

**Peter A. Allard School of Law  
The University of British Columbia**

**Assistant, Associate, or Full Professor  
Appointment**

The Peter A. Allard School of Law invites applications, as part of the The University of British Columbia's [Black Faculty Cohort Hiring Initiative](#), for a research-stream faculty member to be appointed at the rank of Assistant, Associate, or Full Professor. This search aligns with the University's commitment to strategically and proactively promote diversity among our community members. In 2020, the University pledged to advance the [Scarborough Charter](#) on Anti-Black Racism and Black Inclusion. In addition, the University convened an [Anti-Racism and Inclusive Excellence Task Force](#), which recommended that the University develop a strategy to advance Black excellence. The Black Faculty Cohort Hiring Initiative aims to increase representation of Black faculty across the spectrum of UBC's teaching and scholarship activities, in recognition that Black, as well as Indigenous and other Racialized communities, have experienced inequities that have developed historically and are ongoing.

The successful candidate will have an outstanding research record, by national and/or international standards, in any area of law. A JD, LLB, or equivalent law degree is required, and, absent exceptional circumstances, a completed or substantially completed doctoral degree in Law or a related discipline is also required. Candidates must demonstrate an ability and willingness to teach in the core (and especially first-year) curriculum of the Allard School of Law (see: <https://allard.ubc.ca/student-portal/jd-program/degree-requirements>). The successful candidate will be expected to provide effective teaching and mentoring of JD and graduate students, and to assume leadership roles within the School of Law appropriate for the appointed rank.

The Allard School of Law is committed to excellence in legal education and research. As part of an outstanding public university, situated on traditional, ancestral and unceded xʷməθkʷəy̓ əm (Musqueam) lands, we provide an inspiring environment for legal scholars and students to study law and its role in society, and to contribute to improving lives in our local communities, across Canada, and around the world.

The Allard School of Law offers varied and rigorous professional programs to a talented and diverse student body in JD, LLM and PhD programs. Our faculty members encourage students to develop creative and effective approaches to legal analysis and problem solving. As researchers, faculty members are engaged with academics, practitioners, and policy-makers around the globe. We work in a state-of-the-art law building—Allard Hall—designed to support teaching and research in law, and we collaborate with scholars from disciplines across the university. More information about the Allard School of Law is available at <http://allard.ubc.ca/>.

## *Application Process*

Pursuant to Section 42 of the BC Human Rights Code, this search will be restricted to qualified Black scholars. Applicants who wish to be considered for this position must self-identify as 'Black' to be eligible. We welcome applications from Black scholars who may also identify as Indigenous (First Nation, Métis, Inuit) Peoples, multi-racial persons, persons with disabilities, women, and/or members of 2SLGBTQIA+ communities.

Candidates must self-identify through the [Applicant Diversity Survey](#), which takes approximately two minutes to complete. All questions are voluntary, but those who do not self-identify as 'Black' will not be considered. The information is collected by the Equity & Inclusion Office (EIO) and will remain confidential. Any reported data will be aggregated and shared in that form with the Appointments Committee Chair to track intersectional diversity and to support an equitable and meritorious search process. The survey will also enable the University to examine patterns and trends in employment, and to acquire data to advance equity and inclusion in the workplace.

### **Applicants must submit:**

- (1) a cover letter indicating interest in an appointment at the Allard School of Law and describing:
  - a. academic and research accomplishments,
  - b. demonstrated teaching interests, particularly those among the courses in the School of Law's required curriculum, and
  - c. institutional contributions;
- (2) a curriculum vitae;
- (3) law and graduate school transcripts;
- (4) a research agenda for the coming 3-5 years;
- (5) the names and contact information for three individuals who you have asked to submit letters of reference (applicants should contact the referees and arrange for them to send their letters directly to the School of Law at [appointments@allard.ubc.ca](mailto:appointments@allard.ubc.ca));
- (6) two representative scholarly publications or, where publications are not available, other samples of written work;
- (7) evidence of teaching effectiveness (such as evaluations); and
- (8) a brief (1 page) statement describing current and future commitments or interests related to equity, diversity and inclusion as well as decolonization (EDID). Comments may relate to lived/living experience, professional work or practice, academic and research activities, and/or community-engagement.

**Electronic applications are required** and should be submitted to the Appointments Committee ([appointments@allard.ubc.ca](mailto:appointments@allard.ubc.ca)) by **October 31, 2024**. Referees should submit reference letters by the same date or as soon as possible thereafter. Unofficial academic transcripts may be submitted with the initial application, but official academic transcripts will be required before appointment. Incomplete applications will not be accepted. The School of Law will continue to review applications until the positions are filled.

*Please note that we have multiple competitions underway this year. This is competition “2024G”. Please use the subject line: LASTNAME, FIRSTNAME – 2024G when submitting your email.*

All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for the position. To comply with the Government of Canada’s reporting requirements, the University gathers information about applicants’ status as either a permanent resident of Canada or Canadian citizen. Therefore, all applications must include one of the following statements in their cover letter:

- I am a citizen or permanent resident of Canada; or
- I am not a citizen or permanent resident of Canada.

We expect the appointment to commence July 1, 2025 with an expected salary range of \$150,000 - \$320,000 per annum.

Any questions about the appointments process should be directed to [appointments@allard.ubc.ca](mailto:appointments@allard.ubc.ca).

### *Career Interruptions*

UBC acknowledges that certain circumstances may cause career interruptions that legitimately affect an applicant’s record of research achievement. We encourage applicants to note in their applications whether they would like consideration given to the impact of any such circumstances, including those related to health, family, or any other circumstances that might allow for a fair assessment of research productivity.

### *Commitment to Accessibility and Accommodations*

The University is committed to creating and maintaining an accessible work environment for all members of its workforce. Within this hiring process we will make efforts to create an accessible process for all candidates (including but not limited to people with disabilities). Confidential accommodations are available on request by contacting Andrea Chiang, by email at [chiang@allard.ubc.ca](mailto:chiang@allard.ubc.ca).

If you have any questions regarding accommodations or accessibility during the recruitment and hiring process or for more information and support, please visit UBC’s Center For Workplace Accessibility website at <https://hr.ubc.ca/health-and-wellbeing/working-injury-illness-or-disability/centre-workplace-accessibility> or contact the Centre at [workplace.accessibility@ubc.ca](mailto:workplace.accessibility@ubc.ca).