



Senior Advisor to the President on Indigenous Affairs  
and Director, First Nations House of Learning



**THE UNIVERSITY  
OF BRITISH COLUMBIA**



## The University

*UBC is a globally renowned university, contributing world-leading research, providing distinctive excellence in education, attracting outstanding people domestically and internationally, and collaborating with preeminent universities and organizations around the world.*

*(from UBC's draft 2018 strategic plan, "Shaping UBC's Next Century")*

The University of British Columbia (UBC) is a publicly supported, medical-doctoral university with campuses located in Vancouver and in Kelowna, British Columbia, Canada. UBC is a global centre for research and teaching, consistently ranked among the top 20 public universities in the world and boasts eighteen Faculties and several Schools and Colleges. Research funding in 2016/2017 was more than \$580M. System-wide, UBC has over 15,600 faculty and staff.

### University of British Columbia, Vancouver Campus

UBC Vancouver (UBC-V) is located at the western tip of the Point Grey peninsula, on the traditional, ancestral, and unceded territory of the Musqueam people, with whom the university has a Memorandum of Affiliation. UBC-V is also located at other points nearby, including UBC Robson Square, the Downtown Eastside Learning Exchange, and at affiliated teaching hospitals. The University Endowment Lands community is situated adjacent to the Point Grey campus, while the forested parkland known as Pacific Spirit Regional Park serves as a "green belt" between the city of Vancouver and the campus. At the Point Grey campus are some of Vancouver's greatest attractions



## The University (cont.)

and recreation facilities, including the world-renowned Museum of Anthropology, the stunning Chan Centre for the Performing Arts, the UBC Botanical Gardens, and many forested trails in the adjoining parkland. Over 44,500 undergraduates and over 9,600 graduate students, as well as non-credit, certificate, and distance education learners comprise the student population at UBC-V.

### University of British Columbia, Okanagan Campus

UBC Okanagan (UBC-O) opened in September 2005 as a distinctive, small university campus. It houses Faculties of Arts and Sciences, Health and Social Development, Education, Creative and Critical Studies, Management, Medicine, as well as the School of Engineering, and the College of Graduate Studies. It is located on the traditional territory of the Syilx (Okanagan) people and the university has a Memorandum of Understanding with the Okanagan Nation Alliance. The Okanagan campus currently hosts more than 9,100 students. UBC-O is growing to serve the needs of its region, increasing access to the internationally recognized UBC degree. UBC-O continues to develop and grow in a sustainable manner through its Campus Plan, guided by a 30-year roadmap and implementation plan. As student numbers increase and the roadmap becomes reality, UBC-O will continue to feature small class sizes, experiential learning, community involvement and direct access to research activity.

For additional information, please visit [www.ubc.ca](http://www.ubc.ca).

# Indigenous Strategic Plan

Since the 1970s, UBC has aspired to meet the needs of Indigenous learners and communities. In the summer of 2007, UBC began the long process of developing a comprehensive framework for Indigenous programming at the university, then called the *Aboriginal Strategic Plan (ASP)*. After extensive planning, consultation, and deliberation, that plan was finalized in December 2008 and became university policy in January 2009. It was the first completed portion of *Place and Promise*, the university's larger strategic plan. The ASP outlines ten major areas of action and provides a framework within which the many initiatives underway across the university can be located and better integrated.

UBC is reaffirming its commitment to Indigenous peoples under the *2018 Indigenous Strategic Plan*, successor to the 2009 ASP. Many challenges remain to be addressed and new opportunities have emerged for UBC to be more effective in the fulfilment of this goal. The challenges and opportunities relate to: increased Indigenous participation and success in post-secondary education; incorporation of Indigenous knowledge and topics in the curriculum; recruitment and retention of Indigenous faculty and staff; communication and collaboration with Indigenous communities in setting goals and devising implementation strategies for the advancement of Indigenous education and collaborative research with Indigenous communities; and creation of a climate within the university where Indigenous students can thrive and realize their potential.

To read the ASP, ASP Implementation Reports, and to see ongoing initiatives, please visit:

<http://aboriginal.ubc.ca/strategic-plan>.

## Facts and Figures

- The Indigenous student enrollment at UBC is approximately 1,700 students (2017/2018) at both campuses, which includes undergraduate, graduate, and medical residents.
- The Indigenous Academic Caucus, an informal association of faculty members who identify as Indigenous at UBC-V, currently has twenty-seven members from six faculties.
- According to the 2016-2017 UBC course calendar, there were 183 courses, from 32 different departments, that had a significant amount of Indigenous content being offered for the Winter 2016-2017 session.



## The Opportunity

UBC is seeking nominations and applications for the joint position of Senior Advisor to the President on Indigenous Affairs for the entire university and Director, First Nations House of Learning on the Vancouver campus. The successful candidate will take office at a time when the university reaffirms its commitment to Indigenous peoples under the *2018 Indigenous Strategic Plan*, part of the university's broader strategic plan known as *Shaping UBC's Next Century*.

### Senior Advisor to the President on Indigenous Affairs

The Senior Advisor to the President on Indigenous Affairs provides vision, leadership and diplomacy in advancing the university's overall strategic plan in relation to Indigenous affairs. This person will play a pivotal role in establishing consistent, open channels of communication with faculty, staff and students, Indigenous communities, the senior leadership of the university, and various associates involved in Indigenous programming and initiatives. The Senior Advisor will challenge and inspire the UBC community to meet even higher aspirations related to Indigenous affairs.

In this role, the successful candidate will report to and work in close collaboration with the President and Vice-Chancellor, as well as work closely with all members of the university Executive team. The Senior Advisor will be involved in examining the issues of Indigenous presence in consultation and decision-making at UBC, and will participate in the mechanisms and structures that encourage effective and inclusive consideration of Indigenous perspectives in UBC governance and education standards at both UBC-O and UBC-V. They will fulfill their role through effective advocacy, drawing on lived experience, for Indigenous inclusion at the university.

### Key Responsibilities as Senior Advisor to the President on Indigenous Affairs:

- Provide advice to the President on Indigenous affairs and on issues arising among Indigenous students, staff and faculty; keep the President informed on important developments in Indigenous affairs in British Columbia (BC), Canada, and the world.
- Maintain fruitful working relationships with members of the Indigenous Academic Caucus; the President's Advisory Committee on Aboriginal Affairs (UBC-V); the Aboriginal Advisory Committee (UBC-O); the Office of the Provost and Vice-President Academic (UBC-V); the Office of the Deputy Vice-Chancellor (UBC-O); the Vice-President, External Relations; and Indigenous communities in BC.
- Maintain close working relationships with the Provost, or the Provost's designate in leading the development and overseeing the implementation of the Indigenous Strategic Plan.
- Communicate effectively with UBC Faculties, Schools, and service units, with Indigenous organizations, and with representatives of First Nations communities, government, the private sector, and other post-secondary institutions.
- Develop and implement an effective outreach strategy to non-Indigenous members of the UBC community to advance understanding of Indigenous issues and engage them in related work.
- Encourage understanding of and respect for Indigenous knowledge and its meaningful inclusion in programs, services and curricula across the university.
- Provide opportunities for the public to become informed about Indigenous knowledge and issues of Indigenous peoples, and facilitate the flow of communications within and between the FNHL (UBC-V), the Indigenous Students Centre (UBC-O), Indigenous programs and units at UBC, and related organizations and communities.
- Show inclusive leadership in furthering Indigenous scholarly activity.
- Develop and support strategies for success of Indigenous and non-Indigenous scholars in teaching and research that appropriately engage and benefit Indigenous communities.
- Serve as a role model and mentor for Indigenous students, staff and faculty.



## Director, First Nations House of Learning

The mandate of the First Nations House of Learning (FNHL) is to make the university's resources more accessible to Indigenous students and improve the university's ability to meet the needs of Indigenous communities in Canada and around the world. In service of this mandate, the Director relies on vision, leadership, diplomacy and a team approach to guide strategic planning, communication and implementation of initiatives.

The Director reports to the Provost through the Vice Provost and Associate Vice-President, Academic Affairs, and works closely with Faculties and support units at UBC-V to advance the development and implementation of policies, academic programs, research and other initiatives that address the needs and aspirations of Indigenous learners and advance the priorities of Indigenous education. The Director also works with FNHL staff to maintain accurate information on Indigenous academic achievements and initiatives on a campus-wide level to support reporting and strategic planning.

The Director, with the support of an Associate Director, ensures the administration of the FNHL including its coordinating and strategic planning functions, and provides direction and support to the adjacent Xwi7xwa Library and the nearby Indian Residential School History and Dialogue Centre.

FNHL is responsible for the administration of the First Nations Longhouse, a facility modelled on a traditional Northwest Coast longhouse. Since opening in 1993, the Longhouse has become an integral part of the university campus. The Longhouse, in addition to housing the offices of the FNHL and NITEP (Indigenous Teachers Education Program), provides a centre for the campus Indigenous community and a vibrant programming space, including a meeting, study and social space for students. It is also a place to welcome other Indigenous communities, scholars, and organizations and extend relations throughout the province and world.

## Key Responsibilities as Director, First Nations House of Learning

- Show inclusive leadership and work productively with UBC-V students, staff, faculty, elders and communities to further the mandate and achieve the goals of the FNHL.
- Lead, with others, in the development and implementation of UBC-V campus-wide strategic planning for Indigenous initiatives.
- Coordinate with FNHL staff and others across campus, the ongoing tracking and analysis of student service delivery for Indigenous students, and strategize and negotiate necessary improvements.
- Maintain liaison with, and encourage collaboration among, the wide range and variety of programs and initiatives with a specific Indigenous focus at UBC-V, including:
  - Indian Residential School History and Dialogue Centre;
  - Indigenous Research Support Initiative;
  - Centre for Excellence in Indigenous Health;
  - Institute for Critical Indigenous Studies (First Nations and Indigenous Studies & First Nations and Endangered Languages programs);
  - Indigenous Legal Studies;
  - Centre for Teaching, Learning and Technology, Indigenous Initiatives;
  - Ts'Kel Graduate Studies & the Indigenous Teacher Education Program (NITEP);
  - Indigenous Residency Program;
  - Ch'nook Program;
  - Youth programs, e.g. Bridge Through Sport, CEDAR, Summer Science, Native Youth Program; and
  - Indigenous initiatives in the Faculty of Forestry, iSchool, School of Community and Regional Planning, and Schools of Journalism, Architecture, Engineering, and Extended Learning.
- Oversee the management and administration of the FNHL Longhouse, with direct reports from the Associate Director and other key staff members and administrators of the FNHL/FNHL Longhouse.
- Oversee stewardship of Xwi7xwa Library (shared with the University Librarian).
- Encourage respect for Indigenous knowledge and perspectives and their inclusion in and influence on programs and curricula across all fields represented in the university, including in approaches to issues-oriented, policy-relevant and community-based research.





- Maintain fruitful working relationships with members of the Indigenous Academic Caucus, the President's Advisory Committee on Aboriginal Affairs, the Office of the Provost, the Vice-President, External Relations, and Indigenous communities and organizations in BC.
- Encourage and support community and Faculty-based Indigenous academic initiatives.
- Facilitate Indigenous participation in the development and implementation of academic initiatives and student services at UBC-V, including development and maintenance of relevant databases, and participate, as appropriate, in applications for external funding.
- Maintain and enlarge an international network of organizations and leaders with goals congenial to those of the university.
- Serve as a role model and mentor for Indigenous students, staff and faculty.



## Affiliations

### **Indian Residential School History and Dialogue Centre**

In June 2016, the UBC Board of Governors approved the Indian Residential School History and Dialogue Centre for construction. With construction of the building now complete, teams are at work on the development of the Centre's public programming, and the Centre will be open to the public in April 2018. Though FNHL was the lead in the development of the Centre, oversight of the Centre does not fall under the scope of the Senior Advisor to the President on Indigenous Affairs and Director, First Nations House of Learning; instead it receives administrative support from FNHL.

The Centre has been built with several purposes in mind. It will be a place for former students and survivors of the Indian residential schools and their communities to access their records, for students and the public to explore the vast archival holdings and learn about the history and legacy of the schools through interactive technology, and for university and community members to meet in focused discussions about the uses of history and other collaborative projects.

### **Centre for Excellence in Indigenous Health**

The Centre for Excellence in Indigenous Health exists to support and develop Indigenous health programs, curriculum, research and advocacy with Indigenous communities and partners on local, national and international levels.



## Affiliations (cont.)

### **Institute for Critical Indigenous Studies**

The Institute for Critical Indigenous Studies is an interdisciplinary research unit for Indigenous critical theory and politics, arts research, and applied social practice within the humanities and social sciences at UBC. It hosts First Nations and Indigenous Studies (FNIS) and the First Nations and Endangered Languages Program (FNEL). In addition to providing institutional support for undergraduate and graduate education and a home for visiting scholars in the field and Indigenous artists, CIS fosters ethical research practices and meaningful partnerships with communities that further the social and political health, capacity, and self-determination of Indigenous peoples locally and globally.

### **The Indigenous Research Support Initiative**

The newly developed Indigenous Research Support Initiative works to provide professional research support and services to Indigenous communities and university researchers to undertake collaborative projects based on community-led interests, reciprocal relationships, and principles of mutual accountability.



## Qualifications

UBC invites applications for the new Senior Advisor to the President on Indigenous Affairs and Director, First Nations House of Learning from candidates with qualifications and experience commensurate with a tenured faculty appointment. The successful candidate will be an Indigenous person with relevant experience in post-secondary education, a successful record of leadership and administration, with strong community connections.

In addition to qualifications for a tenured academic appointment, the incumbent will bring:

- The ability to effectively articulate an Indigenous perspective on current and emerging Indigenous issues to both Indigenous and non-Indigenous audiences;
- A track record of listening, consensus-building and inclusive leadership by example;
- A record of successful involvement in strategic planning and implementation and a reputation for thoroughness;
- Commitment to educational and employment equity and sensitivity to cultural diversity;
- A proven understanding of and appreciation for the culture of a university and the value of a wide variety of approaches to scholarly, creative, professional and cultural activities;
- A record of success in teaching, preferably at both the undergraduate and graduate levels, and demonstrated appreciation for a variety of learning styles and approaches to pedagogy;
- Authentic nature with the ability to inspire trust and to contribute to a positive and nurturing climate in an organization;
- Persistence and persuasiveness combined with outstanding interpersonal and communication skills, both at the individual level and at the level of large and small groups;



## Qualifications (cont.)

- The ability to achieve the support of students and colleagues in planning and implementing an academic initiative;
- The ability to manage effectively collaborative teams, institutional infrastructure and resources; and
- Academic credibility demonstrated through a record of scholarly and/or professional achievement commensurate with a tenured faculty appointment in the university.

The President's Advisory Committee for the selection of a new Senior Advisor to the President on Indigenous Affairs and Director, First Nations House of Learning recognizes that no one individual may exhibit all of the above qualifications in equal measure. Nevertheless, these criteria are seen to be desirable and will be sought in candidates for the joint position.

*UBC seeks a person who has status and credibility, both in Indigenous cultures and organizations and in academic culture and institutions, who will provide leadership and support efforts to address the challenges and realize the opportunities that lie ahead. With appropriate support, the successful candidate for the joint position of Senior Advisor to the President on Indigenous Affairs and Director, First Nations House of Learning will be in a position to champion these efforts effectively.*

# The Appointment

Review of all applications will begin April 10th, 2018 and will continue until the position is filled. The new Director, First Nations House of Learning and Senior Advisor to the President on Indigenous Affairs will take office on July 1, 2018 or as soon thereafter as mutually convenient. The position will be located at the UBC Vancouver campus. The appointment will be for a term of five years and is renewable. The appointee will already hold or be appointed to a tenured faculty position, from which they will be seconded half to full-time (subject to negotiation) while serving as Director, First Nations House of Learning and Senior Advisor to the President on Indigenous Affairs.

## Documentation Required:

Documents to be submitted for consideration in this process are: a letter of introduction, a curriculum vitae, and three letters of reference.

## Application Process:

Applications and nominations should be submitted electronically in confidence to the address shown below:

**Mr. Brock Higgins, Managing Partner at Higgins Executive Search**

[brock@higginsinc.com](mailto:brock@higginsinc.com).

Mr. Higgins can be reached by phone at 613-788-8254 ext. 101.

**UBC hires on the basis of merit and is strongly committed to equity and diversity within its community. We especially welcome applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities. Canadians and permanent residents of Canada will be given priority.**

*Terminology: In this document and for the purposes of this appointment, the term "Indigenous" is used inclusively to refer to members of First Nations (status and non-status, treaty or non-treaty Indians) Métis, and Inuit peoples in Canada, and Indigenous peoples from other countries. Although the Committee is using the term in this inclusive way, it recognizes that many people (including some potential candidates) may prefer the terms that are specific and traditional to their communities.*



# The Location

## The Province: British Columbia

British Columbia is the westernmost province of Canada, located between the Pacific Ocean and the Rocky Mountains. With an estimated population of 4.8 million as of 2018, it is Canada's third-most populous province.

Today, there are approximately 200,000 Indigenous people in British Columbia. They include First Nations, Inuit and Métis. There are 198 distinct First Nations in B.C., each with their own unique traditions and history. More than 30 different First Nation languages and close to 60 dialects are spoken in the province.

## Vancouver

With a population of roughly 560,000, the City of Vancouver lies within Greater Vancouver, a large urban area encompassing eighteen municipalities with more than two million people. Vancouver's many strengths include a dynamic and entrepreneurial workforce; an excellent elementary, secondary, and post-secondary education system; a rapidly expanding advanced technology sector; strength in tourism, film and television production; health care facilities that provide a wide range of superior medical services; and a reputation as a city with a high quality of life.

Vancouver offers a rich tradition in the visual, performing, and literary arts: the Vancouver Art Gallery is the fourth largest art museum in Canada; Vancouver is second only to Montreal as a major Canadian dance centre, and is the premier centre for choral music; the city hosts more than thirty-two professional theatre groups, a major theatre festival, and two outdoor theatrical events; and the Vancouver Symphony Orchestra is one of the most



## Vancouver (cont.)

acclaimed in Canada. The Vancouver Public Library is Canada's second largest public library system, and the city hosts the annual Vancouver International Writers Festival, one of North America's premier literary events.

In addition to the city's scenic location, marked by proximity to the North Shore and coastal mountains, and sitting on the edge of the Pacific Ocean, Vancouver is home to more than 180 city parks, including world-famous Stanley Park (also the site of the Vancouver Aquarium). For sports enthusiasts, Vancouver is home to the BC Lions Football Club, the National Hockey League Vancouver Canucks, the Vancouver Canadians baseball team (a minor league affiliate of the Oakland Athletics), and the United Soccer League Vancouver Whitecaps. Limitless opportunities exist for outdoor pursuits, such as hiking and mountain biking in the spring and summer, and skiing at the nearby Whistler-Blackcomb resort in the winter.

## Kelowna

The Okanagan, Shuswap, and Similkameen Valleys constitute a choice location that provides residents and visitors with a moderate, sunny climate and an abundance of year-round recreational and cultural activities. The region is semi-arid and, under irrigation, provides superb conditions for orchards and vineyards. Several well-developed ski resorts, more than 40 golf courses, and unparalleled opportunities for hiking and water sports ensure that tourism is a year-round industry. Outdoor recreation is matched by vibrant activity in the creative and performing arts, in each of the region's major centres. Visitors and recent arrivals alike are struck by the unique blend of rural environment and the cultural amenities more often associated with an urban centre. With a





## Kelowna (cont.)

population of 106,000, Kelowna is the largest city in British Columbia's Okanagan Valley, located in the south-central region of the province, 395 km east of Vancouver.

The Kelowna General Hospital is one of British Columbia's four regional cancer centres, an indication of the sophistication of health care available in the area. The Kelowna International Airport, Canada's 11th busiest, is minutes from UBC Okanagan's North Kelowna Campus and enables regional, national and international airlines to serve the population. Kelowna boasts all the amenities of a major city.

Kelowna has been rated among the most cost-competitive places to do business in the Pacific Region of North America, and has become the main marketing and distribution centre of the Okanagan Valley. Increasingly, resource-based industries are complemented by value-added enterprises. Manufacturing and high-technology companies co-exist with dozens of wineries which produce some of Canada's finest vintages. Thousands of hectares of vineyards and orchards thrive against a backdrop of dramatic mountains and sparkling lakes that draw visitors from around the globe.