

Indigenous Scholar, Tenure-Track, Assistant Professor

Position # 002657TT-2026-SWK

The University of Windsor's School of Social Work invites applications from individuals who self-identify as Indigenous persons (First Nations, Métis, Inuit) for a tenure-track faculty position at the rank of Assistant Professor, commencing July 1, 2026.

As part of our commitment to respond to the Calls to Action of the Truth and Reconciliation Commission, the application will be open only to Indigenous applicants (First Nations, North American Indian, Metis and Inuit) in accordance with Section 14 of the Ontario Human Rights Code. Candidates must self-identify in their cover letter.

This hire aligns with the University of Windsor strategic plan, Aspire: Together for Tomorrow, ratified in Spring 2023. The University embraces a people-first philosophy grounded in a culture of academic excellence and deep belonging. Among key strategic priorities are advancing the journey towards truth and reconciliation; building a just, equitable, diverse, and inclusive university; ensuring a high-quality teaching, learning, and student experience; engaging in impactful research, scholarship, and creative activity; fostering a safe, welcoming, and sustainable campus; and engaging in local and global partnerships. The University has already made significant strides on many of these key files, and we are seeking applicants interested in working alongside us to advance them even further. Driven by the University's commitment to anti-racism, the Black Scholars Institute was established in 2023 supported by a historic cohort hiring initiative that has brought thirteen Black scholars to UWindsor across several of our faculties.

In pursuit of the University's commitment to employment equity, members from the designated groups including women, Indigenous Peoples (First Nations, Métis, Inuit), racialized persons/visible minorities, persons with disabilities, and persons of a minority sexual orientation and/or gender identity **are encouraged to apply and to self-identify.**

For an accommodation for any part of the application and hiring process, please notify the **Faculty Recruitment Coordinator** (recruit@uwindsor.ca). Should you require further information on accommodation, please visit the website of the Office of Human Rights, Conflict Resolution and Mediation (<http://www.uwindsor.ca/ohrcrm>).

Our campus is situated on the traditional territory of the Three Fires Confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomi. We are making steady progress on the Indigenization of academic programming, an Indigenous Strategic plan, and a cohort hire of Indigenous faculty in 2018-19 followed by additional hiring. Our students mirror the extraordinary cultural richness of our region, one of the most diverse in all of Canada. And we have strong global partnerships and commitments, which are reflected in the increasing number of graduate and undergraduate students we attract from across the world. The University is a signatory to the Scarborough Charter and participates in the Federal 50/30 Challenge.

The University of Windsor is a Canadian public, comprehensive research university enrolling 16,000 students, including 4,000 graduate students. It offers more than 280 academic programs and certificates, including 70 master's and doctoral degrees across its nine faculties: Arts, Humanities, and Social Sciences; Business; Education; Engineering; Graduate Studies; Human Kinetics; Law; Nursing; and Science. It also houses a medical program through the Schulich School of Medicine and Dentistry at Western University. Tenured and tenure-track faculty number about 600.

Position details

The School of Social Work is a dynamic and progressive leader in social work education. It offers a BSW program with two innovative combined degree options: Social Work and Disability Studies and Social Work and Women's Studies; an MSW on-campus and our dynamic distance education MSW off-campus online; and a highly sought after MSW/JD, and doctoral program. Committed to social justice, the school's widely published faculty engage in original, cutting-edge research aimed at advancing the scholarly knowledge in health, child welfare, gerontology, mental health, poverty and inequality, and community capacity building. For further information on the School of Social Work and the University of Windsor, please visit our website at: <http://www.uwindsor.ca/socialwork>.

The School of Social Work's intention is to ensure that Indigenous knowledge is engaged respectfully in a way that encourages students, staff, and faculty to authentically integrate such knowledge into their journeys and scholarship. In this role, the successful candidate will: support the creation of an Indigenized space for Indigenous students, community members and allies to engage, learn and create (e.g., co-author on grants, scholarly works, teaching practices); foster partnerships in support of sustained and purposeful knowledge exchange; and assist faculty to bring Indigenous perspectives to existing courses in the department and in other relevant areas. We are looking for candidates who draw on anti-racist, anti-Indigenous racism, and decolonizing frameworks in their approach to practice; experience teaching practice courses with individuals, families and groups that focus on providing students with skills to work effectively with communities at the graduate or undergraduate level is preferred. The candidate is a citizen/member of an Indigenous Nation on Turtle Island (North America) and has an Indigenous Nation and community that they have a relationship with and responsibility to.

Priority will be given to candidates whose research has significant potential to contribute to improving practice with Indigenous communities, including Indigenous healing methods and knowledge systems such as use of Ceremonies and Sharing Circles. The successful candidate will be expected to have or demonstrate potential to develop an established program of teaching, research and experience; ability to apply social work knowledge and skills to teach in two or more of the following areas: social work practice with individuals, families, and groups; interviewing skills; social policy; organizational development; and quantitative and qualitative research methods. Candidates with demonstrated multiple areas of expertise in child welfare, poverty and inequality, health and mental health, immigration and global migration, gender issues and disabilities and accessibility are preferred. Candidates should also have a demonstrated ability to deliver courses both online and in-person.

The successful candidate will have:

- A graduate degree in a field relevant to the duties and responsibilities of the position (Ph.D. and MSW preferred, or equivalent combination of education and experience in an Indigenous field);
- Indigenous knowledge systems; an active research agenda that contributes to social work practice, policy and/or community engagement; demonstrated, or potential for, excellence in teaching and have solid practice;
- Demonstrated commitment to leadership and service roles;
- Ability to attract external funding and maintain an active funded research agenda; and
- A publication record in peer reviewed journals or other quality scholarly publications.

Preferred qualifications include; experience in online course delivery; experience in program administration and/or curriculum development; experience teaching at undergraduate and graduate levels; and experience teaching and working in an interdisciplinary context.

Compensation:

\$78,762 - \$128,762

This is within the 2026-2027 salary range for the rank as outlined in Article A Table A.1 of the current [Collective Agreement](#) with the Windsor University Faculty Association. The compensation offered to the successful candidate will take into consideration their experience, existing salary structure and available budget. A full range of [benefits](#) including a pension plan and medical benefits are available to the successful candidate.

Application Requirements

- a letter of application, including a statement as a citizen/member of an Indigenous Nation on Turtle Island (North America) and that specifically addresses the essential and preferred qualifications for this position;
- a curriculum vitae;
- a 3-page statement statement that includes: a detailed reflection on your lived experiences working with Indigenous communities; a description of your community connections (which may include a community reference); and a comprehensive statement of your commitment to Equity, Diversity, Inclusion, Decolonization, Indigenization, and Reclamation, highlighting your teaching and professional experiences, successes, and challenges in supporting diverse student populations;
- a 1-page statement on ideas/vision for this position including communities they would engage and courses they would be interested in teaching or developing;
- a statement of research interests, including current and proposed future research;
- two (2) samples of publications published or submitted, including (if applicable) clear indications of your contribution to any jointly authored pieces;
- a teaching dossier or portfolio demonstrating potential for or evidence of teaching effectiveness and excellence that will include sample course syllabi/outlines, teaching evaluations, and a statement of teaching philosophy and interests (resources and templates for completing a teaching dossier can be found at <https://www.uwindsor.ca/ctl/502/teaching-dossiers>);
- graduate transcripts; and
- three (3) contacts for references. These referees will be contacted only for shortlisted candidates.

The short-listed candidates may be invited to provide further information in support of their applications. To ensure full consideration, complete an [online application](#) (<http://www.uwindsor.ca/facultypositions>) found on the job advertisement by **February 24, 2026**. Applications may be considered after the deadline date; however, acceptance of late submissions is at the discretion of the appointments committee.

All qualified candidates **are encouraged to apply**. Canadians and permanent residents will be given priority. This position is subject to final budgetary approval.

Any questions may be sent to:

Dr. Wayne Ambrose-Miller, Ph.D., RSW, Director, School of Social Work,
Phone: 519-253-3000 Ext. 3067; Email: nstonge@uwindsor.ca