James R. Johnston Chair in Black Canadian Studies
Recruitment Procedures

1. At the end of the current Chair’s term (or upon her/his resignation or retirement), the Provost and Vice-President Academic shall formally notify:
   - The Dalhousie Advisory Committee
   - The National Advisory Committee
   - The Dalhousie Community

2. The Vice-President Academic shall invite all Deans to submit a proposal to host the next JRJ Chair in their Faculty.

3. Criteria: the proposal should demonstrate that the Faculty meets the following criteria:
   - Supports (physical space, admin support, potential slot that the successful candidate would replace at the end of their term as JRJ Chair)
   - Rationale/fit with the academic plans of the Faculty
   - Established connection and/or strategy for developing connections with the African communities

4. A Search Advisory Committee shall be appointed by the Provost and Vice President Academic.

5. The Search Advisory Committee shall review the faculty proposals and either recommend:
   - to award the Chair to one Faculty, OR
   - to accept multiple proposals and require the successful Faculties to engage in a joint recruitment process.

6. The usual process for academic recruitment shall be used with the following optional changes:
   - The Search Committee will be appointed by the Provost and VP
Academic based on recommendations made by the Search Advisory Committee.

- Whenever possible the Search Committee will include a member of the Dalhousie University Advisory Committee, a member of the National Advisory Committee, a member of the Black Staff and Faculty Collective and the Dalhousie University Black Student Advisor.
- Advertising should take place in all of the usual publications, with significant efforts made to identify appropriate avenues for outreach to candidates with an African (Black) heritage. The Employment Equity/Affirmative Action statement shall be modified to read: "In keeping with Dalhousie University's Employment Equity Through Affirmative Action Policy, this position is restricted to candidates with an African (Black) heritage. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority."
- Form 1A- Approval of the Position: The University may choose to recruit broadly to attract candidates to a variety of Faculties or more specifically to one Faculty in one department or research area depending on the outcome in step 3.
- Following the interviews, 2-3 short-listed shortlisted candidates shall be invited to campus for at least a two-day process which shall include:
  - Second interviews and debrief interview with the Search Committee
  - Meetings with: faculty, Dean, Chair/Head/Director, Students, Provost and VP Academic
  - Campus Tour
  - Community Tour
  - Public Presentation
  - Opportunities for each of these audiences to provide feedback