Criteria to be used in the assessment of candidates for Chair, Department of Computer Science

The ideal candidate will exhibit the qualities indicated in the following criteria. The criteria are grouped in 4 broad categories. For each category the ideal candidate should be able to provide evidence of a strong track record and/or future vision with respect to each criterion. It is recognized that no candidate will be ideal and there will be opportunities for personal growth.

Leadership

- A vision of Computer Science as a unique and fundamental area of research and human knowledge, and a demonstrated ability to communicate that vision to the Department, University and broader community
- Excellent interpersonal and communication skills and an ability to motivate others
- A professional track record in keeping all stakeholders informed about important matters pertaining to the department and a commitment to supporting a transparent, fair, consultative, and collegial decision-making process
- An interest and background in building partnerships with other units on campus and the external community
- An ability to explore diverse funding sources, and make the case to the Faculty and University for resources needed by the department
- A professional track record of prioritizing and completing multiple tasks, working under pressure, and handling a substantial workload while following relevant university procedures
- The ability to effectively manage the human and physical resources of the department
- A record of leadership including the ability of handling and resolving possible conflicts and problems affecting members of the department

Equity, Diversity and Inclusion

- A clear understanding of existing EDI policies and processes and their implementation in the University environment, as well as a vision for innovative development of EDI within the university and departmental context.
- A strong record and/or demonstrated commitment in supporting student, faculty, and staff recruitment and retention with particular emphasis on equity, diversity, and a respectful environment
- A strong commitment to provide the equitable supports for all members of the department to reach their full teaching and research potential
Teaching and Learning

- Ability and vision to motivate the department to continue developing innovative and distinctive curricula, programs, and learning resources
- Demonstrate an understanding of the need for program accessibility by students from diverse cultural, socio-economic and academic backgrounds through curriculum development and additional support programs.
- A strong record and/or demonstrated commitment to excellence in teaching
- A commitment to high standards and academic rigour in student environments
- A commitment to enhancing experiential learning and integrating research with the teaching of undergraduate and graduate students

Research

- A strong record and/or demonstrated commitment to excellence in research, including success with major Canadian funding agencies, graduate student supervision and contributions to professional and learned societies
- Experience and interest in promoting and supporting research, and awareness of the diversity of research requirements (e.g. space, equipment, technical support) in the department.