Executive Brief:
University of Manitoba

In the recruitment of the
Dean, Faculty of Education
Organization Profile: University of Manitoba

Since 1877, the University has been driving discovery and inspiring minds through innovative teaching and research excellence. The University of Manitoba is where imagination and action collide.

The University of Manitoba is western Canada’s first university. Established in 1877, the University is located on the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples and on the homeland of the Métis Nation. The University is Manitoba’s only research-intensive university and one of the country’s top research institutions. There are over 29,000 undergraduate and graduate students who study at the University and more than 145,000 alumni spanning across 140 countries.

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.

Vision

To take its place among leading universities through a commitment to transformative research and scholarship, and to innovative teaching.
and learning - uniquely strengthened by Indigenous knowledge and perspectives.

Values

To achieve its vision, the University of Manitoba requires a commitment to a common set of ideals. The University of Manitoba values: Academic Freedom, Accountability, Collegiality, Equity and Inclusion, Excellence, Innovation, Integrity, Respect, and Sustainability.

Strategic Plan 2015 – 2020

Informed by input from more than 1,000 faculty, staff, students and alumni, U of M’s strategic plan helps to guide decision-making and answers the question "What future are we going to create?". Taking Our Place: University of Manitoba Strategic Plan 2015-2020 is a pledge to pursue five priorities that matter most:

- **INSPIRING MINDS** through innovative and quality teaching
- **DRIVING DISCOVERY AND INSIGHT** through excellence in research, scholarly work and other creative activities
- **CREATING PATHWAYS** to Indigenous achievement
- **BUILDING COMMUNITY** that creates an outstanding learning and working environment
- **FORGING CONNECTIONS** to foster high-impact community engagement

This plan strengthens the University's statement of commitment to Indigenous achievement and articulates a pledge to pursue relationships and dialogue with First Nations, Métis and Inuit peoples based on mutual trust, respect and reciprocity.

The University of Manitoba will be nationally and internationally recognized for its teaching, research and creative excellence, sought after by students and faculty alike as their preferred site for learning, discovery and engagement.

The University of Manitoba is an important partner with Manitoba’s post-secondary institutions and public school boards in making Manitoba a global centre of excellence in Indigenous education,
research, languages and cultures. Together, six universities, three colleges and the Manitoba School Boards Association signed the Manitoba Collaborative Indigenous Education Blueprint which articulates the collective commitment to Indigenous education.

To learn more please see:

- http://umanitoba.ca/admin/indigenous_connect/5851.html
- https://umanitoba.ca

Faculty of Education

The only Faculty of Education in the province that offers PhD programs, the Faculty – with over 1,000 undergraduate and graduate students – leads in teacher education and educational research within Western Canada and beyond. The Faculty offers a robust suite of programs including its undergraduate program, post-baccalaureate diploma, Master’s and PhD program.

Mission

The mission of the U of M’s Faculty of Education is to enhance the study and practice of education through teaching, research, scholarship and service.
Vision

The Faculty of Education will be recognized as a leader in education for its contributions to teaching, research, scholarship and service. We will continue to provide students, faculty and staff with diverse learning experiences and support their professional growth and well-being. The Faculty will be known as a place for inquiry and innovation designed to encourage ongoing critical dialogue and action regarding education and learning across the lifespan. In pursuing this vision, we will foster respect, reciprocity, relationships, and responsibility amongst all members of the University community and beyond.

Graduate Programs

The Faculty’s unique graduate programs provide experienced educators and other professionals with the opportunity to engage in advanced practice and research in a wide variety of areas in curriculum, teaching and learning and educational administration, foundations and psychology. Master of Education (MEd) programs are either thesis- or course-based and the PhD program is offered to cohorts in specific areas or as an individualized program through the ‘ad hoc’ route.

Post-Baccalaureate Diploma in Education Program

The Post-Baccalaureate Diploma in Education (PBDE) is a flexible, 30-credit-hour program, that provides ongoing professional development for practicing teachers and administrators in many high priority areas such as advances in new curriculum, educational leadership, teaching English as an additional language, school counselling and teaching in inclusive classrooms. Although a diploma program unto itself, for some students, the PBDE also serves as a ‘springboard’ to the Master of Education program.
Bachelor of Education Program

U of M’s Bachelor of Education (BEd) program provides beginning teachers with the knowledge, skills, and opportunities to develop the dispositions needed to be ethically responsible professionals in an ever-changing teaching and learning environment. BEd students benefit from a stream-based programs, strong university/school partnerships, international course offerings, opportunities to participate in professional/academic conferences, and co-curricular activities.

For more information on the Faculty of Education, please visit:

- [https://umanitoba.ca/faculties/education/research/index.html](https://umanitoba.ca/faculties/education/research/index.html)
Position Profile: 
Dean, Faculty of Education

The Dean, Faculty of Education is part of the University’s senior leadership team and reports to the Provost and Vice-President (Academic). The Dean will be an innovative and inspiring leader with the skills to advance the goals of the Faculty and to build on its strengths. The Dean must be deeply committed to creating an exceptional student experience, to preparing future educators, to supporting its teaching, research and service responsibilities, and to furthering its responsibilities with respect to Indigenous achievement and engagement. The Dean will continue to support and enhance its strong reputation in the community and continue to collaborate, advocate and build positive partnerships across the University, as well as locally, provincially, nationally and internationally.

Key Responsibilities and Priorities

Leadership

• Guide, lead, and delegate effectively and have the ability to provide authentic and inspirational leadership through educational relationships across Manitoba.
• Lead conversations and appreciate the views of the collective in the development of a vision for the Faculty.
• Effectively develop, implement and support a faculty strategic plan
• Initiate strategies that support change management practices.

Research, Scholarly & Creative Excellence

• Value and facilitate the growth of research within the Faculty and enable the capacity to conduct and disseminate research, scholarly and creative works in established and developing areas.
• Strengthen the Faculty’s capacity to integrate Indigenous perspectives into research endeavours, scholarly work, and creative activities.
• Support interdisciplinary research collaborations.
• Increase graduate student support and engagement in research, scholarly work and creative activities.
• Encourage, create and support avenues for faculty and students to engage in and share their work with the broader educational community.

Community Engagement
• Strengthen connections to Indigenous and Northern communities.
• Sustain and grow community partnerships, both internally and externally, that are meaningful, respectful and reciprocal.
• Play an active leadership role in the development and stewardship of funds secured by external resources.
• Enhance opportunities to engage with alumni and donors in relevant and valuable conversations about education.
• Share and celebrate the activities of how students, faculty, staff, alumni, and our partners are making a positive impact in the community.
• Increase opportunities for students, staff and faculty to be involved in community outreach programs that have a social impact.
• Support teaching and research within the faculty that extends to the province and beyond.

Teaching Excellence
• Enhance collaboration and communication to improve the quality of the student experience.
• Model ethical behaviour and make space for difficult and complex conversations in a respectful learning environment.
• Explore and implement innovative programming.
• Prioritize the inclusion of Indigenous perspectives in the Faculty’s teaching and learning activities.
• Explore and strengthen innovative experiential education opportunities, pedagogies and practices across all programs.
• Optimize flexible learning opportunities.

Work and Learning Environment
• Create mutually beneficial connections among students, faculty and staff.
• Establish spaces for students, faculty and staff to foster a learning community.
• Integrate Indigenous perspectives in the work and learning environment to advance Indigenous achievement.
Cultivate a Faculty culture in which respectful dialogue and debate contribute to a welcoming, engaging and inclusive environment.

Increase student, faculty and staff diversity to better reflect the communities in which we live and serve.

**Indigenous Engagement**

- Improve efforts to recruit and retain Indigenous students, faculty and staff.
- Understand the importance of the Faculty’s role in reconciliation and the *Truth and Reconciliation Commission of Canada: Calls to Action* and facilitate a plan to implement the Calls to Action.
- Expand Indigenous educational programming opportunities at the undergraduate, post-baccalaureate, and graduate levels.
- Build and strengthen new and existing partnerships to support Indigenous engagement and achievement.
- Develop a welcoming and culturally safe Faculty that is supportive of Indigenous faculty, staff, and students.
- Increase awareness and understanding by sharing Indigenous knowledges and research and celebrating successes.
Ideal Candidate Profile

Experience and Qualifications

- A PhD in an education-related discipline or an EdD.
- Be eligible for appointment to the tenured senior professorial rank at the University.
- A distinguished record of successful research, academic, teaching, administrative, and leadership experience.
- An understanding of and a commitment to Indigenous engagement, achievement, internationalization and overall success with consideration of the Truth and Reconciliation Commission of Canada: Calls to Action.
- Demonstrated success in equity, diversity and inclusion practices.
- A sound knowledge of Canadian K-12 pedagogy and education system.
- Familiarity with the opportunities and challenges of teaching and/or administration in the Manitoba education context.

Competencies and Personal Attributes

Leadership Excellence

- A demonstrated sense of vision with a proclivity for generating new ideas and solutions, anticipating and preparing for the future, and inspiring and generating others’ energy, enthusiasm, and desire to succeed.
- An ability to foster an academic and professional environment that supports the recruitment, engagement, development, and retention of talented faculty and staff from all diverse backgrounds.
- A collaborative and consultative leadership style.
- A commitment to collegial and collaborative governance and to effective faculty relations within a unionized context.

Academic Administration

- A demonstrated ability to be resourceful and to find creative solutions to overcome problems or limitations.
- Familiarity with academic program development, renewal, evaluation, and implementation.
A commitment to teaching excellence with an understanding and appreciation of current and emerging approaches to teaching and learning.

Research Support

- An ability to promote and support research opportunities.
- An appreciation for all forms of research, scholarship and creative work, particularly Indigenous ontologies and perspectives.
- Demonstrated skill in promoting graduate student training and enhancing and promoting graduate student research activities.
- An ability to support and mentor faculty members in their teaching and service efforts as well as in the development, growth, and impact of their research programs.

Communication and Relationship Building Skills

- A personal communication style that promotes inclusion and earns respect, trust, cooperation, and support within the Faculty.
- An ability to create and enhance mutually beneficial strategic partnerships across the University and with external stakeholders including the education sector, community organizations, government, Indigenous communities and other important partners.
- An ability to represent the University externally and articulate a clear, compelling vision for the Faculty of Education in order to engage stakeholders and attract external partners, including those from diverse groups.
- A commitment to advancing diversity, equity, and inclusivity and to applying these values in decision-making.

Capable and Responsible Administrative Management Ability

- A familiarity with strategic and operational planning, including decentralized budget models, faculty relations in a unionized environment, and human resource practices.
- An ability to consult, listen, coalesce and successfully implement a collective vision and strategy.
- An ability to make strategic decisions that consider differing and competing priorities and with constrained resources.
- An ability to contribute to planning, prioritizing, and policy decision-making at the institutional leadership level.
- An ability to advocate effectively for departments, faculty, staff, and students.
• An ability to foster strong relationships within the Faculty based on communication, trust, collegial governance, collective problem-solving, and shared interests.

Student Focus

• A passion for and commitment to undergraduate and graduate student success and for fostering and supporting student learning, research, experience, growth, and development for all students.
• A commitment to personally connecting with and engaging undergraduate, post-baccalaureate, and graduate students.
• A respect for and an ability to work with active student leadership.
• An ability to foster a culture in which all student voices are encouraged and heard.
• A visible and active approach to participating in student life on campus.
Living in Winnipeg, Manitoba

Derived from the Cree words win-nipi, meaning “murky water,” and the Cree and Ojibwa words manitou-wapow and manidoobaa, both meaning “strait of Manitou, the Great Spirit,” Winnipeg, Manitoba, located in Treaty One territory – the original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples and the homeland of the Metis Nation. Winnipeg is home to over 749,000 people and it has the largest urban Indigenous population in Canada and continues to be one of the fastest growing demographics. Winnipeg is the ninth largest city in Canada and dominates the Manitoba economy.

In 2019, Manitoba was recognized as No. 8 on the Lonely Planet’s Best in Travel list and its capital is indeed open for business. Boasting the most diverse economy in Canada, with competitive operating costs, and among the lowest hydro rates in North America, its location in the centre of the continent means that the city benefits from being in North America’s central time zone.

Known for its friendly and welcoming spirit, Winnipeg is a diverse multicultural city with a rich and varied history. An Indigenous trading centre prior to the arrival of the Europeans, Winnipeg was at the heart of the country’s fur trade and instrumental in developing Canada’s gateway to the west. Home to a grain exchange that once rivaled the largest markets in the world, Winnipeg’s architecture and neighbourhoods reflect the profound character of this small prairie city and is further recognized as one of the top cities in Canada for real estate value.

Winnipeg is a culturally diverse mid-sized city with over 100 languages and nationalities represented. In fact, Manitoba is home to over 60 First Nations and also five First Nations linguistic groups: Cree, Ojibway, Dakota, Ojibway-Cree and Dene. The city’s diverse cultural make-up shines brightly through the globally inspired cuisine found in almost every Winnipeg neighbourhood. With one of the highest restaurants per capita ratios in North America, Winnipeg has over 1,100 restaurants, diners and delis specializing in any kind of cuisine you can imagine, from regional Canadian fare to fiery hot dishes from the tropics to gourmet cuisine from award-winning chefs.
As the 2010 Culture Capital of Canada, Winnipeg is a city where people truly can experience a wide array of world-class arts and culture on every corner. The Winnipeg Art Gallery and the Inuit Art Centre (in progress) contain the largest collection of Inuit art in the world. Canada’s Royal Winnipeg Ballet, Winnipeg Symphony Orchestra, Royal Manitoba Theatre Centre and Prairie Theatre Exchange, just to name a few, are some of the many professional arts organizations in the city. A friendly vibe can be experienced by Winnipeg’s festival scene -- the Winnipeg Folk Festival, Folklorama, Jazz Festival, Festival des Voyageurs and the Fringe Festival.

Winnipeg is also proud to be home to the Canadian Museum for Human Rights – the first federal museum to be located outside of the nation’s capital. Its purpose is to engage visitors to learn, reflect and discuss human rights issues that people have faced throughout the years in Canada and across the world. The site of the Canadian Museum for Human Rights, The Forks, cannot be more fitting. For over 6,000 years, Indigenous people have gathered at The Forks – a National Historical Site featuring 50 unique shops and restaurants.

Finally, Winnipeg is also a place of proud sports fans and lovers of the outdoors. Numerous premiere sports teams, including the Winnipeg Jets (hockey), Winnipeg Blue Bombers (football) and the Winnipeg Goldeyes (baseball) have their homes here. Day trips from Winnipeg include the stunning Whiteshell Northern Route, featuring the Seven Sisters Falls and Bannock Point Petroforms, Pembina Valley, with its charming small towns and the Canadian Fossil Discovery Centre, and the River Road Heritage Parkway, boasting beautiful 19th century buildings and views of the Red River.

For more information about Winnipeg please visit:

- www.economicdevelopmentwinnipeg.com
- www.winnipeg.ca
- www.tourismwinnipeg.com
Presidential Advisory Committee

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

ELECTED BY THE FACULTY:
- Dr. Nadine Bartlett, Assistant Professor, Educational Administration, Foundations & Psychology
- Dr. Frank Deer, Associate Professor/CRC, Curriculum, Teaching & Learning
- Dr. Melanie Janzen, Associate Professor, Curriculum, Teaching & Learning
- Dr. Merli Tamtik, Assistant Professor, Educational Administration, Foundations & Psychology

PRESIDENTIAL APPOINTEES:
- Dr. Ed Jurkowski, Dean of Desautels Faculty of Music
- Dr. Louise Simard, Acting Dean, Faculty of Graduate Studies
- Ms. Barbara Isaak, Executive Director, Manitoba Association of School Superintendents
- Mr. Josh Watt, Executive Director, Manitoba School Boards Association

SUPPORT STAFF REPRESENTATIVE:
- Ms. Maria Differ, Academic Advisor

STUDENT REPRESENTATIVES:
- Mr. Dillon Ragbir Singh, undergraduate student
- Ms. Heather Krepski, graduate student
Deciding to Become a Candidate

The following is a list of the steps that we anticipate in this recruiting assignment. We would also like to bring to your attention several key issues we would recommend you consider as you navigate the search process.

Interview with KBRS

As we receive expressions of interest (letters of interest and curriculum vitae) from candidates, we compare them against the key selection criteria set by the Presidential Advisory Committee, henceforth the Committee. We then arrange to speak with, and/or meet with, candidates whose experience and qualifications are closest to those articulated in the ideal candidate profile.

In our initial interview with you, we will seek to understand more about your background, qualifications, experience and your interest in the position. As you move forward in the search process, candidates will be expected to attend a confidential interview process and, if selected, move to the public interview process. We will ask you to consider the following information that will ultimately be important to your decision.

- **Matters of fact** – These include compensation and benefits, issues related to faculty appointments and tenure, spousal appointments, and any other considerations. If a physical move would be required to accept the position, please learn about housing, schools, relocation assistance, and any other matters of this kind that are important to you. If a physical move will ultimately prove unacceptable to your family members, please determine that at this stage.
- **Matters of fit** – Please list the remaining questions that you would need to have answered about the position and the organization. If needed, we will attempt to arrange a direct conversation between you and our client to get your questions answered in detail.
- **Considerations for International Candidates** – If you are an International or Temporary Foreign Worker, in addition to applying for this position, you may want to explore the Government of Canada’s website to learn more about Working in Canada. If the successful candidate, the University of Manitoba’s
immigration consultant will support you through the immigration process.

**Interviews with our Client**

The Committee will consider all candidates and ultimately will invite a small group forward. Typically, this next step is a confidential interview with the Committee. The Committee for the Dean, Faculty of Education, is chaired by the Provost and Vice-President (Academic) and includes 11 other members—including Board members, staff, faculty, and students. Often we attend these meetings as well.

If there is a desire to move forward with your candidacy after the confidential interview, you will be invited for further conversations with the University community. The format and nature of these conversations will be developed to allow you to learn more about Faculty of Education and the University community to begin to set the conditions for successful integration for the next Dean, Faculty of Education. The Committee and the University community commit to respecting the confidentiality of your interest throughout this process.

*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 “Freedom of Information and Protection of Privacy Act (Manitoba).”*

**Reference Checks**

After your confidential interview with the client, if both you and the client wish to proceed further, we would like to speak to references of our choice who represent 360-degree working relationships you have had for the past several years, whether supervisors, peers, or subordinates. We have an obligation to provide our clients with verified reference information and this may include personal information from specified and non-specified individuals. KBRS’s policy is to present to our client a minimum of four to six references before an offer is made.
Qualification Accuracy/Background Checks

If you choose to be a candidate and progress to the interview stage, you will be asked to provide information to allow us to conduct a thorough background check inclusive of reference checks, verification of your education, designations obtained and awards received. We will seek your permission to perform these verifications before we proceed. Should you decide not to allow verification of your background, credit or criminal history, our client will be informed and they will make a decision as to how to proceed with your candidacy.

KBRS respects the privacy and confidentiality of personal information provided by candidates for our search assignments. The above information will be in accordance with the Personal Information Protection and Electronic Documents legislation. A copy of our Privacy Policy is available for your review on our website at [https://www.kbrs.ca/privacy-policy](https://www.kbrs.ca/privacy-policy).

Thank you for your interest in this position. We will do our best to keep you informed throughout the search process.

Should you have any questions regarding this opportunity, please contact:

- Katherine Frank, Partner  
kfrank@kbrs.ca
- Jackie Nguyen, Executive Recruiter  
jnguyen@kbrs.ca
- Jackie Wright, Executive Search Coordinator  
jwright@kbrs.ca