



Algoma
UNIVERSITY

AN INVITATION TO CONSIDER

Anishinaabemowin Professor

FOR

Department of Modern Languages
Algoma University

www.kbrs.ca ◆ 1.866.822.6022





The Invitation

Algoma University invites applications from Anishinaabemowin scholars for a contractual Full-time Faculty opportunity to teach within their Department of Modern Languages. The position is for a 3-year limited term appointment at the Sault Ste. Marie campus, commencing January 1, 2023 (or as negotiated). Algoma University is the only university in Canada to offer a three-year [undergraduate degree in Anishinaabemowin](#), the Ojibwe language.

This invitation encourages applicants to come forward with their whole heart and a student-centred approach. Candidates should demonstrate an understanding of Algoma's mission to create a safe, positive, equitable and inclusive environment, and whose way of being is guided by the Seven Grandfather Teachings.

Algoma University has assumed a national leadership role in the university sector's response to truth, healing, and reconciliation. The Sault Ste. Marie campus, located on the site of the former Shingwauk Indian Residential School, provides the setting in which Anishinaabe, Canadian, and international students learn from one another in the spirit of friendship and respect, while advancing efforts to address truth, healing, and reconciliation. This work extends to Algoma University's campuses in Brampton and Timmins, where students, faculty, and staff engage in teaching and learning grounded in cross-cultural respect and understanding.

This package contains details on Algoma University, the Anishinaabemowin position, and steps to take to be considered as a candidate. We invite you to consider the package in its entirety, and welcome applications from individuals with whom this opportunity resonates.



Organization Profile – Algoma University

Land Acknowledgement

We acknowledge that the campuses of Algoma University are located on the traditional lands of the Anishinaabek, the Mississaugas of the Credit, and the Mushkegowuk Cree, as well as hereditary lands of the Métis Nation.

Our History

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.

Former students of the Shingwauk Residential School formed the Children of Shingwauk Alumni Association and have helped guide the development of education on the Shingwauk site. A provincial trust, the Shingwauk Education Trust (SET), gives ownership of a portion of the site to Anishinaabek people, and Shingwauk Kinoomaage Gamig (SKG) has developed as an Anishinaabek institution for university studies on the site. Algoma University signed a Covenant in 2006 with SKG and SET to provide educational opportunities and resources in living with their mutual commitment to the restoration of Chief Shingwauk’s vision of a teaching wigwam. An addendum to the Covenant was signed in 2018 reinvigorating the focus on partnership as it pertains to the University’s Special Mission.

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.



Initially an affiliate college of Laurentian University, the University gained its independence in 2008 through the passing of the Algoma University Act by the provincial legislature. Since this time, the University has extended its presence within the province of Ontario and beyond through the strategic development of new campus locations in Brampton and Timmins along with an expanding online presence. In 2021, further legislative amendments allowed Algoma to expand its degree granting authority to offer additional credentials including graduate degree options to support new and emerging social, economic and talent requirements identified by local, regional and global economies. An ambitious internationalization strategy is bringing significant new mobility opportunities for students, faculty and staff.

Algoma University is committed to being a welcoming, inclusive, safe, and respectful learning community; one that values the opportunities to learn from and with students, staff and visitors from all parts of the world. The student body includes individuals from over 50 different countries, creating a vibrant cross-cultural learning and social environment for all.

Algoma University has increasingly assumed a national leadership role in supporting the university sector's response to truth, healing and reconciliation as outlined in "Honouring Our Commitment." Algoma works in partnership with a number of stakeholders on this important effort. Key partners include Shingwauk Kinoomaage Gamig, the Shingwauk Residential Schools Centre, the Shingwauk Anishinaabe Students' Association, the Children of Shingwauk Alumni Association, the Shingwauk Education Trust and others.

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 the University'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, over 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 executives). A testament to its commitment to sustainability and growth, Algoma University’s workforce has increased by almost 40% since 2018 and is forecasted to continue to grow in the coming years. The University’s 2021-2022 Operating Budget has been approved at \$58.8 million and is projected to increase to \$64 million by 2025-2026. In alignment with its strategic objectives, Algoma University also has an approved \$36 million, five-year capital plan.

The tri-campus model that has emerged at Algoma University leverages the unique strengths, opportunities and broader community needs of each geographic location.



Sault Ste. Marie Campus

The Sault Ste. Marie campus, located on the site of the former Shingwauk Indian Residential School, provides a unique, historically rich setting for a cross-cultural community in which Anishinaabe, Canadian, and international students learn from one another in a spirit of friendship and respect, while advancing efforts to address truth, healing and reconciliation. This vibrant and friendly community, bordered by the United States, provides a mix of urban and natural amenities that offer an adventurous lifestyle in the heart of the Great Lakes. The campus supports a growing number of local and out-of-town students with a range of high-quality facilities and support services which enhance both the academic and non-academic learner experience. Athletics and recreation facilities serve as the home of the Algoma University Thunderbirds, with teams competing within the OUA (Ontario University Athletics).



Brampton Campus

Algoma University's rapidly growing Brampton campus is located in the heart of the city's historic downtown core. In addition to expanding academic program options and innovative facilities, students studying on this campus can enjoy great restaurants, shops, arts, entertainment, parks and culture. The campus currently provides degree and certificate programming in a number of academic areas including Business, Computer Science and Psychology. All programming is delivered in state-of-the-art academic facilities. The School of Business and Economics recently introduced new Aviation Management Programming in partnership with Flight Six. Future programming in the areas of Community Economic and Social Development and Environmental Studies are currently being developed. A new Centre for Social, Cultural, and Economic Innovation is also under development. All initiatives are intended to address the social, economic and labour market needs of the City of Brampton and extended Peel Region.



Timmins Campus

Located on the Timmins Campus of Northern College, Algoma's academic offerings in this region of the province provide students a unique opportunity to pursue specialized diploma-to-degree pathway opportunities which leverage the many benefits of college and university level studies. University transfer and second-degree students are also able to access programming offered through this location. At present, students can complete their Bachelor of Social Work, Bachelor of Arts in Community Development, or a dual credential in Computer Science. Algoma is currently exploring other opportunities to expand programming to further address identified community needs. The campus offers small class sizes, state-of-the-art facilities, personalized instruction, a warm welcoming campus community, supportive learning experiences and a wonderful



Mission & Vision

Special Mission

It is the special mission of the University to:

- Be a teaching-oriented university that provides programs in liberal arts and sciences and professional programs, primarily at the undergraduate level, with a focus on the needs of Northern Ontario; and
- Cultivate cross-cultural learning between Indigenous communities and other communities in keeping with the history of Algoma University and its geographic site.



“The Shingwauk School never closed. It just entered a new phase of development. It has to be given a chance to finish what it started. It has to put back what it took away. It will be the people who went there that will care. Bring the people together. Let them gather and they will know what to do.”

DR. DAN PINE SR (GRANDSON OF SHINGWAUKONSE, 1979)

7 Grandfather Teachings

Given its special mission, members of the Algoma University community are guided by the Seven Grandfather Teachings, in their collective efforts to support and achieve the University's vision and mission.

Based on Ojibwe tradition, the Seven Grandfathers were given the responsibility by the Creator to watch over the people living on earth. They gave to the people seven teachings that would show them the way to live in harmony, spirituality and with Mother Earth. RESPECT, to have honor for all of Creation. WISDOM, to cherish knowledge is to have wisdom. HUMILITY, to know humility is to know yourself as a sacred part of creation. BRAVERY, to be able to face the foe with integrity. HONESTY, to be honest in facing a situation. TRUTH, to have truth is to know all of these things. LOVE, to know love is to know peace.



Campus Master Plan



In Fall 2020, Algoma University completed a Master Plan for the Sault Ste. Marie Campus that focuses on the physical growth and development of the Shingwauk site over the next 5-10 years. Decolonizing education through the prioritization of flexible and multidisciplinary learning spaces, the Plan prioritizes Algoma's near and long-term needs, addresses the specific goals and strategies of the institution while providing recommendations for physical improvements.



Campus Master Plan Vision

Algoma University offers a transformative education through a student-centred approach to teaching and learning. We will work together with the city, the community, and all partners entrusted to care for Algoma's unique site to promote a safe, inclusive, and welcoming environment that facilitates research and education excellence and creativity. As a catalyst for change within the City of Sault Ste. Marie, Algoma's campus evolves to create dynamic, resilient, and accessible spaces that celebrate the legacy and purpose of the land it occupies.

To review Algoma's Campus Master Plan, please use the following link:

- [2020 Campus Master Plan](#)

Strategic Plan Extension (2021-2023)

Algoma University's current Strategic Plan is an Extension (2021-2023) is to focus its efforts on six strategic directions: 1) Campus Culture, 2) Vibrant Programs, 3) Research & Innovation, 4) Anishinaabe Inedamowin, 5) Institutional Excellence, and 6) Equity Diversity and Inclusion.

To review Algoma University's strategic plan extension, see more here: [2021-2023 Strategic Plan Extension](#).

2021-26 Academic Plan

To review Algoma University's full Academic Plan, click here: Algoma University Academic Plan (2021-2026)

<https://simplebooklet.com/algomauniversityacademicplan20212026#page=1>.

Full-Time Contractual Faculty – Benefits and Entitlements

Algoma University offers a number of Full-Time Faculty Benefits and Entitlements, including:

- Competitive salaries.
- Annual leave (22 vacation days per year, plus 1 week campus closure at Christmas).
- RRSP contribution (matching contribution up to 8%).
- Professional Allowances.
- Staff development and training.
- Tuition Exemption - 100% exemption for FT Faculty members and eligible dependents.
- Employee and Family assistance programs.
- Health Benefits including Dental, Prescriptions, Major Medical, professional services, Life Insurance, AD&D
- Relocation Expenses (assessed on a case-by-case basis and negotiated in contract).

Living in Sault Ste. Marie, Ontario



Sault Ste. Marie, originally called Baawitigong, meaning “place of the rapids,” is a city on the St. Mary’s River in Ontario, Canada, close to the US-Canada border. The city is the economic and cultural hub of the Algoma District and is the third largest city in Northern Ontario, after Sudbury and Thunder Bay. It is one of the oldest settlements in North America and has a population of 73,000 people.



The city has all the amenities of a big city – shopping, entertainment, sports teams, festivals, and cultural activities – while also having a smaller town feel. It also has four distinct seasons that allow residents to take part in hiking and biking, skiing and snowboarding as well as a variety of indoor activities. Sault Ste. Marie is home to “Bon Soo,” Canada’s second largest winter carnival, which takes place near the campus and features music, great food, sleigh rides, and even the popular Polar Bear Swim.

The city is home to two academic institutions aside from Algoma University: Shingwauk Kinoomaage Gamig, Sault College and Algoma University also have close ties with Lake Superior State University in Sault Ste. Marie, Michigan. The city also houses the Algoma District School Board and the Huron-Superior Catholic District School Board with over 30 elementary and secondary schools between both school boards.

To find out more about this beautiful city, we recommend the following websites:

- <https://welcometossm.com/>
- <https://saulttourism.com/>

Top photo courtesy of Sault Ste. Marie Economic Development Corporation



Ideal Candidate Profile

The successful candidate will hold post-secondary credentials appropriate to the position (minimum Master's degree, Ph.D. preferred), and a demonstrated commitment to undergraduate teaching and research. We are seeking a candidate with high fluency in Anishinaabemowin, as well as a mastery of the written language with the double vowel system and a thorough understanding of the structure of the language. The successful candidate will have demonstrated experience and commitment to language teaching, a deep knowledge of Anishinaabe culture through connection to community, and demonstrated ability or strong potential to develop a research program and to secure external research funding. Strong candidates will have expertise in teaching Anishinaabemowin at all levels, and knowledge/expertise in such complementary fields as Indigenous language pedagogy, materials development, land-based learning, and/or other relevant areas.

Deciding to Become a Candidate

Interested candidates should submit a full and complete application online at: <http://www.kbrs.ca/Career/16387>. Alternatively, application materials can be submitted via email to the recruiter (details below).

In your application, please include:

- a letter of application
- a current curriculum vitae
- a statement of teaching philosophy and evidence of teaching effectiveness (e.g., examples of peer and/or student evaluations)
- a research plan (up to two single-spaced pages)
- sample publications
- the names, contact information and relationship of five referees (one of whom should be the most recent immediate supervisor)

Please merge application materials into one or two PDF documents.

If you have questions about this opportunity, please feel free to contact Katherine Frank, Partner at kfrank@kbrs.ca or Christina Connors, Research Recruitment Coordinator at cconnors@kbrs.ca.

This initiative is a special program under the Ontario Human Rights Code. Applicants will be asked to self-identify through an Applicant Questionnaire (confidential to Human Resources). The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada.

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 individuals from equity-seeking groups (Indigenous peoples, racialized persons, women, persons with disabilities, and LGBTQQIP2SA+ persons) who may contribute to further diversification of our Institution. We understand that career interruptions can have a substantial impact on a candidate's professional achievements; to allow for a fair assessment, candidates are encouraged to explain any interruptions experienced.

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 will be required to provide a Police Records Check (Vulnerable Sector) as a condition of employment.