

Inclusive Excellence Hire: Assistant Professor

As part of the Inclusive Excellence Cluster Hiring initiative, the **School of Architecture, Planning and Landscape** is inviting applications from qualified **Indigenous scholars and professional practitioners** for a tenure-track position at the rank of **Assistant Professor**. Depending on qualifications and career track expectations, the appointment will be made in either the Teaching and Research stream or the Teaching Focused stream. This position is only open to qualified Indigenous scholars: First Nations (Status, NonStatus), Métis, or Inuit. Candidates will be required to provide verifiable evidence of their Indigenous identity. The anticipated start date is July 2023, or a mutually agreed upon date.

The University of Calgary, located in the heart of Southern Alberta, both acknowledges and pays tribute to the traditional territories of the peoples of Treaty 7, which include the Blackfoot Confederacy (comprised of the Siksika, the Piikani, and the Kainai First Nations) as well as the Tsuut'ina First Nation, and the Stoney Nakoda (including Chiniki, Bearspaw, and Wesley First Nations). The university recognizes that the City of Calgary is also home to Region III of the Métis Nation of Alberta. By virtue of the signing of Treaty 7 in 1877, the university recognizes that we are all treaty people. The City of Calgary is home to diverse communities. Together, we share this land, strive to live together, learn together, walk together, and grow together "in a good way."

The University of Calgary recognizes the importance of creating and maintaining a welcoming and equitable environment that enables every member of our campus to thrive. The [Inclusive Excellence Cluster Hiring Initiative](#) has been launched to advance and embed the institution's commitment to equity, diversity, inclusion and accessibility, Indigenous engagement, and inclusive excellence. This initiative, which was developed in accordance with Section 10.1 of the *Alberta Human Rights Act*, is a key step to ameliorate the under-representation of members of equity deserving groups at the university, to enhance the conditions of disadvantaged groups, to build a critical mass of scholars who reflect the diversity of our student body and the broader community, to advance epistemic pluralism and the creation of new knowledges and ways of knowing, and to broaden the culture of inclusivity and engagement.

The School of Architecture, Planning and Landscape (SAPL) is entering an exciting new period of growth with the launch of a first-of-its-kind interdisciplinary Bachelor of Design in City Innovation and an expanded focus on community-engaged teaching and research through our downtown City Building Design Lab. We are searching for Indigenous faculty in the disciplines of architecture, planning, and landscape architecture who have a passion and potential to reshape design education to better address the pressing challenges facing the built environment; and people who want to be part of a strong and vibrant community that respects and values diversity and differences. A commitment to climate action, design justice, community impact, and value informed innovation inform our approach to teaching, research, and outreach and we are looking for Indigenous individuals with similar values who are interested in bringing their passions, professional expertise, and Indigenous perspectives to our School.

Indigenous aspects of design and planning have a rich history in the School of Architecture, Planning and Landscape, reaching back to the days when we were known as the Faculty of Environmental Design (EVDS). From design studios honoring Indigenous culture, courses including FNMI dimensions, academics serving on key university committees supporting

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Indigenous communities, and faculty winning awards for commitment to Indigenous-centred teaching + research, the school has proven dedicated and committed. With the launch of ii' taa'poh'to'p, the University of Calgary Indigenous Strategy, came a renewed focus on actions around Truth and Reconciliation, including efforts on curricular, scholarly, recruitment and engagement fronts. Increased curricular and extra-curricular activities, including a campus-wide Indigenous design symposium lead by SAPL, reinforced our commitment to Indigenous culture within and beyond the boundaries of the school.

While our history of engagement with Indigenous culture within the school is relatively short, the initiatives have nonetheless been many and meaningful. Our commitment to diversity within the curricula has had demonstrably positive impacts on the way we teach and the learning we instill. For example, we have been running indigenous-themed studios at many year levels for many years, such as designs for Aboriginal Cultural Centres at the Fort Calgary and University of Calgary sites. We have engaged in collaborative interdisciplinary studios working with local bands to address design of commercial and community projects. Such studios have included FNMI members to guide steps and provide feedback. Through our signature block week courses, we have explored architecture, planning and housing lead by prominent Indigenous knowledge keepers. We have included vital orientation sessions, speaking on topics of Indigenous culture & knowledge, for incoming graduate students as well as in foundation courses. The school has been involved in research projects considering a range of Indigenous topics, including housing approaches and sustainability solutions. At the community level we have organized and hosted numerous symposia and lectures, covering a range of topics from Indigenous design thinking and authority in design to sharing the city and social justice. Faculty from the School of Architecture, Planning and Landscape are recipients of honors recognizing leadership in the realm of Indigenous Culture in environmental design, including a prestigious Rev. Dr. Chief John Snow Award and a University of Calgary Teaching Award for Excellence in Indigenous Ways of Knowing.

At the present juncture the School of Architecture, Planning and Landscape is poised to launch a new phase in our development -- namely the commencement of the new undergraduate Bachelor of Design in City Innovation (BDCI) degree program. This high profile and innovative major will see over 800 students learning about design in the context of cities, neighborhoods, blocks and buildings. We have identified an Indigenous Scholar as an early hire for this exciting new undergraduate program - the first step in a two-person commitment as part of a larger university-wide cluster hire plan. Further, recruitment of FNMI students is a high priority, with scholarships for Indigenous students a key aspect of SAPL's advancement strategy. The school aims to develop pathways that lead Indigenous students from high school into the new undergraduate degree, then onwards to the professional programs in Architecture, Planning and Landscape. (Excerpt from *Bridging Cultures: Indigeneity + Design*, Dr. Brian Sinclair and Professor Mauricio Soto-Rubio's successful 2022 application for an Indigenous Engagement + Perspectives Curriculum Grant).

We recognize that there is a spectrum of approaches and perspectives amongst Indigenous design scholars and practitioners and are open to individuals with different approaches ranging from those addressing and embedding traditional ways of knowing and doing to those focused on contemporary practice in architecture, planning and landscape architecture. We are committed to supporting this exploration within our school as well as through collaborations with the broader community of Indigenous scholars across the university.

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We are accepting applications from across our three programs of architecture, planning, and landscape architecture for individuals with a primary focus in teaching studios. A secondary focus in one of the following fields is preferred but not required.

Architecture Specializations (in addition to Design Studio)

- Design Theory, History, Thinking, Philosophy, Policy, Urbanism
- Human-Centred Design, Designing for Equity, Diversity and Inclusion, Design Justice
- Representation and Computation - including the use of AI and Data Science
- Sustainable and Regenerative Design, Structural and Mechanical Systems, Circularity and Construction
- Emerging Materials, Multi-scalar Design, Innovation in Fabrication
- Critical Professional Practice

Planning Specializations (in addition to Design Studio)

- Spatial Planning and Analysis
- Regional Planning
- Urban Systems
- Urban Design
- Indigenous and Cross-Cultural Planning
- Community Planning
- Land Development

Landscape Architecture Specializations (in addition to Design Studio)

- Landscape Ecology and Ecological Restoration
- Climate change Adaptation
- Low Impact Development (LID)
- Urban Design

Successful candidates in the **Teaching and Research Stream** will be expected to establish and maintain an active and externally funded research program with a preference for tri-council grants, supervise student research, participate in the School through service activities as required, and engage in community outreach through SAPL partnerships.

Successful candidates in the **Teaching Focused Stream** will be expected to establish and maintain an active critical professional practice, supervise practice-oriented student research, participate in the School through service activities as required, and engage in community outreach through SAPL partnerships.

Review of applications will begin on **January 30, 2023** and will continue until the position is filled. Additional information and detailed job descriptions can be found at <https://sapl.ucalgary.ca/about/careers>.

Our location inspires and motivates us. Calgary is ranked the fourth most livable city in the world by the Economist's 2018 "Global Livability Index" and the gateway to the spectacular Rocky Mountains.

Architectural landmarks such as the Peace Bridge, the Bow Tower, the National Music Centre at Studio Bell, the Central Library, and TELUS Sky, complement one of the most extensive urban cycling networks and natural park systems in Canada. Calgary is also Canada's most enterprising city where entrepreneurs, experimenters, and rule breakers are not afraid to experiment with built form, innovative policies, and new concepts. Calgary is a city of

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extraordinary community spirit; we come together and innovate for positive, integrated systemic improvement.

At the same time, Calgary has a long history of car-oriented development of large single-family suburbs and a commercially focused downtown. With the current shift from an oil-based economy to one focused on clean-tech, digital enterprise, and innovation that requires competing in a global talent market, the city and its development industry is actively re-imagining the short-, medium-, and longterm future of the built environment towards sustainability, resiliency, equity, and vibrancy.

With the city as a living lab, SAPL is an active partner in this innovation endeavor, engaging our students in real-world studio related projects and our faculty in community-focused research and critical practice. Through our downtown location, the City Building Design Lab has become a hub for collaborative research and public discussion about city building. In 2018, the CBDLab hosted 115 city building events that brought over 7,000 participants into the school for exhibitions and lectures.

This is an exciting time to join the School of Architecture, Planning and Landscape. The launch of the Bachelor of Design in City Innovation will add 800 undergrad students to our 400 graduate students enrolled in our Master of Architecture, Master of Planning, and Master of Landscape Architecture course-based degrees and our three research degrees: Master of Environmental Design, PhD in Environmental Design and a Doctor of Design, specifically focused on helping established practitioners develop innovative new forms of practice.

Interested individuals are encouraged to submit an application online at .

<https://careers.ucalgary.ca> Please be aware the application process allows for only four attachments. Your four attachments should be organized to contain the following (which may require you to merge documents such as publications):

- Cover letter and curriculum vitae, including the name and contact information of three referees. All applicants must self-identify as Indigenous (First Nations (Status, Non Status), Métis, or Inuit) in their cover letter. Please also indicate in your cover letter the rank and area you are applying to.
- Statement of personal philosophy for engagement as an academic with Indigenous people, communities and/or priorities and past, current or planned actions reflecting this philosophy
- A portfolio including relevant samples of design research, design practice and student work. Collaborative work should include attribution
- Max file size is 10 MB. Allowed formats are .doc and pdf.

Questions regarding this opportunity should be addressed to John Brown, Dean SAPL (brownj@ucalgary.ca)

Application deadline:

The University of Calgary recognize that candidates have varying career paths and that career interruptions can be part of an excellent academic record. Candidates are encouraged but not required to provide any relevant information about their experience and/or career interruptions to allow for a fair assessment of their application. Selection committees have been instructed to give careful consideration to, and be sensitive to the impact of career interruptions, when assessing the candidate's research productivity.

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The University of Calgary has launched an institution-wide [Indigenous Strategy, ii' taa'poh'to'p](#), in line with the foundational goals of [Eyes High](#), committing to creating a rich, vibrant, and culturally competent campus that welcomes and supports Indigenous Peoples, encourages Indigenous community partnerships, is inclusive of Indigenous perspectives in all that we do.

As an equitable and inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Requests for accommodations can be sent to Human Resources (hrhire@ucalgary.ca). Questions regarding Indigenous engagement at UCalgary can be sent to the [Office of Indigenous Engagement](#) (vpie@ucalgary.ca). Questions regarding [diversity] EDI at UCalgary can be sent to the [Office of Equity, Diversity and Inclusion](#) (equity@ucalgary.ca).

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. In this connection, at the time of your application, please answer the following question: Are you a Canadian citizen or a permanent resident of Canada? (Yes/No)

The University of Calgary strongly recommends all faculty and staff are fully vaccinated against COVID19.

About the University of Calgary

Located in Canada's most enterprising city, the traditional territory of the peoples of Treaty 7 and Region 3 of the Métis Nation of Alberta, the University of Calgary (UCalgary) is a global and innovative intellectual hub for teaching and learning, research and scholarship, and community engagement. UCalgary ranks fifth among Canada's top research universities in Research Infosource Inc.'s latest Top 50 Research Universities list released on Jan. 25, 2022. [UCalgary is the youngest university to have reached the top five](#).

UCalgary has more than 6,500 graduate students and 28,500 undergraduate students, more than 1,800 academic staff (continuing, contingent term or limited term appointment), more than 1,300 sessionals, and more than 3,200 non-academic staff, in 14 Faculties, across five campuses. The vibrant and research-intensive environment at UCalgary is home to 146 research chairs (75 Canada Research Chairs), and more than 50 research institutes and centres. UCalgary has the fastest growth rate in attracting research funding among the 10 largest universities in Canada.

The university's new Framework for Growth establishes principles and focus areas for the University of Calgary over the coming decade. It will ignite our entrepreneurial spirit to turn challenges into opportunities to improve the world around us. It will help to meet our academic and research ambitions and strengthen our community engagement in one of Canada's most diverse cities, whose exciting future is unfolding rapidly, and where scientific disciplines will play a major role. Built around three big ideas (transdisciplinary scholarship, integration with our community and future-focused program delivery), the Framework will distinguish the university and drive growth.

To learn more about this vision please see: <https://www.ucalgary.ca/president/growth>

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About Calgary, Alberta

Calgary has been named one of the world's most livable cities, has been ranked one of the most sustainable cities in the world, and is the third most diverse in Canada. Calgary is a city of leaders - in business, community, philanthropy and volunteerism. Calgarians benefit from a growing number of world-class dining and cultural events and enjoy more days of sunshine per year than any other major Canadian city. Calgary is less than an hour's drive from the majestic Rocky Mountains and boasts the most extensive urban pathway and bikeway network in North America.

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