The University: University of Manitoba

*University of Manitoba Mission: To create, preserve, communicate and apply knowledge, contributing to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.*

The University of Manitoba – the province’s largest university and one of Canada’s U15 research-intensive universities – is a uniquely comprehensive medical/doctoral institution serving almost 30,000 students and employing more than 5,300 academic staff and 3,900 support staff. Over $1.8 billion in annual economic activity in the province is attributable to the University of Manitoba, making it one of the most important contributors to the province’s prosperity.

The University of Manitoba is home to 38 research centres and institutes, and 43 Canada Research Chairs. These research centres, institutes and shared facilities promote the exchange of ideas and provide collaborative environments that stimulate multidisciplinary research and development. They also afford novel training opportunities for students and are a valuable resource for the community at large.

Furthermore, the university has four distinct but closely aligned campuses: the Fort Garry Campus, a 274-hectare complex on the Red River in south Winnipeg; the Bannatyne Campus in central Winnipeg, adjacent to the Health Sciences Centre; the William Norrie Centre, the University of Manitoba’s inner-city campus; and a satellite campus in Thompson, Manitoba. The university also has three colleges – St. Andrew’s College (Ukrainian Orthodox), St. John’s College (Anglican), and St. Paul’s College (Roman Catholic) – that provide students, staff and faculty with a “community within a community.” Université de Saint-Boniface, where the language of instruction is French, is also affiliated with the University of Manitoba.

To learn more about the University of Manitoba, please visit www.umanitoba.ca.
University of Manitoba’s Strategic Plan

The directions established in the 2015-2020 University of Manitoba Strategic Plan: Taking Our Place guide the institution towards its place in the future. Through a thorough consultation process, the following priorities were identified:

- **Inspiring Minds through innovative and quality teaching**: We are committed to ensuring that our undergraduate and graduate students have an outstanding educational experience.

- **Driving Discovery and Insight through excellence in research, scholarly work, and creative activities**: We will champion excellence in research, scholarly work, and other creative activities and increase our position with in the top 15 research-intensive universities in Canada.

- **Creating Pathways to Indigenous achievement**: We will incorporate Indigenous perspectives into our learning, discovery and engagement programs and by doing so, help to transform the lives of both Indigenous and non-Indigenous peoples and communities and make Manitoba and Canada a better place to live.

- **Building Community that creates an outstanding learning and working environment**: We will engage in programs that foster interchange and creation of knowledge, ideas, and opinions in a respective, mutually supportive climate of trust. We believe an outstanding work and learning environment is foundational to achieving our mission and vision.

- **Forging Connections to foster high impact community engagement**: We are firmly committed to engaging with communities beyond the University, to closer collaborative relationships, and to more integration between the University and the community.
**The Faculty:** Clayton H. Riddell Faculty of Environment, Earth, and Resources

To contribute to understanding the changing Earth, environment, and human condition and to disseminate and apply this knowledge for the benefit of the present and future.

- **Purpose**

To create an intellectual community conducive to becoming a premier teaching and research faculty in the broad areas of Earth, environment, sustainable development, resources and human activities. We will accomplish this by using the unique synergies of our interdependent disciplines; by developing academic programs that respond to the needs of students, changing societal conditions, and worldviews; and through opportunities for research and outreach.

- **Mission**

**About the Faculty**

Established in 2003, the Clayton H. Riddell Faculty of Environment, Earth, and Resources at the University of Manitoba brought together the Department of Geological Sciences, the Department of Environment and Geography, and the Natural Resources Institute. With a diverse mix of physical and social sciences, the faculty pursues the physical, chemical, geological, biological, human, and environmental knowledge needed to live sustainably on the Earth and apply and share that knowledge for the benefit of present and future generations.
About the Faculty (cont.)

This innovative and research-intensive faculty focuses on identifying and managing Earth resources, understanding Earth processes, and examining their implications for the Earth, its environments, and human populations. The faculty is internationally recognized for a broad range of scholarship ranging from geochemical and isotopic processes in minerals to community-based resource management, commons use and community outreach. The faculty is a global leader and is home to one of the world’s largest research and training centres focusing on Arctic System Science and climate change research. Leading this critical work is a well-equipped team of scientists and thought leaders, including a Canada 150 Research Chair, two Tier 1 Canada Research Chairs, a Tier 2 Canada Research Chair, and one Canada Excellence Research Chair as part of its Centre for Earth Observation Science. On the shores of the Hudson Bay, the faculty’s research excellence is fostered through the CFI funded unique, innovative and multidisciplinary Churchill Marine Observatory, which will directly address technological, scientific, and economic issues relating to the sustainability and development of the Arctic. The faculty is uniquely positioned to train the next generation of physical and social scientists, and multi and interdisciplinary scholars to address critical societal issues relating to climate, environment, and resources.

For more information on the Clayton H. Riddell Faculty of Environment, Earth, and Resources, visit: www.umanitoba.ca/environment
Clayton H. Riddell Endowment Fund

In February 2005, the University of Manitoba named the Clayton H. Riddell Faculty of Environment, Earth, and Resources in honour of Dr. Riddell, a prominent University of Manitoba graduate, entrepreneur, and exploration geologist.

In addition to being a distinguished graduate of the Department of Geological Sciences, an Honorary Doctorate of Science degree recipient in 2004, and a long-time friend and supporter of the university, Dr. Riddell made a $10-million gift to the University of Manitoba to create an endowment fund to ensure the success of the new Faculty of Environment, Earth, and Resources.

For more information on Clayton H. Riddell, visit: www.umanitoba.ca/faculties/environment/about/claytonriddell.html
Programs

In its first ten years, the faculty awarded 1,369 degrees; in the most recent five years, a further 878 degrees have been awarded. Of these, 194 or 22% were graduate degrees; currently, graduate students are 26% of the Riddell faculty-student body.

Students have the choice of a variety of programs, including:

**Undergraduate Programs**

- Bachelor of Environmental Science program
- Bachelor of Environmental Studies program
- Bachelor of Science in Physical Geography program
- Bachelor of Science in Geological Sciences program
- Bachelor of Science in Geological Sciences – Geology
- Bachelor of Science in Geological Sciences – Geophysics
- Bachelor of Arts in Geography program

**Graduate, MSc and Ph.D. programs in Natural Resources offered through the Natural Resources Institute**

- M.A., M.Sc., M. Env. and Ph.D. programs in Environment and Geography offered through the Department of Environment and Geography
- M.Sc. and Ph.D. in Geological Sciences offered through the Department of Geological Sciences

In addition to the above, the faculty offers co-operative education options.
Clayton H. Riddell Faculty of Environment, Earth, and Resources Strategic Plan: 2018-2023

Aligning with the University of Manitoba’s Strategic Plan, Taking Our Place, the directions established in the 2018-2023 Clayton H. Riddell Faculty of Environment, Earth and Resources Strategic Plan will guide the faculty towards its place in the future. The faculty has identified the following five key priorities:

1. **Research**: The faculty will continue to support its exceptional research ethos, including interdisciplinary, multidisciplinary, and collaborative research, and enhance its significant accomplishment of being the highest-granting funded unit.

2. **Indigenous partnerships**: The faculty is committed to reconciliation and the educational recommendations of the Final Report of the Truth and Reconciliation Commission (www.caid.ca/DTRC.html). Collectively, they are seeking ways to renew and revitalize relations with Indigenous individuals, groups, and communities. This initiative entails listening, learning, sharing, and promoting diverse practices and views in all aspects of our work, recognizing Treaty Land Entitlements, the need to build community capacity and decision-making, and engage in meaningful conversations and relationship building.

3. **Communications**: The faculty identified the need to develop a comprehensive strategy to inform communications with individuals, communities, Provincial and Federal Governments and develop a coordinated strategy to ensure high school students understand the role of the faculty and the opportunities it offers, and are aware of our entrance and performance requirements.

4. **Teaching and Programs**: Ensure the teaching and programs (undergraduate and graduate) in the Riddell Faculty continue to foster the student community, incorporate experiential learning, and meet professional accreditation/registration requirements.

5. **“4C’s” (collaboration, communication (inter), community (inter) and collegiality)**: Support communication and interaction within the faculty, between departments, and between faculty, students, and staff. Establish a ‘4Cs’ Committee to assist with the coordination of faculty events.

For more details, and to view the Faculty’s Strategic Plan:
www.umanitoba.ca/faculties/environment/media/StrategicPlanFinal.pdf
Key Research Areas

As a research-driven faculty, interdisciplinary and multi-interdisciplinary research themes at the Clayton H. Riddell Faculty of Environment, Earth, and Resources are frontier and cutting edge. With a diverse mix of physical and social sciences, the faculty has collaborative research connections to other faculties. The faculty draws some of the greatest external grant funds per capita across the entire university and is a key contributor to the university's signature areas of research success.

Department of Environment and Geography

Researchers with expertise in environmental studies and human geography share foci in broadening our critical understanding of nature and environments, resource development and policy, ecosystem and wildlife management and sustainability, all in a context of a changing climate. Working with Indigenous communities, and environmental education and outreach are also important areas of activity.

Department research activities span a wide range of disciplinary and interdisciplinary activities. Specific examples of research areas include:

- Critical environmental/resource geography
- Political ecology and the political economy of nature
- Environment and Arctic Culture
- Social, cultural, and environmental implications of zoos
The Centre for Earth Observation Science (CEOS) specializes in *Arctic Systems Science* and was established as a Centre within the Department of Geography in the Faculty of Arts in 1994. In 2002 the Centre became part of the Clayton H. Riddell Faculty of Environment, Earth and Resources as a stand-alone unity along with the Departments of Environment and Geography, Geological Sciences and the Natural Resources Institute. CEOS has a mandate to research, preserve and communicate knowledge of Earth system processing using the technologies of Earth Observation Science. Internationally recognized, CEOS is one of the largest national and international research centres focusing on Arctic System Science and Climate Change, and one of three key areas of research at the university. Research is multidisciplinary and collaborative with a specific focus on how
humans interact with the planetary systems, the complex interrelationships between elements of Earth systems, and how these systems will likely respond to climate change. Although researchers have worked in many regions, the Arctic marine system has always been a unifying focus of activity.

In 2012, CEOS, along with Greenland Climate Research Centre (CCRC, NUUK, Greenland) and the Arctic Research Centre (ARC, Aarhus, Denmark), established the Arctic Science Partnership, thereby integrating academic and research initiatives. The key themes by which current research activity is divided includes:

- Sea ice microbial ecosystems
- Ecosystem services provided by microbes, i.e. oil spill cleanup
- Machine learning enabled analysis and visualization
- Biological oceanography
- Implications of climate warming on the Arctic marine ecosystem
- Arctic environmental chemistry, focussing on transport, fate and effects of mercury and crude oil-related contaminants in the Arctic environment
- Biogeochemistry of trace elements, focusing on chemical speciation and bioavailability of trace elements across environmental and bio-interfaces
- Interplay between chemical contamination and climate change
- Ecotoxicology and ecological risk assessment, with a focus on aquatic (marine and freshwater) ecosystems
- Glacial ice core analysis, ice dynamics and climate change
- Satellite remote sensing measurements of both dynamic and thermodynamic processes of snow-covered sea ice
- Biogeochemical processes associated with freshwater-marine coupling through a range of time and space scales relative to freshwater-marine coupling
- Sea ice dynamic and thermodynamic processes and the role of climate forcing across the OSA (ocean-sea ice-atmosphere) interface
- Carbon exchange processes across the OSA through both biotic and abiotic elements
- Biogeochemical cycles of carbon and other elements in northern coastal and continental shelf areas and the role of freshwater in modifying those cycles
- Severe/extreme weather events in the context of climate change
- Severe weather processes and environment

For more detail about CEOS, please visit:
www.umanitoba.ca/faculties/environment/departments/ceos/about.html
Department of Environment and Geography (cont.)

**Arctic System Science:** As a Tier 1 Canada Research Chair in Arctic System Science, Dr. David Barber explores the frontiers of global climate change. Leading one of the world’s largest International Polar Year projects - with a team of 200 international researchers - they explore how global warming in the Arctic predicts the effects of climate change on our planet.

Dr. Soren Rysgaard, Canada Excellence Research Chair Laureate in Arctic geomicrobiology and climate change, Dr. Feiyue Wang, Tier 1 Canada Research Chair in Arctic Environmental Chemistry, Dr. Julienne Stroeve, Senior Canada 150 Research Chair in Climate Forcing of Sea Ice and Dr. Dorthe Dahl-Jensen, Canada Excellence Research Chair in Arctic ice, freshwater-marine coupling and climate change lead the university’s internationally renowned research on Arctic system science.

For more information visit: [www.umanitoba.ca/faculties/environment/departments/ceos/people/chairs.html](http://www.umanitoba.ca/faculties/environment/departments/ceos/people/chairs.html)

**Churchill Marine Observatory:** The Churchill Marine Observatory (CMO) will be a globally unique, highly innovative, multidisciplinary research facility located in Churchill, Manitoba. The CMO will directly address technological, scientific, and economic issues pertaining to Arctic marine transportation and oil and gas exploration and development throughout the Arctic.

For more information visit: [www.umanitoba.ca/faculties/environment/departments/ceos/research/CMO.html](http://www.umanitoba.ca/faculties/environment/departments/ceos/research/CMO.html)
Department of Geological Sciences

Recognized as one of Canada’s leading geoscience units, this dynamic and diverse group is interested in a broad range of research in the geological sciences, including:

- Mineralogy and crystallography
- Sedimentology and quaternary studies
- Crystal and Mantle Geophysics
- Petrology and tectonics
- Arctic, marine and freshwater systems
- Environmental mineralogy and geochemistry
- Invertebrate paleontology
- Applied/environmental geophysics
- Mineral deposits

Natural Resources Institute

The Natural Resources Institute (NRI) at the University of Manitoba was established in 1968 as a degree-granting, interdisciplinary unit with a threefold purpose: to provide graduate education in the area of natural resources and environmental management; to conduct useful research on actual resource and environmental problems; and to provide a forum for examining problems in resource use and environmental management.

Areas of research include:

- Theoretical and practical aspects of community-based management, co-management, and traditional knowledge
- Common property resources
- Complex systems/resilience
- Indigenous knowledge
- Traditional ecological knowledge (ethnobotany/ethnoecology)
- Forests and land-use planning
- Climate variability and changes and their societal and ecological impacts Disaster risk perception, assessment and communication
- Landscape ecology
- Conservation biology
- Conservation of birds
- Environmental assessment
- Social impact assessment
- Environmental governance
- Individual and social learning through resource and environmental management
- Environmental service delivery
- Food security and the social economy
- Waste management
- Environmental and occupational health
- Gender in development
- Environmental justice
The University of Manitoba invites expressions of interest, nominations and applications for the position of Dean, Environment, Earth, and Resources. The appointment will be for a five-year term, effective July 1, 2020, or as soon thereafter.

Reporting to the Provost and Vice-President (Academic), the Dean of Environment, Earth, and Resources is a member of the university’s senior leadership team and the academic and administrative leader of the faculty. The Dean will lead, plan and manage the development of the faculty’s programs, services, budgets, and infrastructures.

The successful candidate will be fundamental in shaping the vision and leading the evolution of the faculty into the next generation. In doing so, they will work collaboratively to develop and strengthen partnerships with internal (senior leadership, Deans/Directors, administrative leaders) and external (government, industry, and cross-cultural community) partners.
The successful candidate will hold a Ph.D. in a relevant discipline and have an outstanding record of scholarly achievement consistent with a tenured appointment at a senior professorial rank. They will provide visionary and innovative leadership, encourage collegiality and collaboration, possess strong academic, administrative leadership skills, promote and support research and teaching excellence, and be able to strategically manage resources and promote outreach through engagement with external stakeholders.

The Presidential Advisory Committee recognizes that candidates will bring a variety of strengths, skills, experience, and knowledge but that any one candidate may not meet all qualifications in equal measure. The below criterion will serve as a guideline in assessing a candidate’s aptitude for the role:

**Leadership and Vision**

- Provide visionary, innovative, and inspirational guidance to a diverse set of faculty, staff and students;
- Lead with an interdisciplinary and multidisciplinary perspective;
- Possess a healthy collaborative and transparent approach to developing shared goals and appreciate the major issues, competing interests, challenges, and opportunities facing a diverse faculty;
- Possess an authentic and genuine interest in the well-being of the faculty, staff and students, be present, and reasonably available;
- Inspire and develop innovative solutions to complex problems through an analytical, collaborative, transparent and inclusive approach;
- Harness and build on opportunities, both within the university, and outside of the university, and consider these opportunities to lead and manage change accordingly;
- Appreciate the evolving environment within both the university and the faculty;
Essential Qualifications (cont.)

- Able to further position the faculty as a locally, nationally, and internationally recognized ‘leader’ in environment, Earth, and resource education and research;
- Provide a proven commitment and desire to ensure openness and fairness in decisions; and
- Embrace the breadth of the faculty, including Indigenous knowledge and the natural, social, and health sciences.

Research and Scholarly Excellence
- Further strengthen the faculty’s global leadership in research and research training;
- Possess the demonstrated experience to foster a collaborative approach to research excellence that is strategic, sustainable, relevant, impactful and disseminated to the public, government, industry, cross-cultural communities, and business leaders;
- Strategically manage the faculty’s expansive and distributed research infrastructure by capitalizing on existing structures and optimizing collaborative or new opportunities;
- Appreciate and support the balance between research relating to the environment, the Earth and the needs of humans;
- Respect the competing interests and strengths of all the faculty’s rich research ethos; and
- Recognize the needs of the faculty in terms of research and programming to meet the future needs of society.

Teaching and Learning Excellence
- Commit to creating an exceptional student experience at the undergraduate and graduate levels through curriculum reviews, innovative program design and delivery, enrolment management strategies, experiential education opportunities, coop placements, fieldwork, internships, and student service supports;
- Take advantage of the abundance of existing program opportunities in order to increase attraction and visibility to a broader range of students; and
- Respect the different ways of knowing and learning that underpin an interdisciplinary faculty with highly inter and multidisciplinary units.

Indigenous Success and Engagement
- Advance the university’s commitment to Indigenous engagement and achievement;
- Appreciate and understand the unique world views of Indigenous Peoples in Canada and the importance of building connections with Indigenous communities with respect to the faculty’s environment, Earth, and resource lens; and
- Develop the faculty to be a leader in Indigenous education in Canada.
Working and Learning Environment

- Increase faculty, staff and student diversity to better reflect the communities in which we live and work;
- Establish places and spaces where students, faculty and staff can engage and contribute to a welcoming, engaging and inclusive environment; and
- Advance Indigenous perspectives and appreciate Indigenous world views in our research, teaching and learning environments.

Advancement and Stakeholder Relations

- Appreciate and advance the university’s commitment to Indigenous engagement and achievement;
- Work collaboratively with other Deans/Directors and administrative leaders to lead change, to create opportunities and to facilitate the advancement of the faculty and the university;
- Collaborate, develop new ideas, and bring energy and public savvy to building bridges and developing good relationships and strong partnerships across the faculty, with other areas of the university and beyond;
- Develop and strengthen community, industry and government partnerships that support the faculty’s and the university’s respective missions, visions and priorities;
- Be willing and able to seek out, attract and steward resources that further the advancement of the faculty, including through the development and nurturing of philanthropic partnerships with private donors, agencies, government, private industry, etc.; and
- Serve as a steward of gifts received.

Administration and Communication

- Bring the experience and skills necessary for the administration of a complex faculty, including being creative and solution-oriented;
- Listen and make sound, fair and sometimes difficult decisions, combined with the ability to communicate and firmly implement these decisions;
- Oversee budget planning, development and management;
- Create and lead highly engaged teams, recruit and retain the best and the brightest, and identify and mentor talent;
- Bring strong communication skills in listening, speaking and writing, and the ability to engage successfully with multiple constituencies and stakeholders to promote and enhance the faculty’s priorities;
- Address issues fairly, respectfully, directly and with responsiveness; and
- Pledge collegiality and collegial governance.
Presidential Advisory Committee

Chair:
• Dr. Janice Ristock, Provost and Vice-President (Academic)

Elected by Faculty:
• Dr. Alfredo Camacho, Associate Professor and Head, Geological Sciences
• Dr. Bonnie Hallman, Associate Professor, Environment and Geography
• Dr. Emdad Haque, Professor, Natural Resources Institute
• Dr. Jonathan Peyton, Associate Professor, Environment and Geography

Appointed by the President:
• Dr. Martin Scanlon, Dean, Agricultural and Food Sciences
• Dr. Derek Oliver, Director, Manitoba Institute for Materials
• Ms. Shastri Ramnath, Co-founder, Executive Chair, Orix Geoscience
• Mr. Rob Penner, Executive Director, Northern Manitoba Mining Academy

Support Staff Representative:
• Mr. Guy Beaudry, Business Officer

Student Representative:
• Ms. Rachel Mandryk, undergraduate student
• Ms. Kaitlyn Duthie-Kannikkatt, graduate student
Application Process

Expressions of interest and nominations, including a curriculum vitae, a cover letter, and three (3) letters of reference should be sent as a combined PDF file to: robynh@leadersinternational.com

Robyn Hartley • Consultant  
**Leaders International**  
18th Floor – 201 Portage Ave.  
Winnipeg, MB R3B 3K6  
Telephone : 204-515-3828 ext. 108

Review of applications will begin in **December of 2019**, but applications will be accepted until the position is filled. Nominations are also welcome.

**University Policy**
The University of Manitoba is strongly committed to equity and diversity within its community and especially welcomes applications from women, racialized persons/persons of colour, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Application materials, including letters of reference, will be handled in accordance with the protection of privacy provision of The Freedom of Information and Protection of Privacy (Manitoba). Please note that curriculum vitae may be provided to participating members of the search process.
The City and the Province: Winnipeg, Manitoba

Located at the geographic centre of North America, Manitoba's population is over 1.2 million people, making it the fifth-largest province in Canada. Manitoba's principal industries are agriculture, manufacturing, and mining.

Winnipeg is Manitoba’s capital city and has a population of over 750,000. It is a welcoming gateway and a centre of commerce, trade, arts and culture with a rich history and growing economic opportunity. Winnipeg has one of the country’s most diversified economies, with major employment in the trade, manufacturing, educational, agricultural, health care and social services sectors.

Winnipeg’s cityscape is magnificent. Downtown Winnipeg’s Exchange District is named after the area’s original grain exchange, which operated from 1881 to 1918. Encompassing some 20-city blocks in downtown Winnipeg, this neighbourhood thrives today as an entertainment precinct and is a popular period backdrop for the movie industry.

Winnipeg is one of Canada’s cultural capitals. At the heart of Winnipeg is The Forks, which can be found at the intersection of the Red and Assiniboine rivers, with warehouses converted to shops and restaurants, with ample green space dedicated to festivals, concerts and exhibits. The NHL Winnipeg Jets and the CFL Winnipeg Blue Bombers keep sports fans entertained, and there is a strong performing arts scene: the city is home to the Winnipeg Symphony Orchestra, Canada’s Royal Winnipeg Ballet, and the Manitoba Opera.
Located in Treaty One Territory, at the crossroads of the Anishinaabe, Métis, Cree, Dakota and Oji-Cree Nations, and on the traditional lands of the Anishinaabe peoples and the homeland of the Métis Nation, Winnipeg is home to one of the largest and fastest-growing Indigenous populations in Canada. Proud to be a diverse city, Winnipeg hosts several cultural events annually that makes the city buzz. Each summer, Folklorama, the largest and longest-running cultural festival in the world, is held in Winnipeg. Each winter, the neighbourhood of Saint Boniface hosts Festival du Voyageur, at which “Winnipeggers” can discover the history of the voyageur era and the vitality of French language and culture in Manitoba.

The province’s landscape of lakes, rivers, hills, forests and prairies span from Northern Arctic tundra to Hudson Bay in the east and Southern farmland. Much wilderness is protected in more than 80 provincial parks with world-class land and water-based experiences through hiking, biking, canoeing, camping and fishing. Manitoba offers a unique and vibrant four-season destination.

For more information on the Province of Manitoba, please visit:
www.gov.mb.ca/ie/manitoba/about_mb.html

For more information on the City of Winnipeg, please visit:
www.economicdevelopmentwinnipeg.com/choose-winnipeg/live-here/lifestyle