



POSITION DESCRIPTION AND SELECTION CRITERIA

POSITION DESCRIPTION

Reporting to the Vice-President Academic and Provost, the Dean of the Peter B. Gustavson School of Business is responsible for providing strategic and visionary leadership as the chief academic and administrative officer. As a member of the University's senior leadership team, the Dean works in collaboration with other Deans, academic leaders, senior administrators and staff, as well as other key stakeholders to implement and to proactively advance UVic's Strategic Plan and objectives. The Dean will play a national leadership role in shaping business education in Canada.

The Dean will provide leadership for the Gustavson School of Business' future strategy, building on its four long-standing value pillars (International, Integrative, Innovative, and Socially Responsible/Sustainable), its previous Strategic Plan and its commitment to people, purpose, passion and adventure.

POSITION PROFILE

The Dean will focus their efforts in six priority areas:

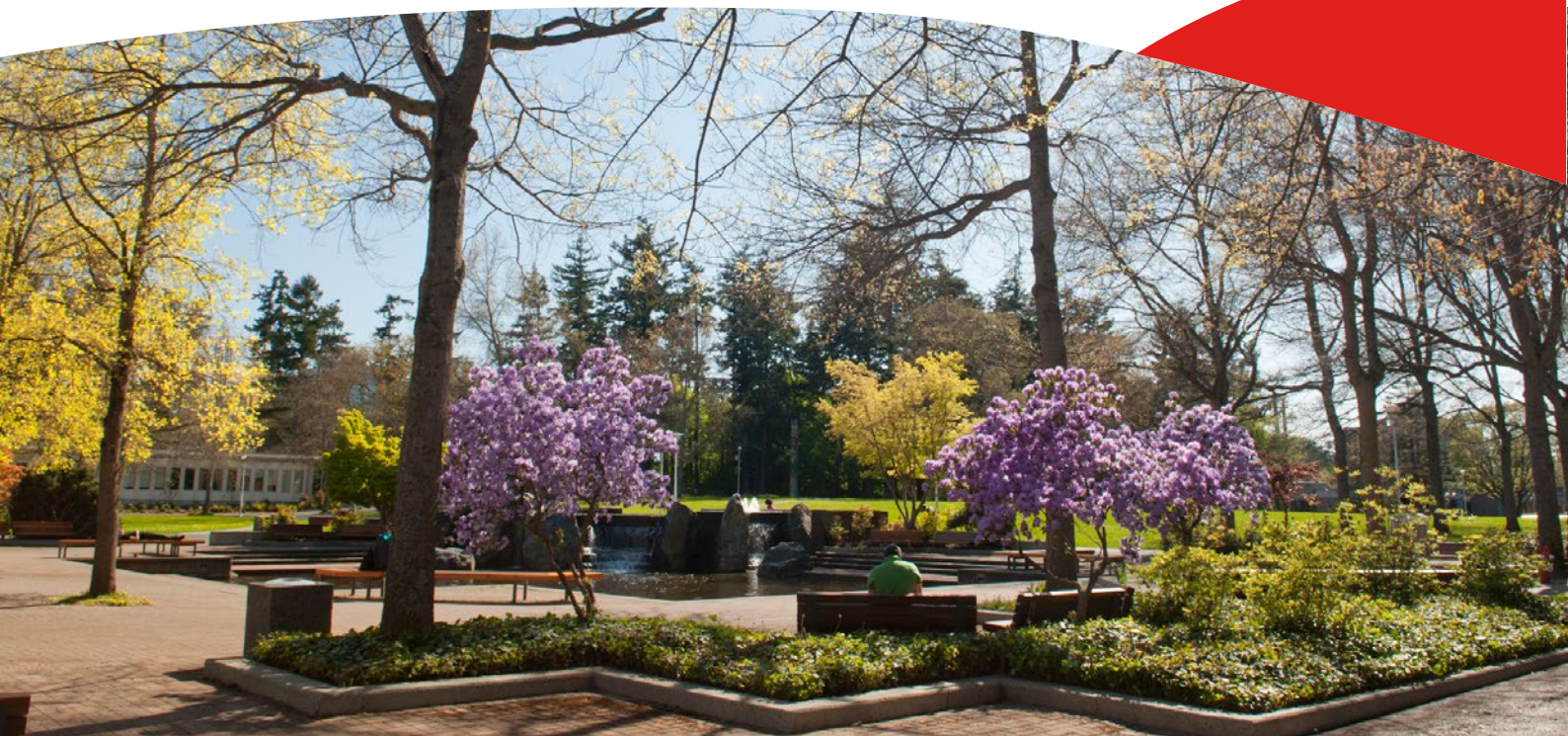
CULTURE

- Nurture the existing collaborative, egalitarian, and inclusive culture within the School;
- Promote interdisciplinary, cross-disciplinary and multidisciplinary research and scholarship, especially in the School's existing areas of emphasis;
- Support individual and collective faculty research in a variety of forms and forums;
- Nurture and continue to support faculty teaching effectiveness and innovation;
- Facilitate the recruitment and retention of highly skilled faculty and staff;
- Continue to attract and nurture top undergraduate and graduate students;
- Encourage, mentor and develop members of the School to undertake service roles where they provide their expertise within the School, to other University units, and to the wider community;
- Adopt an inclusive and consultative decision-making process in leading academic and resource planning for the School, through initiating discussion, defining priorities, and developing and articulating the School's vision;

- Provide a positive and supportive environment for people from diverse backgrounds to work and learn;
- Encourage engagement and collegiality within the School, be accessible and fair in addressing personnel and student issues, and adopt effective and transparent processes within a unionized environment;
- Communicate regularly with faculty, staff and students.

INTERNATIONAL

- Strengthen and extend our global accreditations with international institutions (AACSB, EQUIS, PRME);
- Advance the global reputation and rankings of the School in research impact;
- Build on the School's existing global partnerships to facilitate world-class research and learning;
- Foster international research collaboration and think globally about the recruitment of top talent to the institution
- Enhance international opportunities for students through study abroad and field schools and attract international students to the School.



POSITION PROFILE

INNOVATION

- Support research excellence in its diversity of forms and outputs;
- Continue to promote and enhance an engaged and positive student learning experience for a diverse student population;
- Foster the recruitment, development and retention of excellent researchers in a competitive market and facilitate the research productivity of the faculty;
- Promote the research of the faculty to multiple audiences nationally and internationally, including other scholarly institutions, funding providers, donors, the business community, alumni and students;
- 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 Innovation;
- Play a key role in developing collaborative initiatives with other local, provincial, national, and international institutions;

- Oversee 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 our pillars and with student needs in mind;
- Promote excellence and integrity in scholarly and pedagogical activity and foster a climate that encourages faculty and staff to creatively identify and pursue excellence in research and teaching.

SOCIALLY RESPONSIBLE & SUSTAINABLE

- Support further sustainability research and learning initiatives by faculty and students;
- Foster broader understanding of and support for Corporate Social Responsibility through research, learning and service;
- Initiate additional actions to support the Gustavson School of Business as a carbon neutral business school;
- Support the School's Centre for Social and Sustainable Innovation (CSSI) through leadership, innovation, and sourcing ongoing funding.



POSITION PROFILE

EXTERNAL RELATIONS AND FUNDRAISING

- Successfully develop and creatively expand resources through fundraising and a capital campaign to support the School's mission and strategic plan;
- Build regional and international relationships with business, academic, community, government, industry and Indigenous communities;
- Effectively advance the profile of the School with the broader community using a variety of methods including media interactions (television, print, radio interviews and writing op-ed pieces);
- Build and cultivate key relationships with partners provincially, nationally and internationally that advance the scholarship, experiential and research focus of the School;
- Actively support alumni development initiatives;
- Actively work with the School's International Advisory Board;

- Leverage the mentorship program, executive programs, and mandatory co-op program, as well as initiatives such as the Community Engagement Fund to build and support relationships in the local business community.

DECOLONIZATION, INDIGENIZATION, AND EQUITY, DIVERSITY AND INCLUSION

- Support the development of a strong Indigenous acumen and act upon the TRC Calls to Action;
- Lead and support the decolonization efforts of the School and broader community;
- Support Indigenous student recruitment and retention, scholarship and learning, both within the School and within the University in relation to the Indigenous Plan;
- Support existing and burgeoning equity, diversity and inclusion initiatives across the School, university and external communities.





SELECTION CRITERIA

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

CORE QUALIFICATIONS

- A PhD, or equivalent, in a discipline relevant to the Gustavson School of Business at the University of Victoria;
- Eligible for appointment at the rank of full Professor at Gustavson, but Associate Professors nearing promotion will be considered;
- Strong evidence of supporting research excellence and commitment to promoting and obtaining external research grant support from major national and/or international granting agencies, industry, or other sources;
- Evidence of sustained relevant administrative leadership experience such as Department Head, Associate Dean, Centre/Institute, Dean, or other similar administrative leadership roles in an academic setting. Experience of leading in a non-departmentalized structure and in strategic planning and implementation would be assets;
- Strong demonstrated support for – and ideally demonstrated experience in – advancing the principles of equity, diversity and inclusion; and sustainability;
- Strong demonstrated support for – and ideally demonstrated experience in – advancing the principles of Indigenization. Should candidates not have direct experience in this area they will need to demonstrate an understanding of the importance of this to UVic and a willingness to engage in this important area;
- Demonstrated commitment to collegiality and collegial governance.

SELECTION CRITERIA

EXPERIENCE

The ideal candidate will also have many of the following experience, knowledge, skills and abilities. The successful candidate will be expected to demonstrate the capacity to:

- Champion an inclusive and supportive environment for impactful research;
- Fundraise, particularly with major gifts or in a campaign environment;
- Build upon a commitment to anti-racism, decolonization and the development of a strong Indigenous acumen;
- Manage change within a maturing, complex and rapidly evolving academic environment;
- Lead a team, providing direction to administrative staff and to academic programs, using an appropriate balance of decisiveness and collegiality while delegating important management assignments effectively;
- Advance interdisciplinary and international linkages at research intensive schools, as well as within business and non-governmental organization environments;
- Support pedagogical excellence in higher education through the incorporation of emerging and innovative technology in a sustainable fashion;
- Work collaboratively to develop new strategic directions for the School and ensure their successful implementation;
- Implement equity initiatives in hiring faculty and staff, student recruitment, and educational programming in a global market;
- Work constructively with student leaders and engage with students at various stages of their programs, showing an interest in student well-being and a passionate commitment to improving the learning and living environment of students;
- Facilitate a climate that nurtures ethical and professional behaviour among students, faculty and staff;
- Lead budget administration, including the ability to ensure transparency and clarity in the budget process;
- Work in a multi-faceted environment by establishing priorities and maintaining a balance between short- and long-term goals;
- Present strong communication and advocacy skills and the ability to interact successfully with multiple constituencies and stakeholders to advance the School's priorities to a variety of internal and external communities;
- Bolster collaboration and partnership across the University and with external stakeholders in various dimensions (e.g., research, student experience, strategic priorities);
- Encourage the professional development of all faculty and staff within the School;
- Working experience with AACSB and EQUIS accreditation policies.



SELECTION CRITERIA

INTERPERSONAL SKILLS

- Work effectively with others to build a clear sense of direction and to achieve results within realistic time frames;
- Promote teamwork, collaboration and partnership in an inclusive manner;
- Make connections between people and ideas, creating a vibrant intellectual environment for students, faculty and academic staff;
- Value transparency and disclosure, and demonstrate a commitment to a collaborative and collegial management style;
- Maintain a willingness to learn and to seek advice from others, but with the strength to make the final decision;
- Demonstrate a positive and effective management style, including the ability to coach, mentor and inspire others;
- Resolve conflict through negotiation, mediation or facilitation;
- Assess situations quickly and make decisions appropriately;
- Foster and promote research, scholarship, creative activities and professional service.

PERSONAL QUALITIES

- Approachable, visionary, innovative, intelligent, optimistic and realistic;
- High standards – ethical, embodies integrity and honesty;
- Pro-actively looks for new opportunities and challenges;
- Organized and analytical;
- Works effectively under stress;
- Exhibits a welcoming personal manner conducive to cooperative interaction.

REPORTING RELATIONSHIPS

Reports to:

- Vice-President Academic & Provost

Provides direction to:

- Associate Dean, Teaching & Learning; Associate Dean, Research; Associate Dean, External; Directors; All School Faculty; Others in the Dean's Office

Interacts with:

- President, Vice-Presidents, Vice-Provost, Associate Vice-Presidents
- Deans' Council
- International Advisory Board, Gustavson School of Business Executive Education Inc.
- Faculty and Staff, Students, Alumni, Donors, Partners

