

## **Postdoctoral Research Fellow Gender Equity and Excellence through Leadership**

**Posted: May 27, 2021**

Temporary 1 year contract, with opportunity for a 1 year renewal. Full time.

Annual stipend \$55,000 plus benefits. Support for research and travel is available. The successful applicant will have the opportunity to teach a University of Guelph First Year Seminar.

**Supervisors:** Charlotte Yates and Belinda Leach

We are seeking a skilled and enthusiastic postdoctoral fellow (PDF) to pursue an innovative research opportunity at the intersection of equity, gender and work, organizational change and leadership.

As part of building an inclusive campus, the University of Guelph is pursuing a strategy to advance the status of all women on campus with a particular focus on supporting women to pursue leadership roles. The GenEq initiative was established to advise leadership on strategy, suggest next steps, and share information back to the university community. With an inclusive definition of women and gender, GenEq takes an intersectional, anti-oppression approach aligned with the University's Anti-Racism Action Plan and its Sexual Violence policy.

Working with an advisory group and under the direction of Belinda Leach and Charlotte Yates, the PDF will provide research and administrative support for this strategy. The PDF will:

- work with other leaders and offices on campus committed to building greater inclusion;
- work in a team to develop priorities and strategies for implementation;
- identify and assess best practices towards cultures of inclusion on university campuses in Canada and elsewhere, to provide information and recommendations for steps towards building greater gender equity and inclusion;
- review and evaluate current trends and innovative ideas for women, leadership and change in Canada and internationally, in private and public sector institutions;
- analyze gender patterns in academic and administrative practices and outcomes at the University of Guelph and at comparator institutions;
- undertake background research to understand the environment at the University of Guelph, including maintaining a profile of gender equity at the University;
- identify best practices for enhancing women's leadership;
- perform administrative and organizational tasks in support of the Gender Equity Advisory Group and its sub-committees;
- lead the drafting of articles and presentations for popular and scholarly communities; and
- supervise work-study students.

**Academic requirements:** A PhD in any discipline with research interests that include some of the following areas: feminist theory, gender, labour markets, work and occupations, leadership, intersectionality, and/or organizational change. Strong qualitative and quantitative methodological skills are an asset, as is knowledge of and experience with innovative knowledge-sharing methods and strategies for making organizational change. Must be able to work as part of a team with students, staff and faculty from diverse campus communities.

**Timeline and application process:** Please submit applications, including the following, to Belinda Leach ([bleach@uoguelph.ca](mailto:bleach@uoguelph.ca)):

- a one to three (1-3) page research statement demonstrating fit with the strategy and academic requirements described above;
- a current curriculum vitae demonstrating research excellence, strong methodological skills and a capacity for leadership of a research project and
- the names of two people who may be contacted for references

**Deadline:** The position will remain open until filled. We will begin looking at applications in June 2021. Start date to be negotiated with successful candidate. Inquiries can be directed to Belinda Leach, College of Social and Applied Human Sciences, University of Guelph.