



University of Victoria

DEAN,
FACULTY OF HUMAN AND SOCIAL DEVELOPMENT

Executive Summary

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University of Victoria

ORGANIZATIONAL OVERVIEW

THE UNIVERSITY OF VICTORIA

The University of Victoria (UVic) is recognized as one of Canada's leading research universities and offers a rich and supportive learning community for students and faculty alike. Established in 1963, following 60 years of university-level teaching as Victoria College, it is widely recognized for leadership in research, inspired teaching, a broad-based co-op program, and community engagement. Ranked consistently among the top universities in Canada and internationally, its success is built on the high quality of its educational offerings and student experience, excellence in research, and the integration of research into teaching.

UVic offers a wide range of undergraduate and graduate programs, including professional degrees. More than 20,000 students, including 3,000 graduate students, are enrolled in academic programs offered by the University's 10 Faculties - Business, Education, Engineering, Fine Arts, Graduate Studies, Human and Social Development, Humanities, Law, Science, and Human and Social Development – and its two Divisions - Medical Sciences and Continuing Studies. The University has nearly 5,000 employees, including 850 faculty members. We award about 4,300 degrees a year and have over 100,000 alumni worldwide. Campus events, including plays, concerts, ceremonies, art exhibitions, conferences, continuing studies programs, public lectures, films and athletic events attract a total audience of more than 500,000 annually.

UVic takes pride in its inclusive and increasingly diverse community of students, faculty and staff. We are committed to fostering a personally engaging and intellectually stimulating learning environment. With many students working from afar, our online programs are designed to combine studies with work and family responsibilities. This allows for diverse backgrounds of learners, cultures and locations, which make up our community. The university supports students through a responsive curriculum and a variety of co-curricular activities and services. We are home to one of the largest university co-operative education programs in Canada, integrating academic studies with relevant paid work experience in more than 45 academic areas. Our strong focus on civic engagement is reflected through community-based internship, field schools, research and clinical programs, continuing education, artistic collaboration, athletic opportunities and knowledge transfer initiatives.

Situated on traditional Coast and Straits Salish territory, UVic is recognized for its commitment to and expertise in innovative programs and initiatives that support Aboriginal students and communities.

More information about the University of Victoria is available at www.uvic.ca.



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THE FACULTY OF HUMAN AND SOCIAL DEVELOPMENT

The Faculty of Human and Social Development (HSD) makes a difference in the community through multidisciplinary scholarship and effective community partnerships. HSD is a leader in health, social well-being of children, families and communities, and excellence in governance. The Faculty has a strong track record of success in the areas of community-engaged research, Indigenous scholarship, community and government partnerships, distance learning, and innovative graduate programs. Central to the mission of the Faculty is a genuine concern for individual, community and social well-being, which is reflected in all School programs and activities. The HSD Dean collaborates with a strong team of Directors to implement the mission and strategic directions of HSD.

The HSD Faculty is home to the Schools of: Child and Youth Care, Health Information Science, Nursing, Public Administration, Public Health and Social Policy, and Social Work, as well as a graduate program in Indigenous Governance. Undergraduate and graduate programs offered in the Faculty result in academic credentials and/or professional qualifications that prepare graduates to engage in important intellectual and practical work across a diverse array of research, policy and practice contexts. HSD has a reputation for high quality teaching and excellence in innovative programs of research that are responsive to community needs and professional practice.

The Faculty of Human and Social Development has a long history of offering distance education and distributed learning. Distance education programs allow our students to continue to be leaders and innovators in the communities where they reside while expanding their academic horizons.

To learn more about the Faculty of Human and Social Development please visit www.uvic.ca/hsd.



KEY OPPORTUNITIES AND CHALLENGES

The next Dean of the Faculty of Human and Social Development will:

- Spearhead the development, review and renewal of the Faculty's strategic plan in the context of the University's Enhanced Planning initiative
- Support the collaborative, faculty-wide strategic goals of the Faculty while facilitating the conditions for each School/Program to be successful
- Successfully develop and creatively expand resources through fundraising to support the Faculty's mission and strategic plan
- Develop positive manner of working with faculty through the transition to a unionized environment
- Champion the Faculty of Human and Social Development in times of fiscal restraints
- Foster and support continued faculty research productivity, teaching effectiveness and innovation
- Promote interdisciplinary research and scholarship
- Create a firm strategic enrolment management plan to accommodate anticipated future growth
- Facilitate the recruitment and retention of skilled faculty and staff and continue to attract and nurture top undergraduate and graduate students
- Continue to promote and enhance positive student engagement, experiential learning; and strong professional identities
- Enhance the Faculty's profile provincially, nationally and internationally
- Support and expand opportunities for on-line learning, study abroad, field schools and experiential learning to broaden engagement of diverse learners
- Work to facilitate the transition and development of succession planning
- Promote and support Indigenous and interdisciplinary scholarship and learning
- Continue to foster and maintain strategic alliances internally and externally (locally, nationally and globally)

POSITION RESPONSIBILITIES

The Dean is the chief academic and administrative officer of the Faculty of Human and Social Development and a member of the senior leadership team of the University of Victoria. She or he is responsible for providing leadership, in collaboration with the Deans of the other Faculties and senior administrators, in the articulation and implementation of the University of Victoria's Strategic Plan. The Dean facilitates collaboration and leadership within the Faculty and is expected to play a national leadership role in shaping post-secondary education in Canada.

Leadership and Vision

- Provide collaborative and visionary leadership to the Faculty, exemplifying its core values
- Facilitate the academic strategic planning process for the Faculty of Human and Social Development through a transparent, inclusive and consultative decision-making process, initiating discussion, defining priorities, and developing and articulating the Faculty's vision
- Recognize the distinctiveness of each School/Program within the Faculty
- Champion the continued success of existing programs and development of new programs
- Facilitate the development and updating of relevant policies and procedures that affect the Faculty of Human and Social Development to ensure collegial governance
- Provide a positive and supportive environment for people from all backgrounds in which to work and study, recognizing especially the diversity of programs, cultures and intellectual traditions
- Encourage and model engagement and collegiality within the Faculty
- Communicate regularly with faculty, staff and students
- Foster inclusion and collaboration, allowing the Dean to represent the breadth of the Faculty
- Inspire and capitalize on connections among people, ideas and opportunities, particularly opportunities for Indigenous scholarship and interdisciplinary, community engaged research
- Play an active leadership role in the University as a whole

Research and Scholarly Activity

- Promote excellence and integrity in research and scholarly activity
- Foster the recruitment, development and retention of outstanding teachers, researchers and students and facilitate the research productivity and teaching excellence of the Faculty
- Promote the research of the Faculty to multiple audiences within UVic and externally to other scholarly institutions nationally and internationally, funding providers, donors, the external community, alumni, and students
- Play a key role in developing collaborative initiatives with other units on campus and beyond, with local, provincial, national and international institutions



Advocacy

- Promote and advocate for the Faculty by building effective relationships with a broad range of constituents, including senior administration, faculty members, staff, students, government, community leaders, agencies and key regional, national and international institutions

Teaching and Learning

- Oversee regular evaluation of programs with a view to encouraging improvements and innovations, such as: support for expanded experiential and job force learning experiences, and management of program content in accordance with the mission of the Faculty and with student needs in mind
- Promote excellence in pedagogical activity and foster a climate that encourages faculty and staff to identify innovative avenues of teaching and learning

General Management

- Plan and prioritize personnel needs for the Faculty and establish strategies to enhance its ability to compete in recruitment and retention of high calibre faculty and staff
- Effectively manage the financial and human resources of the Faculty, including sensitivity to work/life balance
- Is accessible, fair, creative, and respectful in dealing with personnel issues, and adopts effective, collegial transparent processes
- Encourage innovation, engagement and collegiality within the Faculty

External Relations

- Work to increase funding support from international, federal and provincial agencies, while demonstrating resourcefulness and creativity in identifying alternative funding sources in collaboration with the Vice-President, Research and Vice-President, External
- Spearhead fundraising activities and participate in institutional fundraising
- Actively support alumni development initiatives
- Build and cultivate key relationships provincially, nationally and internationally that advance the scholarship, learning and research focus of the Faculty
- Actively foster academic partnerships that complement the Faculty's mandate
- Foster relationships with the community and promote civic engagement among faculty, staff and students
- Work effectively to advance the profile of the Faculty within the broader community
- Work towards enhancing the reputation of the Faculty and the University of Victoria



KEY RELATIONSHIPS

Reports to

- Vice-President Academic & Provost

Interacts with

- President, Vice-Presidents, Associate Vice-Presidents
- Board of Governors
- Deans and Directors
- University Librarian
- Faculty and Staff
- Students
- Alumni
- Donors
- Research office
- Collaborators and partners external to the University of Victoria

Provides direction to

- Associate Dean, Academic
- Administrative Officer
- Program Directors
- All faculty
- Staff

CANDIDATE REQUIREMENTS

The successful candidate will bring outstanding academic qualifications, a record of scholarly achievement, administrative experience and leadership, and a passion for advancing the profile of the Faculty of Human and Social Development through scholarship and teaching.

Academic Credibility

- Doctoral degree in a related discipline

Experience

The Search Committee acknowledges that no single individual is likely to meet all of the following criteria in equal measure; nevertheless the successful candidate will be expected to have demonstrated:

- Leadership experience as a dean, associate dean, chair of a department, director of a centre or other relevant administrative experience
- A well-informed appreciation of all programs and disciplines within the Faculty
- A broad understanding of practice, experiential education, and professional development
- Involvement in the facilitation of building, articulating and pursuing a vision for a unit through to successful implementation
- Experience working in a complex environment by establishing priorities and maintaining a balance between short and long-term goals
- A commitment to encouraging a strong research mandate; has encouraged interdisciplinary collaboration and is able to embrace diverse teaching and research approaches
- Familiarity with a multi-disciplinary research environment
- Ability to facilitate and manage change in a large and diverse organization
- Strong communication and advocacy skills to advance the Faculty's priorities
- Demonstrated ability to establish constructive working relationships with student leaders, and experience with effectively resolving undergraduate and graduate student concerns
- A genuine interest in student welfare and a commitment to improving the learning and living environment for students
- Promotion of teamwork, innovation, collaboration, and partnership that would be inclusive of members of the university community
- Collegial leadership abilities and inclusive decision making
- Strong negotiation and mediation skills
- Ability to communicate and implement the necessary strategies for recruiting exceptional faculty and students from within Canada and around the world
- Established interdisciplinary and international linkages that benefit students and faculty
- Experience in budget administration, including the ability to ensure transparency and clarity in the budget process



- Ability to facilitate a climate that nurtures ethical and professional behaviour among students, faculty and staff
- Expertise and experience with Program Review and Evaluation
- Experience and interest in Indigenous programs, scholarship and communities
- Ability to engage in fund-raising for further expansion of the resource base
- Strong entrepreneurial acumen
- Ability to implement equity initiatives in hiring, student recruitment and educational programming

Interpersonal Skills

- The ability to work effectively and collaboratively to build a clear sense of direction and to achieve results within realistic time-frames
- Function well in a fast-paced, dynamic and complex environment
- Seeks regular feedback
- Excellent listening skills
- Make connections among people and ideas, creating a vibrant intellectual environment for students and faculty
- Value transparency and appropriate disclosure
- Has a willingness to learn and to seek advice from others, but has the confidence to make the final decision
- Is persuasive in dealing with diverse constituents
- Demonstrate a commitment to a collaborative and collegial management style, including the ability to coach, mentor and inspire others
- Resolve conflict through negotiation, mediation, or facilitation
- Encourage the professional development of all staff within the Faculty of Human and Social Development
- Foster and promote research, scholarship, creative activities and professional service
- Has a commitment to equity, diversity and inclusion, and sensitivity to the broad range of viewpoints within the University
- Is comfortable with media and public relations and public speaking
- Is balanced, fair and creative; demonstrates good judgment

Personal Characteristics

- Is visionary, innovative, intelligent, enthusiastic, energetic, and optimistic, but also realistic
- Possesses high standards – ethical, integrity, and honesty
- Demonstrates openness and curiosity
- Thrives in the midst of complexity
- Proactively looks for new opportunities and challenges
- Is organized and analytical, with the ability to set priorities and see them implemented in realistic time-frames
- Works effectively under stress
- Authentic, welcoming and cooperative



University of Victoria

VICTORIA, BC

Located on the southern tip of Vancouver Island, Victoria is a community of choice for its temperate climate, natural beauty, recreational sites, and economic opportunities. The city is alive with people and activity with a regional population approaching 360,000. Victoria possesses a wealth of natural and human-made riches, including stunning architecture framed by ocean views and mountain vistas. It is this rare juxtaposition of charming heritage, scenic backdrop and modern cityscape that makes Victoria one of the most special places in Canada. Many visit the city every year to enjoy the natural beauty and charming heritage Victoria offers its citizens everyday.

Victoria is a city of neighbourhoods, each with distinctive character and appeal. Most citizens live within walking distance to parks or the scenic waterfront that surrounds this beautiful city. The downtown is a short walk, bike, transit or car ride away, making it easily accessible for those who like to live close to where they work and play. The city is well known for the diversity of its arts and cultural offerings, which occur throughout the year.

Victoria has earned a reputation as a mecca for adventurers drawn by the limitless outdoor activities available in the city, on Vancouver Island, and throughout the surrounding islands, where outdoor activities take place year round. Due to the varied topography of Vancouver Island, skiing is only four hours away at Mount Washington.

For more information on Victoria please visit: www.tourismvictoria.com or www.victoria.ca.

HOW TO APPLY

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal people, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university.

This is an exciting opportunity to play a leadership role at the University of Victoria.

Should you want to learn more please call Danielle Conn or Maureen Geldart of The Geldart Group at (604) 926-0005 or forward your CV, a letter of introduction and the names of three referees, in confidence, to danielle@thegeldartgroup.com.

We will respond to all who apply.



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