



University of Victoria

DEAN, FACULTY OF LAW

EXECUTIVE SUMMARY

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Executive Search & Leadership Consulting



University
of Victoria

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ORGANIZATIONAL OVERVIEW

THE UNIVERSITY OF VICTORIA

One of Canada's leading research universities, the University of Victoria (UVic) is 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 and community engagement. Ranked consistently among the top universities in Canada, its success is built on the high quality of its educational offerings and student experience, excellence in research, and the integration of teaching with research.

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 of Business, Education, Engineering, Fine Arts, Graduate Studies, Human and Social Development, Humanities, Law, Science, and Social Sciences, as well as its two divisions of Medical Sciences and of Continuing Studies. The University has nearly 5,000 employees, including 850 faculty members. We award about 4,300 degrees a year and have close to 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.

The University of Victoria 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. Most of our students come from outside the local region, creating an opportunity for a residential focus and a strong sense of community. The university supports the development of students through a responsive curriculum and a variety of co-curricular activities and services. We are home to one of Canada's largest university co-operative education programs, 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, research and clinical programs, continuing education, artistic collaboration, athletic opportunities and knowledge transfer initiatives.

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

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





THE FACULTY OF LAW

UVic Law has a well-earned reputation as one of the finest and most innovative law schools in Canada. Established in 1974, the Faculty is widely respected for its unwavering dedication to academic excellence and to fostering a supportive learning environment that is progressive, enriching and intellectually stimulating. Home to some of Canada's most innovative and dynamic thinkers, the Faculty of Law has created a vibrant learning environment based on a commitment to social justice, humane professionalism and civic responsibility, and critical interdisciplinary, policy-oriented research and teaching.

National in scope, UVic Law attracts outstanding students, faculty and staff from across Canada and around the world, as well as from a variety of social, cultural, ethnic and educational backgrounds, resulting in an atmosphere of diversity and openness. Dedicated to fostering a collaborative, inclusive and accessible learning and working environment, the Faculty admits 110 first-year students annually and has approximately 40 (26 PhD and 14 LL.M) registered graduate students and about 28 faculty members. Students are provided with numerous opportunities to work closely with, and be mentored by, exceptional professors and internationally renowned scholars that comprise the faculty. Faculty and students pride themselves on being, first and foremost, a student-centered law school that is characterized by a uniquely supportive learning environment.

Committed to providing students the skills, knowledge and judgment they need to embark on diverse careers, UVic Law offers a rich curriculum that includes the first and only co-operative legal education program in Canada, three clinical programs that provide students with superb legal skills training while enhancing access to justice for individuals, community organizations and non-profits (The Law Centre, the Environmental Law Clinic and the Business Law Clinic), specialized summer programs, and numerous international exchange programs. While providing a broad general legal education, the Faculty has special strengths and provides exceptional learning opportunities in the following areas: critical legal theory, public law and regulation, environmental law and sustainability, indigenous legal orders, and Asia-Pacific law as well as alternative dispute resolution.

The Faculty governs itself in a highly collaborative fashion through its Faculty Council, which is composed of all faculty members and elected student and staff representatives. Faculty Council's sub-committees and advisory committees are also staffed by faculty, staff and/or students. The Law Faculty is housed in the Murray and Anne Fraser Building, named after the founding Dean and his spouse. It is an attractive, functional and technologically friendly facility with a first-class, recently renovated library.

For more information on the Faculty of Law please visit: www.law.uvic.ca.



KEY OPPORTUNITIES AND CHALLENGES

- Play a key role in the ongoing, collaborative development of the Law School's strategic plan, which will define its future directions;
- Successfully develop and creatively expand resources through fundraising to support UVic Law's mission and strategic plan;
- Support, encourage and facilitate the Faculty as it engages in a major curriculum reform project
- Foster and support continued faculty research productivity;
- Facilitate the regeneration of UVic Law in the next five years by recruiting and retaining new faculty and staff;
- Continue to ensure engaged, experiential student learning and a positive student experience;
- Enhance the Faculty's profile provincially, nationally and internationally, and continue to attract top students, staff and faculty;
- Maintain and foster strategic alliances locally, nationally and globally.





POSITION RESPONSIBILITIES

GENERAL

The Dean is the chief academic and administrative officer of the Faculty of Law and a member of the senior leadership team of the University of Victoria. S/he is responsible for providing leadership, in collaboration with 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 of Law and is expected to play a national leadership role in shaping legal education in Canada.

SPECIFIC

Leadership and Vision

- Provides collaborative and visionary leadership to the Faculty, exemplifying its core values;
- Facilitates the academic strategic planning process for the Faculty of Law through an inclusive and consultative decision-making process, initiating discussion, defining priorities, and developing and articulating the vision;
- Champions the continued success of existing programs and development of new programs;
- Facilitates the development of policies that affect the Faculty of Law;
- Is responsible for ensuring that evaluations of the Faculty including external accreditation are completed;
- Provides a positive and supportive environment for people from all backgrounds in which to work and study, recognizing especially the diversity of cultures and intellectual traditions;
- Encourages engagement and collegiality within the Faculty;
- Communicates regularly with faculty, staff and students in ways that increase interest in common issues and fosters inclusion and collaboration in the non-departmentalized Faculty;
- Inspires and capitalizes on connections among people, ideas and opportunities, particularly opportunities for interdisciplinary scholarship within the University and beyond;
- Plays an active leadership role in the University as a whole.

Research and Scholarly Activity

- Promotes excellence and integrity in research and scholarly activity, and fosters a climate that encourages faculty and staff to creatively identify and pursue excellence;
- Fosters the recruitment, development and retention of excellent teachers and researchers, and facilitates the research productivity of the Faculty;



- Promotes the research of the Faculty to multiple audiences, including other scholarly institutions nationally and internationally, funding providers, donors, the external community, alumni, and students;
- Works 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;
- Plays a key role in developing collaborative initiatives with other local, provincial, national and international institutions.

Advocacy

- Brings a critical perspective to reviews of programs;
- Builds effective relationships, promotes and advocates for the Faculty to a broad range of constituents, including senior administration, faculty members, students, the profession, government, other community leaders, agencies and key institutions regionally, nationally and internationally.

Teaching and Learning

- Oversees regular evaluation of programs with a view to encouraging improvements and innovations, such as changes that enrich programs, support integrative and innovative modes of program delivery, and manage program content in accordance with the mission of the Faculty and with student needs in mind;
- Promotes excellence and integrity in pedagogical activity and fosters a climate that encourages faculty and staff to creatively identify and pursue excellence in teaching.

General Management

- Plans and prioritizes personnel needs for the Faculty and establishes strategies to enhance its ability to compete in recruitment and retention of high caliber faculty and staff;
- Maintains an environment in which faculty and staff are able to carry out scholarship, teaching and service of the highest quality;
- Seeks opportunities to improve and enhance the Faculty and its programs;
- Effectively manages the financial and human resources of the Faculty;
- Is accessible, fair, creative, and respectful in dealing with personnel issues, and adopts effective, collegial transparent processes;
- Encourages a sense of engagement and collegiality within the Faculty.



External Relations

- Spearheads fundraising activities and participates in institutional fundraising;
- Actively supports alumni development initiatives;
- Builds and cultivates key relationships provincially, nationally and internationally that advance the scholarship, learning and research focus of the Faculty;
- Actively fosters academic partnerships that complement the Faculty's mandate;
- Works effectively to advance the profile of the Faculty within the broader community;
- Works towards enhancing the reputation of the Faculty and the University of Victoria.





REPORTING 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
- Legal profession
- Donors

Provides direction to

- Associate Dean, Administration & Research
- Associate Dean, Academic & Student Relations
- All faculty
- Staff





CANDIDATE REQUIREMENTS

GENERAL

The successful candidate will bring outstanding academic qualifications, a record of scholarly achievement, administrative experience and leadership, as well as a passion for advancing legal education.

SPECIFIC

- Graduate degree in Law or related discipline
- Eligible for appointment at the rank of Full Professor

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:

- Administrative experience in a Faculty of Law as a dean, associate dean, director of a centre or other relevant administrative experiences;
- Involvement in the facilitation of building, articulating and pursuing a vision through to successful implementation;
- Ability to facilitate and manage change in a complex organization;
- Understanding of undergraduate, graduate and scholarly issues in legal education;
- Ability to establish constructive working relationships with student leaders, and experience effectively resolving 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;
- Leading a team, providing direction and support to administrative staff and to academic programs, using an appropriate balance of decisiveness and collegiality while delegating important management assignments effectively;
- 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;
- Promoting interdisciplinary and international linkages that will benefit students and the Faculty;





- Managing effectively the human, financial and physical resources;
- 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;
- Ability to engage in fund-raising for further expansion of the resource base;
- Strong financial and entrepreneurial acumen;
- The ability to work in a complex environment by establishing priorities and maintaining a balance between short and long-term goals;
- Ability to implement equity initiatives in hiring, student recruitment and educational programming;
- Commitment to equity, diversity and inclusion, and sensitivity to the broad range of viewpoints within the University;
- Strong communication and advocacy skills to advance the Faculty's priorities;
- Persuasive in dealing with diverse constituents to create a sense of common purpose;
- Balanced, fair and creative, with good judgment;
- A mentor and mediator; able to resolve differences, and, when necessary, to take a position.

Interpersonal Skills

- Works effectively with others to collaboratively build a clear sense of direction and to achieve results within realistic time-frames;
- Functions well in a fast-paced, dynamic environment;
- Makes connections among people and ideas, creating a vibrant intellectual environment for students and faculty;
- Values transparency and appropriate disclosure, and demonstrates commitment to a collaborative and collegial management style;
- A willingness to learn and to seek advice from others, but with the confidence to make the final decision;
- Leads and works as part of a team;
- Effectively delegates responsibility;





- Persuasive in dealing with diverse constituents;
- Demonstrates a positive and effective management style, including the ability to coach, mentor and inspire others;
- Resolves conflict through negotiation, mediation, or facilitation;
- Assesses situations quickly and makes decisions appropriately;
- Demonstrates financial acumen;
- Encourages the professional development of all staff within the Faculty of Law;
- Fosters and promotes research, scholarship, creative activities and professional service.

Personal Qualities

- Visionary, innovative, intelligent, enthusiastic, energetic, and optimistic, but also realistic;
- High standards – ethical, integrity, and honesty;
- Proactively looks for new opportunities and challenges;
- Organized and analytical, with the ability to set priorities and see them implemented in realistic time-frames;
- Works effectively under stress;
- Ability to give short impromptu remarks at a host of academic and social functions;
- Personal and genuine manner that is welcoming and conducive to cooperative interaction.





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 300,000. Victoria has been blessed with 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. Millions visit the city every year to enjoy the natural beauty, temperate climate and charming heritage Victoria offers its citizens everyday.

Victoria is a city of neighbourhoods, each with distinctive character and appeal. It is these neighbourhoods that make Victoria a unique and a desirable place to live. 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. Because of the temperate climate, 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 Natasha Knight 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 natasha@thegeldartgroup.com

We will respond to all who apply.



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