



SEARCH

# Open Rank Professoriate Stream Position in Educational Administration and Leadership with a Focus on Equity and Inclusion in Global Contexts

Department of Educational Studies

Open date: December 2, 2022

Submit complete applications by:  
March 31, 2023

This search will remain open until the  
position is filled.



# The Department of Educational Studies within UBC's Faculty of Education, one of the world's leading faculties of its kind, invites applications for the position of **Open Rank Professoriate Stream Position in Educational Administration and Leadership with a Focus on Equity and Inclusion in Global Contexts.**

**Position Description:** Situated on the UBC Vancouver campus on the traditional, ancestral, and unceded territory of the Musqueam people, the Department of Educational Studies in the Faculty of Education at the University of British Columbia (UBC) invites applications for a full-time tenure-stream position at the rank of Assistant Professor (tenure-track), Associate Professor (with tenure) or Professor (with tenure) in Educational Administration and Leadership (EDAL) with a focus on Equity and Inclusion in Global Contexts. The desired start date of the appointment is September 1st, 2023, or a date agreed upon by the University and the successful candidate.

We invite candidates who will elevate the global conversation and action on equity and inclusion in educational administration and leadership. The successful candidate will advance such work, globally and locally, through a strong program of research, teaching, and service that equips established and developing educational leaders in formal and informal settings to transform inequitable ideologies, structures, and practices. We seek a scholar who: Will confront the legacies of racism, colonization, and other forms of exclusion and marginalization; endeavours to make a difference in the lives of marginalized students and communities; and aspires to teach, influence, and engage educational leaders from around the world towards these goals. The Department invites scholars committed to inter- or transdisciplinary collaborative research and teaching, institution building, and sustained community and school district engagement in the area of educational administration and leadership. We are seeking a scholar who can show how their work on educational equity and their decolonial scholarship in the field of educational leadership have relevance to K-12 contexts.

**Qualifications & Requirements:** Candidates must have an earned doctorate degree (PhD or EdD) in Education or a related field by the start date of their appointment. The successful candidate must demonstrate evidence of promising (Assistant Professor), strong (Associate Professor), or outstanding (Professor) research and teaching excellence, with a clear focus on decolonizing the ontological and epistemic assumptions, policies, and practices framing

educational leadership in relation to wider questions of Indigenization, decolonization, social justice, inclusion, and equity in diverse national and international educational contexts.

The ideal applicant should have a strong promise of (Assistant Professor) or record of (Associate Professor or Professor) research in educational administration and leadership in one or more of the following foci: Decolonizing and Indigenizing knowledge on educational leadership; decolonial studies and the futures of educational leadership and administration; anti-racism and anti-oppression pedagogies and the futures of educational administration and leadership; policy studies in educational administration and leadership that expose colonialism, racism, racialization, and xenophobia, and that inform educational policies grounded in notions of equity, diversity, and inclusion; educational leadership and human rights in Global South contexts of practice; educational leadership and anti-racism education; educational leadership and intersectionality; educational leadership and the role of public education in deeply divided and pluralist societies.

Depending on the rank sought at appointment, the successful candidate should show a strong promise of (Assistant Professor) or record of (Associate Professor or Professor) original, externally funded research or scholarship in Educational Administration and Leadership, with a focus on equity and inclusion in global contexts. The successful candidate should articulate and demonstrate their vision of educational administration, leadership, and experience in fostering inclusivity, equity, and justice in global and local academic and K-12 education communities, in and through their scholarship and practice.

**Responsibilities:** The successful candidate is expected to (a) engage in a program of original, externally funded research (e.g., Tri-Agency, foundation, and partnership grants) in Educational Leadership with a focus on equity and inclusion in global contexts; (b) teach undergraduate and graduate courses in the Department/Faculty; (c) contribute to the growth of the Department of Educational Studies through supervision of graduate students, participation in service activities within the Department, Faculty, University, and in the broader scholarly community; (d) collaborate with scholars within the Department, across Faculties at UBC, and internationally; and (e) engage and work with diverse communities in the areas of decolonization, anti-racism, and Indigenization. The annual teaching load for this position is 12 credits (equivalent to four courses).

This is a tenure-track (Assistant Professor) or tenured (Associate Professor or Professor) position in the Professoriate stream. The appointment (rank and tenure) is subject to a positive review of the successful candidate's record of achievements based on UBC's appointment and tenure criteria as specified in the Collective Agreement, following the University's established appointment processes. For more information on the review process and criteria for an appointment at the rank of tenure-track Assistant Professor, Associate Professor with tenure, or Professor with tenure, please visit: <https://hr.ubc.ca/working-ubc/faculty-titles-ranks-and-descriptions/tenure-stream-appointments-review>. This position is subject to final budgetary approval. The starting salary is determined both by the candidate's qualifications and experience and by their placement on the career progress scale within the Faculty of Education.

**The University, the Faculty and the Department:** UBC is a global centre for research and teaching, consistently ranked among the top 20 public universities in the world. Ranked 1st (on a tie) in Canada and 10th globally, UBC Faculty of Education is one of the leading Faculties of its kind in the world. Our work advances educational research and understanding of teaching and learning in a way that affirms diversity, equity, and innovation, and takes part in international collaboration in an interdependent globe. The Department of Educational Studies (EDST) is a multi-disciplinary community of scholars who share the mission to advance knowledge about critical issues facing education, educators, and learners in multiple contexts and have an overarching interest in questions of equity and social justice in education. Our programmatic and research diversity is our strength. For more information about EDST please visit our website: [www.edst.educ.ubc.ca](http://www.edst.educ.ubc.ca).

**Commitment to Equity & Diversity:** The Department, the Faculty and UBC are dedicated to the goal of building a diverse and inclusive academic community. Values of equity, diversity, inclusion, anti-racism, and anti-oppression are an important part of our mission. We strongly encourage applications from candidates who can demonstrate through their teaching, research, experience, and service that they can contribute to this goal. A valuable additional qualification is familiarity with, and experience conducting, research and using pedagogical methods that enable students across Indigenous, racial, ethnic, sexual and gender identity and socio-economic groups, and people with disabilities to reach their maximum potential. Candidates should have a strong commitment to fostering inclusivity and teaching effectively in a welcoming environment. Please refer to UBC's Strategic Plan, its UBC's Indigenous Strategic Plan, the Faculty of Education's Strategic Plan, and the Final Report from the UBC President's Task Force on Anti-Racism and Inclusive Excellence. For more information about the Faculty of Education's commitments and work related to equity, diversity, inclusion, and decolonization, please visit [www.educ.ubc.ca/equity](http://www.educ.ubc.ca/equity).

**Application Materials:** Interested applicants are invited to send:

- 1) a cover letter (please indicate if you are a Canadian citizen or permanent resident);
- 2) curriculum vitae;
- 3) a five-year research plan;
- 4) a summary of teaching interests and philosophy;
- 5) evidence of teaching excellence (such as course outlines and student evaluations);
- 6) three papers that are the most significant and relevant to your research interests;
- 7) a Diversity Statement that describes and documents your contributions to equity, diversity, and inclusion (EDI) through your teaching, research/educational leadership, service, and community engagement, addressing the following three areas: (1) understanding of and knowledge about EDI, (2) track record in advancing EDI, and (3) future plans for EDI; and
- 8) names and contact details of three academic references. Letters of reference will only be requested from candidates who are advancing to the next stage in the search process.

The complete application file must be submitted in the format of **one bookmarked PDF file**, addressed to Professor André Elias Mazawi, Head, Department of Educational Studies, and sent electronically to the Assistant to the Head, Jenifer D'Souza at [jenifer.dsouza@ubc.ca](mailto:jenifer.dsouza@ubc.ca). Following the submission of the application, the applicant will receive an Equity Survey link via email. Completion of the Equity Survey is required as part of the application process.

While the search remains open until the position is filled, interested applicants are asked to submit their complete application package by **March 31, 2023**. Questions regarding this search and the application deadline should be directed to Professor André Elias Mazawi, Head, Department of Educational Studies, at [edst.head@ubc.ca](mailto:edst.head@ubc.ca).

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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 British Columbia 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, Metis, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

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