



**PATHWAYS**  
**EXECUTIVE SEARCH**



## **President and Chief Academic Officer**







## The Organization

Shingwauk Kinoomaage Gamig (SKG) - Teaching Lodge - is an Anishinaabe post-secondary institute that preserves the integrity of Anishinaabe knowledge and understanding. SKG strives to educate present and future generations in a positive, cooperative, and respectful environment. It also aims to provide and develop academic programs, workshops and seminars which reflect the Anishinaabe worldview, distinguished by Anishinaabe ways of learning and knowing.

The institution was founded based on the vision of the late Ojibwe Chief Shingwaukonse'ibun to create a Teaching Lodge with an overall goal of providing cross-cultural education in Anishinaabe studies through a lens of language, land, and ceremony-based learning initiatives.

The need for an Anishinaabe post-secondary institution has become increasingly apparent. In May 2006, the Shingwauk Education Trust (SET) and Algoma University signed a covenant that entered a statement of common understanding and commitment to establishing SKG as an independent and degree-granting post-secondary institution.

SKG is one of nine Indigenous institutes of higher learning that are legally recognized in Ontario and is home to the National Chiefs' Library.

### **VISION:**

To preserve the integrity of Anishinaabe knowledge and understanding in cooperation with Canadian society to educate the present and future generations in a positive, cooperative and respectful environment.

**"The road to knowledge is enternal." -  
Grand Chief Edward Benton-Banai**



## The Opportunity

Shingwauk Kinoomaage Gamig (SKG) is seeking a collaborative, forward-thinking leader who will embody SKG's vision while being committed to meeting the needs of students and building capacity through educational excellence, innovative delivery and a deep commitment to student success.

Reporting to and appointed by the Board, the President and Chief Academic Officer (President) of SKG will be an inviting presence who will use lived experience and deeply rooted knowledge to lead the institute through and beyond accreditation. They will embrace SKG's innovative, engaging and respectful Anishinaabek Worldview, and will aid in the fulfilment of the vision of Chief Shingwaukonse.

SKG is on a path forward to strengthen its educational environment which will challenge and support all students. An advocate for others and a steward of Anishinaabe culture and understanding, the President will usher in a new beginning built on strong leadership and engagement with SKG's community, while establishing high-quality programs.

The President of SKG is its Chief Executive Officer and Chief Academic Officer. The President will lead SKG's academic activities and the administrative functions that support them.

# Key Responsibilities

## Administrative Responsibilities

The President has supervision over and direction of the academic and general administration of SKG, its students, senior executives, teaching staff, and non-teaching employees.

The President and Chief Academic Officer:

- Brings recommendations to the board of governors concerning SKG's strategic directions and major operational decisions, and ensures that SKG implements directions of the board;
- Provides direct supervision of the Director of Operations;
- Provides direct supervision of or ensures appropriate supervision of all instructors ("instructors" in this document means all employees with teaching and research duties, including full-time faculty and sessional or part-time instructors);
- Ensures that all other employees are appropriately supervised;
- Promotes a culture where the Seven Grandfather Teachings are followed, and where Anishinaabe cultural values are respected and practiced;
- Provides direction and oversight for the development and implementation of:
  - SKG's financial planning and budget;
  - Negotiation of terms and conditions of employment for SKG's instructors and other employees;
  - Organizational and academic policies and procedures;
  - Communications and marketing strategies;
  - Advancement (fund-raising) activities;
  - Public activities and outreach to benefit the academic and research endeavours of SKG; and
  - All other aspects of SKG's operations.
- Ensures ongoing and effective engagement with the Ministry of Colleges and Universities and other government ministries with respect to all academic, research and community activities of SKG, including negotiation of funding and other agreements;
- Ensures ongoing and effective engagement with other organizations, including the Children Of Shingwauk Alumni Association, the Shingwauk Education Trust, Algoma University, the Indigenous Institute Consortium, and other professional and community associations; and
- Performs other duties as assigned by the Board of Governors.



# Key Responsibilities (con't)

## Academic Responsibilities

The President is the Chief Academic Officer and in this capacity:

- Leads SKG's academic planning processes and the planning and development of all academic initiatives;
- Leads the development of new academic programs and obtainment of all external approvals for new programs;
- Ensures effective engagement with SKG's Academic Advisory Circle;
- Provides direction and oversight for:
  - The organization and delivery of academic programming;
  - The hiring, professional development, performance management, and mentoring of all instructors;
  - Promotion and support of innovative and effective teaching and learning; and
  - SKG's processes of quality assurance, including, as applicable, SKG's engagement with the Indigenous Advanced Education and Skills Council, the Postsecondary Education Quality Assessment Board, and/or other quality assurance agencies.
- Where appropriate and in accordance with SKG's policies, provides conflict resolution and administers appeal provisions in disputes involving students and/or instructors;
- Provides direction and oversight for the development and implementation of academic partnerships with other universities and/or colleges;
- Provides direction and oversight for advocacy for SKG's academic work with prospective students, donors, alumni, and community partners;
- Attends, whenever possible, academic events such as public lectures, public presentations of students' work, and student performances; and
- Teaches one three-credit course or equivalent each academic year or carries out an ongoing research program.

## Research Responsibilities

As Chief Academic Officer, the President provides direction and oversight for:

- SKG's research planning processes;
- Mechanisms for research review required by funders, or establishes partnerships to provide such mechanisms;
- Mechanisms to ensure that SKG's research activities meet federal and provincial standards;
- Implementation of SKG's research processes and policies, and ensuring the integrity of implementation;
- The establishment and tracking of research metrics;

# Key Responsibilities (con't)

## Research Responsibilities (con't)

- Promotion of a culture of research at SKG, and promotion of the importance of research to instructors and students;
- Promotion of research initiatives and recognition for students;
- Promotion of instructors' and students' research accomplishments within and beyond SKG;
- Development of research funding;
- Review and approval of external research funding applications, both individual and institutional, ensuring that SKG has the capacity to perform funded research;
- Effective engagement with and liaison with:
  - The federal government's Tri-Council granting agencies; and
  - Other government entities, research centres and institutes, community agencies, and other partners that fund research.
- Facilitation and promotion of regional, national, and international research partnerships with researchers, institutions, and community organizations to advance research collaborations and funding.

## Position Qualifications and Expectations

### Mandatory qualifications include:

- Demonstrated ability to provide visionary and strategic leadership, and
- Teaching experience in a university.

### A candidate is preferred who:

- Holds a graduate degree (preferably an earned doctorate degree but not required) in education and/or a discipline relevant to Anishinaabe history and culture;
- Has significant and recent experience in academic administration in a post-secondary institution; and
- Has held a tenured faculty position in a university.

# Location

## Campus Location: Sault Ste. Marie, Ontario

Traditionally known as Bawating (“the place of the rapids”), Sault Ste. Marie is a place of cultural importance. Sault Ste. Marie is located on the shores of the St. Marys River, central between Great Lakes Huron and Superior – the Heart of Turtle Island. Indigenous peoples have occupied this region since time immemorial. Surrounded by an abundance of natural resources, it continues to be a traditional gathering place for the Anishinaabe people of the Great Lakes. Sault Ste. Marie is an emerging Ontario place for Indigenous tourism.

Let your feet do the touring and take a leisurely stroll immersing yourself in history as you cross over to Whitefish Island, the original meeting place of the Anishinaabe peoples. Learn how the cascades and broad, mighty waters of St. Marys River played a significant role as an ancestral fishing and trade location for Indigenous.

Likewise, The Shingwauk Residential School Centre serves an integral part of the Algoma University campus and offers visitors the opportunity to learn more about an important chapter in Canada’s past. An amalgamation of a museum, interpretation center and memorial, educating about the reality of a vision corrupted and see firsthand the important impact of human perseverance and resilience.





# Application Process and Indigenous Applicant Policy

SKG is an inclusive and equitable organization and encourages applications from qualified applicants, including persons with disabilities and members of visible minorities. The position is open to all qualified applicants, although preference will be given to candidates of Indigenous ancestry in accordance with SKG's policies.

In further accordance with SKG policies, candidates for the position of President and Academic Provost who wish to claim Indigenous identity will be expected to submit written documentation of Indigenous identity or a self-declaration that includes specific information about their ongoing relationship to a legally recognized and inherent Indigenous community, Nation, or people. Please note the identity verification process shall be conducted concerning short-listed candidates only, prior to the candidate being invited for an interview.

In situations where Indigenous government-approved documentation is not available, the SKG committee will guide and support the individual through a process which 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.

Details concerning SKG's policy concerning documentation of Indigenous identity are set out in its [Policy HR 08 Verification of Indigenous Identity and associated procedure](#).







## To Apply

The position offers a competitive compensation package, with a salary range of \$200-\$220k with a tax exemption for eligible candidates. For more details or to further explore this important strategic leadership opportunity, please contact

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To apply, please submit a Cover Letter and Resume directly to Pathways Executive Search outlining your interest, qualifications, and experience.

**Pathways Executive Search** is a national recruitment firm offering Indigenous-focused professional services. With a mission to make recruitment and career journeys less challenging and more equitable, Pathways is guided by Indigenous values and principles of Indigenous inclusion, which underscore the capacity to build an inclusive process for all racialized and equity-deserving professionals.