

## **Postdoctoral Research Fellowship for Equity, Diversity, and Inclusion in STEM**

### **Job Description**

The Faculty of Science, University of Windsor, invites applications for the position of Postdoctoral Research Fellow (PDF) to lead a project in Equity, Diversity, and Inclusion (EDI) in STEM under the mentorship of Dr. Tricia Breen Carmichael, Associate Dean for Research and Graduate Affairs. The position will involve conducting research to advance the science and practice of EDI in academic STEM and related fields. The PDF will work closely with the faculty mentor and the EDI Working Group with a view to diversifying STEM at the University of Windsor, by identifying barriers and enablers for action. The PDF will employ a mixed-methods, interdisciplinary approach that will include discourse analysis, network analysis, case studies, and interviews with key stakeholders in the fields of race/immigration, gender identity, sexual orientation, indigeneity, and disability in order to gain a deep and rich understanding of practices and discourses of students, faculty, researchers and policy-makers in this area. This study will guide the development of innovative ways to address EDI-related issues in STEM, where, despite a strong record of advancing equality and human rights, inequalities remain on the basis of gender identity, race, indigeneity, disability, and sexual orientation.

Typical responsibilities will include the following:

- Generate a set of research questions and develop a research plan in collaboration with the lead mentor and in consultation with other faculty engaged in EDI issues
- Lead and manage project activities, including conducting literature reviews, preparing interview questions, recruiting and interviewing subjects, conducting network and critical discourse analyses, collecting and analyzing data, and preparing materials for internal Research Ethics Board review
- Contribute to the dissemination of research results including project-related reports, manuscripts, and presentations at regional, national, and international conferences, as well as workshops with faculty and staff at the University of Windsor
- Develop proposals for regional and national research funding
- Seek opportunities for collaborative research and publication
- Contribute to policy development around EDI in the Faculty of Science
- Participate in the Faculty of Science EDI Working Group
- Other duties and responsibilities may be assigned

### **Educational Requirements**

PhD in any field in STEM or the Social Sciences and related disciplines

### **Qualifications and Experience**

- Solid background in one or more of the following research areas: critical theoretical perspectives on diversity and inclusivity; gender equality and LGBTQ2S+ rights; indigenization of curricula; identifying barriers to EDI in STEM
- Qualitative and quantitative methods experience, including conducting interviews and surveys, critical discourse analysis, and data analysis
- Proficiency in designing and carrying out research projects in higher education and/or STEM professions concerning diversity
- Successful and proven track record of managing projects, meeting deadlines, peer-reviewed publications, and high-quality conference presentations

- Demonstrated ability to collaborate in a research team, mentor student researchers, and take the lead in organizing collaborative work
- Strong organizational, project management, and oral and written communication skills

### **Application Instructions**

Deadline: September 30, 2019

Start date: Arranged in consultation with faculty mentor and will begin as early as Nov. 1, 2019.

Term: One year, with the potential to be renewed for a second year.

Apply to Dr. Tricia Breen Carmichael ([tbcarmic@uwindsor.ca](mailto:tbcarmic@uwindsor.ca)) via email with the subject “**Postdoc EDI in STEM**”. The full application will include a single PDF file consisting of:

- a cover letter describing your research interests and suitability (maximum two pages)
- a CV, including a list of your publications
- a statement on your strengths and experiences in increasing EDI
- contact details of three professional references.

We thank all applicants in advance for their interest; however, only those under consideration will be contacted. Applications submitted through employment agencies will not be considered.

### **Additional Information**

The University of Windsor sits on the traditional territory of the Three Fires Confederacy of First Nations, which includes the Ojibwa, the Odawa, and the Potawatomie. We are committed to strengthening these relationships within the University and beyond, and to ensure that indigenous perspectives and knowledge systems are incorporated and fully acknowledged in the work of this committee and our collective scholarship.

The University of Windsor is a welcoming community that is committed to equity and supports diversity in its teaching, learning, and work environments. The University recently signed on to the NSERC Dimensions Charter in a commitment to embed EDI principles in policies, practices, action plans, and culture. In pursuit of the University's Employment Equity Plan, members from the designated groups (women, visible minorities, persons with disabilities, Indigenous peoples, and members of the LGBTQ2S+ community) are encouraged to apply and to self-identify. If you need an accommodation for any part of the application and hiring process, please notify us at [grantappts@uwindsor.ca](mailto:grantappts@uwindsor.ca). Should you require further information on accommodation, please visit the website of the Office of Human Rights, Equity & Accessibility (OHREA) at [www.uwindsor.ca/ohrea](http://www.uwindsor.ca/ohrea). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Windsor is a comprehensive, student-centred university with 15,500 students from more than 85 different countries enrolled in a broad range of undergraduate and graduate programs, including several professional schools. The University's strength as an internationally oriented, multi-disciplinary institution actively enables a broad diversity of students, faculty, and staff to make a better world through education, scholarship, research, and engagement. Located on the scenic Detroit River waterfront in Canada's southernmost city, the University of Windsor provides a dynamic, supportive, diverse, and safe campus adjacent to urban amenities. For more information, please visit the University website at <http://www.uwindsor.ca>.