let us know and we will attempt to arrange a conversation between you and our client so you can make a well-informed decision.
- If you are an **international candidate** or

foreign worker, in addition to applying for this position, you may want to explore the Government of Canada's website to learn more about Working in Canada at this [link](#).

After considering these factors, in fairness to everyone concerned, please do not proceed further with this process if you are unlikely to accept the position if it is offered to you. We will ask our client to extend the same courtesy to you.

Search Committee Interviews

The Search Committee will consider all candidates and invite a small group to move forward. Typically, this next step is an interview with the Search Committee. If there is a desire to move forward with your candidacy after the initial interview, you will be invited for further conversations with the Search Committee. These conversations will allow you to learn more about Athabasca University and the Faculty of Humanities and Social Sciences, as well as the Faculty of Science and Technology. The Committee commits to respecting the confidentiality of your interest throughout this process. All activities associated with the search process will be undertaken virtually.

Privacy and Confidentiality

KBRS respects the privacy and confidentiality of personal information provided by candidates for our search assignments. The above information will be in accordance with the Personal Information Protection and Electronic Documents legislation. A copy of our Privacy Policy is available for your review on our website at <https://www.kbrs.ca/privacy-policy>.

Offer Etiquette

We ask that you honour two standards of professionalism if you choose to become a candidate in this process:

- If an offer is extended to you, you commit to holding the details in confidence (with the exception of discussing it with members of your immediate family) and agree that you will not discuss the offer with your present employer.
- If you say you will accept the offer our client can count on your word, otherwise please withdraw as a candidate. We want our client to avoid the substantial loss of time and opportunity cost that would accompany a reversal of your decision, as you would want to avoid handing in your resignation and then having our client cancel your offer.

Experiencing feelings of self-doubt when making a career change are common and should be prepared for. If either of these standards of professionalism are unacceptable, please let us know before becoming a candidate.

Equity, Diversity and Inclusion Statement

Athabasca University is committed to employment equity and encourages applications from women, Indigenous Peoples, persons with disabilities, persons of any sexual orientation, persons of any gender identity and expression, and members of visible minorities.

Athabasca University and KBRs will provide support in the recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodation to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to Lauren Wright, Executive Recruiter at lwright@kbrs.ca.

Contact Us in Confidence



Katherine Frank
Partner
kfrank@kbrs.ca



Lauren Wright
Executive Recruiter
lwright@kbrs.ca



Chris Gibson
Sr. Executive Search Coordinator
cgibson@kbrs.ca