The main campus of the University of Saskatchewan is situated on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

The University of Saskatchewan invites nominations, applications, and expressions of interest for the position of Vice Provost (Indigenous Engagement).

The University of Saskatchewan’s aspiration, as expressed in our University Plan 2025, is nikānītān manāchihitowinīhk | ni manachihitoonaan (to lead with respect) and to be the university the world needs. As President and Vice-Chancellor Peter Stoicheff has said, “More than ever, the world needs a university in which decolonization, reconciliation, and Indigenization are an animating force. The vision of the University of Saskatchewan affirms that we will be an outstanding institution of research, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous Peoples and communities.” Our five aspirations, within the University Plan 2025, include tracking our progress for transformative decolonization leading to reconciliation. We aspire to be a university in which Indigenous concepts, methodologies, pedagogies, languages, and philosophies are respectfully woven into the tapestry of learning, research, scholarship, creativity, and community engagement. The Indigenous Strategy uplifts decolonization, reconciliation, and Indigenization at the University of Saskatchewan because it was written by Indigenous Peoples for the university. USask is committed to upholding the vitality and urgency of the Indigenous Strategy. This shared effort, across the university, will help the University of Saskatchewan lead with respect and become the university the world needs. For more information on the University of Saskatchewan, an institution that aspires to be the university the world needs, visit: https://www.usask.ca.

The Vice-Provost, Indigenous Engagement is a senior academic administrator with university-wide responsibilities, particular to the Provost and Vice-President, Academic’s portfolio. Serving as a member of the Provost’s Leadership Team (PLT) and the university’s Senior Leadership Forum (SLF), this position provides vision, leadership, and support to the university in all aspects of Indigenous engagement, with priority being areas of the Provost and Vice-President, Academic’s portfolio. The Vice-Provost, Indigenous Engagement works in concert with other senior leaders to advance the university’s strategic directions and ensure the successful implementation of the University Plan 2025, and the companion plan gifted to the university: the Indigenous Strategy Framework oohpahotân | oohpahotaan.

About the role

The Vice-Provost leads the Office of the Vice-Provost, Indigenous Engagement (OVPIE), provides leadership and mentorship in support of deans/executive directors and their colleges/schools, finds ways to remove barriers for academic leaders, and facilitates professional development of future and current deans/executive directors and department heads. The portfolio is strategic and complex, and requires the leader to be available, responsive, and innovative in finding solutions and meeting deadlines in a timely manner. For information about the OVPIE, see https://indigenous.usask.ca.
In support of the University Plan 2025, the Vice-Provost, Indigenous Engagement is a champion for the Indigenous Strategy Framework | ohpahotân | oohpaahotaan and will facilitate the expansion of opportunities for related institutional-level programs, stemming from the Provost and Vice-President, Academic’s portfolio in particular. The Vice-Provost, Indigenous Engagement will collaborate on strategy and action plans that emerge from other areas across the university to ensure the appropriate policies and procedures exist to support the university’s vision, University Plan 2025, and the Indigenous Strategy Framework | ohpahotân | oohpaahotaan.

The Vice-Provost, Indigenous Engagement reports directly to the Provost and Vice-President, Academic and works closely with the Deputy Provost, acting as a leader of a support unit, responsible for matters involving the realization of the university’s academic vision, mission, University Plan 2025, and the Indigenous Strategy Framework ohpahotân | oohpaahotaan. The Vice-Provost’s portfolio intersects with all academic and support units across campuses (Saskatoon, Prince Albert) and university sites, and as such, close partnerships are required to support a holistic and sustainable research, teaching, and learning environment. The university aspires to improved outcomes for First Nations, Inuit, Métis, and Indigenous Peoples at the university, and to track progress towards the university’s vision that “we will be an outstanding institution of research, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous Peoples and communities.” Key informing documents include: Truth and Reconciliation Commission final report and the Calls to Action, Reclaiming Power and Place: The final report of the national inquiry into missing and murdered Indigenous women and girls, and the United Nation Declaration of the Rights of Indigenous Peoples.

The Vice-Provost has a deep understanding of Indigenous engagement in university settings. Together with deans and executive directors, the Vice-Provost oversees implementation of the Indigenous Strategy Framework ohpahotân | oohpaahotaan. The Vice-Provost contributes to oversight of university-level Indigenous engagement planning, actions, and outcomes, and works collaboratively with other administrative portfolios to ensure that the application of effective practices aligned with respectful, responsive Indigenous engagement are included in these functions.

The Vice-Provost finds ways to encourage colleagues, faculty, and staff to participate in initiatives and activities that dismantle racism and discrimination in institutional structures, policies, and processes that contribute to inequities faced by Indigenous Peoples.

**Education and Experience**

The Vice-Provost is a senior academic with an established reputation as a scholar and a leader in Indigenous engagement. An advanced degree and significant experience in leading Indigenous engagement in an academic environment is required:

- success in developing and implementing a vision for Indigenous engagement, and leading people within university settings to achieve improved performance and outcomes;
- knowledge of the diverse Indigenous approaches to research, scholarly and artistic works represented at the university;
- experience in a leadership role at a higher education institution, preferably as a Dean, Vice Dean, or higher level;

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a proven ability to successfully promote a working environment that appreciates new ideas and innovation, identifies process improvement, builds collaborations, and encourages teamwork that safeguards the cultures, integrity, and distinction of Canada’s three Indigenous groups, Inuit, First Nations and Métis, within university business and activities;

- experience working with First Nations, Métis, and Inuit Peoples;

- ability to build and maintain respectful relationships with Indigenous governments, communities, and leaders of Treaty Six and Métis Nation-Saskatchewan, to work effectively with a wide range of internal and external constituencies at provincial, national, and international levels, and to collaborate across an array of academic disciplines and organizations;

- experience in developing and implementing strategic plans and policy related to anti-racism/anti-oppression, as well as Indigenous engagement within a university setting, and verification of Indigenous citizenship/membership; and

- evidence of initiatives that are responsive to the TRC Calls to Action.

Only Indigenous candidates will be considered for this position. Candidates must meet all essential qualifications required for this position, including verification of Indigenous Membership/Citizenship with documentation, and the successful candidate must maintain those conditions throughout their employment. Indigenous Membership/Citizenship, subject to verification with documentation, is a condition of employment and required to hold this position. Verification of Indigenous Membership/Citizenship at the University of Saskatchewan is led and determined by the deybwewin | taapwaywin | tapewin: Indigenous Truth policy and Standing Committee in accordance with the processes developed to enact the policy.

Accountabilities

The Vice-Provost, Indigenous Engagement is accountable for the following outcomes:

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**Indigenous Engagement Planning and Process Oversight**

The Vice-Provost, Indigenous Engagement holds primary responsibility for developing and implementing strategic-level planning processes relevant to Indigenous engagement. They will ensure alignment of academic and administrative plans, interests, and outcomes with broader institutional plans.

Included in this accountability, it is expected that the Vice-Provost Indigenous Engagement will:

- work closely with Deans and Executive Directors to advance the priorities of the university, particularly related to leadership of Indigenous engagement and Indigenization through the ophahotân | oohpaahotaan Indigenous Strategy;

- provide leadership independently and autonomously to academic leaders and administrators in a wide range of specific Indigenous engagement matters, particularly with respect to academic leadership of the university;

- play a leadership role in guiding and supporting actions specific to the ophahotân | oohpaahotaan Indigenous Strategy.

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Resource Allocation Alignment

The Vice-Provost, Indigenous Engagement develops and implements integrated plans and a multi-year budget framework within their unit to align with the university’s priorities by allocating resources to support and achieve the outcomes of institutional plans.

Achieving institutional objectives while ensuring the long-term growth and sustainability of the Indigenous Engagement portfolio for which they are responsible, along with the university’s resources, is a key accountability. The Vice-Provost, Indigenous Engagement is a member of the Budget Committee Advisory Group for annual resource allocation and budget development of the university.

Academic Strategy

The Vice-Provost, Indigenous Engagement assumes a leadership role in the creation of their unit’s academic action plan aligned with the institution’s academic strategy focused on faculty recruitment, professional development and retention, academic policies and structures, and advancement of the academic and research missions of the institution. To this end, the Vice-Provost, Indigenous Engagement:

- collaborates with and mentors senior leaders to ensure that activities of their various portfolios are coordinated, integrated, and aligned with the Provost’s Office and the university’s strategic planning;
- ensures advice is provided and actions taken consistent with the ohpahotân | oohpaahotaan Indigenous Strategy, particularly in areas of recruitment, development, and retention of faculty;
- engages in practices that contribute to actions associated with the University Plan 2025, including the Teaching, Learning and Student Experience plan, Sustainability Strategy, and the university’s Equity, Diversity and Inclusion Policy and action framework; and
- collaborates with university leaders to amplify Indigenous student recruitment and retention efforts, empowered by system-wide learning for success as Indigenous learners and leaders.

People Leadership

The Vice-Provost, Indigenous Engagement is responsible for the performance of their own unit and provides leadership to staff, influencing the performance of others through supports and programming where relevant.

The collaborative development of meaningful relations, strategy, and actions to respectfully enable Indigenous student, faculty and staff recruitment, retention, and success is a key responsibility for the Vice-Provost, Indigenous Engagement. This leadership accountability includes involvement in training and mentorship of department heads and senior leaders.

The Vice-Provost, Indigenous Engagement works closely with the Provost’s Administrative Network and is directly supported by a team of specialists in the areas of recruitment, human resources, and finance, along with university relations.

Institutional Leadership

As an academic leader, the Vice-Provost, Indigenous Engagement is expected to:

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ensure action is taken on the ohpahotân | oohpaahotaan Indigenous Strategy, and reported to the university;
be an effective and co-operative member of the Provost’s Leadership Team, and the Senior Leadership Forum;
sponsor or engage in projects that may be outside of the Vice-Provost, Indigenous Engagement portfolio; and
engage with external bodies, including Indigenous governments and communities, and provincial and federal government agencies, and serve on internal committees on behalf of the Provost.

In each of these accountabilities, it is expected that the Vice-Provost, Indigenous Engagement will:
lead key committees for Indigenous engagement including: the deybwewin (Saulteaux) | taapwaywin (Michif) | tapwewin (Cree): Indigenous Truth standing committee
the Mistatimók Committee, which guides the USask community through navigating, acknowledging, and/or commemorating existing and future discoveries at former residential schools, and other related occurrences pertaining to decolonization and reconciliation; and The Circle of Knowledge Keepers;
ensure action is taken on the Truth Telling Report (2020), and reported to the university;
provide credible and complete information and identify issues and risks to the Provost, the Deans’ Council, the Provost’s Leadership Team, and other relevant committees as appropriate;
implement and maintain an effective system of checks and balances regarding financial management and assets, which includes general safeguarding and stewardship of all resources (financial, physical, and human resources);
model accountability and transparency of activities, information, and reports;
mobilize university networks of Indigenous academic leaders, faculty, and staff; and
be an exceptional communicator, including communicating regularly with colleagues within the university and broader community to share relevant information, support others’ success and improve Indigenous engagement.

Well-being Leadership
As an academic leader, the Vice-Provost, Indigenous Engagement is expected to be mindful of their own well-being and to be attentive to the importance of well-being within the university workplace and will:

- demonstrate well-being as a leader, through practices attentive to health, well-being, and lifelong learning;
- take action against discriminatory or racist behavior in our academic spaces, institutional structures, policies, and processes; and
- work to find ways to include well-being into policy and practice guidelines related to Indigenous engagement at USask.

The Application Process

The University believes equity, diversity, and inclusion strengthen the community and enhance excellence, innovation, and creativity. USask is dedicated to recruiting individuals who will enrich their work and
learning environments. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. We are committed to providing accommodations to those with a disability or medical necessity. If you require an accommodation in order to participate in the recruitment process, please notify us and we will work together on the accommodation request.

Only Indigenous candidates will be considered for this position. Candidates must meet all essential qualifications required for this position, including verification of Indigenous Membership/Citizenship with documentation, and the successful candidate must maintain those conditions throughout their employment. Indigenous Membership/Citizenship, subject to verification with documentation is a condition of employment and required to hold this position. Verification of Indigenous Membership/Citizenship at the University of Saskatchewan is led and determined by the deybwewin | taapwaywin | tapewin: Indigenous Truth policy and Standing Committee in accordance with the processes developed to enact the policy.

Nominations and applications are welcome from internal and external candidates, and are to be received by July 31 2023. Interested candidates should provide an application package (including a letter of interest and a curriculum vitae), in confidence, to Dr. Airini Provost and Vice President Academic, and Chair, Vice Provost, Indigenous Engagement Search Committee, c/o Brittney Zaleschuk, Executive Assistant to the Deputy Provost, leadership.search@usask.ca. A review of applications will begin early August 2023. The Search Committee will consider applications until the position is filled.