



SEARCH

# Department Head & Professor or Professor of Teaching (with tenure)

Department of Language & Literacy  
Education, Faculty of Education

Open date: August 19, 2022

Submit complete applications by:  
October 20, 2022

This search will remain open until the  
position is filled.



# The **UBC Faculty of Education**, one of the world's leading faculties of its kind, invites applications for the position of **Head of the Department of Language and Literacy Education**.

The UBC Faculty of Education invites applications for the position of Head, Department of Language and Literacy Education. We are seeking individuals with an international reputation and a strong record of research or educational leadership in Language and Literacy Education or related fields, and with effective academic leadership and successful administrative experience, especially in strategic planning including academic programs (online, face-to-face, and hybrid), graduate student recruitment and support, budgets and human resources (HR), along with team-building, collaborative engagements, problem-solving and interpersonal skills.

The successful candidate will be offered two concurrent appointments – an ongoing academic appointment at the rank of [Professor or Professor of Teaching](#) with tenure, and a 5-year term administrative appointment as Head. Both appointments are expected to start July 1, 2023 or a date agreed upon by the University and the successful applicant.

The successful candidate is expected to demonstrate the following characteristics:

- An exemplary track record of enacting equity, diversity, inclusion, decolonization, anti-racism, and social justice
- A good understanding of budgets in a post-secondary institution context and experience dealing responsibly with budget issues
- Ability to plan, work and tackle academic and HR problems strategically and effectively, including awareness of the role of collective agreements
- Ability to deal with conflicts and a range of personnel matters through an informed and thoughtful form of mediation and with consideration of the positionalities brought to the process
- Working respectfully with, and being mindful of the diverse priorities and values of, staff, faculty and students
- Communication that is clear, organized and regular
- Decision-making that is fair, ethical and transparent
- Leadership in departmental, faculty and university-wide committees
- Leadership in their fields of study at local, national and global levels
- Support for engagements across the Faculty, the University and community, as well as support for international engagements

- Support for faculty development with a good understanding of tenure and promotion processes, policies and procedures and of the diverse profiles and scholarship of faculty in the Department
- Support for teacher development and pedagogical innovation
- Support, concrete evidence of, and a clear vision for Indigenous initiatives
- Demonstrated ability to engage with and advance unit and institutional strategic plans and priorities
- An exemplary track record of academic achievements equivalent to that of a Professor or Professor of Teaching with tenure at UBC

The academic appointment (rank and tenure) is subject to a positive review of the successful candidate's record of achievements following [the University's established processes](#). The administrative appointment is renewable for another 5-year term. This position is subject to final budgetary approval.

The Department of Language and Literacy Education ([LLED](#)) is a community of educators committed to social justice in our work with students, colleagues, partners, and community members. We currently have 32 tenure stream faculty members, about 80 term faculty and 7 staff members. LLED offers Master of Education, Master of Arts, and PhD degrees in the areas of Literacy Education, TESL, and Modern Language Education. We also offer undergraduate courses for the Teacher Education Program, Literacy Education Diploma, Teacher Librarian Certificate and Diploma, TESL Certificate and Diploma, and other programs.

We recognize that language and literacy education perpetuates systems of privilege and oppression, but it can also transform these conditions. As leaders in the field, we aim to establish antiracist, decolonial, and sustainable communities that affirm human, linguistic, and epistemological diversity and equity. We acknowledge our privilege and strive to overcome effects of power that adversely influence the lives of people who are marginalized due to Indigeneity, race, gender, class, sexuality, language, culture, religion, or ability. In our scholarship, educational leadership, teaching, and service, we are committed to fostering relational and respectful environments, legitimizing diverse Indigenous and non-dominant knowledges, and transforming systems to enable us to advance social justice in language and literacy education.

The UBC Vancouver campus is situated on the traditional, ancestral, and unceded territory of the Musqueam people. UBC is a global centre for research and teaching, consistently ranked among the top 20 public universities in the world. UBC Faculty of Education is one of the leading Faculties of its kind in the world, tied for 1st in Canada and 10th globally. Our work advances educational research and understanding of teaching and learning in a way that affirms diversity, equity and innovation, and takes part in international collaboration in an interdependent globe. We provide a comprehensive set of programmatic offerings at the baccalaureate, magisterial, and doctoral levels. For further details about the Faculty of Education and its research and teaching programs, please visit [www.educ.ubc.ca](http://www.educ.ubc.ca).

LLED, the Faculty of Education and UBC are dedicated to the goal of building a diverse and inclusive academic community. Preference will be given to applicants who demonstrate a commitment to and expertise in decolonizing, reconciliation, anti-racist, and social justice approaches to teaching and learning, and have a strong commitment to fostering inclusivity and teaching effectively in a welcoming environment.

A complete application package should include:

- (1) a cover letter (maximum 2 single-spaced pages, please indicate if you are a Canadian citizen or permanent resident);
- (2) curriculum vitae;
- (3) evidence of teaching excellence (such as course outlines and student evaluations);
- (4) a statement of administrative experience and leadership background (maximum 1 single-spaced page);
- (5) a Diversity Statement that describes and documents your contributions to equity, diversity, and inclusion (EDI) through your teaching, research, service, and community engagement, addressing the following three areas: 1) understanding of and knowledge about EDI, 2) track record in advancing EDI, and 3) future plans for EDI; and
- (6) names and contact details of three references. Letters of reference will only be requested from short-listed candidates.

All applications must be submitted electronically, in the format of a single, bookmarked PDF file to: [educ.hr@ubc.ca](mailto:educ.hr@ubc.ca). Following the submission of the application, the applicant will receive an Equity Survey link via email. Completion of the Equity Survey is required as part of the application process.

While the search remains open until the position is filled, interested applicants are asked to submit their complete application package by October 20, 2022. Questions regarding the position and its application deadline should be directed to Anna Bin, Director of HR, Faculty of Education, at [anna.bin@ubc.ca](mailto:anna.bin@ubc.ca).

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Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the British Columbia 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. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.