

**REPORT TO THE OGIMAAWIN ABORIGINAL GOVERNANCE COUNCIL,  
LAKEHEAD UNIVERSITY  
FROM  
LAKEHEAD UNIVERSITY ADVISORS COMMITTEE**

**Reporting on Advisors meeting held Tuesday, January 8, 2013.**

**Lakehead University Aboriginal Faculty Recruitment and Retention Study:**

- Reported by Dr. John Hodson and Dr. Peggy Smith for Subcommittee
- Recommendations Report was reviewed. Extensive discussion followed. The committee reviewed the recommendations report as distributed and series of revisions were made.
- The committee agreed that the wording for the recommendations will be further reviewed by Ms. K. Roche, Secretary of O-AGC and Ms. Y. Wanakamik, Acting Vice-Provost, Aboriginal Initiatives to ensure that all recommendations fit within the governance structures at Lakehead University. These revisions will be reviewed at the next O-AGC Advisors Committee meeting on February 12, 2013.
- Dr. J. Hodson will prepare an Executive Summary on the findings of the Recruitment and Retention of Aboriginal faculty questionnaire that will accompany the recommendations and his original report for the next Advisors Committee meeting on February 12, 2013. This will be distributed to committee members as one entire package.
- Discussion focused, in large measure, on the mandate of the Ogimaawin-Aboriginal Governance Council and what that does and does not allow regarding advocacy.

**Strategic Planning for Aboriginal Programming at Lakehead University**

- **Translation of “First Roots”:** Mr. Bruce Beardy advised by e-mail on November 16, 2012 that the translation of “First Roots” in Oji-Cree would be “Nishtam Watapiin.”
- A subcommittee has been formed and will be meeting to discuss the O-AGC Strategic Plan.

**Joint Senate Academic Committee/Ogimaawin – Aboriginal Governance Council Subcommittee has been re-activated**

- **Joint SAC/O-AGC:** Dr. J. Hodson was appointed as the Chair of Joint SAC/O-AGC subcommittee. He noted that sub-committee has met twice since December and they are currently working on developing a critical path and timelines for pertinent action items.
- Additionally, this sub-committee has started a review the Aboriginal Academic Programming Survey Report that includes a comprehensive inventory of Aboriginal content courses offered at Lakehead University. It was noted that the survey had most recently been updated in 2010.
- Dr. J. Hodson advised that this sub-committee is responsible for making regular reports to the Senate Academic Committee.

### **For Discussion: Orillia Campus – Retention of Aboriginal Staff**

- At the O-AGC meeting held on November 19, 2012, as part of the Orillia Campus update, it was noted that often good employees are found and trained but then are offered employment at other institutions elsewhere with benefits and full-time employment. A recommendation was made that this topic be added to the next Advisors Committee meeting for discussion and recommendations.
- Dr. S. Wolf had advised that the retention of Aboriginal staff had been discussed at the time when the recruitment and retention of Aboriginal faculty issue had been brought forward to AMC (now known as O-AGC) and at that time AMC had decided to focus only on the recruitment and retention of Aboriginal faculty.
- Y. Wanakamik advised that Lakehead University has begun a job evaluation process for administrative positions. The purpose of this job evaluation review is to ensure internal equity among management and non-union positions at Lakehead University.
- Due to time constraints this issue could not be discussed in its entirety. This will need to be reviewed again for discussion and recommendations at the next Advisors Committee meeting on February 12, 2013.
- This matter was given only a brief discussion. While the most recent occurrence of loss of Aboriginal staff took place in Orillia, the loss of Aboriginal staff has been a problem in Thunder Bay as well. In future meetings, we will give this matter a fuller hearing.

**Selection of Chair/Co-Chair:** Dr. S. Wolf advised that she will be on sabbatical effective July 1, 2013. It would be ideal if a new Chair or Co-Chairs could be identified by March 26, 2013 as this will be our last Advisors Committee meeting of the 2012-2013 academic year. This will be discussed again in further detail at the next Advisors Committee meeting on February 12, 2013.

**Aboriginal Research:** It was suggested that Dr. Rui Wang, Vice-President (Research, Economic Development and Innovation) be invited to the O-AGC Meeting on January 21, 2013 to speak about the strategies for supporting Aboriginal research at Lakehead University going forward.

- Ms. K. Roche, Secretary of O-AGC will bring this request to the attention of Ms. Nancy Bouchard, Chair of O-AGC and will also extend an invitation to Dr. R. Wang.

My deep appreciation goes to Ms. Ashley Dokuchie for her written report on action items arising from the January 8<sup>th</sup> Advisors Committee meeting. Much of this report came from Ashley's action items report.

Submitted Monday, January 14, 2013

For Ogimaawin Aboriginal Governance Council Monday, January 21, 2013.

Sandra Wolf, Ph.D

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