



THE UNIVERSITY OF
WINNIPEG

Executive Brief

Associate Vice-President, Indigenous



THE UNIVERSITY OF WINNIPEG

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About The University of Winnipeg

The University of Winnipeg (UWinnipeg) is located on Treaty One Territory, and in the homeland of the Métis Nation. The University acknowledges and respects that its water supply is sourced from Shoal Lake 40 First Nation. We recognize our connection to the Red River Métis people, all First Nations peoples across Turtle Island, and the Inuit of Canada.

Known for its small class sizes, academic excellence and commitment to Indigenous inclusion, UWinnipeg is a dynamic campus that connects people from diverse cultures and nurtures global citizens. With a current annual operating budget of \$156.7 million, the UWinnipeg community includes 10,000 students, 340 full-time faculty, 323 instructional staff, and 489 support staff, working together to provide a suite of high-quality undergraduate degree programs, pre-professional programs, and graduate programs through its six faculties. With 11% of the student population self-identifying as Indigenous, UWinnipeg has one of the strongest Indigenous participation rates among Canadian universities. We are committed to academic and research excellence and have an established reputation for providing a supportive, caring learning, and working environment.

The University of Winnipeg appreciates, fosters, and promotes values of human dignity, equality, non-discrimination, and diversity. It is the people who have created our institution's reputation for inclusiveness, innovation, and integrity; they are dedicated, proud, and passionate about education and scholarship.

In addition to traditional degree offerings, UWinnipeg provides two unique programs that underscore its commitment to learners at all stages of life within the communities it serves. This includes:

- The Collegiate, which offers accelerated courses and opportunities for dual credit for students in Grades 9 through 12. Within the Collegiate, the Model School educates between 30 and 40 inner-city students annually who receive individualized work plans and financial and academic supports to ensure their success; and,
- The Professional Applied and Continuing Education (PACE) program, which prepares learners for ongoing changes in the workplace. PACE offers a wide range of full- and part-time courses, programs, certificates, and diplomas in the areas of management, project management, human resources, finance, public relations, marketing, leadership, IT security, web development, educational assistant, and customized training.

With more than \$15 million in research funding, eight Canada Research Chairs, and more than twenty Research Centres and Institutes spanning science-based, Indigenous issues, social



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economic impact research, liberal arts, and humanities, The UWinnipeg is growing its research enterprise.

With more than 50,000 alumni contributing to the community through politics, law, medicine, business, theology, arts, and athletics, their impact stretches locally, nationally, and globally. The many alumni whose career paths lead them back to our campus as faculty and staff is a testament to the University's strong community spirit.

Mission

The UWinnipeg is committed providing excellence in post-secondary education through undergraduate and graduate programs in Arts, Business and Economics, Education, Kinesiology and Applied Health, and Science, influenced by a longstanding tradition of outstanding academic scholarship, teaching, and research excellence.

Vision

The UWinnipeg is about more than creating knowledge; it is about mobilizing that knowledge and fostering collaborative partnerships to create a stronger, more inclusive community for future generations. We proudly reflect our city's diversity and have created outreach programs to support accessible postsecondary education for traditionally under-represented students (e.g., mature students, Indigenous students, immigrant students and refugee students). We believe that success across disciplines is associated with the ability to synthesize and understand the relationship between theory and practice and that a grounding in liberal arts produces leaders, critical thinkers, and problem-solvers.

Values

The UWinnipeg fosters rich and meaningful educational experiences through Indigenous inclusion, research that has an impact on our local and global communities, sustainability, community engagement, accessibility, diversity, and providing an intimate learning environment. We are guided by the knowledge that our primary responsibility is to our students, to whom we strive to offer a community which appreciates, fosters, and promotes values of human dignity, equality, nondiscrimination, and appreciation of diversity.

Strategic Priorities

The University of Winnipeg's (UWinnipeg) current strategic plan (2015-2020) [Strategic Directions – Growing Leaders](#) identifies the following areas of priority:

- Academic Excellence and Renewal;
- Student Experience and Success;
- Indigenization;



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- Research Excellence, Knowledge Mobilization, and Impact; and,
- Financial and Institutional Resilience.

UWinnipeg leads with the values of Indigenization, human dignity, diversity, equality, belonging, and community. It is one of the only universities in Canada that has embedded an Indigenous course requirement for all newly enrolled undergraduate students, showcasing its strong commitment to Reconciliation and Indigenous perspectives.

For more information visit: www.uwinnipeg.ca



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About the Office of Indigenous Education and Engagement

The Office of Indigenous Education and Engagement at the University of Winnipeg provides a number of different events, programs, and supports for faculty, staff, students, and community members. It provides programming through the Wii Chiiwaakanak Learning Centre, offers direct support to faculty, and works with a variety of stakeholders to ensure Indigenous presence across the campus through the Associate Vice-President, Indigenous.

With 11% of the student population declaring Indigenous ancestry, UWinnipeg is committed to offering a variety of Indigenous-focused programs, research, scholarship opportunities and accessibility to a post-secondary institution. The Office of Indigenous Education and Engagement works very closely with the Aboriginal Student Services Centre (ASSC) to ensure positive outcomes and experience for Indigenous students are met. The ASSC provides a safe, educational, and culturally sensitive environment for all Indigenous students (First Nation, Métis, and Inuit) as they pursue their academic studies at The University of Winnipeg. Offering a variety of academic, student support and liaison services, the ASSC strives to provide continuous support and resources that will foster resilience in students to succeed from the application process to Convocation.



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About The Role

Reporting to the President and Vice-Chancellor, the Associate Vice-President (AVP) Indigenous provides strategic leadership, oversight, advice, and guidance at an institutional level in support of the UWinnipeg's commitment to Indigenous student educational achievement, community engagement and Reconciliation.

The UWinnipeg respects its responsibility and commitment to Reconciliation, and the AVP, Indigenous will demonstrate their ability to collaborate across complex academic environments and create meaningful connections both internally and externally to engage with Indigenous knowledges, perspectives, and worldview in curricula and culture. The individual will, therefore, be an experienced Indigenous professional with leadership experience in an academic or similar environment, who has a strong commitment to Indigenous education and engagement, and to Indigenous success and values.

As a member of the UWinnipeg's senior leadership team, the AVP, Indigenous will support and encourage institutional collaboration in the creation and successful implementation of key initiatives to support progress of the Strategic Directions.

The AVP, Indigenous is responsible and accountable for the Office of Indigenous Education and Engagement, which currently has the following direct reports:

- Director, Community Learning and Engagement
- Manager, Indigenous Insights
- Project Manager
- Executive Assistant, Indigenous Engagement

Close collaboration with the Aboriginal Student Services Centre is an important feature of our structure.

Candidate Requirements

Candidates will hold a graduate degree (PhD preferred), and possess significant leadership experience, preferably within a university or a public sector setting. A demonstrated commitment to working with Indigenous communities and organizations is important for this role. Candidates' personal, lived experience of Indigenous cultures, histories and knowledges will be complemented by connections and familiarity with Indigenous communities and organizations across Manitoba. They will have experience working meaningfully to address UNDRIP and the TRC Calls to Action



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within a professional setting. Candidates will have a demonstrated ability to work collaboratively, and communicate effectively with executive and senior management teams, faculty, staff, students, Indigenous communities, boards, committees, governments, and the broader community.

Reporting to the President and Vice-Chancellor, the AVP Indigenous is a member of the University's senior leadership team. The incumbent will work collaboratively with the President, Provost and Vice-President, Academic, and other members of senior leadership to support the success of Indigenous students, to foster a respectful, inclusive and supportive learning and working environment, and to advance initiatives in support of the University's Strategic Directions. They will provide leadership to the Office of Indigenous Education and Engagement which currently includes, the Director, Community Learning and Engagement, Manager, Indigenous Insights, a project manager, and an executive assistant. They will lead the development of Indigenization strategies and partnerships, and collaborate externally with a various Indigenous organizations, leaders, Elders, and Knowledge Keepers to ensure that the UWinnipeg offers programs, services, and supports in a culturally safe and respectful learning environment, and fulfills its mission to inspire youth to participate and be successful.

Key Responsibilities

Strategic Leadership

- Bring institutional and strategic leadership to their role and responsibilities.
- Lead with an authentic collaborative and collegial style and possess a track record of advancing Indigenous priorities.
- Ensure the commitment to Indigenous achievement and engagement, and the promotion of Reconciliation are upheld.
- Work with the President, senior leadership team, faculty, staff, and students, to develop, implement, and measure Indigenization strategies and partnerships.
- Contribute actively and collaboratively at the executive level within the University and provide guidance and leadership in relation to Indigenous priorities.
- Hold the skills, energy, drive, and ideas to more vision and priorities to execution, implementation, and assessment.

Indigenous Education

- Work collaboratively with the President, Provost, and Vice-President Academic, and other members of senior leadership team to support Indigenous student success.
- Work collaboratively with Deans, Directors and Department Heads, the Aboriginal Student Services Centre (which reports to the Provost), faculty, staff, students, student groups,



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Board of Regents, Senate, and the UW Foundation in respect of the collective commitment to advancing Indigenous education and engagement.

- Ensure that programming and opportunities provided through the Wii Chiiwaakanak Learning Centre are financially sustainable and are culturally and academically relevant.
- As requested by the President, participate in new or existing strategic initiatives that provide opportunities for provincial and national educational collaborations.

Indigenous Engagement

- Ensure strategies and partnerships are aligned with in support of the University's *Strategic Directions*.
- Collaborate and bridge connections externally with local communities, Elders, Keepers, Indigenous community leaders, (for example, the Assembly of Manitoba Chiefs, the Manitoba Métis Federation, Chiefs, Tribal Councils, First Nations, Inuit etc.), colleagues across Canadian academic institutions, government officials (municipal, provincial, and federal), donors and alumni.
- Work to strengthen and build external partnerships, and to ensure a sustainable and integrated suite of opportunities to inspire youth to attend and succeed at the University.
- Work with the President, and the President and CEO of the University of Winnipeg Foundation to develop and forge fundraising opportunities in support of Indigenous priorities.

Leadership

- Demonstrated and authentic commitment to Indigenous engagement and success.
- Understanding of, and commitment to, supporting the mission, vision, and values of the UWinnipeg.
- Demonstrated capacity to develop and sustain partnerships that create opportunities for Indigenous education and engagement success.
- Ability to use collaborative and consultative processes to introduce ideas, innovations, and improvements.
- Focuses on developing people. Provides insightful, motivating, and constructive feedback, coaching and mentorship; ensures staff have the resources needed to achieve goals.
- Models integrity and honours commitments to others.
- Encourages a respectful work and learning environment and recognizes achievements of others.

Commitment to Inclusion

- Commit to an inclusive, welcoming, respectful, and accessible workplace.
- Value equity, diversity, and inclusion in all forms.
- Share and celebrate successes of staff.



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Interpersonal Skills and Competencies

- Appreciate the higher education culture – one that embodies academic and research excellence, student success, and community engagement.
- Experience as a leader and administrator preferably within a university or public sector setting.
- Superior verbal, written communication, presentation, and interpersonal skills.
- Possess sound judgment, problem-solving, and decision-making skills that seek balanced resolution – balanced between fairness and firmness.
- Possess a high degree of personal integrity, drive, resilience, and motivation.
- Meet and exceed goals successfully.
- Possess a track record developing, inspiring, aligning, and leading teams of talented individuals.



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Living in Winnipeg, Manitoba



Winnipeg is one of the most affordable cities to live in across Canada, with a housing market that mirrors the city's stable and diverse economy. Winnipeg's unique historic neighbourhoods include century-old elm canopies and stately houses. The further you go from downtown in each direction you will encounter new developments where the city has expanded into the surrounding prairie. Those living on the outskirts of the city enjoy spectacular prairie sunsets and expansive open spaces – including the chance to view the Northern Lights.

Winnipeg is surrounded by prairie, forest, and hundreds of lakes – including Lake Winnipeg, the world's 11th-largest freshwater lake. It is among the [top ten most bike friendly cities in Canada](#), thanks to its access to bike lanes, road connectivity, and flat terrain.

Winnipeg is also a global leader in technology, digital innovation, and quality of life, and was designated one of the world's Most Intelligent Communities by the Intelligent Community Forum in 2021.

There is an abundance of interesting architecture, rich Indigenous culture, lively professional athletic organizations (football, hockey, soccer, and baseball), and a wide range of unique shops, an abundance of exceptional restaurants, festivals, and concerts. The city is well known for its vibrant arts and culture. Winnipeg is home to the Royal Winnipeg Ballet; the Waumajuq Inuit Art Centre; the Manitoba Museum; the Winnipeg Symphony Orchestra, the Canadian Museum for



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Human Rights and many other venues that attract high caliber performers and exhibits, providing exceptional experiences at your doorstep. Community events, such as the Winnipeg Folk Festival, Folklorama, the Jazz Festival, the Children’s Festival, and the Fringe Festival, will immerse you in the “friendly Manitoba” culture.

Winnipeg is also a great place for foodies, with multitalented chefs offering authentic ethnic and regional cuisine at restaurants, patios, and food trucks across the city. No matter what your interests are, Winnipeg has a wide range of activities and attractions for every lifestyle. Learn more about the [City of Winnipeg](#) and the [Province of Manitoba](#).



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Additional Information

Key Dates

Following a search process in the Fall of 2022, the new Associate Vice-President, Indigenous will begin in early 2023.

Diversity, Equity and Inclusion

The University of Winnipeg is committed to equity, diversity and inclusion and recognizes that a diverse staff and faculty benefits and enriches the work, learning and research environments, and is essential to academic and institutional excellence. Applications are welcomed from all qualified individuals and encourage Indigenous persons, women, racialized persons, persons with disabilities, and 2SLGBTQ+ persons to confidentially self-identify at time of application. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

The University of Winnipeg is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Leaders International and the University of Winnipeg throughout the recruitment, selection and/or assessment process to applicants with disabilities.

Compensation

The University of Winnipeg provides a comprehensive compensation package including salary, group benefits, pension and other programs and services, designed to attract, retain, reward, and motivate employees' commitment and performance. This package is competitive with other educational institutions and recognizes the diversity and needs of the various employee groups.

How to Apply

Please submit a letter of interest and curriculum vitae to Winnipeg@leadersinternational.com

Nominations and inquiries should be directed to Laurie Sterritt at:

Laurie Sterritt, Partner

778-838-4569

Laurie@LeadersInternational.com

Leaders International specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, **Penrhyn International**, is a world leader in the executive recruitment industry, with more than 47 offices in over 25 countries on 5 continents.

