

Associate Dean, Indigenous Health (ADIH)

Surrey

SFU Department: **School of Medicine – Dean’s Office**

of openings: 1

Who We Are

Simon Fraser University is a leading research university, advancing an inclusive and sustainable future. Our purpose – the essence of SFU – is to create and connect knowledge, learning and community for deeper understanding and meaningful impact. We are committed to fostering excellence, innovation, belonging and community in all that we do.

Help build B.C.’s new medical school from the ground up!

At Simon Fraser University's School of Medicine, we envision a medical education system where students and residents learn as part of a team in primary care and other community-level settings, in patient-centred environments, and with a curriculum that considers social, environmental and prevention contexts. As we establish the school in Surrey, B.C., our growing relationships with the local community, Fraser Health Authority, First Nations Health Authority, physicians and Indigenous partners will help us to meet the diverse health needs of the communities we serve and improve access to primary care throughout the province. We seek to advance reconciliation by embedding and equalizing Indigenous knowledge systems in our learning, research and practices while resting on a solid foundation of high-quality, accredited education and world-class research efforts that keep us oriented towards measurable socially accountable outcomes.

About the Role

The School of Medicine at Simon Fraser University invites applications for an Associate Dean, Indigenous Health (ADIH). The associate dean appointment will be for a 3-year term, renewable, with an underlying faculty position. The underlying faculty position will be continuing and will be made at the appropriate rank and category, commensurate with experience. Alternative appointment arrangements (such as half-time) may also be considered to facilitate other commitments candidates may have.

The salary for the successful applicant will depend on the rank, category of appointment, and experience of the candidate, however, a reasonable estimate of the salary range is **\$220,000 - \$270,000** (inclusive of an administrative stipend for the Associate Dean role and prorated depending on other commitments outside of academic work).

The Associate Dean Indigenous Health for the SFU School of Medicine (SM) provides critical leadership in conceptualizing and implementing the integration of Indigenous ways of knowing and being into all operational and academic aspects of the SFU SM. The ADIH reports to the Dean, SFU SM, and is a member of the senior executive team of the SFU SM.

Key Areas of Involvement

The main objective for the ADIH is the development and implementation of a comprehensive strategy for embedding respectful and relevant Indigenous content, perspectives and practices into the culture of the SFU SM, and developing an approach to engaging and collaborating with First Nations, Métis and Inuit peoples in ways that uphold and align with the [Declaration on the Rights of Indigenous Peoples Act](#) (DRIPA). The strategy will inform and guide all aspects of the School of Medicine, including curriculum development, instructional approaches, faculty development, admissions, Indigenous (First Nations, Métis and Inuit) student recruitment and support, infrastructure design, human resources, etc.

The ADIH will build upon the foundations laid by the interim ADIH; one of the key deliverables will be the establishment of priorities and timelines for the role. Examples of key deliverables for the ADIH may include:

- Leading a collaborative process by which to establish a set of principles and values to guide the manner in which SFU SM engages with First Nations, Metis and Inuit Peoples and/or honours and upholds Indigenous cultures, knowledges, processes and ways of working.
- Establishing the foundation of practices and policies needed to achieve the main objective(s).
- Developing and maintaining meaningful relationships and systems for consultation and cooperation with Indigenous Peoples (First Nations, Métis and Inuit), communities and organizations including the First Nations Health Authority (FNHA).
- Building and maintaining relationships and partnerships with host Nations in the Fraser Region.
- Convening the SFU SM Indigenous Network/Caucus that connects Indigenous participants in SFU SM committees and working groups to ensure a loud and strong Indigenous voice in the establishment and operation of the SFU SM.
- Leading the recruitment of and support for the SFU SM Elders and Knowledge Keepers Circle.
- In collaboration with the SFU EDI lead, establishing protocols for ensuring that Indigenous and EDI principles, values and practices are viewed as separate, but interconnected, in the SFU SM.
- Leading the development of systems and processes to embed cultural safety and humility into SFU MS curriculum and operations. Establishing processes for collaboration with key SFU functions (such as HR, Finance, Registrar/Student Services, Marketing/Communications, etc.) and with SFU Indigenous leadership and SFU SM partners to promote best practices for the SFU SM.
- Planning for and implementing hiring members of the support team needed to help carry the work forward in a good way with a priority on hiring Indigenous people.
- Liaising with SFU SM partners in the FNHA and the Fraser Health Authority to ensure collaboration on Indigenous initiatives and matters of the SFU SM.

Other Responsibilities of the Role of ADIH

- Be a senior leader and face of the SFU SM in discussions internally within SFU and externally with partners and levels of government.
- Actively contribute to curriculum development for SFU SM medical education programs, beginning with the MD program; ensuring that cultural safety and humility are embedded.

- Chair the SFU SM Indigenous Admissions subcommittee Actively contribute to the development of SFU SM selection and admissions policies and procedures as a member of the SFU SM Admissions committee.
- Actively contribute to the development of SFU SM Indigenous Learner Support policies and procedures and lead the recruitment of Indigenous learner support workers, including Elder(s).
- Lead the development of a BC Indigenous Health Leaders Forum that brings together Indigenous people involved in all aspects of health care in the province. Ensure representation of SFU SM at provincial, national and international levels, including organizations and bodies such as the BC Indigenous Physicians Network, the UBC Centre for Excellence in Indigenous Health, the Indigenous Physicians Association of Canada (IPAC), the Association of Faculties of Medicine of Canada (AFMC), the College of Family Physicians of Canada (CFPC), the Royal College of Physicians and Surgeons of Canada (RCPSC) and the Pacific Region Indigenous Doctors Congress (PRIDoC).

Qualifications & Experience:

- Eligibility to hold a license to practice medicine in British Columbia preferred
- M.D. (Doctor of Medicine) preferred
- Ph.D. in a field related to health care desired
- Health care education and/or post-secondary education preferred
- Excellent knowledge and understanding of and respect for Indigenous cultural identities and values is required
- An equivalent combination of education, training, and experience may be considered.

**Credentials verification will be required.*

Additional Information:

In accordance with Section 42 of the BC Human Rights Code, this opportunity is limited to applicants who self-identify as Indigenous and have Indigenous ancestry. Candidates invited to submit a self-identification narrative/story of their Indigenous lived experience and a letter of support from Indigenous community to be considered for this position. We understand and acknowledge the deleterious effects of colonial and ongoing systems and structures such as residential schools, the 60s scoop and “status” cards on Indigenous (First Nation, Inuit or Métis) identity. This process is therefore intended to be interpreted in a broad understanding of Indigenous lived experiences and Indigenous community. Examples of support could include letters from urban-based organizations, respected community elders outside place-based family/Nations for those in the process of reclaiming place-based connections and/or similar expressions of support. We acknowledge the potential emotional labour and/or (re)traumatizing impacts of sharing personal narratives in this context and encourage applicants to consider this fully in their decision-making to apply.

SFU recognizes and honours the title and rights of Indigenous people as stated in the [United Nations Declaration on the Rights of Indigenous Peoples](#) (UNDRIP) and we respect and partner with the host Indigenous Nations on which our campuses are located. We have the responsibility to illuminate the truth of Indigenous people in Canada and around the world and to begin to chart a path of Reconciliation.

To apply, please submit the following materials to Carol Lai, Senior Advisor of Academic Affairs at ms_academic_affairs@sfu.ca:

- Curriculum vitae
- Names and contact information of three referees
- Self-identification narrative of Indigenous lived experience
- Letter of support from Indigenous community

* Complete a self-identification survey: <https://www.surveymonkey.ca/r/VSXZJJW>

SFU encourages applications from all qualified candidates; however, Canadian citizens and permanent residents will be given priority.

Applications received by September 30, 2024 will be given full consideration. The posting will remain open until the position is filled.

Simon Fraser University is an institution whose strength is based on our shared commitments to diversity, equity and inclusion. Diversity is an underlying principle of our Strategic Vision, which pledges SFU to “foster a culture of inclusion and mutual respect, celebrating the diversity reflected among its students, faculty, staff and our community.” SFU is committed to ensuring no individual is denied access to employment opportunities for reasons unrelated to ability or qualifications. Consistent with this principle, SFU will advance the interests of underrepresented members of the work force, including Indigenous peoples, persons with disabilities, racialized persons and women; embrace gender and sexual diversity; ensure that equal opportunity is afforded to all who seek employment at the University; and treat all employees equitably. Candidates that belong to underrepresented groups are particularly encouraged to apply.

Personal information that forms part of an application is collected under the general authority of the Freedom of Information and Protection of Privacy Act and applicable University Policies. For further details see the full [Collection Notice](#).

What We Offer

At SFU, our goal is to ensure our people are valued and supported by promoting a healthy work-life balance, professional growth and development, as well as a safe and respectful workplace. Information on benefits can be found at the following link: <https://www.sfu.ca/human-resources/faculty/benefits/long-term-faculty.html>