

# Leaders

INTERNATIONAL

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Executive Search



Vice-Provost, Indigenous Engagement





## The University Brock University

Established in 1964 and located in the Niagara Region on the traditional territory of the Haudenosaunee and Anishinaabe peoples, Brock University is one of Canada's top post-secondary institutions. Brock serves its community as a cultural, academic, and recreational centre, bringing excellent facilities to the people of Niagara and beyond. Brock is committed to building the Niagara community and to fostering an environment that serves its students and their neighbours. With a student population of almost 19,000, approximately 1,500 faculty and staff including over 600 faculty members, and a network of over 100,000 accomplished alumni, Brock University has forged a reputation as a modern and innovative comprehensive institution. Brock has six teaching Faculties offering a wide range of programs at the undergraduate, master's and doctoral levels. It also features one of Canada's most diversified co-operative programs and a range of experiential, service, and creative learning opportunities. Brock is committed to fostering excellence in academic programs, research, creativity, and community-engaged teaching, learning and scholarship.

Brock University has world-class facilities, provides over \$4 million in awards programs to current and prospective students, is ranked #2 in Canada for overall student satisfaction and #1 in Canada for mental health services. At Brock University, student success and the student experience are at its core.

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). These efforts aim to improve the University experience for Indigenous students and scholars, while also increasing awareness of Indigenous issues and perspectives across campus. In terms of student access, Brock is increasing its overall 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. The successful candidate will provide leadership with respect to the University's institutional strategic priorities related to reconciliation and decolonization and will 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 with Indigenous communities and organizations, as well as with 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; engagement with Indigenous communities in educational activities; support resources and services; and recruitment and retention initiatives, among other areas.

The impact of this position is significant, because through reciprocal and collaborative initiatives, projects, and practices, 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
- 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 Indigenousization 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
- 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 a local, provincial and national level
- Knowledge of the Truth & Reconciliation recommendations and other relevant Federal and Provincial reports, programs and grant opportunities that impact the post-secondary sector
- 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 Brock's first Vice-Provost, Indigenous Engagement. Consideration of candidates will begin in July 2022, but applications will be accepted until the position is filled. Nominations are also welcome. Please include with an application, 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. Mike Eagar, Senior Consultant with Leaders International, via email at [Mike@leadersinternational.com](mailto:Mike@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 and selection processes 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.

Please note that Brock University currently requires all employees to be fully vaccinated against COVID-19 if they are working on campus and/or in-person with other employees, students, or members of the public. As a condition of being hired, employees in these types of roles will be required to provide proof of full vaccination or provide proof of a bona fide medical or Human Rights Code exemption.



## 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 distinct presence of a Métis Council. The Niagara region has a large and growing Indigenous urban 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 Wampum Belts 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 who helps advance Niagara's cultural, economic, and intellectual transformation.

Only a 1.5-hour drive from Toronto, Niagara Region is highlighted by 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 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, and it features one of the oldest farmers markets in Ontario.