

**Indigenous Leader in Residence
Schulich School of Medicine & Dentistry**

Posting Date: May 24, 2019

Position Profile:

Western University in London Ontario is situated in the traditional lands of the Attawandaron, Anishinabek, Haudenosaunee, and Leni Lunaapeewak peoples, lands connected with the London Township and Sombra Treaties of 1796, the Dish with one Spoon Covenant and the Two Row Wampum (Guswentha). In 2017, the Schulich School of Medicine & Dentistry at Western University approved an Indigenous Health Action Plan. Now in its implementation phase, The Schulich School of Medicine & Dentistry at Western University is seeking a champion for all aspects of the Indigenous Health Action Plan and for leading the Schulich School of Medicine & Dentistry in achieving the goals as set out by the Truth and Reconciliation Commission. This is a permanent position, and is intentionally identified as a senior leader within Schulich Medicine & Dentistry and it will impact all aspects of the School's functioning (education, research, faculty & professional development, and administration). The successful candidate will represent the School externally with regard to Indigenous initiatives and will serve as the primary media spokesperson for the School concerning Indigenous Health. The role will be negotiated for a three to five-year term (renewal possible). Please see attached Role Description for detailed job responsibilities and outcomes.

Qualifications:

We invite applications from an accomplished and dynamic Indigenous leader who is skilled as a communicator and advocate. The successful candidate will be an individual who has an understanding of traditional Indigenous ways of knowing and practices. They will have familiarity with the diversity of lived experience of Indigenous peoples and particularly with Southwestern Ontario nations. The successful candidate will have demonstrated effective leadership experience, along with experience in leading organization cultural change. The successful candidate will be team oriented and collaborative and will lead by example. The successful candidate will demonstrate strong communication skills. The successful candidate will have experience with a broad spectrum of learners, with an interest in learners in health professions. **Pursuant to Section 14 of the Ontario Human Rights Code, the selection will be limited to Indigenous applicants of First Nations, Metis, and Inuit identity, from Turtle Island. Candidates must self-identify in the cover letter.**

A successful candidate holding an M.D. or M.D./PhD (completed or in-progress) will be appointed in an appropriate clinical department at the rank of Assistant or Associate Professor in a Limited Term Clinical Academic appointment or at the rank of Associate or Full Professor in a Continuing Clinical Academic appointment, depending on qualifications and experience. Applicants should be certified, or eligible for certification by the Royal College of Physicians and Surgeons of Canada, or equivalent. Candidates must have an MD, or equivalent, and must be eligible for licensure in the province of Ontario.

A successful candidate holding a PhD, DDS or equivalent advanced degree (completed or in-progress) in a relevant field will be appointed in an appropriate basic sciences department, at the rank of Assistant or Associate Professor in a Probationary (tenure-track) appointment or at the rank of Associate or Full Professor in a Tenured appointment, depending on qualifications and experience. A Limited Term or Visiting appointment may also be considered; rank to be determined by qualifications and experience.

Compensation Details: Compensation for this position will be commensurate with qualifications and experience. PhD or DDS candidates will receive an academic salary from Western University. Clinical Academic candidate's compensation will be primarily composed of the following sources: Academic

salary; and for Clinical Academics, additional sources of compensation can include fee for service (OHIP billings; and Alternative Funding Plan.

The University: Western is one of Canada's leading research-intensive universities, and Schulich Medicine & Dentistry has a long history of excellence in basic biomedical, applied, and clinical research. Western has a full range of academic and professional programs for over 37,000 undergraduate and graduate students. The university campus is in London, Ontario with a metropolitan census of approximately 530,000, located midway between Toronto and Detroit. London boasts an international airport, galleries, theatre, music and sporting events and is located close to several lakes and facilities for outdoor activities (<https://www.ledc.com/why-london>). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families to the university and city.

More information on the Schulich School of Medicine and Dentistry may be found at <https://www.schulich.uwo.ca/>

[Western University's full Indigenous Strategic Plan may be found at https://indigenous.uwo.ca/universitywide/indigenous_strategic_plan.html.](https://indigenous.uwo.ca/universitywide/indigenous_strategic_plan.html)

To apply: Review of applications will begin after June 1, 2019 with an anticipated start date of August 1, 2019 or as negotiated. Applications will be accepted until the position is filled. The application should include a detailed curriculum vitae, a cover letter which includes self-identification as Indigenous person and description of insider social position/ality, identification of areas of interest in research or other scholarly activity, leadership, and teaching, and names and email addresses of 3 referees, [one of which should be from a local Indigenous community leader].

Please also complete, sign and include the form available at:

PhD or DDS Candidates: <https://www.uwo.ca/facultyrelations/pdf/recruitment/full-time-application-form.pdf>

MD or MD/PhD candidates: http://uwo.ca/facultyrelations/physicians/Application_FullTime_Clinical.pdf

Please submit applications to:

Jay Rosenfield MD, MEd, FRCPC
Vice-Dean, Medical Education
Schulich School of Medicine and Dentistry
jay.rosenfield@schulich.uwo.ca

Please Also Cc:

Lindsay Johnston
Administrative Assistant, Medical Education
Schulich School of Medicine & Dentistry
lindsay.johnston@schulich.uwo.ca

Business Address:

Western University, Don Rix Clinical Skills Building, Room 3730A
1151 Richmond Street, N., London, Ontario N6A 5B8, www.uwo.ca ;

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applications from all qualified individuals.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Lindsay Johnston at lindsay.johnston@schulich.uwo.ca or 519-661-2111, ext. 82763.

Posted on Faculty Relations website May 24, 2019

Updated ILIR Role Description

(Based on feedback received from the community consultation process)

Title: Indigenous Leader in Residence (ILIR)

Reports to: Director, Medical Education, Schulich School of Medicine & Dentistry with “dotted line” reporting to the Dean, Schulich Medicine & Dentistry and Vice Dean, Medical Education

Purpose: The ILIR will act as the champion for all aspects of the Indigenous Health Action Plan (November 2017) and generally for helping the Schulich School of Medicine & Dentistry achieve the goals as set out by the TRC’s action items #23 and #24. This role is intentionally identified as a senior leader within Schulich Medicine & Dentistry and that it will likely impact all aspects of the School’s functioning (education, research, faculty & professional development, administration etc.), hence the need to have the ILIR have access to the Dean and Vice Dean, Medical Education. The ILIR will also represent the School with regard to Indigenous initiatives (for example, the Association of Faculties of Medicine of Canada’s Indigenous Network) and will serve as the primary media spokesperson for the School concerning Indigenous Health.

Key Accountabilities:

1. Identify the correct resource allocation associated with the Indigenous Health Action Plan and establish a plan to assemble these resources including an efficient and effective infrastructure.
2. Serve as the catalyst to ensure the Indigenous Health Acton Plan is on target with changes, trends and future developments and that it remains an integrated priority of Schulich Medicine & Dentistry in the future.
3. Establish excellent and respectful relationships with Indigenous Communities (primarily those in Southwestern Ontario) and for those interested in working with Schulich Medicine to determine the best mechanism for ongoing engagement and collaboration.
4. Work with Indigenous Communities to improve access to medical education for interested students including appropriate recruitment efforts and pathway programs. The ILIR will also advocate for improvements to admissions protocols within the Schulich School as required.
5. Participate in a process, possibly as the team leader, to ensure that core educational programs are offered at Schulich Medicine & Dentistry and are compliant with the spirit of the TRC recommendation #24. Such programs would initially be intended for students and trainees but eventually there would also be a focus on faculty and staff training.
6. Advocate for the ongoing development of research concerning Indigenous Health consistent with the OCAP ethics code (Ownership of, Control of, Access to and Possession of research processes affecting participant communities and the resulting data).
7. Lead Schulich Medicine & Dentistry in a cultural transformation which will result in this organization’s being a better place to study, train and work for Indigenous Peoples.
8. Help lead the efforts to grow the various endowments which will benefit Indigenous learners.
9. Serve as a senior leader within the Schulich School of Medicine & Dentistry and work with other strategic partners (e.g. Western’s Special Advisor to the Provost) to improve the health of Indigenous Peoples generally.
10. Maintain sufficient space in one’s schedule for self-care and special project initiatives.

Key Outcomes:

1. Creation of an Indigenous team within Schulich Medicine & Dentistry which is sufficiently resourced.
2. All local Indigenous Communities have been invited to participate in ongoing efforts to de-colonize the academy and to inform what our physicians and dentists of tomorrow will look like in terms of their being culturally sensitive.
3. Meaningful change will have taken place within all educational programs such that Schulich Medicine & Dentistry graduates will have a high degree of intercultural competency.

4. The Schulich School of Medicine & Dentistry is held in high regard by its peers in medical and dental education and by local Indigenous communities.
5. The Schulich School of Medicine & Dentistry will work in close collaboration with other Faculties at Western University in terms of fulfilling Western's Indigenous Strategic Plan.
6. Schulich Medicine will be among the leading Canadian medical schools in terms of the number of Indigenous physicians it graduates annually as well, physicians who graduate with Indigenous Cultural Safety training.

Support & Resources:

1. A sufficient budget will be necessary if this effort is to be successful. The budget will need to be built with the leadership of the ILIR. Initially, the ILIR should be minimally be afforded a .5 FTE administrative assistant and the Indigenous Liaison role will need to become 1.0 FTE (permanent) by May 2019.
2. The ILIR will need to meet frequently with senior leaders across the entire Schulich School of Medicine & Dentistry. The ILIR will have excellent access to the Dean and Vice Dean, Medical Education and this will be recognized with "dotted line" reporting recognition.
3. The ILIR will be a member of the Senior Leadership Council, Executive Committee of Schulich Council and periodic participation in Clinical Chairs meetings and other senior level groups as necessary (CRC Chairs for example).
4. Ongoing and frequent contact with Western's Special Advisor to the Provost (Indigenous Initiatives). There may be an opportunity for shared resources across various Faculties within Western.

Requirements (Essential Qualifications):

Above all we seek an accomplished and dynamic leader who is skilled as a communicator and advocate. This will be an individual who has an understanding of traditional Indigenous ways of knowing and practices. Moreover, they will have integrity and credibility with local Indigenous communities.

- Effective leadership experience that can be demonstrated
- Experience with leading organizational cultural change
- A true team player who is more interested in overall goals versus personal attainment
- Experience with diverse populations and anti-racism efforts
- Respected by peers as a leader who can lead by example
- Financial and budgetary acumen
- A strong track record as an articulate and clear communicator

Requirements (Preferred Qualifications):

- MD, DDS, PhD or equivalent including lived senior leadership experience ideally in a dynamic health-oriented organization or community.
- Experience with research methodology in particular understanding of and appreciation for the Tri-Council Policy Statement 2 which addresses the OCAP ethics code.
- Experience with adult/medical/dental education.

Remuneration: Commensurate with experience and qualifications.