



SCHULICH SCHOOL OF LAW

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DALHOUSIE UNIVERSITY

The Schulich School of Law, Dalhousie University, invites applications for a probationary tenure-track, tenure-track or tenured appointment at the rank of Assistant, Associate, or full Professor in the areas of *African Nova Scotians and the Law* and *Critical Race Theory*. The successful candidate will teach in these and related subject areas in the Law School and will also contribute to teaching in the new Faculty of Arts and Social Sciences Black and African Diaspora Studies Program (BAFD). This hire is aimed at recruiting African Nova Scotian academics to the Law School and the university.

As a signatory of the Scarborough Charter on Anti-Black Racism and Black Inclusion, Dalhousie has committed to taking decisive action to recruit Black scholars to the university and to employ best practices to support their retention and advancement. This commitment is expressed in our Strategic Plan's second pillar, Inclusive Excellence. In keeping with these commitments and our institutional drive and obligation to enrich our research, teaching, and learning environment and community engagement, Dalhousie University invites applications for this position.

This opportunity is part of a cluster hiring initiative supported by the Dalhousie Diversity Faculty Award (DDFA) program. In keeping with the principles of employment equity, the DDFA program aims to correct historic underrepresentation. This initiative will support inclusive excellence by appointing five Black scholars to the university across multiple disciplines. Cluster hires promote interdisciplinary collaboration, while creating communities of support for scholars from underrepresented groups. These new scholars will find opportunities for scholarly contributions, collaboration, and support as Fellows of the newly established Black Studies Research Institute and will contribute to our emerging transdisciplinary program in Black and African Diaspora Studies (BAFD).

This position is designated to candidates who self-identify as African Nova Scotian. All such qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie recognizes that candidates may self-identify in more than one equity-deserving group, and in this spirit, we encourage applications from candidates who (in addition to being African Nova Scotian) *also* identify as Indigenous persons (especially Mi'kmaq), members of other racialized groups, women, persons with a disability, and/or members of 2SLGBTQ+ communities. See [https://www.dal.ca/dept/hr/employment\\_equity/definitions-equity-deserving-groups.html](https://www.dal.ca/dept/hr/employment_equity/definitions-equity-deserving-groups.html) for definitions of equity-deserving groups.

Applicants should have an outstanding academic record, a record of scholarly engagement, and demonstrated (or potential) teaching and research excellence. At the time of appointment, the successful candidate will hold an LL.B. or J.D. degree. They will also have a relevant Master's degree or have or be working towards a doctorate.

Applications received before January 31, 2023 will be given fullest consideration.

### About the Schulich School of Law

The Schulich School of Law plays an extraordinary role in the fabric of Canadian legal education. We are a national law school, with our students coming from and returning to every region. We graduate leaders. Our alumni hold every form of government office, teach in Canadian law schools, innovate in the provision of private and public sector legal services and in business, advance policy in the executive branch of government, render decisions on courts across the country, and offer service to non-governmental bodies and non-profit and community organizations. We have always been known for and proud of our commitment to unselfish public service, in the Weldon tradition.

We embrace the interdisciplinary opportunity of working in a university, we value the creation and dissemination of new knowledge, and we are firmly committed to students and to teaching and learning excellence. We are conscious of the difference we make to law reform, adjudication, legal service, and community engagement at home and around the world. We value the contributions of the founding communities in this province, the Mi'kmaq Nation, Acadians, African Nova Scotians, and British, and we open our doors to the world.

For more information, see the Schulich School of Law Strategic Plan at <https://www.dal.ca/faculty/law.html>.

### About Dalhousie University

Dalhousie University is located in Nova Scotia, Canada (Mi'kma'ki) with four campuses in Halifax and Truro, and satellite locations in Yarmouth and Saint John, New Brunswick. As Atlantic Canada's primary research-intensive university and a member of the U15 Group of Canadian Universities, our 13 academic Faculties expand understanding through teaching excellence and a drive for discovery that results in more than \$214 million in research funding each year.

Dalhousie is Canada's national university, with a greater proportion of out of province students than any other. Correspondingly, a diverse population of Black students call Dalhousie home, including those from African Nova Scotian, Black/African Canadian, and international communities. The United Nations recognized African Canadians as a distinct group and Dalhousie acknowledges African Nova Scotians as a distinct people who have shaped the province and the

university for centuries. Dalhousie has a strong history of introducing ground-breaking initiatives that have created many opportunities for Black students including the [Indigenous Blacks & Mi'kmaq Initiative at the Schulich School of Law](#) and [Promoting Leadership in Health for African Nova Scotians](#) program. The university has also developed strong ties to several organizations serving that community, for example to the African Canadian Services Branch of the Department of Education – the only such branch in Canada serving Black students in K-12, to the Delmore Buddy Daye Learning Institute, and to the Afrocentric Math cohort at Auburn High school.

In 1970, Dalhousie established the [Transition year Program \(TYP\)](#), which provides opportunities for individuals who may face barriers to post-secondary education to prepare for all aspects of academic life and gain access to the university. Nearly two decades ago, [Imhotep's Legacy Academy](#) was established, an innovative university-community partnership designed to create pathways into STEM for students of African descent.

Dalhousie established the [James R. Johnston \(JRJ\) Chair in Black Canadian Studies](#) in 1991 which was at the time, the only endowed Black Studies Chair at a Canadian university. The current Chair, Dr. OmiSoore Dryden, recently established the [Black Studies Research Institute \(BSRI\)](#), a pan-university institute centering transdisciplinary and interdisciplinary research in Black studies. The BSRI will intersect closely with the university's minor in Black and African Diaspora Studies, developed by former JRJ Chair Dr. Afua Cooper, and the university is now working on a proposal for a full degree program, the development of which is being championed by members of Dalhousie's [Black Faculty and Staff Caucus](#) and supported by senior leaders across the university.

Dalhousie was also the first in Canada to join the Universities Studying Slavery group of institutions, out of which the [Lord Dalhousie Report](#) was published. Recommendations led to the [Sankofa scholarships](#), renaming of streets to reflect the Black contribution to Canada and a concerted plan in our international strategy to form even more meaningful educational partnerships with the Caribbean.

Dalhousie's [African Nova Scotian Strategy and Advisory Council](#) aim to ensure sustainable initiatives that support African Nova Scotian students, staff and faculty members.

As a signatory of the Scarborough Charter, and in keeping with these long-standing institutional commitments to recruiting and supporting Black faculty, staff, and students across the university, Dalhousie is now in an excellent position to support this cluster hiring initiative and candidates will enter a Faculty and university that has demonstrated outstanding and unique support for Black faculty and students.

More information about Dalhousie may be found here: [www.dal.ca](http://www.dal.ca)

## How to Apply

Applications should include a brief (maximum two pages) cover letter, university transcripts, teaching and research statements (maximum five pages total), and the names of three referees, at least one of whom must be academic referees. If a candidate's graduate degree is in progress, then in their cover letter they should indicate their stage of completion. Applications should be submitted online at: <https://dal.peopleadmin.ca/postings/11994>

Dalhousie's vaccine mandate has been suspended at this time, and employees no longer need to provide proof of full vaccination. However, health and safety risks will continue to be monitored, and a vaccine mandate may be reinstated if necessary.

Dalhousie University recognizes its obligation to accommodate candidates to ensure full, fair, and equitable participation in the hiring process. Our complete Accommodation Policy can be viewed online at: [www.dal.ca/policies](http://www.dal.ca/policies). To request accommodation at any stage in the hiring process, please contact Elizabeth Sanford ([LawDean@dal.ca](mailto:LawDean@dal.ca)).

<http://law.dal.ca>