



McGill

RL#: L001259 MED (Provostial)

Assistant Professor or Associate Professor, Tenure-Track Faculty Position: Racial disparities in chronic disease prevention, management and prognosis.

Faculty of Medicine and Health Sciences – Department of Medicine

This position is part of a multi-year interdisciplinary initiative designed to strengthen and support research innovation and excellence in African and Black Studies at McGill, while simultaneously addressing the under-representation of Black faculty in the tenure stream, as laid out in the [University Action Plans to Address Anti-Black Racism 2020-2025](#).

Position description

The Department of Medicine of McGill University, a leader in academic medicine, invites applications for a tenure track position at the rank of Assistant Professor or Associate Professor of Medicine for a candidate with research expertise in racial disparities in chronic disease prevention, management and prognosis.

For racial minorities including Black people in North America and other regions, health disparities may take on many forms, including higher rates of chronic disease and premature death compared to the rates among whites. Compared with whites, members of racial and ethnic minorities are less likely to receive preventive health services and often receive lower-quality care. They also have worse health outcomes for certain conditions. These disparities are not a result of individual or group behavior but decades of systematic inequality in economic, housing, and health care systems. To combat these disparities, health care professionals must explicitly recognize and acknowledge that race and racism factor into health care.

We are recruiting an outstanding tenure-track scientist with research expertise in racial disparities in chronic disease prevention, management and prognosis, capturing the broader definition of health, including health equity and the social determinants of health.

In addition to Faculty of Medicine and Health Sciences support, the Department of Medicine has privileged access to practice plan financial support, hospital-based foundation funding and existing research institute infrastructure to permit the incumbent to have all the necessary ingredients for success.

Job Duties

The Department of Medicine strives to develop world-class research congruent with McGill's position as a leading medical and doctoral University. The incumbent will be expected to build and lead an independent program of research that includes a focus on racial disparities in health and has the potential to become a world class research program. The candidate will be actively involved in all aspects of McGill's academic mission (research, teaching, supervision of graduate students, and involvement in academic and administrative committees) and will demonstrate a commitment to equity, diversity and inclusion in these activities. We invite applicants to articulate in their cover letter how their background, and lived and professional experience and expertise has prepared them to conduct excellent and innovative research and to teach in ways that are relevant for a diverse, multiracial,

Quebec and Canadian society. Activities will also include teaching at the McGill Faculty of Medicine and Health Sciences undergraduate level in racial disparities in chronic disease, which will contribute to raising medical student awareness about discrimination, oppression, and their effects and addressing anti-Black racism, in line with [McGill's EDI Strategic Plan 2020-2025](#) and McGill's Plan for Addressing Anti-Black Racism.

McGill faculty members are expected to contribute to service activities within their units, the University, and the wider scholarly community.

Qualifications and Education Requirements

The ideal candidate will:

- Have advanced research training and experience in racial disparities in health within clinical or social epidemiology and/or within a given medical specialty area e.g. cardiology, general internal medicine, respirology, endocrinology, and who has proven excellence or high potential for excellence in his/her field.
- Hold a PhD in Epidemiology or Public Health and/or an MD degree with MSc in Epidemiology or Public Health. Applicants holding an MD degree who wish to engage in clinical practice must have completed subspecialty training and be eligible for licensure in Quebec and certification by the Collège des médecins du Québec.
- Be fluent in English and would benefit from a working knowledge of French.
- Among candidates deemed to meet with equivalence the requirements of this position, preference will be given to Black candidates.

JOB DETAILS

<i>Job Type:</i>	Tenure-track
<i>Rank:</i>	Assistant Professor or Associate Professor
<i>Job status:</i>	Full-time
<i>Salary:</i>	Salary will be commensurate with qualifications and experience
<i>Posting period:</i>	Please submit your application within 60 days of the publication of this advertisement.

APPLICATION PROCESS

Applications must be submitted on-line at:

https://mcgill.wd3.myworkdayjobs.com/McGill_Careers/job/MUHC-GLEN/Assistant-Associate-Professor-TT---L001259---Dept-of-Medicine_JR0000017553

The following supporting documents are required:

- a cover letter & curriculum vitae
- a 3-page statement of research and teaching
- the names and contact information of three referees

COMMITMENT TO EQUITY AND DIVERSITY

McGill University is committed to equity and diversity within its community and values academic rigour and excellence. We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to engage productively with diverse communities.

At McGill, research that reflects diverse intellectual traditions, methodologies, and modes of dissemination and translation is valued and encouraged. Candidates are invited to demonstrate their research impact both within and across academic disciplines and in other sectors, such as government, communities, or industry.

McGill further recognizes and fairly considers the impact of leaves (e.g., family care or health-related) that may contribute to career interruptions or slowdowns. Candidates are encouraged to signal any leave that affected productivity, or that may have had an effect on their career path. This information will be considered to ensure the equitable assessment of the candidate's record.

McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through [accommodation policies and procedures](#). Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, this [email](#) or phone at 514-398-2477.

All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.