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.

Located on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota and Dene peoples, and on the homeland of the Métis Nation, the University of Manitoba – Western Canada’s first university and a member of Canada’s U15 – is a uniquely comprehensive medical/doctoral institution serving over 30,000 students – with more than 2,400 First Nations, Métis, and Inuit – in 17 Faculties and Schools and employing almost 2,300 academic staff and 2,500 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, as well as 40 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.

The University also houses the National Centre for Truth and Reconciliation which serves as the permanent home for all statements, documents, and other materials gathered by the Truth and Reconciliation Commission. The Centre aims to be a place of learning, and dialogue where the truths and experiences of those affected by Indian residential schools are honoured and kept safe for future generations.
The University: University of Manitoba (cont.)

Furthermore, the University has several distinct campuses and operating sites:

- Fort Garry Campus, a 274-hectare complex on the Red River in south Winnipeg;
- Bannatyne Campus in central Winnipeg, adjacent to the Health Sciences Centre;
- William Norrie Centre, the University of Manitoba’s inner-city campus (ICSWP); and
- A northern Social Work satellite campus in Thompson, Manitoba (NSWP).

The University also has three affiliated 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.” Collège Universitaire 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: wwwumanitoba.ca

Strategic Priorities: Taking Our Place

The directions established in Taking Our Place: University of Manitoba Strategic Plan 2015-2020 guide the institution towards its place in the future. Through robust consultation, the strategic priorities established for the University of Manitoba include:

- **Inspiring Minds through innovative and quality teaching:** We are committed to ensuring that our undergraduate and graduate students have an outstanding educational experience.
- **Driving Discover 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 within 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: The Faculty of Social Work

Vision

The vision of the Faculty of Social Work is to help create and contribute to a world where there are no great inequalities of wealth or income, where economic and political power is more evenly distributed, where human need is the central value of distribution of society’s resources, where diversity of culture is celebrated, where people have greater control over their own lives, and where all persons are afforded maximum opportunity to enrich their physical, spiritual, psychological, and intellectual well-being.

Strategic Plan 2016-2020

Aligned with the University’s overarching Strategic Plan, these are the Faculty’s five strategic priorities:

• Priority 1: Student Experience: To offer an excellent student experience by ensuring consistent and streamlined admission processes, developing and implementing curricula, and creating greater integration for students across delivery sites.
• Priority 2: Programs and Resources: To offer a suite of high-quality programs and create a financial sustainability strategy for the Faculty.
• Priority 3: Teaching Practice: To develop innovative teaching plans that will support equitable and manageable teaching loads, offer innovative teaching practice and ensure pedagogic integrity.
• Priority 4: Research Culture: To increase research productivity and profile.
• Priority 5: Social Justice and Human Rights: To be an advocate for social justice and human rights.

To read the Faculty of Social Work’s Strategic Plan 2016-2020, please visit: http://umanitoba.ca/media/SW_Strategic_Plan.pdf
About the Faculty

Celebrating its 75th year, the Faculty of Social Work is one of the largest accredited social work programs in Canada, the only university-based program in Manitoba, and one of the few stand-alone faculties of social work in the country. It offers a comprehensive suite of undergraduate and graduate programs across its three campuses and a robust distance delivery program. The Faculty prides itself on the continuous pursuit of excellence in the areas of teaching, research, service, and on celebrating the accomplishments of its graduates. They are leaders in Indigenous education in Canada and are committed to advancing and supporting the University’s strong commitment to Indigenous achievement. They play a key role in the socio-economic-cultural development of the Province, in Canada and beyond.

The Dean will join at a time of renewal with the opportunity to recruit Faculty and to provide mentorship and support. Also, the Faculty has recently developed a new five-year strategic plan, and the Dean will have an opportunity to engage with Faculty and staff in its implementation and evaluation.

Programs

The Faculty is a complex institution operating in multiple sites; Northern Social Work in Thompson, Manitoba, Inner City Social Work Program and a large distance component. It has a broad range of offerings including various undergraduate, pre-Masters, and Masters of Social work based in Indigenous Knowledges (MSW-IK), and Ph.D. programs. The Dean will appreciate these complexities and foster the coalescence of development of high quality and innovative programs.

The Social Work program is the only program in Manitoba that is recognized and accredited by the Canadian Association of Social Work Education. It met the rigorous requirement of the accreditation process and received an eight-year approval from 2015 to 2022. The next Dean will lead the Faculty through the re-accreditation process.
Programs (cont.)

The recently created and first-of-its-kind in Canada, the MSW-IK joins academic instructors with Knowledge Holders who provide holistic learning experiences for students. Launched in 2016, this program will respond to the needs of our community and recognizes the importance of incorporating Indigenous Knowledges into post-secondary education. It extends the University commitment to reconciliation and Indigenous achievement and will serve as a model in the socio-economic-cultural development of our province.

Further committed to the accessibility of social work education, the Faculty offers a Distance Delivery Bachelor of Social Work (BSW) Program as well as a unique BSW Program, also known as the Northern Social Work Program in Thompson, Manitoba. The Northern program provides access to mature students and those living in the North who, without the support of the program, would be unable to successfully complete a university degree. The Faculty also offers the Pre-MSW Program to prepare students who do not have a BSW degree from an accredited university, or its equivalent, for entry to the MSW program.

Exciting opportunities for collaborative interdisciplinary linkages will forge new and innovative programs, such as the Master of Human Rights, and a joint program between the faculties of social work and law. This program will partner the faculties of graduate studies, arts, law, education, and social work with the Centre for Human Rights Research, the Mauro Centre for Peace and Justice and the National Research Centre for Truth and Reconciliation. The Dean shall leverage existing collaborative opportunities and create and nurture new ones.

The Faculty enjoys a richly diverse student enrolment base (2017/18):

- Total student enrolment: 901
  - Undergraduate students: 769
  - Graduate students: 132
- Students enrolled in the ICSWP: 170
- Students enrolled in the NSWP: 100
- Students enrolled in Distance Delivery: 319
- Students who self-identify as Indigenous: 29.6%

Research

As a member of the U15 group of research-intensive university, the University of Manitoba continues to advance its research capacity and success. The Faculty is well positioned to advance its research activities to support policy decisions at the local, provincial and national levels and with service organizations, to influence and promote social justice, and to enhance the well-being of individuals, families, and communities.

Existing research areas of strength include social work theory, social work practice, social service administration, and social policy. Several collaborative research clusters exist including Aging, Child Welfare, Children/Youth, Community Development, Criminal Justice, Disability, Family-Focused Social Work, Family Law, Health/Mental Health, Immigrants/Refugees, Indigenous/Aboriginal Social Work, International Social Work, Poverty/Homelessness, Social Justice/Human Rights, Social Work Education, Spirituality, Violence/Abuse/Trauma, and Women/Feminist Perspectives. Research within the Faculty is supported by various sources including the Social Sciences and Humanities Research Council of Canada, Canadian Institutes of Health Research, University of Manitoba and other funders.

To learn more about the Faculty of Social Work, please visit: http://umanitoba.ca/social_work
The University of Manitoba invites expressions of interest, nominations, and applications for the position of Dean, Faculty of Social Work. The appointment will be for a five-year term, effective July 1, 2019, or soon thereafter. An academic appointment with tenure at the rank of Associate Professor or Professor, commensurate with qualifications and experience, will be provided.

Reporting to the Provost and Vice-President (Academic), the Dean of the Faculty of Social Work is a member of the University’s senior leadership team and the academic and administrative leader of the Faculty. They will lead approximately 60 full-time Faculty and staff members to continue to implement the goals identified in its 2016-2020 Strategic Plan, while also looking towards the future and guiding the next strategic planning exercise.

The successful candidate will be an innovative and inspiring leader with the skills to bring together a complex and geographically diverse Faculty, to build on existing strengths and to create opportunities for enhancing its teaching, research, and scholarly activities. The Dean must be a strong consensus builder, who can lead the Faculty to broadly supported decisions regarding programs and services, given fiscal realities and changing needs. While upholding the responsibility of preparing future social workers for professional practice in the 21st century, the Dean must be deeply committed to an exceptional student experience, to social work and the Faculty’s commitment to furthering social justice through its teaching, research and service responsibilities. This includes direct practice, micro-practice, meso-practice, and macro-practice. The Dean will also bring a collaborative spirit and strong commitment to building and nurturing community connections and engagement. With the ability to lead and manage change while continuously inspiring, guiding and supporting the Faculty, the
The Opportunity: Dean, Faculty of Social Work (cont.)

Dean will be a respected role model, coach, and mentor to the Faculty. As the key promoter of the Faculty, the Dean will enjoy establishing and building upon important partnerships with a variety of stakeholders and community leaders. Having a good understanding of the historical aspects and ongoing effects of colonization in Canada, the Dean will bring a desire and commitment to continue to advance the Faculty’s position as a national leader in Indigenous education.

A strategic, considerate and informed decision-making approach combined with an innovative perspective will allow the Dean to chart a path for the Faculty of Social Work for the next five to ten years.

Essential Qualifications

The Search Committee recognizes that no one candidate for this position is likely to meet all the following qualifications in equal measure. Nevertheless, the following criteria are desirable and will be used in the assessment of candidates for the position.

The successful candidate will hold a Ph.D. in Social Work or a relevant discipline (preference will be given to those who hold at least one degree in social work). Individuals will also have an outstanding record of scholarly achievement consistent with a tenured appointment at the rank of Associate Professor or Professor, and bring academic administrative experience necessary to administer a large and diverse Faculty across multiple sites.

Leadership and Vision

• Inspire, build, and articulate a collective vision for the Faculty.
• Provide inspirational guidance and strengthen the unity of a diverse Faculty.
• Ensure the Faculty’s vision aligns with the University’s Strategic Plan.
• Appreciate and anticipate the diverse and changing environment within the University, Faculty, and the social work sector.
• Develop and lead a strong and engaged team to support the implementation of a broad range of priorities and initiatives.
• Support and nurture the Faculty’s strong commitment to social justice and human rights.
• Provide strong leadership in a shared governance structure.
• Possess a strong collaborative and transparent approach to developing common goals and resolving problems.
• Harness and build on opportunities both within and outside the University.
Essential Qualifications (cont.)

Research Excellence
• Foster a collaborative approach to research excellence that is strategic, sustainable, relevant, and impactful.
• Strategically manage and grow the Faculty’s research portfolio by capitalizing on existing strengths and optimizing collaborative or new opportunities.

Teaching and Learning Excellence
• Commit to creating an exceptional student experience at the undergraduate and graduate levels through curriculum reviews, high quality and innovative program design, development, and delivery, and experiential learning opportunities (i.e., field placement, practicum etc.).
• Develop a sustainable enrolment management plan.
• Ensure student supports, experiences and services are in place and support graduates successful step into the profession.

Indigenous Engagement Commitment
• Advance the University’s commitment to Indigenous engagement and achievement.
• Build on the Faculty’s leadership position in Indigenous education in Canada.
• Appreciate the importance of and build connections with Indigenous communities.
Essential Qualifications (cont.)

Administration
- Oversee resource and budget planning, development, and management.
- Ensure the effective and efficient use of resources (human, financial, technological, and capital/infrastructure).
- Recruit and retain the best and the brightest, and identify, mentor, and support Faculty and staff.
- Appoint, reappoint and recommend tenure and promotion.
- Listen and make sound, fair and sometimes difficult decisions, combined with the ability to openly communicate and firmly implement these decisions.
- Create and lead highly engaged teams.
- Champion increased equity, diversity, and inclusion.

Advancement
- Be willing and capable to seek out, attract and steward resources that further the advancement of the Faculty, including developing and nurturing philanthropic partnerships with private donors, agencies, government, etc.
- Serve as a trusted steward of gifts received.

Stakeholder Relations and Communication
- Able to engage successfully with multiple constituencies and stakeholders such as government, professional associations, community partners, agencies, alumni, and other groups to promote, advocate, and enhance the Faculty’s priorities.
- Work collaboratively with other Deans/Directors and administrative leaders for the advancement of the Faculty and the University.
- Bring strong communication skills (listening, speaking and writing).
- Able to develop and strengthen external partnerships that support the Faculty’s and University’s respective missions, visions and priorities.
Application Requirements

Applications, nominations, or expressions of interest should be directed to Brenda LaRose, Partner at brenda@leadersinternational.com.

Review of applications will begin in December 2018.

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 Act (Manitoba). Please note that curriculum vitae may be provided to participating members of the search process.

To learn more about the University of Manitoba, please visit: www.umanitoba.ca

To learn more about the Faculty of Social Work, please visit: www.umanitoba.ca/social_work

University’s Commitment to Equity, Diversity and Inclusion

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. Given the Faculty’s commitment to and leadership in Indigenous achievement and its innovations in Indigenous education, we are especially interested to receive applications from Indigenous social work scholars with administrative experience.
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. Traditionally, farming has been a major occupation for Manitobans; and the rich farmlands in southern Manitoba produce wheat, barley, oats, sunflower, flax and canola crops, as well as dairy and livestock farms. From this base, a considerable agri-food industry has emerged.

Winnipeg is Manitoba’s capital city with 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 employers in the trade, manufacturing, educational, agricultural, health care and social services sectors.

The cityscape of Winnipeg is magnificent. Downtown Winnipeg’s Exchange District is named after the area’s original grain exchange, which operated from 1881 to 1918. A National Historic Site with a direct link to Manitoba’s agricultural roots, the Exchange District features North America’s largest and best-preserved collection of heritage buildings. Encompassing some 20 city blocks in downtown Winnipeg, today this neighbourhood thrives as an entertainment precinct and is a popular period backdrop for the movie industry.
The City and the Province: Winnipeg, Manitoba (cont.)

Another downtown historic site, The Forks, can be found at the intersection of the Red and Assiniboine rivers; and features warehouses converted to shops and restaurants, plus ample green space dedicated to festivals, concerts, and exhibits. Adjacent to The Forks, the world-class Canadian Human Rights Museum is a space where human rights education and discussion can take place.

The NHL Winnipeg Jets and CFL Winnipeg Blue Bombers keep sports fans entertained; and a strong performing arts scene including the Winnipeg Symphony Orchestra, Canada’s Royal Winnipeg Ballet, and the Manitoba Opera provide world-class live entertainment to individuals looking for brilliant stage performances.

Winnipeg is home to a number of museums, community-oriented organizations, and a multitude of annual events that make the city buzz. The Indian and Metis Friendship Centre of Winnipeg in the heart of the north end offers services and supports the Indigenous community. In summer, Winnipeg hosts Folklarama, the largest and longest-running cultural festival in the world. In winter, the neighbourhood of Saint Boniface hosts Festival du Voyageur, for “Winnipeggers” to discover the history of the voyageur era and the vitality of French language and culture in Manitoba.

Winnipeg is proud to be such a diverse city. It’s home to one of the largest and fastest growing Indigenous populations in Canada. We respect our place on the traditional territories of the Cree, Dakota, Dene, Ojibway, and Oji-Cree First Nations, as well as the Métis Nation.

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

For more information on the Province of Manitoba, please visit:  
https://www.edu.gov.mb.ca/index.html