

## Chair, Associate/Full Professor

Posting #FAPS01-23

### Department of Psychology Faculty of Human and Health Sciences Tenured

The University of Northern British Columbia (UNBC) invites applications for a tenured position as Chair of the Department of Psychology at the rank of Associate or Full Professor, with proposed starting date of July 1, 2023. As an institution committed to the fostering of an inclusive and transformative learning environment, UNBC values high quality and growth in both teaching and scholarship.

Reporting to the Dean of the Faculty of Human and Health Sciences, the Chair will be committed to the mission and values of UNBC while providing creative and inspirational leadership to the Department of Psychology. The successful candidate will have the unique opportunity to lead a dynamic team of established and junior faculty who are committed to the highest standards of excellence and innovation in post-secondary education and research. The Department of Psychology delivers the BSc in Psychology, MSc in Psychology, MEd in Counselling Psychology and PhD in Psychology. The Chair will lead the Department in designing and delivering high impact, community relevant research and knowledge translation programs intended to be responsive to the needs of northern British Columbia and beyond. This Chair position is a 5-year renewable term and the appointment will be accompanied by a tenured academic position at the rank of Associate or Full Professor.

The successful candidate will work closely with members of the Department of Psychology to foster a strong culture of academic leadership and to build on the vision for advancing the Department's mission to serve communities in northern British Columbia and elsewhere through the delivery of exceptional programs in Psychology. The candidate will have a demonstrated record illustrating that they are an engaged professional, an active and highly accomplished scholar, and an effective and inspiring educator. As the Chair of the Department, they will demonstrate the following qualifications:

(The Search Committee recognizes that no candidate is likely to meet all the following criteria in equal measure; nevertheless, the following academic characteristics, administrative experience, approach and personal qualities are seen to be highly desirable.)

**Strategic Vision:** The ability to build a shared, compelling, and credible vision of the future of postsecondary education and to positively influence people and events to ensure commitment, alignment, and positive outcomes.

**Relationship and Trust Building:** Has high emotional intelligence, exhibits humility, and genuine engagement with others. Culturally sensitive and aware. Can motivate others and build trust through an open, respectful, and collegial approach. Able to develop and maintain highly productive and trusting relationships within their Department, across UNBC, as well as externally with stakeholders.

**Indigenization and Reconciliation:** Motivated by Indigenization and reconciliation leadership. Advocates for Indigenous faculty, staff and students and actively pursues the goals of Indigenization and reconciliation. Proven engagement with Indigenous communities and experience building these relationships internally and externally.

**Equity, Diversity & Inclusion:** A proven commitment to advancing equity, diversity and inclusion and a demonstrated track record of supporting and advancing these principles and objectives within a university.

**Administrative and Management Experience:** A successful track record in post-secondary academic administrative roles. Proven ability to provide effective administrative leadership, including management of human and financial resources, and application of university policies and procedures.

**Academic Qualifications:** A Ph.D. in Psychology is required. Applicants should have a strong teaching and research record in Psychology, appointable at the level of Associate or Full Professor.

**Commitment to the Mission of the Department and the Faculty:** Has a demonstrated passion and commitment to advancing the excellence of research, educational outcomes, and community impact of the Department of Psychology.

**Leadership:** Demonstrated experience as a consultative leader, with an awareness of the need for openness, change, and team building. Demonstrates a respectful, positive, compassionate, inclusive, and engaging leadership style.

**External Engagement:** Will be an active ambassador for the Department with external audiences, including the community, school district partners, government at all levels, professional associations, accreditation bodies, donors, alumni, and Indigenous communities. Experience in rural and remote education preferred.

**Communication:** Able to convey information and ideas to individuals in a manner that engages them and helps them understand, retain, and respond to the message. Listens actively to understand other's points of view.

**Problem Solving:** Openly discusses problems and issues to move to solutions, while fostering a positive work environment. Demonstrates understanding of alternate views and positions; explores creative options for solutions which meet diverse interests.

## Our Commitment to Diversity and Employment Equity

The University of Northern British Columbia is fully committed to creating and maintaining an equitable, diverse, and inclusive environment that is accessible to all. We are devoted to ensuring a welcoming, safe, and inclusive campus free from harassment, bullying, and discrimination. This commitment is woven into our motto and mission. In the Dakelh language, UNBC's motto 'En Cha Huná translates to "he/she/they also live" and means respect for all living things. Through the respect for all living things, we are able to grow and learn better together, each bringing our own unique individual differences and contributions to inspire leaders for tomorrow by influencing the world today.

Employment equity requires that we remove barriers and overcome both direct and indirect discrimination. In this way, the pool of excellent candidates increases substantially. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. 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

## About the University and its Community

Since its founding in 1990, the University of Northern British Columbia (UNBC) has emerged as one of Canada's best small research-intensive universities, with a passion for teaching, discovery, people, and the North. UNBC's excellence is derived from community-inspired research, hands-on learning, and alumni who are leading change around the world.

Since time immemorial, Indigenous peoples have walked gently on the diverse traditional territories where the University of Northern British Columbia community is grateful to live, work, learn, and play. We are committed to building and nurturing relationships with Indigenous peoples, we acknowledge their traditional lands, and we thank them for their hospitality. UNBC's largest campus in Prince George is located on the traditional unceded territory of the Lheidli T'enneh, in the spectacular landscape near the geographic centre of beautiful British Columbia.

UNBC's three regional campuses are located in Quesnel, Fort St. John, and Terrace. The South-Central campus in Quesnel is situated on the traditional territory of the Lhtako Dené (Red Bluff Band), Nazko, Lhoosk'uz Dené Nation (Kluskus Band), and Esdilagh First Nations (formerly Alexandria Band). Lhtako, Nazko, and Lhoosk'uz are Dakelh First Nations, and Esdilagh is a member of the Tsilhqot'in Nation. The Peace River-Liard campus in Fort St. John is situated on the traditional territory of the Doig River, Blueberry River and Halfway River First Nations. They are the Dunne-Za people. The Northwest campus in Terrace is situated on traditional Ts'msyen (Tsimshian) territory of the Kitsumkalum and Kitselas First Nations. It includes a satellite campus in the coastal community of Prince Rupert.

UNBC consistently ranks in the top three in its category in the annual Maclean's university rankings. UNBC also recently placed among the top five per cent of higher education institutions worldwide by the Times Higher Education World University Rankings.

With a diverse student population, the University is friendly, inclusive, and supportive. Prince George is a city of ~74,000 people with impressive cultural, educational, and recreational amenities. For more information about living and working in Prince George, please refer to <http://www.unbc.ca/experience> and <https://moveupprincegeorge.ca>. Make your mark with this leading post-secondary institution.

## To Apply

Applicants should forward the following documents to [FacultyRecruitment@unbc.ca](mailto:FacultyRecruitment@unbc.ca) or mail to Office of the Provost quoting the posting number (#FAPS01-23):

- cover letter indicating potential contributions to the Program;
- curriculum vitae;
- a brief statement of teaching approaches, research program and vision of leadership;
- the names and addresses of three references (including telephone and email information); and
- the Statement of Eligibility to Work in Canada form, which can be found here: <https://www2.unbc.ca/sites/default/files/sections/human-resources/statementofemploymenteligibilityjan0520221.pdf>.

Voluntary Form:

- the Self-Identification form, which can be found here: <https://www2.unbc.ca/sites/default/files/sections/human-resources/unbcself-idrevisedmay2022-fillable.pdf>

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact UNBC Health & Wellbeing at [wellbeing@unbc.ca](mailto:wellbeing@unbc.ca). Any personal information provided will be maintained in confidence.

Mail Submissions: Office of the Provost, University of Northern British Columbia  
3333 University Way, Prince George, B.C., V2N 4Z9

Email Submissions: [FacultyRecruitment@unbc.ca](mailto:FacultyRecruitment@unbc.ca)

Inquiries: Dr. Rebecca Schiff – Dean, Faculty of Human and Health Sciences  
[fhhs-dean@unbc.ca](mailto:fhhs-dean@unbc.ca)  
250-960-5363

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We thank all applicants for their interest in UNBC however, only those applicants selected for further consideration will be contacted.*

**Applications received on or before March 31, 2023, will receive full consideration; however, applications will be accepted until the position is filled.**