



**PATHWAYS**  
**EXECUTIVE SEARCH**



**Associate Vice-President (Indigenous) -  
Research and Academic**



**University  
of Manitoba**



## About the University of Manitoba

Founded in 1877, UM is the province's largest university, attracting people from around the world who share its ideals and vision for positive change.

Recognized as Western Canada's first university and located in the vibrant city of Winnipeg, UM is home to nearly 31,000 students, including a current enrolment of more than 2,700 First Nations, Métis, and Inuit students. The UM community also includes 5,400 academic staff and 4,000 support staff.

The University comprises 13 faculties, four schools, and nine colleges and offers a strong foundation in liberal arts and sciences as part of its broad range of undergraduate and graduate programs. UM offers more than **100+ programs of study**, more than any other post-secondary institution in Manitoba. This includes **100+ undergraduate** and nearly **150 graduate programs**. The University is also transforming the learning experience, with more than 100 flexible learning opportunities, including co-op and internships, immersive learning, exchange programs, and bridge programs.

## About the University (cont'd)

As Manitoba's only medical doctoral institution and as a member of the U15 Group of Research Universities, UM dominates the Manitoba research landscape and ranks among Canada's most research-intensive universities. Every day, members of the UM community bring their unique voices to learning and discovery, shaping new ways of doing things and contributing to important conversations on topics that matter most—from human rights to global health to climate change.

The University of Manitoba has two main campuses and multiple satellite campuses, located on the original lands of the Anishinaabeg, Cree, Ojibwe-Cree, Dakota, and Dene peoples, and on the National Homeland of the Red River Métis. UM is honoured to host the National Centre for Truth and Reconciliation, which, guided by a seven-member Governing Circle and advised by up to fifteen Survivor Circle members from across Turtle Island, is a place of learning and dialogue, where the truths of the residential school experience will be honoured and kept safe for future generations.

UM has been recognized for 12 years as one of Manitoba's Top Employers and, for the last seven years, as one of Canada's Best Diversity Employers.

To learn more about UM and how it is taking its place on the world stage, visit <http://umanitoba.ca/>

### Vision, Mission, and Values

The University of Manitoba will continue to be nationally and internationally recognized for its teaching, research, and creative excellence, sought after by students and faculty alike as their preferred site for learning, discovery, and engagement.

**Vision:** To take its place among leading universities through a commitment to transformative research, scholarship, and innovative teaching and learning - uniquely strengthened by Indigenous knowledge and perspectives.

**Mission:** To create, preserve, communicate, and apply knowledge, contributing to the cultural, social, and economic well-being of the people of Manitoba, Canada, and the world.

**Values:** To achieve its vision, the University of Manitoba requires a commitment to a common set of ideals. The University of Manitoba values: Academic Freedom, Accountability, Collegiality, Equity and Inclusion, Excellence, Innovation, Integrity, Respect, and Sustainability.

# About the University (cont'd)

## Strategic Plan

The University's strategic planning process is ongoing with a draft 2024 – 2029 plan now being considered. The process was collaborative and consultative, asking the UM community how we will bring about the most needed change in this new era and how we will inspire and advance big ideas and solve the world's pressing problems. Constructive feedback and input from faculty, staff, and students were invited, along with guidance from the Indigenous community, elders, and the broader community.

Feedback provided during consultations reaffirmed that supporting Indigenous peoples, prioritizing deep and consistent engagement with Indigenous Knowledge, building trusting relationships between Indigenous and non-Indigenous peoples, and nurturing a learning environment for the Indigenous community is essential to attaining the ideal state for UM. From these extensive consultations, a draft strategic plan was developed to articulate what meaningful change will look like at UM and provide us with the direction needed to achieve our collective goals. The **MOMENTUM: Leading Change Together, University of Manitoba Draft Strategic Plan, 2024-2029** was recently shared with the community, Senate, and the Board of Governors for feedback.

Until the new plan is formally adopted, the University continues to be guided by its existing Strategic Plan "**Taking Our Place**" and "**Our Shared Future**", the interim plan developed during the COVID pandemic. Notably, UM remains committed to the following strategic priorities:

- Inspiring minds through innovative and quality teaching.
- Driving discovery and insight through excellence in research, scholarly work, and other creative activities.
- Creating pathways to Indigenous achievement.
- Building community that creates an outstanding learning and working environment.
- Forging connections to foster high-impact community engagement.

Learn more: <https://umanitoba.ca/strategic-plan>



## About the Office of the Vice-President (Indigenous)

The Office of the Vice-President (Indigenous) (OVPI) provides strategic leadership for the University of Manitoba to enhance the engagement of the Indigenous community, both internal and external, to create a safe and welcoming learning and work environment.

The Office of the Vice-President (Indigenous) is comprised of four units: National Centre for Truth and Reconciliation (NCTR); Indigenous Research, Scholarship, and Curriculum; Indigenous Students, Community, and Cultural Integration and Indigenous Engagement, Communications & EleV Partnership. It consists of the Vice-President (Indigenous), Associate Vice-President (Indigenous) - Students, Community, and Cultural Integration; Associate Vice-President (Indigenous) - Research and Academic; Executive Director, National Centre for Truth and Reconciliation (NCTR); Executive Director of Indigenous Engagement and Communications (IEC); Director of the OVPI; and several administrative staff.



## About the Role

The Associate Vice-President (Indigenous)–Research and Academic (AVPI-RA) reports directly to the Vice-President (Indigenous). As a member of the University’s senior leadership team and the OVPI’s executive team, the incumbent is responsible for providing vision and leadership in support of the UM’s Indigenous achievement and engagement activities at the academic, administrative, research, and governance levels. The AVPI- RA will join the VP Indigenous’ strong team of Indigenous leaders who support the vision and mandate of the OVPI in each of their respective portfolios. In addition, the AVPI will collaborate with academic, research, and administrative teams in the University who also support the vision and mandate of the University of Manitoba of Indigenous excellence and engagement of Indigenous faculty, staff, and students.

### General

The AVP will be appointed to a five-year term and retain their rank of a tenured Associate Professor or Professor. While serving as an Associate Vice-President, the incumbent is a Senior Academic Administrator outside the UMFA bargaining unit and governed by those policies (see policy). The AVPI – RA is a senior-level appointment at the University of Manitoba and is confirmed by the Board of Governors. The normal length of service for an Associate Vice-President is five (5) years. This position does have the potential to be renewed at the end of the five years. The incumbent will demonstrate an Indigenous axiology with respect to decolonization in an academic setting.

# About the Role (cont'd)

Collaborating with the Vice-President (Indigenous), the AVPI is responsible for the following:

## Leadership and Relationship Building

- In alignment with the University's Strategic Plan, the incumbent will work collaboratively with the OVPI leadership team to support the culture and guiding principles of the OVPI and participate in the planning process for Strategic Priority setting. This will include defining the priorities and developing and articulating a vision for the University of Manitoba.
- Work collaboratively with the leadership teams of the Provost and VP Academic, VP Research, VP Administration, VP External, and Deans/Directors to develop strategies to advance reconciliation and the strategic goals and priorities of the University.
- Ensure the currency of the UM's policy environment with respect to Indigenous academic faculty and staff, recommending new or revising existing policies, as required.
- Build trust through openness and transparency to move the OVPI forward; Ensure other leaders' perspectives are considered in assessing options but act with courage and clarity in making difficult decisions, as needed.

## Research

- The AVPI-RA will take a leadership role in collaborating with the Associate Vice-President (Research) and Indigenous communities to enhance research guidelines for research in and with First Nations, Métis, and Inuit communities.
- Influence and drive an Indigenous Research strategy.
- Work collaboratively to facilitate a clear understanding of the need to have First Nations, Métis, or Inuit approval and collaboration in the Research Ethics Board approval process.
- Support the advancement of the University of Manitoba as a leader nationally and internationally in Indigenous Research.
- Work collaboratively with the Associate Vice-President (Partnerships) to ensure awareness of International Indigenous Research networks and to continue to build the relationships between the UM and International Universities to support Indigenous academic exchange programs.
- Take a leadership role in establishing a working committee to develop or curate training or research methods materials with First Nations, Métis, and Inuit partnership-based and community-connected research.

# About the Role (cont'd)

## Academic support, Curriculum, and Training

- Work collaboratively with the Vice-Provost's and their respective portfolios, especially the Vice-Provost (Academic Affairs), the Vice-Provost (Academic Planning and Programs), the Vice-Provost (Teaching and Learning), and the Vice-Provost (Equity).
- Support and validate a consistent approach in the development and implementation of Indigenous training for faculty and staff to support the understanding of the truth and cultural supportive spaces in partnership with team members, Vice-Provosts, Deans/Directors.
- Work collaboratively with the Centre for the Advancement of Teaching and Learning, Deans/Directors, and faculty to support the process of development of specific Indigenous curriculum.
- Support Indigenous faculty and their career progression at the University.

## Administration

- Ensure the AVPI team's compliance with University policies and procedures while identifying and proposing changes to policies that are not culturally safe and create systemic barriers to advancing reconciliation.
- Oversee the preparation, management, and monitoring of unit planning and budget processes.
- Ensure the effective and efficient use of financial and human resources according to policy and procedures.
- Exercise good judgment in the management of change and risk.
- Support a culturally safe and respectful learning environment for Indigenous faculty, staff, and students.
- Manage personnel issues with fairness, effectiveness, and respect.
- In consultation with the Office of Fair Practice and Legal Affairs, ensure the establishment of appropriate contracts between the University of Manitoba and partner agencies.

## University Relations

- Work with Donor Relations partners as required to attract resources and new partnerships in support of Indigenous academic structures, research, and curriculum.
- Work with external relations and academic partners as required to establish new partnerships with Indigenous communities.

# About the Role (cont'd)

## Human Resource Management

- Ensure the smooth functioning of the AVPI team, including:
  - Supporting the development of the unit's strategic direction.
  - Working with staff to establish individual and team goals and objectives.
  - Monitoring workflow, making adjustments and recommendations, and assigning tasks, as required.
- Provide leadership in identifying the staff complement required to accomplish the goals and objectives of the OVPI.
- Ensure competent and qualified incumbents exist in all positions by recommending filling of vacant positions, creation of new positions, and the discontinuation of redundant positions, developing job roles and responsibilities as well as qualifications associated with the positions, acting as lead member of the Selection Committee for vacant positions, and providing appropriate orientation and training to new staff members.
- Foster and support the culture of the OVPI.

## Financial Management

- Plan and allocate financial resources and budgets for the unit, including communication costs.
- Contribute to the budget process annually specific to human resources and operational needs.



## Qualifications

- The ideal candidate will have a distinguished record of academic achievement as a teacher and scholar, demonstrated success in the development of a relevant research program, and leadership experience in curriculum development and academic administration.
- Along with their interest in fostering academic excellence and encouraging innovation through an Indigenous lens, the successful candidate will bring strong communication skills, a proven track record of listening and respectful interactions across diverse settings, and a combination of the following critical skills and attributes:
  - Strong interpersonal skills and the ability to work strategically and collaboratively in a highly interactive and productive manner; Experience collaborating for mutual benefit across diverse teams, academic units, faculties/schools, and interest groups.
  - Demonstrated success working with diverse Indigenous communities, Elders, and Knowledge Keepers.
  - Excellent organizational and administrative skills; Direct experience allocating resources, managing finances, and attracting additional funds for innovative initiatives.
  - Creative and energetic leadership; Ability to provide authentic, inspirational, visionary guidance specific to Indigenous success to relevant teams.
  - Leads with Indigenous values; Ability to provide effective, respectful guidance, mentorship, and delegation to others.



## The Application Process

Due to the significant cultural context requirements of this position, this position is designated for Indigenous candidates. Applicants must self-declare on their cover letter/resume as Indigenous (First Nation, Métis, and/or Inuit). As candidates progress through different stages of the process, they may be asked to provide supporting documents and/or references to verify Indigenous identity.

Consideration of candidates will begin in mid-April 2024, with a formal review by the committee in May 2024. Nominations, applications, or expressions of interest should be directed to Laurie Sterritt and Katy Gottfriedson-Jasper.

## To Apply

To learn more about this leadership opportunity, please submit a comprehensive resume and cover letter in confidence to Pathways Executive Search.

**Laurie Sterritt • Managing Director**

**Pathways Executive Search**

Telephone: 778-838-4569

[LaurieS@PathwaysExecutiveSearch.com](mailto:LaurieS@PathwaysExecutiveSearch.com)

**Katy Gottfriedson-Jasper • Senior Consultant**

**Pathways Executive Search**

Telephone: 250-318-6788

[KatyGJ@PathwaysExecutiveSearch.com](mailto:KatyGJ@PathwaysExecutiveSearch.com)



## The City and Province: Winnipeg, Manitoba

Located in Treaty One Territory, at the crossroads of the Anishinaabe, Métis, Cree, Dakota and Oji-Cree Nations, and on the traditional lands of the Anishinaabe peoples and the National Homeland of the Red River Métis, Winnipeg is home to one of the largest and fastest-growing Indigenous populations in Canada. With a population of over 1.2 million people, Manitoba is the fifth-largest province in Canada and is located at the geographic centre of Turtle Island. Manitoba's principal industries are agriculture, manufacturing, and mining.

Winnipeg is Manitoba's capital city and has a population of over 750,000. It is a welcoming gateway and a centre of commerce, trade, arts, and culture with a rich history and growing economic opportunity. Winnipeg has one of the country's most diversified economies, with major employment in the trade, manufacturing, educational, agricultural, health care, and social services sectors.

# The City and Province: Winnipeg, Manitoba

Winnipeg is one of Canada's cultural capitals. At the heart of Winnipeg is The Forks, which can be found at the intersection of the Red and Assiniboine rivers. A meeting place for over 6,000 years. Indigenous peoples traded at The Forks, followed by European fur traders, Scottish settlers, railway pioneers, and tens of thousands of immigrants. Today the warehouses have been converted to shops and restaurants, with ample green space dedicated to festivals, concerts, and exhibits. The NHL Winnipeg Jets and the CFL Winnipeg Blue Bombers keep sports fans entertained, and there is a strong performing arts scene: the city is home to the Winnipeg Symphony Orchestra, Canada's Royal Winnipeg Ballet, and the Manitoba Opera. Qaumajuq is the new Inuit Art Centre at the Winnipeg Art Gallery, which received the name Biindigin Biwaasaeyaah, meaning, "come on in, the dawn of light is here."

Winnipeg hosts several cultural events annually that make the city buzz. The Manito Ahbee Festival is an annual gathering that celebrates Indigenous culture and heritage to unify, educate, and inspire. The annual outdoor Folk Festival is held each summer which offers a meeting place for music-lovers and provides an opportunity to explore new and well-known artists. Each summer, Folklorama, the largest and longest-running cultural festival in the world, is held in Winnipeg. Each winter, the neighbourhood of Saint Boniface hosts the Festival du Voyageur, at which voyageur, Métis, and First Nations histories are celebrated.

The province's landscape of lakes, rivers, hills, forests, and prairies span from Northern Arctic tundra to Hudson Bay in the east and Southern farmland. Much wilderness is protected in more than 80 provincial parks with world-class land and water-based experiences through hiking, biking, canoeing, camping, and fishing. Manitoba offers a unique and vibrant four-season destination.

For more information on the Province of Manitoba, visit:

[https://www.gov.mb.ca/ie/manitoba/about\\_mb.html](https://www.gov.mb.ca/ie/manitoba/about_mb.html)

For more information on the City of Winnipeg, visit:

<https://www.economicdevelopmentwinnipeg.com/choose-winnipeg/live-here/lifestyle>