

**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 the College of Family Physicians 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.lecdc.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 http://indigenous.uwo.ca/about-us/indigenization-at-western/indigenous-strategic-plan.html](http://indigenous.uwo.ca/about-us/indigenization-at-western/indigenous-strategic-plan.html)

To apply: Review of applications will begin after June 23, 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.

ILIR Role Description

Title: Indigenous Leader in Residence (ILIR)

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

Purpose: The ILIR will act as the champion for all aspects of the Indigenous Health Action Plan (November 2017) and for leading the Schulich School of Medicine & Dentistry in achieving 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 impact all aspects of the School’s functioning (education, research, faculty & professional development, administration etc.). The ILIR will also represent the School externally with regard to Indigenous initiatives and will serve as the primary media spokesperson for the School concerning Indigenous Health.

Key Accountabilities:

1. Serves as the catalyst to ensure the Indigenous Health Action Plan is on target with changes, trends and future developments and that it remains an integrated priority of Schulich Medicine & Dentistry in the future.
2. Establishes respectful relationships with Indigenous Communities (primarily those in Southwestern Ontario) and for those interested in working with Schulich to determine the best mechanism for ongoing engagement and collaboration.
3. Advises the Dean and Vice Dean on appropriate resource allocation associated with the Indigenous Health Action Plan.
4. Serves as the faculty lead and representative of the Schulich School of Medicine and Dentistry for all Indigenous initiatives at Western. This will include working with other strategic partners (e.g. Western’s Special Advisor to the Provost) to improve the health of Indigenous Peoples generally.
5. Works with Indigenous Communities to improve access to medical education for interested students including appropriate recruitment efforts and pathway programs. The ILIR will be fully engaged in improving admissions protocols within the Schulich School.
6. Will ensure that the core educational programs offered at Schulich Medicine & Dentistry are compliant with the spirit of TRC recommendation #24. This will also include a focus on faculty and staff training.
7. Supports 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).
8. Leads the cultural transformation at Schulich Medicine & Dentistry to be a model of equity, diversity, and inclusivity for Indigenous peoples.
9. Acts as a role model for work life balance, self-care, and care of others.

Key Outcomes:

1. Implementation of the short, medium and long term goals in the Indigenous Health Action Plan.
2. Partnerships with Indigenous Communities in Southwestern Ontario in efforts to de-colonize the academy and to improve the cultural sensitivity of our future physicians and dentists.
3. Established collaborative relationships with Indigenous Services at Western.
4. Intercultural competency will be a core component of all Schulich education programs.

5. The Schulich School of Medicine & Dentistry is held in high regard by South Western Ontario Indigenous communities and peers in medical and dental education.
6. Schulich School of Medicine & Dentistry initiatives are in alignment with other Faculties at Western University and with Western's Indigenous Strategic Plan.
7. An increased number of Indigenous health profession students, staff, and faculty at Schulich.

Support & Resources:

1. The ILIR will advise the Dean and Chief Operating Officer on the resources required to implement the Indigenous Health Acton Plan.
2. The ILIR will meet frequently with senior leaders across the entire Schulich School of Medicine & Dentistry, and will have excellent access to the Dean and Vice Dean - Medical Education. The ILIR will be a member of the Executive Committee of Schulich Council and all other senior level groups as necessary.

Requirements (Essential Qualifications):

We seek an accomplished and dynamic Indigenous 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 credibility with local Indigenous communities in Southwestern Ontario

- Demonstrated Effective leadership experience
- Experience with leading organizational cultural change
- Team oriented and collaborative
- Respected by peers as a leader who can lead by example
- Strong communicator

Requirements (Preferred Qualifications):

- MD, DDS, PhD or equivalent including lived senior leadership experience ideally in a dynamic health-oriented organization or community.
- Familiarity with the diversity of lived experience of Indigenous peoples and particularly with Southwestern Ontario nations.
- Experience with a broad spectrum of learners, with an interest in learners in health professions.

Remuneration: Commensurate with experience and qualifications