

Call for Expression of Interest 2025-2027 Women in Research Council Chair Deadline: September 27, 2024

Description

In keeping with Ontario Tech University's commitment to equity, diversity and inclusion, the Office of Research Services (ORS) launched the Ontario Tech University Women in Research Council (WIRC) in spring 2023. The specific mandate of the Council is to develop and implement initiatives to invest in gender equity at Ontario Tech by helping to actively nurture and retain talented women who can help advance and lead the university in research, teaching and beyond.

**Anytime we refer to "women", we are referring to all that identify as such, which includes, but is not limited to trans women, gender non-conforming women, non-binary women, individuals who are feminine of centre, femmes and cisgender women.*

An Advisory Committee comprised of the WIRC chair and faculty members, graduate students, and postdoctoral fellow representatives from different faculties, as well as a representative from the Office of Research Services work collaboratively to guide and steer the work of the Council. The Council works to put forth initiatives and programming that will help to identify and remove barriers to create a research ecosystem that is expansively gender inclusive, physically, and psychologically.

During its first year, the Council engaged in a range of initiatives and programming including:

- Creating an online presence to serve as a central hub to share council initiatives and promote the achievements and activities of Ontario Tech women.
- Initiated the social media campaign #WomensWednesday which highlighted 67 women faculty, postdoctoral fellows and graduate students from all six faculties.
- Hosted multiple Fireside Chat events where guests were invited to share their trajectory, challenges, triumphs and lessons learned as a woman in academia.
- Partnered with the School of Graduate and Postdoctoral Studies and the Office of Diversity, Inclusion and Belonging to host multiple events including a workshop on negotiating job offers and a post-doc panel, and supported programming led by Employee Health and Wellness.
- Launched the Building Equity, Diversity, and Inclusion (EDI) Knowledge in Research pilot initiative which supported knowledge mobilization activities related to race and disability in the workplace, building EDI in STEM, capacity building in language teacher training, increasing diversity within computer science, fostering inclusive culture within game development, community-based research, EDI efforts in the classroom, redefining leadership and building EDI capacity in finance and business.

We invite Expressions of Interest for the Chair of the Ontario Tech Women in Research Council for a two-year term to begin on July 1, 2025 and run through July 1, 2027. The successful candidate will work actively with the WIRC Advisory Committee, the Office of Research Services and, where

appropriate, in collaboration with the Office of Diversity, Inclusion and Belonging, to continue the ongoing work of the Council as well as develop and plan for new initiatives that can be led and supported by the Council. The Chair will also be expected to attend relevant meetings, events, or other engagements, if applicable.

Eligibility Requirements

Ontario Tech University and the Women in Research Council is committed to advancing respectful, inclusive and collaborative exchange of knowledge that champions diversity, celebrates the identities, achievements and well-being of all, and empowers us to make society a better place for our campus community and our planet.

The WIRC Chair position is open to all tenured Ontario Tech faculty who identify as women, inclusive of transgender, nonbinary, all other marginalized genders, BIPOC women and women with disabilities.

Funding

Applicants for the Chair position will receive two (2) course releases per year as part of the position. Depending on budget availability, funds may be available to support the operating costs of the Council.

The funding for this program is provided by the Social Sciences and Humanities Research Council (SSHRC) Institutional Grant program.

Conditions of Award

The Chair will be required to work collaboratively with the Advisory Committee and university community to lead and engage in relevant programming, research, knowledge mobilization activities and/or initiatives. The Chair will also be responsible for scheduling Advisory Committee meetings and engaging in communication and correspondence on behalf of the Council to relevant inquires and engagement opportunities. As well, the Chair will be expected to attend relevant meetings, events, or other engagements, if applicable.

The Chair will report on Council activities annually to the Office of Research Services which will be utilized by ORS when applying for future institutional funding, as well as for the department's annual reporting to any external funding agencies or internal governance bodies.

The successful applicant will be invited to join the WIRC Advisory Committee for the remainder of the 2024-2025 academic year to begin to immerse themselves in the Council and familiarize themselves with the current activities and programming. Meetings can be in-person or online and email communication may also be conducted in lieu of hosting meetings.

How to Apply

1. Prepare the following attachments:

a) Proposed activities, workplan and timeline

- **Proposed Activities (max 3 pages)**

- Briefly describe any programming, research, knowledge mobilization activities or initiatives you would like to undertake during your time as Chair/Co-Chair.

Contextualize your proposed activities and how they will support and be connected to building EDI and research capacity at the university.

- Briefly describe how you would ensure that the Women in Research Council will be inclusive of all disciplines with emphasis on fostering a supportive research culture.
- Briefly outline how you will support succession and sustainability to ensure the institutionalization of the Women in Research programming and discuss the potential impact of your proposed activities.
- Briefly describe any potential challenges or barriers you may encounter as Chair and how you would overcome them to advance your proposed objectives.
- **Work plan with timeline (max 2 pages):**
 - Propose a 24-month work plan for the Women in Research Council under your leadership, detailing your proposed programming, activities or initiatives, the anticipated methods and/or approaches and the timeline for each.
- **References, if any (1 page)**

b) Relevant experience and EDI Statement (1 page)

- Outline any relevant experience you have that supports your candidacy for leading, shaping, collaborating, and steering the Women in Research Council.
- Equity, Diversity and Inclusion (EDI) Statement that describes your past, present and planned contributions to equity, diversity and/or inclusion at Ontario Tech, in your teaching, research, community service and/or other professional pursuits.

c) CV (no page limit) - No preferred formatting for CV

Prepare your documents according to the following requirements:

- Explain any acronyms and abbreviations fully;
- Pages must be 8 ½" x 11";
- Pages must be single-spaced, with no more than six lines of type per inch;
- All text must be in 12pt font;
- Margins must be set at a minimum of ¾";
- Your name must appear outside the set margins of the page, at the top of every page;
- Pages must be numbered sequentially.

2. Submit your completed application to the WIRC Chair, Dr. Karla Dhungana Sainju (karla.dhungana-sainju@ontariotechu.ca) by the deadline: **September 27, 2024**.

Evaluation Criteria

The Selection Committee will consider:

- **Quality/expertise of the candidate(s)**, based on their relevant expertise, their commitment to EDI and their excellence as an academic and researcher.
- **Merit of the proposed activities, knowledge mobilization, research and/or programming**
 - Merit of the proposed activities and potential to continue developing a strong and sustainable Council; appropriateness of proposed activities; the importance and potential impact of the proposed activities; and EDI considerations.
 - **Feasibility of work plan:** activities are deemed feasible given the timeline provided and the expertise of the applicant.

Adjudication Process

Applications will be reviewed by a Selection Committee comprised of:

- Women in Research Council Chair
- Executive Director, Office of Research Services
- 2-4 Women in Research Council Advisory Committee Members
- Ad Hoc Reviewers, as needed.

Questions?

For more information, contact:

Karla Dhungana Sainju, Ph.D.

Women in Research Council Chair

Email: karla.dhungana-sainju@ontariotechu.ca