



APPOINTMENT COMMITTEE FOR THE DEAN, FACULTY OF EDUCATION

Committee Summary Report | October 9, 2026

The Appointment Committee for the Dean, Faculty of Education is pleased to recommend Dr. Todd Milford to serve as Dean. Aligned with Procedures for the Appointment and Reappointment of Deans (GV0450), the committee bases its recommendation on a review of the candidate's CV and self-assessment, the criteria and objectives established by the committee, the public presentation, interactions with committee members (including an in-depth interview), consultations with constituent groups and references, and feedback submitted by faculty, staff and students. The committee was very pleased to see the robust level of feedback and would like to share our appreciation to faculty, staff and students for their investment in this important process.

The extensive feedback underlined the Faculty's desire for stable leadership capable of navigating the Faculty through the current complexities while supporting sustained growth.

The committee observed deep appreciation for how Dr. Milford has already begun advancing innovative initiatives in his role as Acting Dean while providing important stability. There was a general sense of confidence in his capacity to continue in this position and facilitate further important work on behalf of the Faculty. The committee does want to note that the makeup of the Faculty has shifted, with the addition of the School of Child and Youth Care (CYC), and that more attention is needed to how this unit is integrated into the Faculty. During his public presentation, Dr. Milford reaffirmed this, noting that CYC is a valuable addition that broadens the Faculty's expertise and creates a distinctive continuum of learning and practice.

As a valued faculty member, former chair, and most recently Acting Dean, Dr. Milford brings significant leadership experience to this role. The committee believes Dr. Milford is well-prepared to meet the demands of this position, following his time representing the Faculty of Education on the Deans' Council, President's Leadership Council, and Senate. Further, his experience in the collective bargaining process between UVic and the Faculty Association demonstrates his attention to the sensitive nature of the complex relationships and responsibilities within the university. Feedback provided to the Committee emphasized his relational leadership, his willingness to listen and learn, and his ability to lead through building consensus.

Dr. Milford's close connection with leadership in the school districts and government ensures the Faculty is well connected to the teacher training and K-12 education needs of the province. The committee was especially impressed with his creative leadership and advocacy in establishing the Bachelor of Education Elementary Post-Degree Professional Program (English and French Immersion) at the John Horgan Campus, along with expanding the CORE programming to that location. Working in partnership with the superintendent of School District 62 (Sooke), students in these programs will observe classes and pursue their practicums in that school district. We look forward to exploring how CYC could leverage these partnerships and opportunities, including through placements.

Since 2016, Dr. Milford has sustained and expanded important relationships with the Ministry of Education. His attention to this relationship facilitated the procurement of important funding for the establishment and

maintenance of programming and micro-credentials in the Faculty. For instance, as Acting Dean, Dr. Milford secured funding as investigator for a \$600,000 Ministry of Education and Child Care education literacy project. He also obtained federal funding to support and grow a French Immersion Teacher Education program. The committee was impressed by these successes and how he represents the Faculty's needs, aspirations, and goals within these ministerial relationships.

Through his time as a faculty member, Chair and Acting Dean, Dr. Milford has remained invested in developing and expanding his scholarly activities. He has an impressive record of publications that demonstrate his ongoing commitment to scholarship and research. Furthermore, Dr. Milford has experience supporting early career and other faculty members in growing their scholarship, including through the supervision and co-supervision of a multitude of graduate students. This support represents one of his core values, which is his care and attention to his relationships as well as honouring of the needs of the faculty. Throughout the appointment process, Dr. Milford emphasized the central roles relationality, collaboration, and humility play in his leadership, scholarship and teaching. The committee especially admired the integrity demonstrated as he characterised his approach to leadership in a Faculty with diverse disciplines.

The committee recognizes Dr. Milford's dedication to supporting equity, diversity, and inclusion in the Faculty through facilitating committees and redesigning a secondary post-degree teacher program with attention to the UVic Indigenous Plan and anti-oppressive pedagogy. While the committee appreciates his support of EDI initiatives and programs, we note that the Faculty is likewise ready for him to take a more active leadership role in expanding this work, which requires deepening his personal relationship to issues of equity and justice.

Faculty and staff who offered feedback noted that Dr. Milford is a relational leader who is respectful and operates with integrity. He is a caring administrator and makes an effort to be transparent in his decision making. We look forward to his ongoing efforts to build community, especially in relation to CYC's integration into the faculty.

In recommending Dr. Milford as Dean, the committee is likewise responding to feedback from faculty, staff and students who respect and value his current leadership and anticipate greater opportunities under a five-year term. His aspirations to be part of guiding provincial decision-making, expanding the depth of cross-disciplinary research and collaboration, promoting the relevance of the Faculty's scholarship, as well as grounding the Faculty more meaningfully in the community reflect shared intentions among the faculty.

The committee is confident that Dr. Milford's qualifications and leadership experience align with the position profile and, in particular, the current needs and desires of the Faculty and university, and we are pleased to recommend that he serve a five-year term as Dean.