

## **Postdoctoral Research Fellowship in “Transit Gender Sunshine List”: Assessment of Representation of Women as CEOs and Directors of Canadian Transit Systems**

### **Job Description**

The Faculty of Education, University of Windsor, invites applications for the position of Postdoctoral Research Fellow (PDF) to lead a project in the assessment of representation of women as CEOs and Directors of Canadian transit systems under the mentorship of Dr. Lindsey Jaber, Assistant Professor of Educational Psychology. The position will involve conducting research to address the level of representation, equity, and inclusion of women as CEOs and Directors of Canadian transit systems. The PDF will work closely with the faculty mentor and Canadian Urban Transit Research and Innovation Consortium (CUTRIC)’s Research Project Manager and allied interdisciplinary staff (nationally) to examine gender parity in senior executive representation in Canadian transit systems. The PDF will employ a mixed methods, interdisciplinary approach that will include interviews, focus group consultation, survey data, and a comparative cohort of U.S. CEOs and directors of transit systems to investigate salary rates, level of education at time of appointment, level of industry experience at time of appointment, and level of political connection at the time of appointment, as well as other key variables developed through focus group exploratory analysis in order to gain a deep and rich understanding of gender parity in senior executive representation in transit systems. This work will guide the development of innovative and inclusive manners to address gender parity-related issues in the Canadian transit systems.

Typical responsibilities will include the following:

- In collaboration with the lead mentor and CUTRIC project manager, design an interdisciplinary mixed method (qualitative and quantitative) analysis of women CEOs and Directors of transit systems in Canada, including interviews, focus group consultation and survey data (~10)
- Generate a cohort of U.S. CEOs and Directors of transit systems to grow the participant database to more than ~30-50 participants through a partnership with Women in Transportation Seminar (WTS) International
- Generate a cohort of comparative Canadian CEOs and Directors of transit systems to perform a comparative analysis of ~30-50 participants
- Design an interdisciplinary mixed method analysis of gender parity in relevant academic fields relating to the mobility sector (e.g., STEM, Urban Design, etc), noting the determination of “relevant fields” needs to be defined based on focus group exploratory analysis in the preparation of the design study
- 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
- Present interim and final deliverables at CUTRIC Members’ Meetings, project-specific webinars and workshops, and conferences (approved by CUTRIC)
- Publication of scholarly materials co-authored with faculty mentor and CUTRIC

- 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
- Other duties and responsibilities may be assigned

## **Educational Requirements**

PhD in Education, the Social Sciences, or Business 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 parity and equality; identifying barriers to gender equality in senior executive representation
- Qualitative and quantitative methods experience, including conducting interviews and surveys, focus groups, and data analysis
- Successful and proven track record of managing projects, meeting deadlines, peer-reviewed publications, and high-quality conference presentations
- Seek opportunities for collaborative research and publication
- Proficiency in designing and carrying out research projects in higher education and/or mobility sector professions concerning gender parity and equality
- 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

## **Expectations**

As an industry-based post-doctoral research fellow, it is expected that the researcher work periodically from CUTRIC's main office in Toronto or Montreal. Over the course of a 12-month fellowship, the working schedule can be flexibly designed.

## **Application Instructions**

Deadline: March 31, 2020

Start date: Arranged in consultation with faculty mentor and will begin as early as April 1, 2020.

Term: 12 months

Apply to Dr. Lindsey Jaber ([lindsey.jaber@uwindsor.ca](mailto:lindsey.jaber@uwindsor.ca)) via email with the subject "**Postdoc Transit Gender Sunshine List**". 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 gender equality in senior executive representation
- 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 the NSERC Dimensions Charter in a commitment to further 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 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>.