UPEI acknowledges that Mi’kma’ki is the ancestral and unceded territory of the Mi’kmaq people, who, in 1725 first signed the Treaties of Peace and Friendship with the British Crown. UPEI respectfully acknowledges they carry out their daily work in Mi’kma’ki.

The Organization

As a public institution and Prince Edward Island (PEI)’s only university, the University of Prince Edward Island (UPEI) has a special obligation to the peoples of PEI and plays a distinct role in contributing to the success of the province.

With a staff of 850 and more than 5,500 students from over 92 countries, UPEI offers a diverse range of academic programs including certificate, diploma, undergraduate, and a growing number of professional and graduate programs.

UPEI’s Vision

UPEI will be a leader in providing outstanding programs and experiential learning opportunities that enable our students to develop to their full potential in both the classroom and the community. Our students will emerge from their studies ready to excel and contribute to the betterment of our world.

With millions of dollars in scholarships, international exchange and experiential learning opportunities, an active Student Union, a commitment to research excellence, and outstanding student-faculty interaction, UPEI is dedicated to the highest standards in education and scholarly activity. The exceptional educational experience is evident in UPEI alumni, who enjoy success in their chosen fields and form a global network of "Panthers for Life." It is also reflected in the increasing number of students who come from around the world to study and learn at UPEI's campuses in Charlottetown and St. Peter’s Bay, Prince Edward Island. UPEI also has a thriving campus in Cairo, Egypt.

Strategic Plan

As UPEI’s previous 5-year Strategic Plan comes to a close and the institution continues to grow and expand, a new era is approaching. UPEI is in a prime position to continue its steadfast approach in providing outstanding academic programs and experiential learning opportunities, enabling its students to develop to their full potential.
UPEI Values

UPEI is committed to providing a safe, respectful, and positive environment for all members of the University community including students, faculty, staff, and alumni. UPEI's shared and deeply held values are drawn from the principles on which the University was established in 1969, honouring the history of its two founding institutions – Prince of Wales College (est. 1834) and Saint Dunstan’s University (est. 1855) – and reflecting a dynamic, diverse modern institution of higher learning. Following a recent Rubin Thomlinson report, UPEI is committed to implementing a new action plan that supports the well-being and inclusivity of all members of the University community.

Academic Freedom and Rigour
The freedom to teach and conduct scholarly work guided by curiosity and intellectual inquiry, without deference to prescribed doctrine, is fundamental to UPEI. This freedom is essential to advancing and disseminating knowledge, and carries with it the duty to use that freedom in a manner that is consistent with an honest search for knowledge. It is important for the credibility of the University that this quest for knowledge is carried out with integrity and rigour.

Accountability and Integrity
As individuals and as a community, UPEI is accountable to those it serves for the quality of education and the transparency of University operations. The UPEI community leads with integrity, employing expertise to serve others and benefit society.

Excellence
UPEI aspires to excel in education, scholarly endeavours, research, and service.

Equity, Diversity, and Inclusion
UPEI has a dedicated strategy to ensure the University is open, accessible, welcoming, and fair for all persons. Committed to continually re-examining and growing its understanding of the role it must play, UPEI will promote a better understanding of cultures and identities, and the needs of community members with disabilities in a manner that supports education and respectful relationships.

To learn more about the University of PEI, visit: https://www.upei.ca/.
Faculty of Indigenous Knowledge, Education, Research, and Applied Studies

UPEI's standalone Faculty of Indigenous Knowledge, Education, Research, and Applied Studies (IKERAS) brings Indigenous knowledge and ways of doing to the forefront of the University, embedding it throughout the institution. This positions UPEI as the role model for all universities in decolonizing and Indigenizing academic spaces.

The creation of the IKERAS Faculty was created to support the University in its mission:

- To achieve compliance with Article 14 of the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);
- To meet the 231 Calls to Justice from the 2019 Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls; and
- Make progress toward the 94 Calls to Action from the 2015 Truth and Reconciliation Commission (TRC).

The IKERAS mission statement is guided by Article 14 of the UN Declaration on the Rights of Indigenous Peoples.

**IKERAS Mission Statement**

The IKERAS Mission is:

- To provide all UPEI graduates with the value of Indigenous knowledge systems and history.
- To give those who specialize in Indigenous Studies the skills necessary to take on critical roles within the community, government, or private sector.
- To provide new integrative models and designs that offer pathways for education, research, engagement, solutions, and collaborations for the 21st century for lasting global sustainability.
- To create and prepare generations of academic scholars and knowledge keepers.
The Role - Dean of IKERAS

Reporting to the Vice-President, Academic and Research, and serving as a member of senior academic administration, this position will provide a transformative vision, leadership, and support to the Faculty of Indigenous Knowledge, Education, Research and Applied Studies – and the University as a whole – in the mission to further Indigenize the UPEI campus and academic curriculum. The successful candidate will provide leadership in the continued development and implementation of this Faculty. They will be involved in the development and implementation of UPEI’s new Strategic Plan, offering their expertise in administration, change-management, program development and Indigenous community relations.

As one of the University’s key contacts for Indigenous community engagement, the successful candidate must bring a strong record of consensus and relationship-building with Indigenous Peoples, communities, organizations, universities, and colleges. Bringing to life the concept of Etuaptmumk – Mi’kmaw word meaning ‘two-eyed seeing’ – the new Dean will ensure a balanced approach and cooperation across disciplines, faculty, staff, and community members while building and sustaining a culturally appropriate environment that supports academic, research, and operational excellence.

Charting the path forward for UPEI regarding Indigenization and decolonization, the Dean, IKERAS is a forward-thinking, collaborative leader who will lend their expertise in multiple domains, which may include the re-thinking of research topics, Indigenous research ethics, epistemologies, and methodologies; program development; support resources and services; and recruitment and retention initiatives amongst others. This leader will be familiar with Indigenous ceremonies, imbue confidence and honour throughout the IKERAS as it continues to grow and lead the Faculty through its infancy. They will provide culturally-safe spaces for their team(s) to operate, and will undoubtedly be a strong project manager, team builder, and knowledge translator.

The impact of this position is significant. Through reciprocal and collaborative approaches, the Dean will continue to grow Indigenous participation across the student, staff, and faculty communities, and embed Indigenous ontologies and epistemologies in all facets of UPEI operations. In helping UPEI to achieve its equity and inclusion goals, the Dean, IKERAS will also help position UPEI to better serve its community and to better address issues of national concern.
Key Attributes and Requirements

Exceptional interpersonal, management, and team-building skills are essential in this position. UPEI actively seeks an Indigenous candidate to lead the Faculty of IKERAS. The ideal candidate will possess the following attributes:

- A Ph.D. and equivalent lived experience combined with experience and qualifications commensurate with the rank of a tenured Associate Professor or Professor, including but not limited to publishing research and accessing research funding.
- Strong administrative and organizational leadership experience.
- Ability to operationalize a strategic vision and inspire others.
- Lived experience of Indigenous worldviews, traditional ceremonies, cultures and values, and superior understanding of diverse Indigenous knowledge systems, epistemologies, and Indigenous research methodologies and ethics.
- Ability to attract and retain outstanding students, staff and faculty and motivate others in the pursuit of excellence in teaching, research, and community engagement.
- Knowledge and experience with Indigenous cultures, governance practices, interventions, and ceremony; connecting community to cultural practices that can be used to support healing pathways.
- A commitment to Indigenous community-engaged, led, and co-produced research, teaching and learning across diverse cultures.
- An understanding of the broader context for higher education in Atlantic Canada and across Canada; Familiarity with 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 UNDRIP, UNDA, the Truth & Reconcilation recommendations and 94 Calls to Action and the 231 Calls to Justice from the 2019 Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- Experience developing and submitting funding proposals, in conjunction with university administrators to provincial ministries, federal government, and private sector sources for programs, initiatives and projects related to Indigenous postsecondary education.
- Demonstrated record of establishing positive cross-cultural relationships and relationships within and alongside Indigenous communities.
- Ability to engage external Indigenous communities and rightsholders in ways that will support Indigenization of relevant UPEI strategic priorities.
Key Attributes and Requirements (continued)

- 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 Indigenous students across the University.
- Competency in an Indigenous language or knowledge of Indigenous languages would be an asset.

Compensation

The Dean’s salary is determined by the UPEI / UPEIFA Collective Agreement and an additional decanal stipend. The salary range for this position is $155,000 to $195,000 per annum. Where relocation is required, the Collective Agreement provides guidance on how the University will contribute to moving costs (Section D-8: https://files.upei.ca/agreements/2022-2026_upeifa_bul_final.pdf).
Location: Charlottetown, Prince Edward Island

The Charlottetown region has a population of about 87,000. The City of Charlottetown is a flourishing community located on the south shore of Prince Edward Island (PEI), and occupies space on the traditional and unceded Mi'kmaq territory.

PEI is located in Mi'kma’ki, the ancestral and unceded territory of the Mi’kmaq, who have called this beautiful island home for over 12,000 years. Prince Edward Island has three Indigenous communities: Abegweit First Nation, Lennox Island First Nation and the off-reserve Indigenous population which is represented by the Native Council of PEI. Abegweit/Epekwitk is the traditional name of PEI but is also the name of the of the First Nations on the island, meaning "something lying on the water.” A proud and resilient Indigenous island community, its history and traditions are woven into the waters, shores, fields, and forests of this island cradled in the waves.

In Charlottetown, there are diverse streetscapes and a harbour with delightful shops, galleries, and other gems. For those who seek active lifestyles, Charlottetown and PEI have excellent hiking and bike trails, scenic and unforgettable kayaking experiences, and some of the best golfing in Canada.
To Apply

UPEI invites applications from all qualified candidates. Please email the following application materials to ottawa@leadersinternational.com.

1. Cover letter clarifying your attributes and qualifications in relation to the Opportunity Profile;
2. CV (Canadian Common CV or institutional CV);
3. Proof of citizenship or membership to an Indigenous Nation or community. This should be a document that is acceptable to the community or Nation you are from.*

* Verification with documentation can take many forms, and these will be defined by Indigenous communities. Examples of verification with documentation can be, and are not limited to, a letter from a community’s governance body, an Indigenous government-issued membership or citizenship card, a status card issued by Indigenous Services Canada, or another means of verification appropriate for one’s Indigenous social and cultural context.

In situations where Indigenous government-approved documentation is not available, the committee will guide and support the individual through a verification process. The process will support Indigenous people who may not possess documentation for a variety of reasons, including displacement through past policies, laws, and the overall impacts of colonization.

Candidates who are invited to the interview process may be required to submit additional information relating to their Indigenous identity (e.g., letters of reference, genealogy, etc).

All information provided will be subject to verification, and further information may be requested. The information provided should address all essential qualifications and will be assessed fairly.

Measures for accommodation are available to all candidates for further assessment. If you require accommodations, please contact LaurieS@leadersinternational.com. Information received relating to accommodation measures will be addressed confidentially.

For more details or to further explore this important strategic leadership opportunity, please contact:

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**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.