



University of Victoria

DEAN, FACULTY OF SOCIAL SCIENCES

EXECUTIVE BRIEF

To learn more about this opportunity, please contact The Geldart Group:

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February 2020



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 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 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 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. 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 region 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 cityscape 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 SOCIAL SCIENCES

The Faculty of Social Sciences is a dynamic and multi-faceted community with nearly 150 regular faculty members, over 200 additional teaching and lab assistants, emeritus and sessional faculty, and approximately 50 support employees. This community also includes approximately 350 graduate students and over 3,000 undergraduates.

The Faculty thrives in a culture based on teaching and world-class scholarship, innovation and professional practice and is committed to diversity, serving a student population that hails from across British Columbia, Canada, and around the world.

Social Sciences is the largest Faculty at the University of Victoria and has more Indigenous students enrolled than any other Faculty. It offers undergraduate, masters and doctoral degrees in seven units: Anthropology, Economics, Environmental Studies, Geography, Political Science, Psychology and Sociology. Programs engage all aspects of society and the world we live in, including human behaviour, social relationships and the connection between humans and the environment, and the workings of the natural world.

For more information on the Faculty of Social Sciences please visit: www.uvic.ca/socialsciences.



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;
- Build, foster and maintain strategic relationships locally, provincially, nationally and globally;
- Support the advancement of the university's strategic priorities in research excellence and impact by supporting research opportunities, aligning research and education, advancing research rankings and reputation, 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, nationally and globally for increased funding; seek out new funding sources, spearhead Faculty advancement initiatives and actively participate in university-wide fundraising activities;
- Continue to ensure a positive, engaged student experience that includes opportunities for community-based and 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 academic initiatives within the Faculty, and endeavour to resource them appropriately and respond collaboratively 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;
- Foster an inclusive and supportive community by engaging respectfully with students, staff and faculty in a unionized environment;
- Provide leadership to the exploration of the Faculty's space planning requirements.





POSITION RESPONSIBILITIES

The Dean is the chief academic and administrative officer of the Faculty of Social Sciences and a member of the senior leadership team of the University of Victoria. The Dean is responsible for providing leadership, in collaboration with Deans of the other Faculties and senior administrators, in the articulation and implementation of the University of Victoria's Strategic Framework and other institutional and Faculty-wide plans. Working in a unionized environment, the Dean facilitates collaboration and leadership within the Faculty and is expected to play a national leadership role in shaping post-secondary education in Canada.

Leadership and Vision

- Provides collaborative and visionary leadership to the Faculty, exemplifying its core values;
- Lead ongoing review and update of the Faculty's Strategic Framework to align with the University's Strategic Framework, Indigenous Plan, International Plan, Strategic Enrolment Management Plan, Strategic Research Plan, Employment Equity Plan, and other institutional Plans and priorities;
- Facilitates the academic strategic planning process for the Faculty of Social Sciences through an inclusive, collegial, and consultative decision-making process, initiating discussion, defining priorities, participating in strategic funding discussions and developing and articulating the Faculty's vision;
- Champions the continued success of existing programs and development of new programs;
- Facilitates the development and updating of relevant policies and procedures that affect the Faculty of Social Sciences;
- Celebrates the diversity of the Faculty by providing a positive and supportive environment for people from all backgrounds to work and study, recognizing especially the diversity of programs, cultures and intellectual traditions;
- Encourages, recognizes and where possible helps coordinate support to faculty, staff, and students who engage in interdisciplinary and community-engaged teaching, service and/or research between departments and across Faculties;
- Encourages engagement, inclusion and fosters collegiality within the Faculty;
- Communicates regularly with faculty, staff, students and postdoctoral fellows;
- Inspires and capitalizes on connections among people, ideas and opportunities, particularly with regard to Indigenous, Interdisciplinary and international scholarship;
- Champions the Faculty's commitment to increasing educational access and success for Indigenous students and further developing initiatives and programs of education, research, outreach and engagement with an Indigenous focus. Implementing and advancing Calls to Action from the Truth and Reconciliation Commission;
- Plays an active leadership role in the University as a whole.

Research and Scholarly Activity

- Promotes excellence and integrity in research and scholarly activity, and seeks out and provides the tools and support for faculty to effectively conduct research;





- Fosters the recruitment, development and retention of outstanding researchers, and facilitates the research productivity of the Faculty; Promotes the research of the Faculty to multiple audiences within UVic and externally to other scholarly institutions nationally and internationally, funding providers, donors, the external community, alumni, and students;
- Plays a key role in developing collaborative initiatives with the Office of the Vice-President Research and other units on campus and beyond, including local, provincial, national and international institutions.

Teaching and Learning

- Fosters the recruitment, development and retention of outstanding teachers and facilitates teaching excellence;
- Aligns the Faculty's recruitment and retention goals with the Strategic Enrolment Management Plan while establishing student recruitment processes that reflect the nature of the Faculty's many programs and diversity of its students;
- Oversees regular evaluation of academic programs with a view to encouraging improvements and innovations, such as support for expanded experiential and work-integrated learning experiences, and management of program content in accordance with the mission of the Faculty and with student needs in mind;
- Promotes excellence in pedagogical activity and fosters a climate that encourages faculty and staff to identify and implement innovative approaches to teaching and learning.

Advocacy

- Promotes and advocates for the Faculty by building effective relationships with a broad range of constituents, including senior administration, faculty members, students, postdoctoral fellows, governments, community leaders, agencies and key regional, national and international institutions.

General Management

- 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;
- Effectively manages the financial resources of the Faculty, including establishing budget priorities and strategies;
- Effectively manages the human resources of the Faculty, including sensitivity to work/life balance;
- Is accessible, fair, creative, and respectful in dealing with personnel issues, and adopts effective, collegial transparent processes; and
- Encourages a sense of innovation, engagement and collegiality within the Faculty.

External Relations

- Builds effective relationships with donors, prospects and alumni





- Works to increase funding support from international, federal and provincial agencies, while demonstrating resourcefulness and creativity in identifying alternative funding sources in collaboration with the Vice-President, Research and Vice-President, External Relations;
- Collaboratively leads the Faculty's 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;
- Fosters relationships with the community and promotes civic engagement among faculty, students and postdoctoral fellows;
- Works effectively to advance the profile of the Faculty within the broader community;
- Works towards enhancing the reputation of the Faculty and the University of Victoria; and
- Encourages opportunities for the community to participate in and benefit from the Faculty's work.



KEY RELATIONSHIPS

Reports to

- Vice-President Academic & Provost

Interacts with

- President, Vice-Presidents, Associate Vice-Presidents
- Board of Governors
- Deans, Executive Directors, and Directors
- University Librarian
- Chairs and Directors
- Faculty and staff
- Students and postdoctoral fellows
- Alumni
- Donors
- Collaborators and partners external to UVic

Provides direction to

- Associate Dean, Academic & Undergraduate Studies
- Associate Dean, Research
- Director, Administration
- Assistant to the Dean
- Assistant to the Associate Deans
- Alumni and Annual Giving Officer
- Development Officer
- Communications and Special Projects Officer
- Research and Scholarship Coordinator
- 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 field and eligible for an appointment at the rank of full professor at UVic;
- A track record of success as a university 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;
- Scholarship in an area that is relevant to the Faculty of Social Sciences 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 Faculty and its departments based on the current and anticipated needs of those you serve;
- A deep 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 Social Sciences 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.

Should you want to learn more about this exciting leadership opportunity, please call Ashley Brown or Cameron Geldart at 587.534.2220 or toll free at 888.505.2908. To apply, please forward your CV, a letter of introduction and the names and contact information for three referees in strictest confidence, to ashley@thegeldartgroup.com.