

# Tier 1 Canada Research Chair in Indigenous Mental Health and Addiction

**Category:** Tenure Track Faculty Positions

**Campus:** Thunder Bay

**Application Deadline:** Monday, March 25, 2024 - 11:59pm

**Lakehead University (Thunder Bay, Ontario, Canada)**

**Tenure-Track Associate or Full Professor Appointmeny**

## **Tier 1 Canada Research Chair in Indigenous Mental Health and Addiction**

Lakehead University invites applications for a Tier 1 Canada Research Chair in the area of Indigenous Mental Health and Addiction. This tenure-track appointment will be at the rank of Associate or Full Professor. This CRC position is for seven (7) years and is renewable once. Tier 1 Canada Research Chairs are intended for outstanding and innovative established researchers whose accomplishments have made a major impact in their fields and are recognized as leaders in their discipline.

The ideal candidate will be an experienced Indigenous scholar with an outstanding record of interdisciplinary research as evidenced by publications in peer-reviewed journals, grant funded research, and knowledge mobilization activities in Indigenous mental health and addiction. The Chair will work closely with colleagues in the Faculty of Health and Behavioural Sciences (FHBS) and will have a proven ability to personally establish collaborations with Indigenous communities and conduct research in a respectful and responsible manner. The Chair will advance a scholarly program at Lakehead University in collaboration with partnering Indigenous organizations and communities that will lead to local, regional, and national-level initiatives that promote equity and result in beneficial outcomes for Indigenous people and communities.

*Given the specific nature of this research area, applications from Indigenous scholars are encouraged. Lakehead University acknowledges the traditional lands by which it resides, and is searching for a candidate who will expand and sustain respectful relations with Indigenous communities. Lakehead University reserves the right to follow up with individuals in the event that concerns are raised about the accuracy of the applicant's Indigenous identity. Lakehead University will engage in a transparent process to confirm an applicant's Indigenous identity before an offer of employment is made.*

## Lakehead University and our Community

Lakehead is a fully comprehensive university with approximately 9,700 full-time equivalent students and over 2,000 faculty and staff at two campuses in [Orillia](https://www.orillia.ca/en/index.aspx) (<https://www.orillia.ca/en/index.aspx>) and [Thunder Bay](https://www.thunderbay.ca/en/index.aspx) (<https://www.thunderbay.ca/en/index.aspx>), Ontario. Lakehead has 9 faculties, including Business Administration, Education, Engineering, Graduate Studies, Health & Behavioural Sciences, Law, Natural Resources Management, Science & Environmental Studies, and Social Sciences & Humanities. Lakehead University's achievements have been recognized nationally and internationally, including being the highest ranked university in the world with fewer than 9,000 students for its global impact according to the Times Higher Education (THE) Impact Rankings. Lakehead placed in the top 70 in the world based on our efforts in advancing the United Nations Sustainable Development Goals (SDGs), reflecting the University's commitment to social, cultural and environmental sustainability, and good health and well-being. For the fourth year in a row, THE World University Rankings (2023) ranks Lakehead in the top 800 globally out of more than 1,600 participating institutions from 99 countries.

Lakehead University is recognized as one of Canada's top research-intensive universities in its category for the last decade (Research Info\$ource). Aligned with our [Strategic Plan](https://www.lakeheadu.ca/sites/default/files/uploads/93/stratplan/Strategic%20Plan%202018-2023%20FINAL.pdf) (<https://www.lakeheadu.ca/sites/default/files/uploads/93/stratplan/Strategic%20Plan%202018-2023%20FINAL.pdf>), [Research Plan](https://www.lakeheadu.ca/research-and-innovation/about/research-plan) (<https://www.lakeheadu.ca/research-and-innovation/about/research-plan>), [CRC Equity, Diversity and Inclusion Action Plan](#) ([https://www.lakeheadu.ca/sites/default/files/uploads/111/LakeheadU\\_CRC%20EDI%20Action%20Plan\\_ETWG\\_Sept%2027%202019%20final.pdf](https://www.lakeheadu.ca/sites/default/files/uploads/111/LakeheadU_CRC%20EDI%20Action%20Plan_ETWG_Sept%2027%202019%20final.pdf)), and [Institutional EDI Action Plan](https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/edi-action-plan-2019-2024) (<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/edi-action-plan-2019-2024>), we are actively recruiting outstanding scholars to enhance and grow our research and innovation capacity. Situated in the diverse and multicultural communities of [Thunder Bay](https://www.thunderbay.ca/en/index.aspx) (<https://www.thunderbay.ca/en/index.aspx>) and [Orillia](https://www.orillia.ca/en/index.aspx) (<https://www.orillia.ca/en/index.aspx>), our unique campuses and their locations inspire us to discover and innovate in exciting and non-traditional ways.

Lakehead is a comprehensive university with a reputation for innovative programs and cutting-edge research. Our campuses are located in Thunder Bay on the traditional lands of the Fort William First Nation, Signatory to the Robinson Superior Treaty of 1850 and in Orillia on the traditional territory of the Anishinaabeg, and Rama First Nation. Lakehead University acknowledges the history that many nations hold in the areas around our campuses and is committed to a relationship with Métis and Inuit and First Nations peoples.

## **The Faculty**

The appointment of this Canada Research Chair will be in the Faculty of Health and Behavioural Sciences and specifically in the Department of Psychology at the Thunder Bay campus. The FHBS serves our regional and global communities through excellence in teaching, research, and professional education in Nursing, Social Work, Psychology, Kinesiology, and Health Sciences. For information about the Faculty of Health and Behavioural Sciences, please visit our [website](https://www.lakeheadu.ca/programs/faculties/health-and-behavioural-sciences).  
(<https://www.lakeheadu.ca/programs/faculties/health-and-behavioural-sciences>)

The [Department of Psychology](https://www.lakeheadu.ca/programs/departments/psychology) (<https://www.lakeheadu.ca/programs/departments/psychology>) is comprised of 12 full time faculty located on both the Thunder Bay and Orillia campuses and offers undergraduate programs in both arts and science as well as graduate programs in Psychological Science (MSc and PhD), Clinical Psychology (MA and CPA accredited PhD).

## **Requirements**

Tier 1 CRCs are for established researchers, acknowledged by their peers as exceptional leaders in their field. Candidates for Tier 1 Chair positions must meet all the requirements for Tier 1 CRCs, and be full or associate professors who are expected to be promoted to full professor within one or two years of the nomination.

Successful candidates will:

- Be outstanding and innovative researchers whose accomplishments have made a major impact in their fields;
- Be recognized internationally as leaders in their fields;
- Have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field or discipline) and, as chairholders, be expected to attract, develop and retain excellent trainees, students and future researchers; and
- Be proposing an original, innovative research program of the highest quality.

CRCs at Lakehead University are appointed and governed by the provisions of the [Lakehead University Faculty Association Collective Agreement](https://www.lakeheadu.ca/faculty-and-staff/departments/services/hr/labour-relations/collective-agreements/lufa-lakehead-university-faculty-association) (<https://www.lakeheadu.ca/faculty-and-staff/departments/services/hr/labour-relations/collective-agreements/lufa-lakehead-university-faculty-association>). For the duration of the CRC, the CRC will be given a reduced teaching load in order to dedicate the majority of their time to research, an annual research grant, and research space appropriate for the proposed CRC's program of research.

In accordance with the Lakehead University Faculty Association Collective Agreement, candidates who do not have a doctorate degree may be considered when exceptional research and scholarly and creative output compensates for lesser degree qualifications ([LUFA 25.02.02 \(B\)](https://www.lakeheadu.ca/sites/default/files/uploads/63/LUFA%20Collective%20Agreement%202020%20through%202022%20-Signed%20%281%29.pdf) (<https://www.lakeheadu.ca/sites/default/files/uploads/63/LUFA%20Collective%20Agreement%202020%20through%202022%20-Signed%20%281%29.pdf>)). Similarly, in line with Indigenous values and practices in support of Indigenous ways of doing, being, seeing, and community-based research, consideration will be given for work with Indigenous communities. This would include any combination of experience related to developing Indigenous community-based projects or initiatives such as formal long-term working relationships with Chiefs and Councils or other Indigenous organizations, proposal writing and funding applications outside of the normally accepted traditional academic 'research' funding sources (e.g. Tri-Agency Funding), Indigenous community-based initiatives in capacity building or governance, or demonstration of Indigenous traditional knowledge, how that knowledge was learned, and how it would contribute (where appropriate) to the candidate's research program.

## **Application Deadline and Process**

The Faculty of Health and Behavioural Sciences will review applications on **Monday March 25, 2024** and the position will remain open until filled.

A complete application as one electronic pdf file consists of:

- **Letter of application** (1 page) that includes your interest in the position; what you would bring to the department and faculty; the impact that your research will have on the field of Indigenous mental health and addiction (your research statement can elaborate on this); and what makes you a strong candidate overall as a researcher, educator, and community member;
- **A curriculum vitae (CV)** (following the [CRC guidelines](https://www.chairs-chaires.gc.ca/programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx) ([https://www.chairs-chaires.gc.ca/programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx](https://www.chairs-chaires.gc.ca/programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx)))) that provides a clear sense of your scholarly and professional development via your education and your research activities and outcomes; your contributions to making your research more equitable and inclusive as a discipline through committee work, community engagement, social media, and advocacy.

Please only include the four sections (free form), as outlined by the CRC, in your CV:

- A) Education: List your academic and professional experience, beginning with your most recent.
- B) Affiliation and employment: List your affiliation and employment, beginning with your current or most recent position (academic, research, professional and industrial).

C) Funding history: List grants and contracts from all sources, including industry and academic research institutions (Five years for new Tier 1 nominees; in instances of career interruptions and/or special circumstances).

D) Interruptions and special circumstances: An important evaluation criterion in the CRC program is the excellence of the applicant. A key factor in assessing this is the research productivity of the individual. The CRC program acknowledges that certain circumstances may legitimately affect an applicant's record of research achievement. Applicants are encouraged to explain any interruptions or other circumstances that have affected their productivity, if applicable, to allow for a fair assessment of their application.

- **Description of Proposed Research Program** (up to 6 pages following the [CRC guidelines](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx) ([https://www.chairs-chaires.gc.ca/program-programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx))) that describes your proposed CRC program of research using CRC section headings: executive summary, context, methodology, engagement with research users and communication of results, description of proposed training strategies, and list of references (page limitation excludes the summary and list of references) (see [link provided](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx#Supporting_Documents) ([https://www.chairs-chaires.gc.ca/program-programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx#Supporting\\_Documents](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx#Supporting_Documents))) (under the Nomination heading) for further instructions on requirements for each section and link for [Lakehead University's Strategic Research Plan](#) (<https://www.lakeheadu.ca/sites/default/files/uploads/111/Research%20Plan%202019-2024%20WEB.pdf>)).
- **A list of your five most significant contributions** (no page limit) (following the [CRC guidelines](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx) ([https://www.chairs-chaires.gc.ca/program-programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx))) Describe the five most significant research contributions that you have made during your career and explain the significance of each.
- **Research Contributions** (no page limit) (following the [CRC guidelines](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx) ([https://www.chairs-chaires.gc.ca/program-programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx))) Describe the contributions that you have made in your research area during the time period in which you have received research funding. Please group your research contributions by category in the following order, with the most recent contributions listed first:
  - A) Published refereed contributions, such as: books (where applicable, subdivide according to those that are single-authored, co-authored and edited works), monographs, book chapters, and articles in scholarly refereed journals. "Refereed contributions" assumes assessment of the work in its entirety—not merely of an abstract or extract—before publication, and by appropriately independent, anonymous and qualified experts (i.e., assessors who are at arm's length from the author).

B) Other refereed contributions, such as: conference proceedings, papers presented at scholarly meetings or conferences, articles in professional or trade journals, government publications, etc.

C) Non-refereed contributions, such as: book reviews, published reviews of your work, research reports, policy papers, public lectures, creative works, papers in conference proceedings, specialized publications, technical reports, internal reports, discussions, abstracts, symposium records, monographs, books or book chapters, conference presentations, government publications, etc.

D) Forthcoming contributions: Indicate one of the following statuses: "submitted," "revised and submitted," "accepted" or "in press." Provide the name of the journal or book publisher, and the number of pages.

E) Creative outputs: List your most recent and significant achievements (if applicable), grouping them by category. Creative outputs will be evaluated according to established disciplinary standards, as well as creative and/or artistic merit. Creative outputs may include, e.g., exhibitions, performances, publications, presentations, film, video, audio recordings, etc. If applicable, you may include website links.

- **Leadership Statement** (no page limit) (following the [CRC guidelines](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx) ([https://www.chairs-chaires.gc.ca/program-programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx))) Describe and give evidence for your international leadership qualities and any involvement in broader intellectual leadership activities; Provide evidence of international leadership. Describe any involvement in broader intellectual leadership activities, such as stewardship of initiatives at a national or international level that have had an influence or impact that extends beyond your own institution. If applicable, please also describe how you have improved your institution's ability to leverage additional research resources (including financial and non-financial resources).
- **Training and Supervisory Experience Statement** (no page limit) (following the [CRC guidelines](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx) ([https://www.chairs-chaires.gc.ca/program-programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx))) Describe your experience as a supervisor. Describe your role in training students (e.g., doctoral, master's, undergraduate) and other trainees. Describe your role in supervising or co-supervising ongoing and/or completed theses at the doctoral, master's and/or undergraduate level. Describe the steps that you have taken to involve students (e.g., doctoral, master's, undergraduate) in their research activities.
- **Other Contributions** (no page limit) (following the [CRC guidelines](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx) ([https://www.chairs-chaires.gc.ca/program-programme/convergence\\_portal\\_instructions-instructions\\_portail\\_convergence-eng.aspx](https://www.chairs-chaires.gc.ca/program-programme/convergence_portal_instructions-instructions_portail_convergence-eng.aspx))) Describe any other activities that show the impact of your work, such as awards; contributions to scientific peer review (membership on peer review committees, external

reviews, etc.); consulting; contributions to professional practice or public policy; membership on committees, boards, or policy-making bodies with government or the private sector.

- **The names and contact information for three references**, one of whom must be at arm's length.
- **A Self-Identification Survey** is mandatory and must be completed by applicants. This survey can be found at (<https://forms.gle/sA5uWmTTdZXK6yNB7>)  
<https://forms.gle/sA5uWmTTdZXK6yNB7> (<https://forms.gle/sA5uWmTTdZXK6yNB7>)..

In order to protect and support Indigenous Peoples, if a candidate discloses Indigenous identity, documentation will be required in order to verify their Indigenous membership upon hiring. Applicants are invited to submit an optional letter or oral statement of support from the individual's community that describes the individual's involvement/role within the community, or a statement of lived experience.

Please note that the CRC Program imposes no restrictions on nominees with regard to nationality or country of residence; however, applicants should indicate their current citizenship status within their application.

Complete applications are to be directed via email to:

### **Dr. Mirella Stroink**

Dean

Faculty of Health and Behavioural Sciences

[fhbs@lakeheadu.ca](mailto:fhbs@lakeheadu.ca)

(<mailto:fhbs@lakeheadu.ca>) Please note that only those selected for an interview will be notified.

The successful candidate will be expected to work with the Office of Research Services in completing a complete nomination package due to the CRC Secretariat on **April 16, 2024**.

If you have questions about the CRC program at Lakehead University, please contact Andrew Hacquoil, Acting Director, Research Services by email: [ahacquo1@lakeheadu.ca](mailto:ahacquo1@lakeheadu.ca)

(<mailto:ahacquo1@lakeheadu.ca>) or by telephone at 807-343-81010 Ext 8092.

### **Equity Statement**

Lakehead University has an Equity, Diversity and Inclusion Action Plan 2019-2024 with a goal to recruit and retain a diverse workforce as measured by increasing representation of under-represented groups among applicants, candidates and hires. We encourage candidates to self-identify, if you are from an under-represented group, and prefer candidates with the knowledge,

competencies and relationships derived from lived experience. Experience working with Indigenous or racialized communities, and/or members of other equity-deserving groups is a strong asset. A lived experience or worked experience of any of these issues is preferred.

Lakehead University recognizes that alternative career paths and/or career interruptions (e.g., maternity leave, leave due to illness) can impact research achievements and commits to ensuring that leaves are taken into careful consideration in the assessment of the candidate. Candidates are encouraged to highlight how alternative paths and/or interruptions have impacted their research in their application. Lakehead also recognizes the value of mentoring and research training, outreach, professional service, community-based research, other forms of scholarly expression, and/or research outputs; demonstrated experience in increasing diversity in the previous institutional environment, and in curriculum, is also an asset.

Lakehead University is committed to supporting an accessible environment. Applicants requiring accommodation during the interview process should contact the Office of Human Resources at (807) 343.8010 ext. 8334 or [human.resources@lakeheadu.ca](mailto:human.resources@lakeheadu.ca) to make appropriate arrangements.

Please visit our Office of Human Rights and Equity website: <https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity> and our Human Resources policies related to accommodations and supports: <https://www.lakeheadu.ca/faculty-and-staff/policies/human-resources> to explore all of the supports our organization provides to enable a strong and connected employment experience. Should an applicant require accommodations for interviews or other meetings, please contact Human Resources at (807) 343-8334 or by emailing [human.resources@lakeheadu.ca](mailto:human.resources@lakeheadu.ca).

## **Additional Information**

Additional information regarding the Canada Research Chair program can be found at: [https://www.chairs-chaires.gc.ca/program-programme/nomination-mise\\_en\\_candidature-eng.aspx#s2](https://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s2). Tier 1 CRC nominees must be Associate or Full Professors. The Canada Research Chairs Program supports outstanding researchers in areas that will further Lakehead's [Strategic Research Plan](https://www.lakeheadu.ca/sites/default/files/uploads/111/Research%20Plan%202019-) (<https://www.lakeheadu.ca/sites/default/files/uploads/111/Research%20Plan%202019->

2024%20WEB.pdf). All Chair nominations are subject to review and final approval by the CRC Secretariat. Please consult the Canada Research Chairs website <https://www.chairs-chaires.gc.ca> (<https://www.chairs-chaires.gc.ca/>) for full program information and further details on eligibility criteria. Information regarding our CRC EDI Action Plan is available here: [https://www.lakeheadu.ca/sites/default/files/uploads/111/LakeheadU\\_CRC%20EDI%20Action%20Plan\\_ETWG\\_Sept%2027%202019\\_final.pdf](https://www.lakeheadu.ca/sites/default/files/uploads/111/LakeheadU_CRC%20EDI%20Action%20Plan_ETWG_Sept%2027%202019_final.pdf) and information regarding our EDI policies can be found here: <https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/resources> (<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/resources>)

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