DEAN, FACULTY OF HUMAN AND SOCIAL DEVELOPMENT

EXECUTIVE BRIEF

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ORGANIZATIONAL OVERVIEW

We acknowledge with respect the Lekwungen peoples on whose traditional territory the university stands and the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day.

The University of Victoria (UVic) is consistently ranked as one of Canada’s leading research universities, demonstrating extraordinary depth of excellence across a wide array of graduate and undergraduate programs. The University’s 27,000 students, faculty and staff contribute to and benefit from the UVic Edge – the potent fusion of dynamic learning, and research with vital impact in an extraordinary academic environment. A welcoming and increasingly diverse university community with a collegial leadership culture, UVic tackles issues that matter to people, places and the planet. Its vibrant Pacific Rim location inspires new ways of thinking and action in a community rich with Indigenous and international perspectives, while its size and culture nurture personal connections on campus and beyond.

Established in 1963, following sixty years of university-level teaching as Victoria College, UVic offers a wide range of undergraduate and graduate programs, including professional degrees. More than 22,000 students, including 3,150 graduate students, are enrolled in academic programs offered by the University’s ten Faculties – Business, Education, Engineering, Fine Arts, Graduate Studies, Human and Social Development, Humanities, Law, Science, and Social Sciences – and its two Divisions - Medical Sciences and Continuing Studies. The University has nearly 5,000 employees, including approximately 900 faculty members, awards about 5,000 degrees a year and has 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 who are committed to fostering a personally engaging and intellectually stimulating learning and working environment. More than two-thirds of students come from outside of greater Victoria. The University is committed to creating an inclusive, welcoming community, supporting students through a responsive curriculum and a variety of co-curricular activities and services. UVic is home to one of the largest university co-operative education programs in Canada, integrating academic studies with relevant paid work experience in more than forty-five academic areas. A strong focus on civic and community engagement is reflected through community-based internship, field schools, research and clinical programs, continuing education, artistic collaboration, athletic opportunities and knowledge transfer initiatives.

More information about the University of Victoria is available at www.uvic.ca.
ABOUT VICTORIA, BC

Victoria is the capital city of British Columbia and is located on the southern tip of Vancouver Island off of Canada’s beautiful Pacific coast. The city itself has a population of approximately 83,000, while the metropolitan area of Greater Victoria, has a population of approximately 360,000 making it the 15th most populous urban regions of the country.

The region’s Coast Salish Indigenous peoples established communities in the area long before non-native settlement and Victoria continues to have a sizeable First Nations presence, composed of peoples from all over Vancouver Island and beyond.

As one of the Pacific Northwest’s oldest cities, Victoria has retained a large number of historic buildings, including the Legislative buildings (1897) and the Empress Hotel (1908). The city’s Chinatown is the second oldest in North America after San Francisco.

Known as the “Garden City”, Victoria is an attractive and popular tourist destination with a thriving technology sector that has risen to be its largest revenue-generating private industry. The city is also in the top twenty of world cities for quality-of-life. Victoria has a large national and international student population, who attend the University of Victoria, Royal Roads University, Camosun College, the Victoria College of Art, and the Canadian College of Performing Arts.

Victoria has a wealth of natural and man-made riches, including not only its stunning heritage architecture, but also ocean views and mountain vistas. It is this rare juxtaposition of heritage charm, scenic backdrop and modern city-scape that makes Victoria one of the most uniquely special places in Canada. Millions visit the city annually to enjoy the nature beauty, temperate climate and charm that Victoria offers its citizens every day.

To learn more about Victoria please visit: www.tourismvictoria.com and Education Victoria magazine (pdf)
ABOUT 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 CHALLENGES AND OPPORTUNITIES

- Contribute to university leadership on decolonizing and Indigenizing the academy;

- Provide leadership with respect to the Faculty's work towards the reconciliation of Indigenous and Canadian communities, responding to the Calls to Action of the Truth and Reconciliation Commission;

- Foster and maintain strategic relationships locally, nationally and globally;

- Supporting the advancement of the university's strategic priorities in research excellence and impact by supporting research opportunities, aligning research and education, recruiting and supporting diverse researchers, and promoting collaboration;

- Articulate the vision and champion the Faculty's strengths on campus and to the broader community in research, teaching and engagement;

- Recognize and respond proactively to the evolving landscape; e.g., demographic shifts, enrolment trends, accreditation processes and graduate employment options; and lead the faculty in navigating these changes in a transparent and collaborative manner;

- Advocate locally, provincially, and nationally for increased funding; seek out new funding sources and actively participate in faculty and university-wide fundraising activities;

- Continue to ensure a positive, engaged student experience that includes opportunities for experiential learning;

- Provide leadership to build collaborative networks and partnerships within and across academic units, supporting innovation in teaching and learning and curriculum development for both distance and on campus instruction;

- Recognize and value the diversity of disciplines within the Faculty, and endeavour to resource them appropriately in relation to the constraints under which they and the Faculty operate;

- Foster continued faculty research productivity in a diverse range of subjects and methodologies by supporting faculty at all stages of their careers, with particular attention to early career scholars;

- Support the Associate Dean – Research to spearhead the development, regular review and renewal of the Faculty’s Strategic Research Plan within the context of HSD’s Academic and Research Plan, and UVic’s Strategic Framework, Indigenous, Strategic Research, International and SEM Plans;
Support the Associate Dean – Academic to spearhead the development, regular review and renewal of the Faculty’s Strategic Enrolment Management Plan within the context of HSD’s Academic and Research Plan, and UVic’s Strategic Framework, Indigenous, Strategic Research and International Plans.

**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. In collaboration with Deans of the other Faculties and senior administrators, the Dean of HSD is responsible for providing leadership in the articulation and implementation of the University of Victoria’s Strategic Framework as well as its Strategic Research, Indigenous and International Plans. The Dean is also responsible for providing leadership and support to equity, diversity and inclusion initiatives across the portfolio. The Dean facilitates collaboration and leadership within the Faculty and is expected to play a national leadership role in shaping health and human services education in Canada.

**Leadership and Vision**
- Provides collaborative and visionary leadership to the Faculty, exemplifying its core values;
- Facilitates the ongoing strategic academic and resource planning process for the Faculty through an inclusive and consultative decision-making process, initiating discussion, defining priorities, and developing and articulating the vision;

**Leadership and Engagement**
- Recognizes the distinct and synergistic strengths and assets of each School/Program, as well as the administrative units within HSD;
- Provides a positive and supportive environment for people from all backgrounds in which to work and study, recognizing the diversity of cultures and intellectual traditions with due attention to Indigenous ways of knowing and being;
- Encourages engagement and collegiality within the Faculty where the contributions of faculty, staff and students are valued;
- Models fairness, inclusion and collaboration; counteracts racism, disrupts stigma and discrimination, and equitably supports the breadth of the Faculty; and
- Communicates regularly with faculty, staff and students in ways that increase interest in common issues and fosters inclusion and collaboration in the Faculty.

**Leadership and Engagement**
- Plays an active leadership role in the University as a whole;
- Champions the continued success of priority programs and development of innovative, sustainable new programs;
- Facilitates the development of policies that affect the Faculty;
- Is responsible for ensuring that evaluations of the Faculty including external accreditation are completed; and
- Inspires and capitalizes on connections among people, ideas and opportunities, particularly opportunities for interdisciplinary scholarship within the University and beyond.
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 in research;
- Supports the Associate Dean-Research in the implementation of the role and to prioritize goals;
- Fosters the recruitment, development and retention of excellent researchers, integration of teaching and research, 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;
- Creates and strengthens research collaborations across the University;
- Works creatively and resourcefully to increase funding support in collaboration with the Vice-President Research and Vice-President External Relations; and
- Plays a key role in developing collaborative initiatives and research clusters of excellence within the Faculty, the University as well as with other local, provincial, national and international partners and community groups.

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 and in the context of the rapidly changing nature of the profession;
- Promotes excellence and integrity in pedagogical activity and facilitates a climate that encourages faculty and staff to creatively identify and pursue excellence in teaching and the integration of research and teaching;
- Supports the success of all students by continuing to develop processes and innovations that improve learning environments and outcomes for students with a diverse range of learning needs, including disabilities and mental health challenges; and
- Brings a critical perspective to reviews of programs.

Administration

- 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 research and scholarship, teaching and service of the highest quality;
- Establishes practices to steward work/life balance and sustain high performing teams;
- Seeks opportunities to improve and enhance the Faculty and its programs;
- Effectively manages the financial and human resources of the Faculty through ongoing anticipatory academic and resource planning;
- Is accessible, fair, creative, and respectful in dealing with personnel issues, and adopts effective, collegial transparent processes; and
- Encourages a sense of engagement and collegiality among academic faculty, professional staff and librarians.
External Relations and Advocacy

- Values and stewards respectful relationships with Elders and Indigenous communities to contribute to resurgence and reconciliation;
- 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;
- Leads Faculty 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; and
- Works effectively to advance the profile of the Faculty within the broader community.
KEY RELATIONSHIPS

Reports to
• Vice-President Academic & Provost

Interacts with
• President, Vice-Presidents, Associate Vice-Presidents
• Deans, Executive Directors, and Directors
• University Librarian
• Chairs and Directors
• Faculty, Librarians and staff
• Students and postdoctoral fellows
• Elders
• Indigenous Communities including the communities on whose traditional territory the University stands
• Alumni
• Donors
• Local, Regional and Federal Governments
• Collaborators and partners external to UVic

Provides direction to
• Associate Dean, Academic
• Associate Dean, Research
• Administrative Officer
• Dean’s Office staff
• Chairs and Director
• Faculty
• Staff
**CORE SEARCH CRITERIA**

The ideal candidate will be an accomplished and respected senior scholar in relation to both teaching and research; they will take initiative and pursue opportunities to advance the University of Victoria’s vision of being a university of choice for outstanding students, faculty and staff, and the Canadian university that best integrates outstanding research and scholarship, inspired teaching and real-life involvement. A candidate must be able to demonstrate the following:

- A PhD or equivalent in a relevant discipline and eligible for an appointment at the rank of full professor at UVic;
- A track record of success as an administrator in a university or relevant institution, including experience at the level of chair of a department, director or higher, or other relevant university experience;
- Scholarship in an area that is relevant to the Faculty of Human & Social Development and has credibility, demonstrated by a record of research and teaching excellence;
- Social and cultural awareness and responsiveness; support for equity, diversity, cultural safety and inclusion in the activities of the Faculty and development of strong Indigenous acumen;
- Ability to collaboratively define the future direction of the university, department, team or program based on the current and anticipated needs of those you serve;
- A commitment to collegiality and collegial governance; and
- A deep commitment to decolonization and knowledge of Indigenization.

The ideal candidate will also have many of the following experiences, knowledge, skills and abilities:

**External Relations and Advocacy**
- Capacity to engage in fundraising for further expansion of the resource base of the Faculty;
- Ability to partner and collaborate effectively with the professions, industry, governments, community groups, and the public, locally, regionally nationally and globally;
- Ability to promote interdisciplinary and international linkages that will benefit the Faculty of Human and Social Development and its students; and
- Ability to understand, articulate and actively promote the Faculty’s role within the community, Canada and around the world and have a continuing desire to reach out and communicate with relevant audiences.

**Teaching and Learning**
- Ability to establish constructive working relationships with students and student leaders, and experience effectively resolving student concerns;
- Ability to develop and maintain standards of excellence in teaching, including implementation of new programs and support for innovation in program delivery both for on campus and distance instruction; and
- Ability to communicate and implement strategies for recruiting and retaining exceptional faculty and students from within Canada and around the globe.
Research and Scholarship

- Demonstrated experience in research and leading research teams;
- Ability to cultivate and promote the research of the Faculty to multiple audiences within UVic and externally to other scholarly institutions nationally and internationally, as well as funding providers, donors, the external community, alumni, and students;
- Ability to build and cultivate key relationships provincially, nationally and internationally to advance the new and emerging research of the Faculty; and
- Demonstrated leadership and vision in both aligning with and advancing the research mission of the University.

Administration

- Demonstrated willingness and capacity to listen and learn from others, as well as the confidence to make a final decision.
- Ability to facilitate a working climate that nurtures ethical and professional behaviour among students, faculty and staff;
- Strong financial and entrepreneurial acumen;
- Skilled communicator with the ability to make use of modern communication tools to promote the work of faculty, students and staff;
- Understand budget administration, ensuring transparency and clarity of process;
- Ability to create an environment which supports the well-being and safety of students, faculty and staff;
- Balanced, fair and creative in problem solving, with good judgment; and
- Demonstrates a positive and effective management style, including the ability to coach, mentor and inspire others.

HOW TO APPLY

UVic is committed to upholding the values of equity, diversity and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity. To read our full equity statement, please see: www.uvic.ca/equitystatement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

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

Should you want to learn more please call Maureen Geldart or Ashley Brown 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 Ashley@thegeldartgroup.com.