



REVIEW CRITERIA FOR HUMANITIES DEAN POSITION APPOINTMENT

SEPT 22, 2025

POSITION RESPONSIBILITIES

Reporting to the Vice-President Academic and Provost, the Dean is responsible for providing strategic and administrative leadership to the Faculty of Humanities as its chief academic and administrative officer. As a member of the senior leadership team, the Dean works in collaboration with the other Deans and academic leaders, senior administrators and staff, students, faculty members, and community to implement and advance the University's objectives.

CORE COMMITMENTS (TO BE APPLIED IN ALL PRACTICES)

- Collaboration and support and commitment to collegial governance
- Consultation and Transparency
- Anti-racism
- Equity and Diversity – informed by the [UVic Equity Action Plan](#)
- Indigenization/Decolonization – informed by the [UVic Indigenous Plan](#)
- Accessibility – informed by [UVic's Accessibility plan](#)
- Sustainability – informed by the [UVic Climate and Sustainability Action Plan 2030](#)

KEY OPPORTUNITIES AND CHALLENGES

Opportunities:

Key Opportunities include the Critical Commons as a hub for innovation and community building; increasing partnerships with other campus units, expand the Faculty's reach and impact; emerging strengths in areas like health, disability, and climate align well with broader university priorities, and growing enrollments provide additional resources and visibility. The appointment and support of an Associate Dean Indigenous represents a significant opportunity to advance reconciliation and inclusive excellence within the Faculty.

Challenges:

Key challenges include continued attention to the financial health of the Faculty, building community and belonging among stakeholders, aligning Faculty objectives with University Plans, and developing succession plans for leadership positions to ensure smooth transitions.

CORE APPOINTMENT/REAPPOINTMENT CRITERIA

A candidate must be able to demonstrate the following:

- A doctorate in a related discipline and eligible for an appointment at the rank of full professor within UVic's Faculty of Humanities
- Experience in operating and leading academic units
- Success in a broad range of administrative leadership and management, including:
 - o Setting priorities and managing a workload with substantial responsibilities
 - o Developing and implementing budgets; allocating resources in a climate of financial constraint
 - o Human resources and labour relations, including staffing plans and operating in a unionized environment
 - o Delegating responsibility while maintaining accountability



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- Interpreting, creating, and implementing policies and procedures
- Leading effective organizational change
- Social and cultural awareness and responsiveness; strong demonstrated support for equity, diversity, cultural safety, accessibility, and inclusion
- Strong Indigenous acumen, knowledge of Indigenization, as well as decolonization, reconciliation, and anti-racism practice
- Commitment to collegiality and collegial governance

The ideal candidate will also have many of the following attributes:

- Experience with interdisciplinary programming and a variety of program delivery and learning models
- Commitment to teaching and research and the ways teaching and research enhance and complement each other
- Experience leading the development of quality, competitive, sustainable, and innovative programming from concept to delivery
- Experience in building, supporting, and championing Indigenous-led partnerships and programming in collaboration with communities.
- Understanding of current and evolving technology and its impact on teaching, learning and resources
- Experience in student enrolment, recruitment, and retention strategies
- Experience in the recruitment, development, and long-term retention of faculty
- Experience identifying and obtaining resources through development initiatives, international partnerships, and other external sources
- Experience developing partnerships at local, provincial, national, and international levels

ACCOUNTABILITIES

Leadership, Management, and Administration

- Advance the identity and vision of the Faculty to the University and the wider community
- Participate in the review of undergraduate and graduate programs; support program renewal and improvement
- Lead collaborative intra-faculty and interdisciplinary initiatives to advance Faculty and University research opportunities
- Promote decolonization and Indigenization by supporting Indigenous faculty, staff, and students and strengthening curriculum, research, and community initiatives.
- Identify and Set clear priorities for development initiatives, particularly revenue-generating programs leveraging the Faculty's strengths, capacity, and reputation to support long-term financial sustainability
- Identify, advocate for, and articulate the resource needs of the Faculty
- Ensure Faculty plans, policies, and procedures align with Collective Agreements

Research, Scholarship, Teaching, and Learning

- Promote quality and integrity in student and faculty research and scholarly activity
- Advocate for and articulate the value of the Humanities within a shifting workplace and



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cultural landscape

- Facilitate high quality program development, inspired by innovation, teaching excellence, and a student-centered approach
- Identify, build, and support meaningful connections with units to support new initiatives and inter- and multidisciplinary collaborations
- Ensure technology, infrastructure, and resources are in place to support research, programs, and other scholarly activity
- Enhance opportunities for experiential learning
- Promote a variety of inclusive research methodologies and outcomes
- Champion the ethical and accessible use of technology, fostering digital literacy, critical engagement, and ongoing professional development with emerging tools.
- Champion fair and effective methods for assessing Humanities research, creative work, and scholarship of teaching and learning
- Critically move forward curricular and co-curricular reforms to advance core commitments

Student Services, Experience, and Recruitment

- Support recruitment, engagement, and retention strategies to maintain or grow student enrolment and program majors
- Support initiatives to advance and increase opportunities for Indigenous students, Black students, students of color, advance opportunities to diversify the student body and reach new learners, including those from racialized and marginalized groups.
- Recognize, acknowledge, and address the unique needs of students, including lifelong, non-traditional, and international learners
- Support and advocate for disabled students in line with provincial and federal Accessibility Acts

Internal and External Relations

- Plan and prioritize personnel needs, including those of term/sessional lecturers and term academic support roles, ensuring competitive and sustainable hiring plans
- Recognize and celebrate the efforts of staff, sessional lecturers, and faculty in course development, delivery, and administration
- Support the professional development of staff, sessional lecturers, and faculty
- Support Chairs and Directors in pursuing the mission of the larger faculty
- Actively participate in University-wide fundraising activities and revenue diversification
- Participate in relevant provincial, national, and international organizations to promote the interests of the Faculty and the University and encourage opportunities for partnership and connections in research and education

REPORTING & KEY RELATIONSHIPS

Reports to:

Vice-President Academic and Provost

Interacts with:



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- President, Vice-Presidents, Deputy Provost and Associate Vice-Presidents Deans, Executive Directors and Directors
 - Associate Deans, Directors, Coordinators and Chairs
 - Dean's External Advisory Committee Faculty members
 - Staff members and Students
 - Indigenous Leaders and Elders
 - Alumni and Donors
 - Government, Community Members and Granting agencies

CANDIDATE QUALIFICATIONS

The Dean will have a broad and deep foundational knowledge of the humanities and be an engaged and proactive leader who champions humanist values and inquiry. Experience in the Canadian post-secondary sector is an asset. The successful candidate will have a strong academic track record, knowledge of program development, and experience in academic leadership. The successful candidate will have exceptional interpersonal skills with the ability to inspire innovation and collaboration and meet the evolving and diverse needs of students, faculty, and staff.

INTERPERSONAL QUALITIES

- Excellent oral and written communication skills
- Driven by integrity and a commitment to the highest professional standards
- Skilled at visioning and realizing large-scale strategic plans
- Effective in building collaborative opportunities and relationships in a responsive, open, and collegial manner
- Experienced in fair-minded mediation and negotiation; able to collaborate across a broad range of stakeholders to create common purpose and build consensus
- Proficient in the critical and principled application of policies, exemptions, and innovative solutions
- Sound and decisive decision-maker, especially pertaining to difficult decisions and strategic risks
- Resourceful and adaptable problem-solver; able to explore creative, flexible solutions while committing to core values