

Position Description & Profile

President & Vice Chancellor (President)

A. General Overview of Duties

Reporting to the Algoma University Board of Governors, the President & Vice-Chancellor (President) is responsible for the overall leadership, management, and advancement of the University. The President ensures that Algoma University fulfills its distinctive dual Special Mission — providing a first-class university education across multiple campuses: Sault Ste. Marie, Timmins and Brampton — while embracing its unique relationship with the Anishinaabe peoples.

The President provides strategic, operational, and cultural leadership that sustains and enhances Algoma University's academic excellence, community impact, and financial sustainability. As the University's chief spokesperson and ambassador, the President represents Algoma University to a broad range of audiences and partners, both within Canada and internationally, and fosters partnerships across the post-secondary, government, Indigenous, business, and research sectors.

The President fosters a caring, student-centric culture that attracts and retains great undergraduate students and ensures the services are provided for a first-rate student experience, while also attracting and retaining excellent faculty and staff, including a high-performing senior leadership team.

The President upholds and advances the University's strategic plan, dual Special Mission and bi-cameral governance system, working closely with Senate to promote shared governance, collegiality, and academic freedom across the institution.

B. Specific Duties and Responsibilities

The responsibilities of the President and Vice-Chancellor fall under four overlapping areas:

- University Vision and Strategic Direction
- Operational Leadership, Management, and Financial Sustainability
- Campus Culture, Community, and Indigenous Relations
- External Partnerships, Engagement, and Reputation Building

University Vision and Strategic Direction

The President develops, articulates, and delivers a bold, aspirational, and forward thinking, long-term vision that attracts students, faculty, staff, donors, investments, and collaborations to Algoma. To this end, the President:

- Leads the development and execution of a bold, collaborative, and forward-thinking strategic plan that reflects Algoma's distinctive mission and values.
- Ensures that the University's strategic priorities are clear, timely, and sustainable, and that they anticipate future challenges and opportunities in higher education.

- Aligns the University's structure, resources, and culture with its strategic and academic objectives.
- Fosters an environment that supports excellence in teaching, learning, and research, while advancing reconciliation and decolonization.
- Works collaboratively with Senate, the Board of Governors, and campus communities to ensure transparent, consultative decision-making.
- Advances Algoma's position as a regional and national leader in Anishinaabe education and community-engaged research.

Operational Leadership, Management, and Financial Sustainability

The President leads, guides, and supports University operations, ensuring its ongoing fiscal health and long-term sustainability. To this end, the President:

- Provides effective, strategic leadership to the University's senior leadership team and operations across all campuses.
- Ensures strong governance practices, transparent communication, and accountability across all administrative units.
- Oversees budgets and financial planning, ensuring prudent fiscal management and long-term sustainability.
- Supports collective bargaining in a collaborative and respectful manner.
- Diversifies the University's revenue sources through innovative partnerships, entrepreneurship, and fundraising initiatives.
- Champions modernization and digital innovation in academic and administrative systems to enhance efficiency and student success.
- Ensures timely reporting and financial accountability to the Board of Governors.
- Identifies, assesses and evaluates any risks (financial, cybersecurity, academic, etc.), and establishes mitigation strategies to address such risks.
- Proactively identifies strategic opportunities to diversify and sustain revenue.

Campus Culture, Community and Indigenous Relations

The President leads and sets the tone for a high-performing, collaborative, empowered team environment and a vibrant, caring, and compassionate community of students, faculty, and staff who are guided by a shared vision and sense of common purpose. To this end, the President:

- Cultivates an inclusive, student-centered, and respectful institutional culture across all campuses.
- Champions Algoma's dual Special Mission and its relationship with Anishinaabe Peoples, developing models for collaborative leadership and meaningful Anishinaabe participation in governance and operations.
- Advances the inclusion of Indigenous perspectives across curriculum, research, and community engagement.
- Oversees Makwa Waakaa'igan and Shingwauk Residential Schools Centre, ensuring continued truth-telling, healing, and education.
- Builds a strong, cohesive, and high-performing leadership team that embodies collaboration, integrity, and care.

- Promotes open, transparent, and consistent communication with students, faculty, staff, alumni, and external partners.
- Supports initiatives that foster diversity, equity, inclusion, wellness, and sustainability.

External Partnerships, Engagement, and Reputation Building

Serving as a respected spokesperson, the President furthers Algoma's reputation and relationships with a range of partners to advance Algoma's position, locally, nationally, and internationally. To this end, the President:

- Serves as Algoma University's principal ambassador, strengthening its reputation locally, regionally, nationally, and internationally.
- Builds and maintains strong, collaborative relationships with government, industry, Indigenous partners, research institutions, and community organizations.
- Actively engages alumni, donors, and friends of the University in philanthropic and advancement initiatives.
- Advocates effectively for Algoma within the higher education sector, particularly with government ministries and associations.
- Leads comprehensive strategies for communications, issues management, and reputation enhancement.
- Represents Algoma University with authenticity and confidence as a visible, respected public figure.

Direct Reports

- Vice President, Academic and Research
- Chief Financial Officer
- Chief Operations Officer
- Chief Human Resources Officer
- Vice President, Growth, Innovation and External Relations
- Vice President, Nyaagaaniid, Anishinaabe Initiatives, Equity, Diversity & Inclusion
- University Registrar & Executive Director, Student Services
- University Secretary
- President's Office Personnel

Ideal President & Vice Chancellor Profile

Selection Criteria

The next President & Vice-Chancellor of Algoma University will be a visionary, compassionate, and courageous leader who embodies the spirit of the University's dual Special Mission. They will inspire trust and collaboration across a diverse community, champion Truth and Reconciliation, and position Algoma as a thriving, inclusive, and globally connected university of choice.

The selection criteria listed below align with the President's job duties and responsibilities and were developed in consultation with the Algoma community.

Visionary and Strategic Leadership

The ideal candidate is a respected, service-oriented, and experienced leader with vision and a high degree of strategic foresight and agility, who can demonstrate:

- Passion for higher education, Truth and Reconciliation, and Algoma's regional and national role.
- Strategic foresight and the capacity to guide the University through change and transformation.
- Commitment to collaborative, transparent, and inclusive decision-making.
- Academic credibility and a record of fostering research and teaching excellence.
- The ability to lead with both empathy and decisiveness in times of opportunity and challenge.
- The courage, confidence, and willingness to take appropriate, informed, and manageable risks.
- A consultative, consensus-building, and engaging approach with comfort for making difficult decisions and choices with limited data, ambiguity, uncertainty, and disruption.
- Systems-wide thinking approach and experience leading within a complex and dynamic academic and operational environment.

Operational Leadership, Management, and Financial Sustainability

The ideal candidate is a skilled, decisive, and proven operational administrator, who can demonstrate:

- A record leading, empowering, motivating, and enabling teams to excel.
- Experience balancing fiscal prudence with innovation and risk management.
- Ability to align organizational resources and budgets with institutional goals.
- Success leading sustainable, equitable change and growth that considers human, financial, legal, environmental, community, socioeconomic, and cross-cultural factors.
- Evidence-informed decision making when managing budgets, setting priorities, making difficult choices, evaluating and addressing the implications of their decisions.
- Managerial insightfulness, flexibility, and acuity in a collaborative decision-making environment.
- Ability to skillfully lead and navigate a complex organization through a period of fiscal challenge and economic uncertainty.
- Experience with labour relations, with the ability to offer strategic insights on employee relations and contract negotiations.
- Judgement, diplomacy, political acumen, and experience facilitating and chairing executive level meetings.

Community Building and Indigenous Engagement

The ideal candidate is a visible, engaging, and accessible community builder, who can demonstrate:

- A commitment to Truth and Reconciliation and Indigenous education.

- Ability to foster the establishment and maintenance of strong relationships between the University and Indigenous Peoples, with mutual respect to create a deep network of support for students, staff and faculty within the University and advance the inclusion of Indigenous perspectives.
- Experience fostering inclusion, belonging, and wellness for students, faculty, and staff.
- Understanding of academic governance and the value of collegiality within Senate and the Board of Governors.
- Cross cultural competence and experience with a demonstrable commitment and track-record leading initiatives to advance equity, diversity, inclusion, and accessibility.
- Success leading interdisciplinary efforts, and a holistic and integrative mindset and appreciation for each and all academic areas and how they can together enrich Algoma and support its academic mandate and mission.

External Relations, Advocacy and Reputation Building

The ideal candidate is an enthusiastic, outgoing, and inspiring Algoma representative, who can demonstrate:

- Strong advocacy skills and political acumen in government, academic, and community contexts.
- Ability to serve as a persuasive spokesperson and storyteller for Algoma University's dual Special Mission and successes.
- Record of cultivating partnerships across government, industry, and the non-profit sector.
- Proven fundraising and advancement experience, including donor and alumni engagement and relationship management.
- Appreciation for the role of higher education in advancing economic and social development in Northern Ontario and beyond.
- Knowledge of and comfort advocating to the municipal, provincial and federal governments by working with Universities Canada and Council of Ontario Universities would be an asset.
- Skills or experience in crisis communications, issues management, and media relations.

Approved by the Board of Governors on November 19, 2025