

POSITION PROFILE

DEAN, FACULTY OF HUMANITIES
UNIVERSITY OF VICTORIA



Harbour West Consulting
A Leadership Recruitment Firm

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TABLE OF CONTENTS

UNIVERSITY OF VICTORIA..... 2

FACULTY OF HUMANITIES..... 4

POSITION RESPONSIBILITIES..... 5

CANDIDATE QUALIFICATIONS 9

VANCOUVER ISLAND, BC..... 11

EQUITY, DIVERSITY & INCLUSION..... 12

HARBOUR WEST CONSULTING..... 12

UNIVERSITY OF VICTORIA



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 26,000 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 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 over 3,500 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. UVic 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.

VISION

To be the Canadian research university that best integrates outstanding scholarship, engaged learning and real-life involvement to contribute to a better future for people and the planet.

STRATEGIC DIRECTION

UVic's Strategic Framework 2018-2023 articulates its shared understanding of its vision, values and priorities. Engagement with the campus community identified the themes most important to the University's students, faculty, staff, alumni, and community members. Those themes are reflected in the Framework's six key priorities: cultivate an extraordinary academic environment; advance research excellence and impact; intensify dynamic learning; foster respect and reconciliation; promote sustainable futures; and engage locally and globally. Guided and inspired by the Strategic Framework, UVic will deliver on its commitments to its people, partners, and local and global communities. The University will strive to be the Canadian research university that best integrates outstanding scholarship, engaged learning and real-life involvement to contribute to a better future for people and the planet.

USEFUL LINKS

For more information on UVic, please visit: <https://www.uvic.ca/>

FACULTY OF HUMANITIES

Dedicated to challenging the ordinary and reflecting on how our languages, cultures, technologies, and environments shape who we are, the Faculty of Humanities offers programs across 15 departments. The Faculty houses 1,900 undergraduate and 200 graduate students from across Canada and around the world. In all, there are more than 24,000 course registrants for humanities courses each year. There are more than 150 faculty members engaged in research, teaching and discovery, working in collaboration with sessional instructors, emeritus faculty, and professional support staff. Thriving on a culture of outstanding teaching, research and innovation, the Faculty moves beyond the commodification of learning as training, to embody the highest ideal that education elevates the human condition itself. The Faculty is committed to dynamic, collaborative, and creative intellectual openness. The next Dean will be a community builder who cultivates strengths within the context of a supportive and collegial environment where people thrive.

MISSION

Enrich Human Dignity: fundamental research and teaching about what it means (and has meant) to be human, and a commitment to enact change to improve conditions for humanity.

Provoke Critical Inquiry: fundamental research and teaching about the meaning and methods of reason and critique, including their cultural and historical plurality, and a commitment to uphold these values in society today.

Engage Myriad Voices: fundamental research and teaching about the interaction between time, place, and knowledge, including its expression through language, and a commitment to a de-colonized and diverse global society.

Inspire Innovative Expression: fundamental research and teaching about multifarious modes of human expression, including the full plurality of media, and a commitment to creative interventions in society.

USEFUL LINKS

For more information on the Faculty of Humanities at the University of Victoria, please visit:

www.uvic.ca/humanities

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, and faculty members to implement and advance the University's objectives.

KEY OPPORTUNITIES AND CHALLENGES

- Build relationships within the Faculty to support collaboration and collegiality
- Develop policies or procedures that allow people to do their best work
- Lead and implement a collaborative and strategic vision for Humanities
- Support the ongoing development, evaluation, and measurement of programs to recognize and respond to an evolving post-secondary landscape, including exploring ways to diversify and broaden existing programming in the Faculty to respond to the needs of students, faculty, and staff
- Critically and purposefully move forward curricular and co-curricular reforms to decolonize and diversify course offerings and programs
- Ensure technology, infrastructure and resources are in place to support research, programs, and other scholarly activity
- Understand and support the diversity and variation of disciplines within the Faculty; lead and build collaborative networks to support innovation in programs and research
- Champion equity, diversity, and inclusion as an integral component of all Faculty business and foster a supportive and respectful working and learning environment
- Lead the alignment of the Faculty's strategic objectives with the University Plans, including the Strategic Framework, Strategic Research Plan, Strategic Enrolment Plan (SEM), Indigenous Plan, International Plan, Equity Plan and Campus Plan
- Promote the Faculty across campus, locally, provincially, nationally, and internationally; foster and grow existing and new strategic alliances and partnerships
- Ambitiously advocate internally, provincially, and nationally for funding; identify new and sustainable funding sources; actively participate in University-wide fundraising activities
- Participate in international student recruitment activities and build relationships abroad to support and increase international partnerships and opportunities; ensure relevant supports are in place for international students
- Build positive relationships with alumni, donors and the broader community

ACCOUNTABILITIES

Leadership

- Advance the identity and vision of the Faculty to the University and the wider community; build and engage support
- Advocate and work creatively to maintain and increase the quality of programming; participate in the review of undergraduate and graduate programs, support program renewal and improvement
- Recognize, communicate, and support the differences in programming that exist within the Faculty to foster an environment of collegiality
- Lead collaborative intra-faculty and interdisciplinary initiatives to advance Faculty and University research opportunities
- Foster reconciliation through the support and advancement of Indigenous faculty, staff, and students and through curriculum changes and research strategies
- Champion equity issues and inclusion; foster a supportive and respectful working environment that is committed to diversity
- Represent and interpret the interests of the broader University to the Faculty; effectively and independently represent, advocate, and integrate the interests of the Faculty to the University
- Lead and position Faculty fundraising strategies and initiatives to ensure ongoing financial stability, and sustainability
- Identify and set priorities for development initiatives that build on existing capacity, demonstrated strengths and reputation of the Faculty
- Build bridges between and across disciplines and the broader UVic community
- Identify, advocate, and articulate the resource needs of the Faculty

Research

- Promote excellence and integrity in research and scholarly activity
- Build meaningful connections with research centres and other Faculties to support new initiatives and inter- and multidisciplinary research
- Support and advocate for a diversity of research productivity and outcomes, and scholarship of teaching, including community-based research, Indigenous research, and other systems of knowledge
- Facilitate research excellence through increased resources, research funding, and the support of new research programs
- Explore local and world-wide scholarly collaboration, research, and partnerships
- Develop and champion metrics for assessing and promoting Humanities research and creative work in all its varieties

Teaching and Learning

- Identify new opportunities for experiential learning
- Facilitate high quality program development, inspired by innovation, teaching excellence, and a student-centered approach

- Promote, engage, and support Indigenous scholarship, learning and student experience by decolonizing curriculum
- Promote the use of educational technology to enhance pedagogical methods that support diverse learners
- Promote excellence and foster a climate that encourages faculty and staff to embrace innovative avenues of teaching and learning

Student Services, Experience and Recruitment

- Support recruitment, engagement, and retention strategies to maintain or grow student enrolment and program majors and respond to UVic's Strategic Enrolment Management Plan
- Support initiatives to advance and increase opportunities for Indigenous students
- Support initiatives to advance and increase opportunities for international recruitment and experiences
- Recognize, acknowledge, and address the unique needs of students, including lifelong, non-traditional, and international learners working with partners across UVic
- Support academic advising and advocate for funding for students

Management and Administration

- Lead and support the administrative and staff team, engaging with multiple unions
- Lead academic resource planning; prioritize resources and requests for the Faculty
- Be transparent about how decisions are made, and the administrative processes involved
- Oversee marketing of programs and opportunities in conjunction with the University's Communications & Marketing Departments
- Support the development and/or acquisition of appropriate technology facilities and infrastructure to best meet the needs of staff, faculty, and students; address resource and space challenges
- Implement sustainable and environmentally conscious administrative practices

Faculty and Staff Relations

- Build a culture of collegiality and collaboration and lead by example
- Support the professional development of staff and faculty
- Plan and prioritize personnel needs, including those of term/sessional instructors and term academic support roles, ensuring competitive and sustainable hiring plans, supported by equity, diversity, and inclusion practices

Internal and External Relations

- Build effective relationships, promote, and advocate for the Faculty to a broad range of constituents, including senior administration, faculty members, students, the profession, government, donors, alumni, community members, agencies, and key institutions (regionally, nationally, and internationally)

- Work collaboratively with campus partners on multidisciplinary programming, co-operative education and work experience opportunities, graduate education, and community-engaged programs
- Celebrate and promote faculty and student achievements and opportunities
- 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
- Serve on University Senate, Deans' Council, and the President's Advisory Council; represent and advocate for the Faculty on committees, councils, and institutional initiatives
- Lead and position Faculty fundraising strategies and initiatives in collaboration with Central Development and engage in institutional fundraising

REPORTING & KEY RELATIONSHIPS

Reports to:

Vice-President Academic and Provost

Interacts with:

President, Vice-Presidents, Vice-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

Students

Indigenous Leaders and Elders

Alumni

Donors

Government

Community Members

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.

CORE SEARCH 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
- A track record of success as a leader in a university or relevant institution, including experience at the level of chair of a department, director or higher, or other relevant university experience that demonstrates experience in the operations and leadership of academic departments and programs
- Demonstrated success in a broad range of administrative leadership and management, including:
 - Setting priorities and managing a workload with substantial responsibilities
 - Developing and implementing budgets; allocating resources in a climate of financial constraint
 - Human resources and labour relations, including staffing plans and operating in a unionized environment
 - Delegating responsibility while maintaining accountability
 - Interpreting, creating, and implementing policies and procedures
 - Leading effective organizational change
- Scholarship in an area that is relevant to UVic's Faculty of Humanities, that has credibility, as demonstrated by a strong record of excellence in research and teaching
- Social and cultural awareness and responsiveness; strong demonstrated support for equity, diversity, cultural safety, and inclusion
- Demonstration of strong Indigenous acumen and anti-racism practice
- Demonstrated commitment to anti-racism, decolonization, and knowledge of Indigenization
- Demonstrated commitment to collegiality and collegial governance
- Knowledge of and a passion for the accomplishments and missions of UVIC and the Faculty of Humanities

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

- Demonstrated experience with interdisciplinary programming and a variety of program delivery and learning models
- A clear understanding of the distinct disciplines and programming within the Faculty and more broadly across the University
- Commitment to teaching and the ways teaching, and research enhance and complement each other

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- Experience leading the development of quality, competitive, sustainable, and innovative programming from concept to delivery
 - Demonstrated experience in supporting and advocating for the development of Indigenous partnerships and programming
 - Demonstrated 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 retention of faculty
 - Experience identifying and obtaining resources through development initiatives, international partnerships, and other external sources
 - Experience developing partnerships at a local, provincial, national, and international level

INTERPERSONAL SKILLS

- Driven by integrity and a commitment to the highest professional standards
- Strategic thinker who can think big and plan for implementation
- Professional, respectful, and collaborative
- Able to communicate calm and confidence, especially under pressure
- Embraces innovation and creativity
- Accessible, responsive, open, and collegial; builds collaborative opportunities and relationships
- Inspiring, effective, and transparent
- Demonstrated cross-cultural competencies and intercultural sensitivities, with a commitment to diversity, equity, and inclusion
- Fair-minded mediator and negotiator, with the ability to collaborate across a broad range of stakeholders to create common purpose and build consensus
- Principled decision-maker with sound judgement
- Proven ability to make, and be accountable for, difficult decisions and strategic risks
- Excellent communication skills with the ability to network and connect others
- A creative problem solver who is flexible and open to change

VANCOUVER ISLAND, BC

The 50 First Nations of Vancouver Island are located in three distinct tribal regions—Coast Salish, Nuu-chah-nulth, and Kwakiutl—the first peoples of Vancouver Island. UVic stands on the traditional territory of the Lekwungen peoples and also acknowledges the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day.

Internationally renowned for spectacular scenery and attractions, Vancouver Island is the largest island in the West Coast of North America. This tranquil setting is home to 460 kilometers of coastline and old-growth trees, including two national parks and a mountain recreation destination. The region has the mildest climate in Canada with popular travel destinations that include Tofino, Mount Washington, Cathedral Grove, and the Pacific Coast Trail... Exploration is endless!

On the southern tip of Vancouver Island lies Victoria, the capital of British Columbia. Less than 20 minutes by air from Vancouver and Seattle, Victoria is a waterfront city known for its old-world charm, lively arts and music scene, and fine dining. Victoria is known for its growing retail and business sectors as well as a host of tourism activities; museums, theatres, breweries, pubs, and locally made goods.

Victoria benefits from being situated in the "rain shadow" of the US Olympic mountains, receiving half the annual rainfall of nearby locations like Vancouver. Not only do frequent blue-sky days make for year-round beautiful flowering gardens, but it also makes Victoria the perfect mecca for adventurers drawn by the limitless outdoor activities. For most residents it takes less than 15 minutes to reach a nearby hiking, biking, kayaking, or fishing destination.

Within a few hours' drive, residents can enjoy skiing Mount Washington, or a weekend trip to the world-renowned Whistler ski resort. Other nearby destinations include Vancouver and Seattle (State of Washington), both just a ferry ride away.

USEFUL LINKS

For more information on life in Victoria, BC: <https://www.tourismvictoria.com/>



EQUITY, DIVERSITY & INCLUSION

Harbour West Consulting believes that equity, diversity and inclusion are essential for the organizations we serve to achieve the business goals they strive for. We believe that everyone - no matter their gender, racialized identity, ethnicity, sexual orientation, age, ability, religion, political beliefs, family status, socioeconomic status, citizenship status, or Indigenous status – should have equitable access to jobs and opportunities. We strive to ensure the recruitment process unfolds in a fair, transparent, timely and open manner to include individuals previously underrepresented or discouraged from participating.

UVic is committed to upholding the values of equity, diversity, and inclusion in its living, learning and work environments. In pursuit of its values, UVic seek members who work respectfully and constructively with differences and across levels of power. UVic actively encourages applications from members of groups experiencing barriers to equity. Should you have any questions regarding accommodation, please contact Harbour West Consulting.

In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, this position will be treated as a preferential hire. Indigenous Peoples, members of visible minorities, women and persons with disabilities who wish to qualify for preferential consideration must self-identify in their application.

HARBOUR WEST CONSULTING

Should you be interested in learning more about this unique opportunity with the University of Victoria, please contact Carol Robinson at 1-604-998-4032 or forward your CV, a letter of introduction and the names and contact information for three references, in confidence, to info@hwest.ca.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We will respond to all who express interest.



CAROL ROBINSON

Founder + Principal

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