

## **Tier 2 Canada Research Chair in Strengthening the Health System**

**DATE POSTED: August 30, 2024**

**CLOSING DATE: October 1, 2024**

The School of Nursing in the Faculty of Applied Science (APSC) at the University of British Columbia (UBC), Vancouver campus, invites applications from existing UBC faculty members for a CIHR Tier 2 Canada Research Chair (CRC) in Strengthening the Health System. This is an internal search and applicants must currently hold a full-time, tenure-stream faculty appointment at the rank of Assistant or Associate Professor in the School of Nursing at UBC Vancouver.

Tier 2 CRCs are five-year positions, renewable once, and are intended for exceptional emerging scholars. Applicants must meet the eligibility requirements for a Tier 2 CRC position. Normally, applicants for Tier 2 CRCs should be no more than 10 years from their highest degree at the time of chair nomination. Applicants who are more than 10 years from earning their highest degree (and where career breaks such as maternity and parental leaves, extended sick leave and clinical training exist) may have their eligibility for a Tier 2 CRC assessed through the CRC Program's Tier 2 justification process. Effective March 1, 2020, research interruptions caused by the COVID-19 pandemic are recognized and may be counted as an eligible delay. The successful candidate is expected to submit an application to CRC Program in the upcoming April 2025 CRC national competition. All CRC nominations are subject to review by the CRC Secretariat, and appointment as a CRC is conditional upon their approval. Please consult the Canada Research Chairs website [www.chairs.gc.ca](http://www.chairs.gc.ca) for full program information, including further details on eligibility.

The successful candidate will hold a PhD in nursing or equivalent and must be an excellent emerging world-class researcher who has: a) demonstrated particular research creativity, b) demonstrated the potential to achieve international recognition in their fields in the next five to ten years, and c) the potential to attract, develop and retain excellent trainees, students and future researchers. They will be a leader in research related to policies, practices and interventions that address nursing and other health human resource shortages by attending to working conditions, increasing retention and recruitment, and with a particular focus on evidence-based and patient-centered workload management. The candidate's program of research will align with the School's strategic goals of increasing the capacity of nurses to lead health system innovations as well as responding to critical health workforce shortages. These goals further align with the Faculty of Applied Science's strategic priorities around the future of work and solutions for people. Relatedly, the candidate will bring a strong track record in health equity and accessibility; academic, health system decision-maker and community partnerships; as well as traditional and non-traditional ways of knowledge mobilization. Further, the candidate will contribute to addressing the growing demand from students wanting to pursue research training to accelerate health system transformation through research to achieve the CIHR quadruple aim (improving the patient experience of care; the health of populations; the health care provider experience; and value for money)

and health equity for all.

UBC recognizes the legitimate impact that leaves of absence can have on a candidate's record of research achievement. These leaves will be taken into careful consideration during the assessment process.

In accordance with UBC's CRC Equity, Diversity, & Inclusion Action Plan [<https://research.ubc.ca/federal-research-chair-programs/canada-research-chairs/ubcs-commitment-equity-diversity-and>], and pursuant to Section 42 of the BC Human Rights code, the selection will be restricted to people with disabilities. We welcome applications from disabled scholars who are also members of the following federally designated groups: Indigenous people, racialized people, women, and people from minoritized gender identity groups. Applicants to CRC positions are asked to complete this equity survey [[https://ubc.ca1.qualtrics.com/jfe/form/SV\\_6WJHol7SfPxRMu9](https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9)] as part of the application, and candidates from these groups must self-identify as belonging to one or more of the designated equity groups to be considered for the position. Because the search is limited to those self-identifying as members of the designated equity group, candidates must also provide their name in the survey to be considered.

Personal information is collected under the authority of sections 26(a), 26(c) and 26(e) of the *BC Freedom of Information and Protection of Privacy Act*. The information you provide will only be used to determine whether you qualify for participation in this restricted process, and to advance accessibility, equity and fair adjudication in this process. Data will be collected by the Equity and Inclusion Office and only the names of those eligible for the search process will be shared confidentially with the search committee, except those self-identifying with a disability whose names will be shared separately and confidentially to follow preferential hiring strategies. All responses will be stored in a secure database.

The University is committed to creating and maintaining an inclusive and equitable work environment for all members of its workforce. An inclusive work environment presumes an environment where differences are accepted, recognized and integrated into current structures, planning and decision-making modes. Within this hiring process, UBC will make efforts to create an inclusive and equitable process for all candidates (including but not limited to people with disabilities). Accommodations are available on request for all candidates taking part in the selection process. To confidentially request accommodations, please contact Ellen Siu, Senior Manager ([ellen.siu@ubc.ca](mailto:ellen.siu@ubc.ca)).

If you have any questions regarding accommodations or accessibility during the recruitment and hiring process or for more information and support, please visit UBC's Center for Workplace Accessibility website [<https://hr.ubc.ca/health-and-wellbeing/working-injury-illness-or-disability/centre-workplace-accessibility>] or contact the Centre [[workplace.accessibility@ubc.ca](mailto:workplace.accessibility@ubc.ca)]. To learn more about how the University is working to create a more inclusive working and learning environment, please see the UBC Inclusion Action Plan's goals related to recruitment and retention [<https://equity.ubc.ca/about/inclusion-action->

plan/recruitment- retention-and-success].

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the BC Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Métis, Inuit or Indigenous person. All qualified candidates are encouraged to apply.

## Application Process

All applicants are required to self-identify as a member of one or more of the four designated groups using the equity survey [[https://ubc.ca1.qualtrics.com/jfe/form/SV\\_6WJHol7SfPxRMu9](https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9)]. Self-identification is necessary for the University to achieve equity targets set by the CRC Program. This information will be stored in a secure database and made available only to members of the adjudication committee.

A complete application package includes:

**Quality of the nominee** (approximately one page of text): addressing the nominee's research & leadership excellence<sup>1</sup>

- 1) **Description of proposed research program & its alignment with Nursing/APSC/UBC strategic plans** (approximately 2 pages including figures + up to 1 page of references)
- 2) A complete, up-to-date **UBC curriculum vitae**.
- 3) A statement (approximately ~0.5 page) of the applicant's current or planned contributions to **advancing equity, diversity and inclusion** in academic, professional or community contexts.
- 4) The names of three potential referees from whom confidential letters of assessment can be obtained.

Please send all applications to Ellen Siu, Senior Manager ([ellen.siu@ubc.ca](mailto:ellen.siu@ubc.ca)). **The closing date for applications is 11:59 pm on Tuesday, October 1, 2024.** Only complete applications will be considered by the committee. Inquiries may be sent to Dr. Elizabeth Saewyc, Director [[directors.assistant@nursing.ubc.ca](mailto:directors.assistant@nursing.ubc.ca)].

The University of British Columbia, Vancouver campus is located on the traditional, ancestral, and unceded territory of the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam) People. UBC is a global centre for research and teaching that is ranked among the top 40 universities in the world. The School of

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<sup>1</sup> A more detailed description of what should be included in each section is described on the Canada Research Chairs website [[https://www.chairs-chaire.gc.ca/program-programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx#Application\\_Details](https://www.chairs-chaire.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx#Application_Details)].

Nursing is one of the top ranked Nursing programs in Canada and among the top 1% globally. The School of Nursing is experiencing significant renewal as we strengthen key areas in high demand. The School is situated on UBC's Point Grey campus in Vancouver, British Columbia. Vancouver is consistently rated one of the world's most livable cities. For more information about the UBC-V School of Nursing, please visit our website [<https://nursing.ubc.ca/>].