



LAVERNE SMITH & ASSOCIATES INC.

POSITION PROFILE

DEAN, COLLEGE OF SOCIAL AND APPLIED HUMAN SCIENCES UNIVERSITY OF GUELPH

Our campuses reside on the treaty lands of the Mississaugas of the Credit and lands that the Anishinaabe, Hodiho:ni, Lūnaapéewak and Wendat peoples have inhabited for centuries. We understand that these lands are connected by the Dish with One Spoon Wampum and continue to be home to diverse communities of First Nations, Inuit and Métis Peoples. Acknowledging the land reminds us of our commitment to reconciliation with Indigenous peoples and lands.

The University of Guelph invites applications, nominations, and expressions of interest for the position of Dean, College of Social and Applied Human Sciences with the appointment to be effective July 2022. This is an exciting opportunity to lead a globally recognized College conducting innovative, interdisciplinary, and community engaging research in a collegial and student-centred environment.

THE UNIVERSITY

Research-intensive and learner-centred, the University of Guelph has achieved prominence in Canada and around the world for its commitment to developing exceptional thinkers and engaged citizens. The University plays an integral role in the educational, business, and cultural life of the province of Ontario, through the impact of its teaching, research, and community service, and through its special mandate to serve the province in support of the agri-food sector and veterinary medicine. Dedicated to improving life in the areas of food, water, environment, animal and human health, community, commerce, culture, and learning, the University of Guelph community shares a focus on collegiality, a profound sense of social responsibility, an obligation to address local and global issues, and a concern for sustainable development.

The University of Guelph ranks among Canada's top comprehensive universities because of its commitment to innovative research, student learning, and a supportive environment that encourages student engagement. Guelph's programs are in the top level of Canadian universities and the University has also achieved global prominence. Faculty at U of G have won more 3M Fellow teaching awards than faculty at any comparably sized university in Canada and Guelph was first in Canada for overall student satisfaction in the 2020 Maclean's rankings.

With close to \$160 million in annual research funding, the University of Guelph is home to some of the world's leading researchers and is one of Canada's most research-intensive universities. The University has a long history of conducting innovative research and building strategic partnerships with other universities, government, and the private sector to strengthen its levels of basic and applied research excellence. Guelph is a leader in knowledge translation and has been transferring technologies to the marketplace for more than a century. University of Guelph research solves real problems, and results in meaningful advances in innovation, employment, and the economy.

Committed to knowledge with impact and education with results, the University of Guelph aspires to become a leader in experiential education and personalized learning in a technology-rich environment. Students may pursue more than 85 undergraduate and over 100 graduate degree programs spanning a range of disciplines. The University of Guelph has more than 30,000 students, including over 3,000 full and part-time graduate students, almost 4,000 full-time faculty and staff members, an annual operating budget exceeding \$500 million, and over 185,000 alumni located in 160 countries around the world. Guelph's seven colleges, as well as the Guelph-Humber and Ridgetown campuses, conduct leading edge interdisciplinary teaching, experiential education, and innovative research in the physical and life sciences, arts, business, social sciences, and agricultural and veterinary sciences.

Approved in spring 2016, the University of Guelph's strategic framework – Our Path Forward – is an institutional planning document that describes who it is, where it will focus, and how it will move forward as a university. It reaffirms the University's common purpose – the qualities that are essential to its future success – and provides guideposts to help in strategic decision making. The framework contains five intersecting strategic pillars of equal importance:

- Inspiring Learning and Inquiry
- Connecting Communities
- Catalyzing Discovery and Change
- Nurturing a Distinctive University Culture
- Stewarding Valued Resources

In 2021, the University will undertake a refresh of its strategic framework, intended to create a multi-year action plan that will help chart the course of the post-pandemic university. By creating shared goals and objectives that include future-oriented pedagogy and teaching and a commitment to equity and diversity, Guelph will be prepared to respond to the needs of public health and society as it moves forward from the pandemic. Additional information about the University of Guelph can be found at www.uoguelph.ca.

THE COLLEGE OF SOCIAL AND APPLIED HUMAN SCIENCES

To be a world-class leader of integrated scholarship that addresses the critical, complex issues facing our world.

Vision

To address vital issues facing individuals, families, communities, and our world through rigorous research, learner-centred teaching, and engagement with people and communities.

Mission

The College of Social and Applied Human Sciences is a dynamic, diverse, engaged, and interdisciplinary community of 5,000 undergraduate students, over 400 graduate students, and 223 full-time faculty and staff. Its five academic units of Family Relations & Applied Nutrition; Geography, Environment and Geomatics; Political Science; Psychology; and Sociology & Anthropology and its two Institutes of Development Studies and Community Engaged Scholarship offer 28 undergraduate and 34 graduate degree programs, emphasizing experiential learning and knowledge application in community, research, professional, and policy settings. The College is home to three large interdisciplinary programs - International Development Studies, Criminal Justice and Public Policy, and Environmental Governance – that draw on the expertise of several academic units. It also offers professionally accredited programs in nutrition and therapy.

New and innovative academic programs which address areas of need and build on expertise within the College continue to be developed. These include a Justice and Legal Studies program, a certificate in Indigenous Environmental Governance, and the Master of Conservation Leadership program. New co-op programs in a variety of academic areas continue to be added and in 2019, the College welcomed the first students into the PhD in Social Practice and Transformational Change, a program which makes use of collaboration among all five departments and two research institutes.

Committed to research innovation and scholarship that will challenge students and engage with society, the College has 10 research chairs, funding of over \$8.5 million annually, and the following five research centres:

- Canada India Research Centre for Learning and Engagement
- Centre for Psychological Services
- Couple and Family Therapy Centre
- Live Work Well Research Centre
- ReVision: The Centre for Art and Social Justice

The College has identified four values that guide its activities:

- Scholarship that integrates teaching, research, and interdisciplinary collaboration
- Mobilization of knowledge from the academy into society to create positive change
- Equality, inclusion, and respect for all those we serve within our communities and globally
- The ecological, social, physical, and economic health and wellbeing of our planet and its people

Current initiatives include a focus on indigenization, equity, diversity, and inclusion, including consideration of curriculum, research, and student and faculty support. New interdisciplinary programs are being developed in partnership with the College of Arts that include a new Black Studies minor and a Gender and Sexuality major. Nokom's House – an Indigenous land-based lab promoting truth, reconciliation, and decolonization is being developed. The College continues to promote innovation in teaching through the Hub for Teaching and Learning Excellence and interdisciplinary teaching and research through the Interdisciplinary Hub. Additional information about the College is available at <https://csahs.uoguelph.ca/>.

THE ROLE AND MANDATE

Reporting to the Provost and Vice-President (Academic), the Dean, College of Social and Applied Human Sciences is a member of Guelph's senior leadership team and will be expected to provide leadership to the University community. Within the College, the Dean will provide strategic direction, academic planning leadership, and administrative oversight to achieve the highest possible standards in teaching, research, creative activity, and service. Working collaboratively with a variety of internal and external partners to further enhance the reputation of the College, the Dean will lead in promoting innovative and multi-disciplinary approaches to teaching and research, and in increasing funding support.

The Dean will work collaboratively with, and provide leadership to, the following direct reports:

- Associate Dean, Academic
- Associate Dean, Research and Graduate Studies
- Chairs of the five academic departments

- Director, Guelph Institute of Development Studies
- Director, Criminal Justice & Public Policy and Criminology & Criminal Justice Policy
- Director, Community Engaged Scholarship Institute
- Associate Director, Finance & Operations
- Senior Development Manager
- Manager, IT Shared Services
- Manager, Marketing & Communications
- Administrative Officer
- Administrative Assistant to the Dean

The College strategic plan, first implemented in 2016, is the guiding force behind the decisions and projects established within the College. Available online at <https://csahs.uoguelph.ca/about-us/college-strategic-plan>, the plan identifies three goals, each with accompanying objectives and actions.

1. To be a leader in disciplinary, interdisciplinary, transdisciplinary, and engaged teaching and research that contributes to meaningful change in our communities and our world.
2. To make visible and compelling the quality, value, and societal impact of our teaching, research, and engagement for prospective and current students, the University of Guelph community, alumni, and the general public.
3. To provide a healthy and productive work and learning environment where diversity is encouraged and that fosters the ability of students, staff, faculty, and alumni to thrive and succeed.

Significant progress has been made in reaching the goals set forth in the plan and new projects that are in line with strategic priorities and build on previous successes are being planned or have begun. The Dean, College of Social and Applied Human Sciences will play a major role in the achievement of these goals, objectives, and projects through leadership in the following areas:

Providing leadership within the College:

- Articulating the vision, mission, values, and goals of the College, collaboratively developing and implementing open and transparent academic and fiscal plans, and developing, implementing, and adapting ideas and strategies as the College meets the changing needs of students, faculty, staff, and its external communities;
- Ensuring a fiscal and physical infrastructure that will support excellence in teaching, research, and student services, while building stronger relationships with alumni, advisory groups, and other communities of supporters;
- Attracting and retaining diverse and outstanding faculty, students, and staff while encouraging diversity, equity, inclusion, and indigenization within a culture that is tolerant and welcoming of differences.

Providing leadership in education:

- Encouraging the development of quality innovative programs that continue to embrace modern issues, community engagement, and experiential learning, while promoting and supporting teaching excellence at all levels and managing issues that impact teaching, such as faculty workload and class sizes;
- Creating interdisciplinary linkages and partnerships between units in the College, across the University, and with other postsecondary institutions, government, and community organizations that will enrich undergraduate and graduate program offerings.

Providing leadership in research:

- Continuing to build on the College's level of research activity by enhancing the pursuit of research opportunities at local, provincial, national, and international levels and assisting in the generation of research funds from both traditional and non-traditional sources;
- Fostering interdisciplinary, community, and inter-institutional research and partnerships while promoting flexibility, productivity, and creativity for all faculty members.

Promoting and advocating for the College:

- Generating recognition and opportunities for the College through working in a highly collegial manner with the Provost, decanal colleagues, and other administrators at Guelph to ensure that the interests, profile, and relevance of the College remain visible and central within the greater university community;
- Collaborating with Alumni Affairs & Development to act as an effective fundraiser by promoting the College as an excellent area for investment and donor generosity;
- Supporting and championing the College's commitment to effective and innovative teaching, learning, community engagement, and excellence in research throughout the University, and locally, nationally, and internationally with a variety of external stakeholders.

CANDIDATE QUALIFICATIONS

The successful candidate will be an accomplished academic and advocate for the social and applied human sciences with a record of building strong teams and relationships, fostering academic innovation, managing resources, and promoting multi-disciplinary initiatives. Extensive academic leadership experience will enable the new Dean to relate to a range of internal and external partners and promote excellence, equity, diversity, indigenization, and inclusion among faculty, staff, and students. The Dean, College of Social and Applied Human Sciences will possess an open and collegial style, outstanding management, communication, and interpersonal skills, a creative approach to problem solving, a strong commitment to academic excellence in research, teaching, and engagement, and experience or an interest in fundraising.

While the Search Committee recognizes that no one candidate is likely to meet all of the following qualifications in equal measure, they will be used in the assessment of candidates for the position:

- Demonstrated accomplishments in an academic leadership role, with a level of scholarship, teaching excellence, and intellectual acumen that will facilitate credibility both internally and externally;
- The dynamism and decisiveness to develop and spearhead the College's vision, mission, values, and goals, to recognize important opportunities for growth, and to develop long range goals, combined with a proven record of successful leadership in academic planning and implementation;
- The patience, resolve, flexibility, and enthusiasm to deliver innovative and relevant academic leadership and bring about change, with all the required consulting, listening, planning, persuading, explaining, interpersonal, and implementing skills;
- Superior analytical, budgetary, and organizational skills and an assertive, results-based, yet open and collegial management style, that includes the abilities to plan, delegate, weigh alternatives, and set and explain priorities;

- A commitment to fostering excellence in teaching, research, and engagement activity and to encouraging academic innovation in all areas of the College, recognizing the distinct and dynamic nature of its departments, institutes, centres, and disciplines. This includes the capability to balance the autonomy of department and faculty members with the need for an overall shared vision, identity, and commitment;
- A consistently demonstrated sense of fairness and commitment to indigenization, equity, diversity, and inclusion, and sensitivity to the broad range of viewpoints within the College and University;
- A history of involvement and advocacy for the social and applied human sciences, combined with an awareness of federal and provincial funding opportunities, and experience with or willingness to participate in fundraising, alumni engagement, and ongoing development;
- Strong communication skills in listening, speaking, and writing, and the ability to interact successfully with multiple constituencies and stakeholders and promote the academic, research, and funding priorities of the College to a variety of internal and external communities;
- The capacity to listen well, stand one's ground when appropriate, enable others to see opportunity where initially they saw constraint, and make sound, fair, and sometimes difficult decisions, combined with the ability to communicate such decisions openly and implement them firmly;
- A genuine interest in students, a commitment to fostering access and success, and a willingness to become personally and visibly involved in College activities; and
- Team building skills and a proven capacity to work in a collegial and constructive manner as both a team member and team leader, with senior administration, faculty, staff, and students, and with constituencies both internal and external to the University.

THE SETTING OF THE UNIVERSITY OF GUELPH

Located in the city of Guelph, the University's main campus is open, friendly, and characterized by green spaces and a blend of modern and traditional architecture. The 411 hectare campus, featuring Victorian turrets, modern concrete, glass and steel, hand-hewn century limestone, brick walkways, and landscaped plazas includes a 165 hectare arboretum and a 12 hectare research park. The University is the second largest employer in Guelph, a vibrant community of approximately 130,000 people, located in the heart of Canada's Technology Triangle, about 100 kilometres west of Toronto. The city has a diverse variety of manufacturing, service, and high technology enterprises, and is one of the fastest growing cities and economic regions in Canada.

Guelph has consistently been rated as one of Canada's most liveable cities. Its century-old limestone buildings and downtown avenues are set in a picturesque natural setting at the junction of the Speed and Eramosa Rivers. The region's rivers, parks, and countryside afford numerous opportunities for hiking, cycling, and other outdoor activities. Guelph is also known for its rich architectural heritage and vibrant cultural life including its music festivals, theatres, art galleries, and other numerous activities and points of interest. Connected by road and rail to neighbouring cities of Waterloo, Kitchener, and Hamilton and about an hour from downtown Toronto, residents of Guelph can take part in a variety of cultural and artistic activities across a wide range of areas, yet live in a relatively small community. Located within an hour's drive of Guelph are the following universities: University of Waterloo, Wilfrid

Laurier University, McMaster University, Brock University, York University, Ryerson University, and the University of Toronto. Additional information about the city of Guelph can be found at www.guelph.ca.

THE PROCESS

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph and Laverne Smith & Associates will provide support in the recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. The University recognizes that applicants may have had obligations outside of work that have negatively impacted their record of achievements (e.g., parental, elder care, and/or medical). You are not required to disclose these obligations in the hiring process. If you choose to do so, the University will ensure that these obligations do not negatively impact the assessment of your qualifications for the position.

At the University of Guelph, fostering a culture of inclusion is an institutional imperative. Acknowledging the University's diverse population and ensuring that every member of an inclusive campus is a valued contributor is a foundational pillar of success. The University invites and encourages applications from all qualified individuals, including from groups that are traditionally underrepresented in employment, who may contribute to further diversification of our Institution.

The search committee will begin consideration of candidates immediately and will continue until the role is successfully filled. Applications should include a letter of introduction, curriculum vitae, and the names of three references (who will not be contacted without the consent of the candidate), and be submitted electronically, in confidence, to:

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