



UNIVERSITY
OF MANITOBA

**Indigenous Scholars Fund
2017/18
Call for Proposals**

Submission Deadline: Friday, September 29, 2017

The University of Manitoba's Indigenous Scholars Initiative is supported by a fund that will be distributed on a competitive basis to faculties, schools, libraries and units with academic staff ("academic unit") for the recruitment of Indigenous Scholars who work in scholarly areas that will advance our goals in Indigenous Achievement. *Indigenous Scholars* refers to scholars who are of Canadian Indigenous background (e.g., First Nations, Métis or Inuit), and specialize in topics relevant to Indigenous experience in the academic context(s) of the applying unit. In fields where the pool of qualified Canadian candidates is limited we may also consider scholars who are not of Canadian Indigenous background but are Indigenous in their respective countries/territories and whose areas of specialization complement the University of Manitoba's goals of Indigenous achievement.

Purpose

The purpose of the University of Manitoba Indigenous Scholars Fund is to support the recruitment of up to six (6) new Indigenous scholars to further advance our commitment to Indigenous Achievement as stated in our Strategic Plan, 2015-2020, *Taking Our Place*:

"Manitoba has a large and growing Indigenous population. This population is younger and growing at a faster rate than the non-Indigenous Canadian population. In fact, it is predicted based on Statistics Canada Census data that Indigenous peoples will comprise nearly 19 per cent of Manitoba's population by 2026. The success of First Nations, Métis and Inuit peoples and communities is vital to the health and well-being of our province and, indeed, our nation. By incorporating Indigenous perspectives into our learning, discovery and engagement programs, the University will help to transform the lives of both Indigenous and non-Indigenous peoples and communities, and make Manitoba and Canada a better place to live. Through the sharing of Indigenous knowledge, cultures and traditions across our campuses, we will build a stronger foundation for students, staff and the wider community.

We are committed to fostering the development of the next generation of Indigenous leaders by providing an inclusive and supportive learning environment that promotes Indigenous student success from the time of admission through graduation and beyond. As Manitoba's research university, we are dedicated to advancing Indigenous research and scholarship, becoming a centre of excellence for this work. In addition, we seek to play a greater role in reaching out to First Nations, Métis and Inuit K-12 students to better

support academic success, building a more prosperous and fulfilling future through post-secondary studies for Indigenous families, communities, Manitoba and the rest of Canada. In all our activities, the University acknowledges the need to work respectfully and collaboratively in partnership with First Nations, Métis and Inuit communities.”

Type of Support

Normally, baseline allocations (salary and associated benefits) will be made to support the recruitment of tenure-track/tenured assistant or associate professors, probationary or continuing instructors (I or II) and/or librarians. Normally, the baseline allocation will be in alignment with the current Academic Position Management Median (APMP) rates by unit but requests for exceptions to provide funding above the unit median may be considered.

Guidelines

Eligibility: Academic units at the University of Manitoba are eligible to apply to the Indigenous Scholars Fund. Proposals must be submitted by the Dean/Director/Unit Head of the academic unit involved.

Proposals:

Academic Units are asked to submit a proposal that outlines the academic position and its alignment with our priorities regarding Indigenous Achievement as stated in “[Taking Our Place](#)”.

Submissions: All proposals must be submitted by the Dean/Director/Unit Head. Ranking is not required but the submissions must have the support of the Dean/Director/Unit Head.

Criteria: Proposals that increase equity and diversity by appointing Indigenous academic staff in a unit, that advance our institutional goals in Indigenous Achievement as stated in *Taking Our Place*, and that advance the academic goals of the unit will be considered.

Deadline: Friday, September 29, 2017

Timeframe: Successful applicants will be notified in October. Searches to commence and be completed for appointments starting July, 1 2018.

Funding Flow: Funds will not be transferred to the unit until candidates are identified and in place. Baseline and prorated budget funds will be provided at that time.

The Vice-Provost (Indigenous Engagement) and the Vice-Provost (Academic Affairs) will work with successful units to coordinate the recruitment and hiring for these positions and the support of the scholars once appointed to these new positions.

Feel free to contact my office if you have any questions. We look forward to receiving your proposals.

Applications for the Indigenous Scholars Fund must include the following (8 pages maximum):

Proposals ***MUST*** confirm that an 18.B.2.1 committee meeting has been held in support of the position as a priority area (as per the [UMFA collective agreement](#) which states that “the academic staff members with faculty rank of the department meeting in committee shall recommend to the dean/director the priorities and procedures whereby candidates shall be sought, assessed and recommended for appointment. A reasonable number of academic staff members with faculty rank of a department shall participate in an advisory role in the search process.” Applications that have not met this requirement will not be considered.

1. Position Title (include academic unit, rank, position type, department, if applicable, and area).
2. Description of position and duties. Outline the areas of teaching, research, service, and community engagement.
3. Statement confirming that an 18.B.2.1 meeting has occurred.
4. Description of the support for the position being provided by the unit (e.g., start-up funds, research support, teaching reductions, opportunities for collaboration, potential community partners).
5. Justification of how the position aligns with the University’s Strategic Plan as well as how it supports / builds on the development of Indigenous Achievement within the unit. Collaboration with other units may also be detailed here.
6. Relationship of the position to the academic equity and diversity staffing plan of the unit. Indicate how the position will enhance the employment equity plan of the unit. Include details on the current numbers of academic staff and students that are Indigenous within the faculty/unit.
7. Outline the search process by identifying areas where advertisements will be placed and specifying ways of recruiting to ensure success (include names and locations of possible qualified Indigenous candidates). Proposals should name potential individuals who might be recruited to the position.
8. Statement of support from the Dean/Director/Unit Head if more than one proposal is being submitted by the unit. (It is not necessary to rank submission from a unit, but the Dean/Director/Unit Head must indicate support by reviewing and signing all submissions and then forwarding them to our office.)

Submit applications to: norman.delosreyes@umanitoba.ca

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