

Vice-President Academic and Provost

Candidate Criteria



The Appointment Committee is seeking a person who has demonstrated experience and skills in the following areas:

Academic and Institutional Leadership

- Proven record of success in a senior academic leadership role within a large, complex, multi-stakeholder organization, preferably at a research intensive university.
- Ability to effectively oversee a broad range of academic and support functions across a complex organization.
- An understanding of the Canadian and international higher education environment. Canadian experience preferred.
- Demonstrated excellence in research, scholarship or creative activity, and strong record of excellence in teaching. Eligible for an academic appointment as a full professor at the University.

Strategic Leadership

- A champion for the University's success and leadership in a rapidly changing global higher education environment.
- Innovative, agile and visionary. Demonstrated ability to identify and act on opportunities to advance the University's academic and strategic interests.
- A record of success in developing and implementing institutional strategic plans. Demonstrated ability to incorporate broad vision into short and long term goals, and to lead positive organizational change.
- Proven ability to actively engage and inspire a diverse range of individuals, including members of the university community, and external stakeholders and partners.
- Proven ability and comfort working in a collegial governance structure.

Values Based Leadership

- Committed to the vision, values and priorities of the University.
- Demonstrated understanding of, and commitment to, the relevance and importance of equity, diversity and inclusion to the achievement of the University's goals. Proven ability to contribute to the University's goals in relation to equity, diversity, inclusion, anti-racism and anti-oppression in all aspects of the role.
- Capacity to advance truth, respect and reconciliation with Indigenous peoples. Demonstrated ability to contribute to the University's goals in this area, including decolonization efforts.
- Demonstrated appreciation for a wide range of disciplines and types of research, scholarship and creative activity. Ability to bring faculty members from across the University together to build on and leverage academic and research strengths.
- Experience with interdisciplinary programs and activities.
- Proven ability to build and maintain trust and communication across the diverse employee and student groups, and across disciplines at the University.
- Deep understanding of and commitment to supporting the unique needs of students, faculty members and staff from diverse backgrounds and marginalized groups.
- Demonstrated success building highly productive and trusting relationships with diverse individuals and groups, including members of the university community and external stakeholders and partners.

- Ability to inspire and actively engage with students, staff and faculty members in an approachable and sincere manner and contribute to building a sense of community.
- Demonstrated ability to foster and maintain a culture of trust through collegial and transparent processes. Has a strong sense of fairness and integrity.

Student Centred Leadership

- A record of working to improve students' educational experience and success. Understands the factors that affect undergraduate and graduate students' experience, learning and achievement.
- Demonstrated commitment to supporting the recruitment, retention and success of students from all diverse backgrounds and marginalized groups. Ability to harness innovation and progressive thinking to make learning and education more engaging and accessible in a rapidly changing higher education environment.
- Record of success in promoting experiential and research-inspired learning.

Administrative Leadership

- Ability to establish priorities and ensure their implementation and successful completion through aligning strategy, structure and systems. Strong organizational skills.
- A record of attracting and retaining excellent faculty members, and academic and administrative leaders. Proven ability to mentor, empower, and build a strong leadership team.
- Principled and transparent decision maker with the ability to balance competing priorities, resolve disputes and manage conflicts, and make and communicate difficult decisions. Ability to deal proactively and reactively with crises and challenges.
- Possesses financial acumen and a record of success leading budgetary and integrated planning processes.
- Experience with working successfully and directly with faculty unions and other unions. Comfortable working in a unionized environment.
- Engaging and authentic communicator. An excellent listener.
- Ability to represent the University in the broader community. Ability to work effectively with a Board of Governors, Senate and other internal and external audiences.