

Leaders

INTERNATIONAL

Executive Search



Vice Provost, Indigenous Engagement





The University Brock University

With a student population of 19,000, approximately 1,500 faculty and staff, and a network of over 100,000 accomplished alumni, Brock University has forged a reputation as a modern and innovative comprehensive institution. Brock has seven Faculties and two Schools offering a wide range of programs at the undergraduate, masters and doctoral levels. It also features one of Canada's most diversified co-operative programs and a range of other experiential, service and creative learning opportunities. It is this student-centered approach that has led to Brock's largest enrollment cohort in the school's 54-year history. More than 5,000 new students started the Fall Term at Brock this September, marking a six per cent increase over last year's incoming class at a time when the average enrollment for domestic students is down at universities across Canada.

Brock is committed to fostering excellence in academic programs, research, creativity, transdisciplinarity, and community-engaged teaching, learning and scholarship. Brock is in the top 5 among all Ontario universities for prestigious 3M Teaching Excellence Awards and is home to 20+ Research Institutes and Centres, as well as 13 Canada Research Chairs who are engaged and accessible to students.

Brock University supports Indigenization, UNDRIP and the 94 Truth and Reconciliation Commission Calls to Action. It has recently completed an extensive review of Indigenous educational programs and Indigenous student support. A direct outcome of this review has been the formation of a Two Row/One Dish One Spoon Council (the two rows representing the mutual respect and friendship shared by Indigenous and non-Indigenous members of the Council). The mandate of this Council is to provide advice and expertise to Senate regarding the enactment and operationalization of the recommendations contained in the Indigenous Education Advisory Committee's report. These efforts aim to improve the University experience for Indigenous students and scholars, while also increasing awareness of Indigenous issues and perspectives across campus. For student access, Brock is increasing its scholarship opportunities for Indigenous students who do not have access to funding through their Band Council.



The Position Vice Provost, Indigenous Engagement

Reporting to the Provost and Vice-President, Academic and serving as a member of senior academic administration, this position will provide transformative vision, leadership and support to the University in all aspects of Brock's efforts to further Indigenize its campus and academic curriculum. As the inaugural incumbent to this role, the successful candidate will provide leadership in the development and implementation of a central strategy for Indigenous initiatives (flowing from the University's Integrated Strategic Plan) and liaise with Indigenous communities on future strategic planning initiatives. As the University's key contact for Indigenous community engagement, the successful candidate must bring a strong record of consensus-building relationships with Indigenous communities, organizations and universities and colleges.

Charting the path forward for Brock University regarding Indigenization and reconciliation, the Vice Provost, Indigenous Engagement will lend their expertise in multiple domains, which may include: Indigenization of research topics, epistemologies, and methodologies; program development; support resources and services; and recruitment and retention initiatives, amongst others.

The impact of this position will be significant. Through reciprocal and collaborative intents, Brock University will increase Indigenous membership and representation with the student, staff and faculty populations. In helping Brock University to achieve its equity and inclusion goals, the Vice Provost, Indigenous Engagement will also help position Brock to better serve its community and to better address issues of national concern.



The Position Vice Provost, Indigenous Engagement

Brock University actively seeks an Indigenous candidate for this position. The ideal candidate will possess the following attributes:

- A Ph.D. or equivalent combined with experience and qualifications commensurate with the rank of a tenured Associate Professor or Professor
- Lived experience of Indigenous world views, cultures and values, and superior understanding of diverse Indigenous knowledge systems, epistemologies and Indigenous research methodologies
- A commitment to Indigenous community-engaged research, teaching and learning across diverse cultures
- Knowledge of University policies as they relate to advancing Indigenous education
- Knowledge of and experience with post-secondary education initiatives, programs and transformative practices in support of Indigenous education, student success and community engagement
- Proficient knowledge of the political, legislative and governing bodies pertaining to Indigenous initiatives at local, provincial and national levels
- Knowledge of the Truth & Reconciliation recommendations and other relevant Federal and Provincial reports, programs and grant opportunities that impact the post-secondary sector
- Demonstrated record of establishing positive cross-cultural relationship and relationships within and alongside Indigenous communities
- Ability to engage external Indigenous communities and stakeholders in ways that will support Indigenization of relevant Brock University strategic priorities
- Strong communication skills with the ability to facilitate consciousness-raising within an environment of teamwork to challenge and overcome institutional and systemic barriers to the successful attainment of post-secondary education for First Nations, Métis and Inuit students across the University
- Competency in an Indigenous language or knowledge of Indigenous languages would be an asset

The Process

The University has formed an Advisory Committee to search for the Vice Provost, Indigenous Engagement. The appointment, for an initial 5-year term, will commence on January 1, 2019. Consideration of candidates will begin in October of 2018, but applications will be accepted until the position is filled. Nominations are also welcome. To apply, please submit a curriculum vitae, a statement of interest in the position, and the names and contact information of three referees.

All expressions of interest, applications and nominations will be held in strict confidence and should be directed to Mr. Brock Higgins, Partner with Leaders International, via email at brock@leadersinternational.com.

All qualified candidates are encouraged to apply however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of employment equity and invites applications from all qualified candidates. Women, Indigenous Peoples, members of visible minorities, people with disabilities and lesbian, gay, bisexual, transgender, and queer (LGBTQ) are encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application.

Brock University is committed to a barrier-free recruitment, selection process, and work environment. The University will accommodate the needs of the applicants under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment and selection process as stated in the Brock University Accessibility Policy and the University's Accommodation for Employees with Disabilities Policy. Please advise Mr. Higgins of your accessibility needs to ensure they are accommodated through this process. Information received relating to accommodation measures will be addressed confidentially.



Niagara Region

Located on the traditional lands of the Anishnaabe and Haudenosaunee, Brock University is situated in the heart of Ontario's Niagara region, in St. Catharines, Ontario. With proximity to the Six Nations of the Grand River, the largest Haudenosaunee First Nations community in Canada, and the Mississauga of the New Credit First Nation, Brock University also benefits from the presence of the Niagara Region Métis Council as well as two Friendship Centres, the Niagara Peninsula Aboriginal Area Management Board, and the Niagara Chapter of Native Women. The Niagara region has a large and growing urban Indigenous community. It is also recognized as a gathering place of many Indigenous nations where the stories of the Covenant Chain, Two Row Wampum and Dish with One Spoon have played key roles in diverse paths towards peace. Brock's location plays a key role in its identity, as more than 200 community collaborations allow the University to be a vital partner that helps advance Niagara's cultural, economic, and intellectual transformation.

Only a 1.5-hour drive from Toronto, Niagara Region is highlighted by affordable housing, winery tours, bike paths, hiking trails, numerous golf courses and convenient cross-border shopping. Visitors from around the world travel to the Niagara Region to see the many attractions, from the breathtaking Horseshoe Falls to world-class theatre performances and the historic Fort George. The spectacular natural setting and diverse arts and cultural offerings make the Niagara Region a desirable place to live.

Brock University is situated within a UNESCO Biosphere Reserve, in an area known for viticulture, tourism, and natural splendour. St. Catharines contributes to the beauty of the region – it is known as The Garden City. Downtown St. Catharines is one of Niagara's most unique destinations with more than 120 shops, boutiques and 50 culinary establishments. It also features one of the oldest farmers markets in Ontario.