Candidate Brief

Dean, Desautels Faculty of Music

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1.0 A Snapshot of the Opportunity

The University of Manitoba seeks a visionary leader to assume the position of Dean, Desautels Faculty of Music—a leader inspired by the opportunity to further enhance Desautels’ culture of excellence, collaboration, and creativity, and firmly committed to the ethos of unbridled ingenuity within the purview of creative expression. This is a propitious time for Desautels, allowing the Faculty to grow its distinctive brand, and presenting a seasoned and passionate leader with a remarkable platform from which to build. Reporting to the Provost and Vice-President (Academic) and as a member of the University’s senior leadership team, the Dean—who will be a person of diplomacy, altruism, and strategic ambition—is responsible for the academic and administrative leadership of the Faculty.

It is widely known that Desautels is an exciting and thriving community, with tremendous qualities that showcase a creative environment both enviable and world-class. Among other features, the Faculty is home to award-winning music professionals, educators, and researchers; 257 graduate and undergraduate students, many the proud recipients of scholarships, fellowships, and bursary support; Canada’s most advanced facilities for studies in music; and, exciting performance opportunities in a city that plays a significant role in growing Canada’s creative arts economy. With over $1.9 million awarded to undergraduate and graduate students from the Marcel A. Desautels Endowment alone, the Faculty of Music finds itself in a favourable and auspicious position to continue its upward trajectory.

It is important to the Desautels community that the Faculty be a model of excellence in pedagogy; thus, promoting a robust teaching and learning environment will be an important preoccupation of the Dean. As the academic leader of the Faculty, the Dean will oversee curriculum renewal processes, will draw upon the collective wisdom of faculty, staff, and students to shape programs and program delivery, and will ensure Desautels’ programs continue to reflect the diverse interests of its Music community. Every year, Desautels students participate in more than 250 performances with faculty, community players, and several of Winnipeg’s leading performing arts organizations, including the Winnipeg Symphony Orchestra. To ensure students continually apply what they learn in the classroom setting, the Dean will expand professional opportunities for students by nurturing relationships with internal and external constituencies.

As the pre-eminent university in the province of Manitoba, and as a member of the U15 group of universities, Deans at the institution foster an environment in which world-leading research can flourish. As the face of Desautels, the Dean is the champion of scholarship and research, and will be a proponent of interdisciplinary and cross-disciplinary collaboration with other Faculties. In keeping with the topic of excellence in research—and this applies to excellence in teaching as well—the Dean is accountable for the recruitment and retention of excellent faculty members.
Since the landscape for attracting and retaining world-class faculty is competitive, the Dean will establish meaningful mechanisms to keep faculty engaged and committed to the Desautels environment.

As a publicly-funded institution, the University of Manitoba will continue to be affected by the increasingly constrained financial environment of post-secondary institutions. Governments across the country have been adjusting their approaches to funding universities, choosing to reduce or constrain the growth of operating grants, establishing targeted program funding, and changing eligibility criteria for research funding. In this challenging economic climate, the Dean will work in a manner that ensures Desautels continues to distinguish itself as a globally-minded, highly productive, relevant, 21st century centre for music education and research. As the University of Manitoba experiences year one of its new decentralized budgetary model—with more accountability and responsibility at the Faculty/School level—the new Dean will be creative and innovative in support of programs, addressing fiscal and budgetary issues in a way that balances sustainability with the University’s mandate for excellence, and harnessing the potential of the new model for revenue generation.

Over the last several years, there has been an increased emphasis on advancement and external relations within decanal portfolios. The new Dean will embrace these responsibilities by building synergistic relationships with a broad range of external stakeholders and participating in fundraising and stewardship activities in an effort to advance the Faculty. Building and nurturing strong relationships with Desautels alumni will also be an important part of the Dean’s mandate.

The Desautels Faculty of Music is the proud recipient of one of the largest gifts in the University’s history, and its new cutting-edge state-of-the-art facilities attract outstanding students from around the world and acclaimed performing artists alike. While Desautels finds itself in a favourable position on many fronts, the Dean will keep in mind that infrastructure, facilities, and equipment are essential components of a fine art Faculty. The Dean must be passionate about fostering an environment that is well furnished, and that is in keeping with the excellence of the Desautels brand. In addition to this, the Dean will take an inventory of usage patterns—usage patterns pertaining to performance space, studio space, instrument rentals, etc.—to ensure effective policies and procedures are in place to regulate usage and increase efficiencies.

Given the inextricable link that Desautels has with the arts and culture community in Winnipeg and across the province, the Dean will foster excellent and productive relationships with a broad range of external stakeholders. The importance of this cannot be overstated, since the Faculty is highly valued by the greater community, and has a level of creative productivity that enriches life in the region and Canada more broadly. The Dean, therefore, has an influential role to play within
the Faculty, but also across the University and further afield, and should be drawn to the external relations component of decanal leadership.

The University embraces and is a champion for all forms of diversity. In particular—as mentioned in the University’s strategic plan—the University of Manitoba’s role in reconciliation, its connections with Indigenous students, partners and communities, and its commitment to Indigenous Achievement are central to the kind of future the University seeks to create. The University is keen on furthering its relationship with this important group, and is making a concerted effort to attract and retain more Indigenous students, faculty, and staff, while incorporating Indigenous perspectives and knowledge into its programs, and honouring First Nations, Métis, and Inuit traditions and cultures in its various spaces on campus. The Dean must embrace the University’s commitment to the Indigenous community, and must perform their decanal duties in a manner that advances the University’s relationship with this stakeholder group.

The Dean is responsible for the overall operation of the Faculty, and will ensure faculty, staff, and students are engaged in and dedicated to the success of strategic initiatives. In the academic environment, collaboration and collegiality are cornerstones of success; the Dean, therefore, will demonstrate a high level of personal and professional integrity, and will be a model of ethical, respectful and collegial conduct. Finally—and this bears repeating—the new Dean will unequivocally recognize the central role that he/she plays in furthering community engagement and, as a beacon of motivation of unwavering encouragement, must inspire, support, and invigorate the creative path of everyone who makes up Desautels’ impressive artistic community.

2.0 Candidate Attributes

Although the Search Committee recognizes that no one individual possesses the sought-after attributes in equal measure, it has developed a set of criteria to articulate the desired background, experience, and personal qualities of the successful candidate:

- **Academic Record**: A superior academic and professional profile, an advanced degree, an exemplary record as an educator, and a record of scholarly or creative achievement consistent with a tenured appointment at the rank of Associate Professor or Professor;

- **Administrative Experience**: Previous administrative experience in a relevant music or music education environment; experience with financial management; a transparent, collegial, consultative, and participatory management style; an effective problem solver;
• **Collaboration:** Strong interpersonal skills, and the ability to work in a highly interactive and productive manner with a broad range of constituents;

• **Commitment to Research:** A strong enthusiasm for expanding and supporting research, scholarly, and creative activity and productivity within the Faculty; a commitment to supporting innovation and a willingness to mitigate obstacles that can impede creativity;

• **Communication Skills:** Strong communication skills, and a proven track record of listening and interacting with individuals in a manner that is nurturing and respectful;

• **Advancement and Development:** To stimulate the growth of the Faculty, the ability to play an active leadership role in the development and stewardship of funds from external sources; an appreciation for how fundraising and alumni engagement can support and advance the Faculty;

• **External Relationships:** The presence and confidence to play a leadership role with government, professional bodies, alumni, and other external stakeholder groups; the ability to be a strong advocate for the Faculty to the broader community; the aptitude to develop and sustain strong partnerships with the communities and organizations that form part of the local, national, and international music community;

• **Focus on Quality:** The aptitude for further strengthening the quality of teaching, research, and service; the drive to maintain academic excellence; a high level of commitment to, and passion for, the Faculty’s programs and research;

• **Commitment to Equity and Diversity:** A commitment to equity and diversity in scholarship, teaching, employment activities, and community engagement; a commitment to not only recruiting but retaining a diverse student and faculty population; an appreciation for the University of Manitoba’s reputation of being the University of Choice for Indigenous students;

• **Strategic Leadership:** The ability to provide inspirational, visionary guidance to a diverse range of individuals; respected leadership and change management skills; the ability to develop effective implementation strategies for a broad range of initiatives; the ability to provide effective leadership and delegation to others.
3.0 The Appointment

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).”

Consideration of candidates will begin late February 2018. Nominations, applications or expressions of interest should be directed to Gerri Woodford or Jason Murray at desautelsmusic@odgersberndtson.com.

Please review Appendices on the pages that follow
Appendix A  Major Responsibilities of the Dean

Broad areas of responsibility include:

Leadership

- Inspires a shared vision within the Faculty.
- Through an inclusive consultation and decision-making process, leads the academic planning process for the Faculty, initiating discussion, defining priorities, and developing and articulating the vision.
- Ensures the Faculty’s vision aligns with the University’s strategic plan, and enhances understanding and builds support for the Faculty’s unique place within the University community.
- Develops and leads a strong team of faculty and staff who support the development and implementation of frameworks, policies and initiatives that foster a culture of excellence, collaboration, engagement, commitment, responsibility and accountability throughout the Desautels Faculty of Music.
- Provides strong leadership within a shared-governance structure. Builds trust through openness and transparency while making difficult decisions needed to move the Faculty forward.

Research and Scholarly Activity

- Promotes excellence and integrity in research and scholarly activity, and fosters a climate that encourages faculty and staff to creatively identify and pursue excellence.
- Works to increase federal and provincial research funding support.
- Fosters and encourages a high level of research productivity and excellence within the Faculty, by further enhancing and developing research infrastructure, and supporting faculty efforts to obtain and maintain sponsored research funding.

Relationship Building

- Builds effective relationships, promotes, and advocates for the Faculty to a broad spectrum of constituents, including senior administration, deans, faculty members, students, other community leaders, agencies, governments, industry, and key institutions regionally, nationally, and internationally.

Teaching and Learning

- Leads the academic planning process for the Faculty, and supports curriculum development in line with the business community and the overall programming of the University.
- Promotes excellence and integrity in pedagogical activity, and fosters a climate that encourages faculty and staff to creatively identify and pursue excellence in teaching.
Faculty, Staff, and Student Relations

- Plans and prioritizes human resource needs for the Faculty, and establishes strategies to enhance its ability to compete in the recruitment and retention of high calibre faculty and staff.
- Works with faculty and staff to develop strategic recruitment and retention plans.
- Makes appointments and re-appointments, and recommendations for tenure and promotion.
- Deals with personnel issues with fairness, effectiveness, and respect.
- Champions increased diversity among faculty, staff and students.
- Maintains a visible presence in the Faculty, engaging with students and participating in student life activities.

Administration

- Ensures compliance with University policies and procedures.
- Oversees the preparation, management, and monitoring of the planning and budgeting processes within the Faculty.
- Ensures the effective and efficient use of resources (human, financial, information, and infrastructure).
- Exercises good judgment in the management of change and risk.

University Relations and Advancement

- Attracts partnerships and resources by building stronger linkages with the local, national, and international community, education and research institutions, governments, non-governmental organizations, and the arts and culture community. Pro-actively looks for new opportunities and funding sources to foster and facilitate excellence.
- Attracts resources to the Faculty from government, private philanthropy, and other programs. Working with the University’s advancement professionals, leads the Faculty’s fund development activities by leveraging existing partnerships, and creating and nurturing new ones. Acts as steward of gifts granted to the Faculty.
Appendix B  Desautels Faculty of Music

The Desautels Faculty of Music is a place for discovery – renewed, expanded and ready to be explored. There has never been a better time to study music at the University of Manitoba. The Faculty provides the most modern post-secondary music facilities in the country, tailored to its size. Specifically, the Desautels Faculty of Music has experienced a stunning transformation with renovations to Taché Hall (one of the university’s most iconic buildings). It has created an impressive performing arts complex with state-of-the art spaces and equipment, including:

- 40 practice rooms
- Large ensemble rehearsal room with recording booth and isolation booth
- Jazz ensemble rehearsal room
- Choral/opera/musical theatre rehearsal room
- Recording capabilities in all rehearsal rooms
- Multi-media studio
- Electro-acoustic composition lab
- Yamaha keyboard lab and a large inventory of new Yamaha pianos
- Eckhardt-Gramatté Music Library with study and listening areas
- Graduate student offices
- Climate-controlled, secure student instrument storage lockers

Beyond A Degree

The education that students receive in the Desautels Faculty of Music prepares them for a wide range of careers, including traditional performance, music education, composition and history, as well as many other music and arts-related professions. The Faculty offers instruction in all orchestral, band and jazz instruments, piano/organ and all vocal areas.

Students can expect to learn in an environment of intense creativity and collaboration, built on a foundation of academic excellence, with an inspiring balance of tradition and innovation.

Explore and collaborate beyond a chosen major

Students can explore a range of course options that are outside their chosen major area of study. With the Faculty’s new facilities, opportunities to collaborate beyond music have grown. The Taché Arts Project is bringing together a spectrum of artistic programs in one facility where innovative collaborations over multiple genres, including film, sound, theatre and visual arts are encouraged.
Conservatory approach in a university setting

The Faculty’s approach to teaching and mentoring is paired with the academic rigour and breadth of opportunities that can be found in a research-intensive university. Students learn from exceptional individuals with a passion for music, a commitment to innovative teaching and a gift for student engagement.

Below is a table with links to the programs that can be found in the Faculty:

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<tr>
<th>Programs</th>
<th>Areas of major practical study</th>
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<tr>
<td>Bachelor of Music</td>
<td>Brass</td>
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<tr>
<td>Bachelor of Jazz Studies</td>
<td>Choral Conducting</td>
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<tr>
<td>Post-Baccalaureate Diploma in Performance</td>
<td>Collaborative Piano</td>
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<td>Master of Music</td>
<td>Composition</td>
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<td>Voice</td>
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The Desautels Faculty of Music also offers a minor in music for students in Engineering, Science and Arts. Non-music students can also audition for our many ensemble groups.
Appendix C  University of Manitoba

Celebrated as Western Canada’s first university, the University of Manitoba is the largest university in Manitoba and the only medical-doctoral institution in the province. As a member of Canada’s U15 group of research universities, its community of 29,759 students, 4,754 academic faculty and staff, and 3,962 non-academic staff contributes $1.8 billion annually to Manitoba’s economy.

A leader in Manitoba’s knowledge economy, the University of Manitoba is known for its groundbreaking research in a variety of areas, including global health, human rights research, nanotechnology, functional foods and nutraceuticals, HIV/AIDS and climate change. The University’s current operating budget totals more than $600 million, and its research funding is approximately $136.8 million.

The University of Manitoba has two distinct but closely aligned campuses: the Fort Garry Campus, a 233-hectare complex bordering the Red River in south Winnipeg, and the Bannatyne Campus in central Winnipeg. The campuses sit at the crossroads of the Anishinaabe, Métis, Cree, Dakota and Oji-Cree Nations. The University of Manitoba is located on Treaty One territory, and on the traditional territory of the Anishinaabe peoples and the homeland of the Métis Nation. The university has four colleges — St. Andrew’s College (Ukrainian Orthodox), St. John’s College (Anglican), St. Paul’s College (Roman Catholic), and University College (secular) — and Université de Saint-Boniface, where programs are taught in French, is also affiliated with the university.

The University of Manitoba is home to 44 Canada Research Chairs, one Canada Excellence Research Chair, and 40 research centres, institutes and shared facilities. The university has produced more Rhodes Scholars than any other institution in Western Canada, and faculty members at the university are frequently recognized for their achievements in teaching and research. Currently, the University of Manitoba has one faculty member who is an appointed Companion, five who are Officers, and five who are Members of the Order of Canada. Additionally, ten individuals have been appointed to the Order of Manitoba, and 39 individuals have been named Fellows of the Royal Society of Canada.

The University of Manitoba’s mission is: “To create, preserve and communicate knowledge, and thereby, contribute to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.” Attracting talent that are motivated by this mission is a fundamental reason for the university’s success.
The University of Manitoba strives to ensure that First Nations, Métis and Inuit values are acknowledged, embraced and infused into life on its campuses. Indigenous Achievement is a key component of the university’s strategic planning framework. The University is home to the National Centre for Truth and Reconciliation.

For more information about this dynamic university, visit the following websites:

Main University Website

President and Vice-Chancellor

Provost and Vice-President (Academic)

Vice-President (Research and International)

Strategic Plan

Facts and Figures

Financial Information

Student Services

Student Experience

Indigenous Connect

Indigenous Viewbook
Appendix D  About Winnipeg and Manitoba

The University of Manitoba is located in Winnipeg, which is almost at the geographic centre of North America. The Red and Assiniboine Rivers—the two main rivers of the city—meet in the centre of Winnipeg, at The Forks. Bringing together a rich ethnocultural mix of individuals from around the world, Winnipeg is the seventh largest city in Canada, and dominates the Manitoba economy. The city is home to one of Canada’s largest urban Aboriginal populations, and encompasses Treaty One territory, the traditional territory of the Anishnaabe peoples and the homeland of the Métis Nation.

Although the city of Winnipeg is large, residents of Winnipeg enjoy easy, relatively rapid access to the downtown core from the neighbourhoods on the periphery of the downtown. The residential neighbourhoods in Winnipeg offer affordable housing, and buyers from outside the province often discover their strong purchasing power in the local real estate market. The city also enjoys easy proximity to some of the most beautiful lakefront cottage areas in Canada.

The city is an arts and culture hub and home to well-known attractions, including the world-famous Royal Winnipeg Ballet, the Winnipeg Symphony Orchestra, the Winnipeg Art Gallery (which has the world’s largest collection of Inuit stone sculpture), The Manitoba Museum, and the new and important Canadian Museum for Human Rights. Community events, such as the Winnipeg Folk Festival, Folklorama, the Jazz Festival, the Children’s Festival and the Fringe Festival, enhance the “friendly Manitoba” atmosphere. Winnipeg is also home to numerous premiere sports teams, including the Winnipeg Jets (hockey), Winnipeg Blue Bombers (football) and the Winnipeg Goldeyes (baseball).

Winnipeg’s economy is strong and stable, and is home to a robust and talented workforce. The city is known for its scientific breakthroughs, for bringing exciting new products and services to the marketplace, and for launching global companies. It is home to one of the most diverse economies in the country, hosting key industries which include financial services, transportation and distribution, aerospace, agribusiness, energy and environment, advanced manufacturing, communications and technology, and creative industries. With respect to the performing arts economy alone, Winnipeg nurtures more world-class performing artists per capita than any other city in Canada.
Manitoba boasts an abundance of opportunities for recreation and leisure across the province, and there are many natural outdoor environments that make Winnipeg a unique city to live in. The rivers in Winnipeg provide residents with a variety of recreational opportunities, which include boating or walking, skating and cycling along the city’s river-walk system. The city also provides a scenic setting for several golf courses and regional parks, as well as many historic and traditional sites.

Winnipeg was recently ranked the 4th Best Place to Live in Canada by MoneySense.ca, is ranked Top 10 for Business Friendliness among mid-sized cities in the country, and is considered one of the most intelligent communities in the world. For more information about Winnipeg, please visit www.winnipeg.ca/, www.tourismwinnipeg.com, and www.travelmanitoba.com/.
Appendix E  Search Committee

CHAIR:

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

ELECTED BY THE FACULTY:

Professor Mel Braun, Associate Professor
Dr. Karen Jensen, Professor and Associate Dean
Dr. Laura Loewen, Associate Professor
Dr. James Maiello, Associate Professor

APPOINTED BY THE PRESIDENT:

Dr. David Mandzuk, Dean, Education
Dr. Jeff Taylor, Dean, Arts
Dr. Brooke Milne, Associate Dean, Graduate Studies
Ms. Trudy Schroeder, Executive Director, Winnipeg Symphony Orchestra

SUPPORT STAFF REPRESENTATIVE:

Ms. Sarah Heidahl, Admissions Coordinator and Marketing

STUDENT REPRESENTATIVES:

Mr. Morgan Thickson, undergraduate student
Ms. Megan Dufrat, graduate student

CONSULTANT:

Ms. Gerri Woodford, Partner, Odgers Berndtson
Appendix F  Privacy and Confidentiality

PRIVACY (UNIVERSITY OF MANITOBA)

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