

Algoma University invites applications for the position of Vice-President, Academic and Research (VPAR). We are seeking an innovative and student-focused academic leader to advance academic excellence in programming while cultivating cross-cultural learning between Indigenous and non-Indigenous communities. More than an experienced Administrator, we are seeking an individual with an authentic passion for inclusive academic leadership. The ideal candidate is an individual able to build relationships, balance competing priorities, and whose way of being is guided by the Seven Grandfather Teachings.

Algoma University, established in Sault Ste. Marie in 1965, is a growing and innovative institution with a dual Special Mission to serve as a teaching-oriented university while cultivating cross-cultural learning between Indigenous and non-Indigenous communities. The University currently provides students with rich learning and research opportunities in a range of liberal arts, sciences and professional disciplines; including degrees and certificates provided through the Faculties of Science, Social Sciences and Humanities. The University offers endless opportunities for students to learn inside and outside of the classroom. Experiential learning and student research opportunities are critical elements of Algoma's approach, helping students apply what they learn in "real world" settings. An ambitious internationalization strategy is bringing significant new mobility opportunities for students, faculty and staff.

Currently, Algoma University is home to over 3,000 students representing over 50 different countries, more than 220 full-time and part-time faculty and over 130 support staff and administrative personnel (consisting of a mix of unionized support staff, managers, directors and senior executive). With campuses located in Sault Ste. Marie, Brampton and Timmins, the tri-campus model that has emerged at Algoma University leverages the unique strengths, opportunities and broader community needs of each geographic location.

Reporting to the President and Vice-Chancellor, the Vice-President, Academic and Research (VPAR) is the chief academic officer of the University and provides strategic direction and leadership for academic programs and academic planning, budget planning and resource allocation and academic labour relations. The VPAR works collaboratively with the Academic Dean to lead the planning and development of new academic programs and the academic initiatives for all campuses.

The VPAR is the lead for academic excellence and creating a climate of success that allows both faculty and students to expand and excel in their fields of research and scholarship. The VPAR will lead the continued development of academic strategic planning and play an active role in bringing resulting plans and priorities to fruition. With an anticipated shift to a multi-Dean model, the VPAR will work collaboratively with the Deans and faculty to develop and maintain programs that support and enrich a meaningful learning experience, contribute to student development and a stimulating research environment.

The VPAR plays a critical, leading role within the collegial team of Vice-Presidents. The VPAR will work in concert with the Vice-President- Nyaagaaniid, Anishinaabe Initiatives, Equity and Student Success to ensure all academic programming and research initiatives reflect and advance the University's special mission and to ensure an inclusive and rich experience for students in all dimensions of their Algoma experience, including experiential learning and student engagement. The VPAR will work closely with the Vice-President, Growth, Innovation and External Relations

to proactively expand the University's innovation activities and to engage with Algoma's external community and attract resources to support initiatives that involve academic programming. The VPAR will also work in concert with the Vice-President, Finance and Operations to ensure the best use of information technology and equipment, human resources, and facilities for the academic mission of the University.

The VPAR will represent Algoma University as the chief academic officer with various constituents within the broader community including potential students and alumni; local, provincial, and national governments; national and international academic and research organizations and associations; and other external groups in which Algoma has an interest.

As the ideal candidate you will have demonstrated your ability to take actions that foster a climate of diversity, equity and inclusivity in which different cultures, communities, voices, points of view and perspectives are actively engaged. You have proven leadership and experience in developing and fostering strong positive relationships with Indigenous communities. You have the ability to articulate an understanding of and commitment to Algoma's Special Mission. You possess a doctoral or relevant terminal degree and eligibility to be appointed as a full professor at Algoma University. You have a solid understanding of the collective bargaining process, and a record of positive relationship building and of building trust with faculty associations or unions. You possess a level of scholarship and intellectual acumen that will facilitate credibility both internally and externally. You have demonstrated accomplishments in a complex administrative role within the post-secondary sector. You have a proven record of successful leadership in research, academic planning and program development and implementation. You bring experience in budget planning and administration, resource allocation, and labour relations within a unionized environment including working within a negotiated collective agreement context. Finally, as the ideal candidate you have a demonstrated understanding of the context provided by rapid growth of a small university with a distributed, multi-campus structure.

*Algoma University is strongly committed to fostering diversity and inclusivity within our community and is an equal opportunity employer. The university invites and encourages applications from all qualified candidates from equity-seeking groups, (Indigenous peoples, racialized persons, women, persons with disabilities, and LGBTQIP2SA+ persons) who may contribute to further diversification of our Institution. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided by Algoma University throughout the recruitment, selection and/or assessment process to applicants with disabilities. The successful candidate, as a condition of employment, will be required to provide a Police Vulnerable Sector Check. Applicants are advised that Algoma University has a COVID-19 Vaccine Policy that requires proof of full vaccination for access to our campuses.*

*Algoma University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation in order to participate as a candidate in the recruitment process, please contact [accommodate@kbrs.ca](mailto:accommodate@kbrs.ca) or communicate your needs to the recruitment professional named below.*

If you're interested in this opportunity, contact Katherine Frank, Partner at [kfrank@kbrs.ca](mailto:kfrank@kbrs.ca) or Erin MacDonald, Manager, Executive Search Operations at [emacdonald@kbrs.ca](mailto:emacdonald@kbrs.ca), or submit your application online at:

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Vice-President, Academic and Research – Algoma University

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