The Department of Psychology at the University of Guelph invites applications for a tenure-track position at the Assistant Professor level. The anticipated start date for this appointment is July 1, 2025, or another mutually agreed-upon date in 2025. We seek innovative thinkers who can contribute to the evolution of educational scholarship and practices in psychology. This is an exciting time of growth, as we are conducting searches for four positions across different areas of the department. As such, the successful candidate will join a cohort of enthusiastic and well-supported early career scholars.

We are seeking a candidate interested in joining the Applied Social Psychology faculty with specialization in applied social psychology or a related field (e.g., social psychology, educational psychology, community psychology). The successful candidate will have demonstrated enthusiasm for teaching and expertise in educational scholarship, with a preference for the psychological and educational implications of digitalization and artificial intelligence in educational settings. Ideally, the candidate will be interested in developing and delivering innovative approaches to teaching, learning, and evaluation, particularly of skills such as critical thinking, in response to emerging technologies. Experience and interest in research and program evaluation in educational settings, such as schools or universities, will be an advantage.

The research and graduate training in Applied Social Psychology prepares students for careers in a wide range of applied and academic settings. Faculty and graduate students conduct research and community-engaged scholarship in areas that include health, illness and disability, gender, violence, prejudice, cooperation, culture, immigration, intergroup relations, and science and technology. The program values principles of social justice and open science practices, and welcomes methodological diversity (e.g., quantitative, qualitative, field, participatory, big data approaches).

The successful candidate will teach undergraduate and graduate courses and supervise undergraduate and graduate theses. The successful candidate will engage in an innovative research program in their area of expertise commensurate with the position's responsibilities and participate in academic and administrative activities that contribute to the functioning of the area, Department, and University as a whole. They will have opportunities to contribute to curriculum and course development in collaboration with psychology faculty and the University's Office of Teaching and Learning.

Requirements for Position
Candidates will hold a PhD by the start date of the position and should demonstrate evidence of:
- Effective and innovative teaching and research training
- An emerging research profile and interest in contributing to research-related activities, commensurate with the position's responsibilities.
- Effective knowledge mobilization, including peer-reviewed publications, conference presentations, high quality research communication to broader audiences, or

outputs stemming from community-engaged work, as well as the potential for contributing to external support for scholarship activities.

- Experience, capacity and commitment to collegial service in the academic, professional, and/or broader community.

The Psychology Department

The Department of Psychology values diversity and inclusivity and is committed to developing and maintaining a culture that is positive, collegial, and respectful of all members. This is consistent with the College's values of "Equality, inclusion, and respect for all those we serve within our communities and globally." Thus, we encourage applications from those who have shown a commitment to Indigenization, Equity, Diversity, Inclusion, and Accessibility (IEDIA) from their past research, service work, teaching, mentorship, or community engagement. Whether you've engaged with these ideas through formal study, personal experience, or professional work, we value a wide range of perspectives.

The University of Guelph

The University of Guelph resides on the traditional lands and territory of the Anishinaabeg, Haudenosaunee and Huron Wendat. These lands are now home to a rich diversity of First Nations, Inuit and Métis people. We offer our respect and gratitude to our Indigenous neighbours and affirm our responsibility to realize our commitments to reconciliation through ongoing action. We are guided in this work by Bi-Naagward | It Comes into View, the Indigenous Initiatives Strategy.

The University of Guelph is among the largest employers in Guelph, a city of over 144,000 people, located about an hour drive west of Toronto, Ontario. University of Guelph is a top-ranked comprehensive university in Canada with an enrolment of more than 30,000 undergraduate and graduate students across more than 40 academic units. The University is known for its commitment to student learning, innovative research, and collaboration with world-class partners. It is a unique place, with transformative research and teaching and a distinctive campus culture. People who learn and work here are shaped and inspired by a shared purpose: *To Improve Life*. Reflecting that shared purpose in every experience connected to our university positions us to create positive change, here and around the world. Our University community shares a profound sense of social responsibility, a drive for international development, and an obligation to address global issues.

Application Process

Interested applicants should create an account on https://careers.uoguelph.ca/ and apply for the advertised faculty position (Requisition ID #). If you are a current employee of the University of Guelph you must apply on the internal Career Page to be considered as an internal applicant. SuccessFactors: Career Opportunities (sapsf.com)

Assessment of applications will begin **April 21, 2025** and will continue until the position is filled. Interested applicants should submit the following materials (preferably as a single PDF file):

1. a cover letter;
2. a curriculum vitae;
3. a training/teaching dossier that contains a brief statement of philosophy (2 pages maximum) and evidence of teaching effectiveness and excellence (e.g., sample course outlines and assessments, mentoring experience, student and/or peer evaluations). Applicants, especially to the Open Area position, may include an optional statement (1 page) describing potential contributions to departmental teaching practices or curricular design;
4. a statement of research interests detailing the candidate's area of expertise and future plans for an independent research program (2-5 pages maximum). For the Applied Social Psychology position, please also describe how your area of scholarship complements those of the program;
5. an Indigenization, Equity, Diversity, Inclusion and Accessibility statement that outlines their past research, service work, teaching, mentorship, or community engagement in regard to these issues (1-2 pages maximum);
6. three letters of reference.

Applications should be sent to the attention of:

Dr. Kaitlyn McLachlan
Associate Professor and Interim Chair
Department of Psychology
University of Guelph
Guelph, ON N1G 2W1

Questions about these positions and/or application process may be directed to Dr. Kaitlyn McLachlan, Interim Chair, Department of Psychology, at kmclac02@uoguelph.ca.

October 3, 2017

The University of Guelph commits to fostering inclusive excellence through promoting Indigenization, equity, diversity, inclusion, and accessibility. Inclusion is a core pillar of <u>Our Time</u>, our strategic plan, which pledges to "transform our human resources, governance and student services and practices across the University to enable us to recruit a diverse student, faculty and staff body and support them in achieving their personal, professional and scholarly goals." The University commits to creating and maintaining "equitable work environments that empower us in our pursuit of student, faculty and staff success, research excellence, innovation and impact."

The University of Guelph invites applications from all qualified individuals; however, Canadians and permanent residents will be given priority. We strongly welcome and encourage applications from members of designated groups in employment, including Indigenous persons, persons with disabilities, racialized persons, women, and 2SLGBTQIA+ persons.

The University of Guelph recognizes that career paths can be diverse and career interruptions may occur. We encourage applicants to note in their applications whether they would like considerations given to the impact of any circumstances, such as (but not limited to) those due to health and/or family reasons, that may have affected an applicant's record of achievement. You are not required to disclose these circumstances in the hiring process. If you choose to do so, the University will ensure that these circumstances do not negatively impact the assessment of your qualifications for the position.

The University of Guelph is committed to ensuring all applicants have fair and equitable participation in the hiring process. If you anticipate needing accommodations during the recruitment or selection processes, confidential assistance is available on request by contacting Occupational Health and Wellness at 519-824-4120 x52674. If you have any questions regarding accommodations or accessibility during the hiring process or for more information and support, please visit the University's <u>Occupational Health and Wellness</u> or contact OHW at <u>Ohw@uoguelph.ca.</u>