



University
of Manitoba

Opportunity Profile

Dean, I.H. Asper School of Business

The University of Manitoba

Recognized as Western Canada's first university and located in the vibrant city of Winnipeg, the University of Manitoba is a place where students come to learn and be inspired. The University, home to approximately 31,000 students, 5,200 academic staff, and 3,800 support staff, offers a strong foundation in liberal arts and sciences as part of its broad range of undergraduate and graduate programs. As Manitoba's only medical-doctoral institution and as a member of the U15 Group of Research Universities, the University dominates the Manitoba research landscape. It ranks among Canada's most research-intensive universities. The University of Manitoba is located on Anishinaabe and Métis traditional land and is home to a thriving community of Indigenous researchers, staff, and 2,600 First Nations, Métis and Inuit students.

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.

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, scholarship, and 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: *Our Shared Future—Building on our Strategic Plan*

In 2020, building upon our shared commitments and priorities over the next 12 to 18 months, [Our Shared Future – Building on our Strategic Plan](#) was launched. This builds on The University of Manitoba’s strategic plan, [Taking Our Place 2015-2020](#), which will continue to guide us as we work towards introducing a new plan in 2023. Notably, we remain committed to the following strategic priorities:

- ◆ **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

Based on the rich feedback we received from these discussions and from close to 2,000 UM respondents—primarily faculty, staff, and students—we confirmed five priorities that will drive our efforts. Over the next 12-18 months, we will:

- ◆ Support and sustain post-COVID teaching, learning, research, and work environment. This includes our commitment, as one of Canada’s top 15 research universities, to remain a leader in research excellence.
- ◆ Develop and publicize a university-wide anti-racism strategy.
- ◆ Enhance and expand opportunities for learning, including research opportunities for students.
- ◆ Deliver on our commitment to Indigenous achievement and engagement.
- ◆ Create a more accessible, equitable, diverse, and inclusive university.

The University of Manitoba will continue to 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.

For more information on the University of Manitoba, please visit: <https://umanitoba.ca>

The I.H. Asper School of Business

Asper provides world-class education to students, leaders, and innovators who contribute ethically to the social and economic well-being of Manitoba and the world. In its almost 80 years, the School has grown extensively, featuring a broad range of programs and interdisciplinary opportunities and forging linkages with other faculties and Centres across the University and the broader community. As an AACSB-accredited business school, Asper is committed to maintaining excellence in teaching and scholarship for its 1859 undergraduate and 260 Stu Clark Graduate School students. It is comprised of five departments – Accounting and Finance, Business Administration, Marketing, Supply Chain Management, and the Warren Centre for Actuarial Studies and Research. Its Bachelor of Commerce program currently offers 13 majors and two minors for non-business students, including programs that are accredited for the Chartered Professional Accountants (CPA), the Chartered Financial Analyst (CFA), membership of the Canadian Institute of Actuaries (CIA), and Chartered Professionals in Human Resources (CPHR). We also offer a number of programs at the master’s level, including an MBA program, a Master of Finance Program, a Master of Supply Chain Management and Logistics program,

and a research-based MSc in Management program. Our doctorate program offers three majors: marketing, business administration, and finance. Other than these degree programs, we run a president's student leadership certificate program and a logistics certificate program. Our James W. Burns Executive Education Centre provides a broad range of executive training and professional development for leaders in Manitoba and across the world.

Just as its programs have evolved to address the changing needs of businesses, organizations and people, Asper is evolving to proactively address important societal issues and longstanding inequities amongst all groups subject to historical discrimination. To support our commitment to Equity, Diversity and Inclusion (EDI), the School has formed a faculty-wide [EDI task force](#) with a mandate to address sources of exclusion and inequity. Driving a cultural shift to foster an inclusive learning environment for every student, the task force is proactively creating *systemic inclusion*. This involves embedding practices, principles and values of equity, diversity and inclusion into educational programming and throughout the School's organizational culture. The Asper School of Business's [Indigenous Business Education Partners](#) program is committed to providing a welcoming and supportive community for its 45 Indigenous students.

Award-winning faculty members contribute to creating new knowledge, and Asper students have won numerous national and international business planning and case competitions. They have launched successful companies with significant market capitalization. The Asper School of Business is proud to have a robust co-operative education program. It has developed other links with the community through its Stu Clark Centre for Entrepreneurship, Transport Institute, and James W. Burns Executive Education programs, and the [Associates](#) and [Young Associates](#) business networks. Fifty-seven of the world's leading business schools have established international exchange partnerships with the Asper School of Business.

Visit <http://umanitoba.ca/asper/> to learn more.

Research Excellence

The Asper School of Business has an established record of research excellence, consistently reinforced by its faculty, institutes, and infrastructure. The Asper School is home to a world-class faculty comprised of researchers at the cutting-edge of their fields. Academics in the departments of Accounting and Finance, Business Administration, Marketing, Supply Chain Management, and the Warren Centre for Actuarial Studies and Research successfully publish in FT50 and AJG level 4 and 4* journals, disseminating their findings amongst international colleagues and generating tangible impact.

Many faculty members are research grant award recipients, securing funding from annual Tri-Council competitions, University of Manitoba grants, and internal Asper School of Business research awards. A large number of faculty also hold research chair appointments, funded fellowships, and professorships in recognition of their research capacity.

Research at the Asper School of Business is bolstered not only by its people but also by its institutes. The School is home to the Centre for Accounting Research and Education, which supports accounting research disseminated amongst academic, industry, and government audiences; the James W. Burns Leadership Institute, which conducts and supports research on leadership and organization studies; and the Transport Institute, which fosters collaborative research in transportation and logistics, practically applied to academic and professional communities. All of these institutes facilitate in-depth academic inquiry with real-world implications.

The Asper School of Business's research infrastructure is the foundation of its faculty and institute success. The Asper School heavily invests in this, as it is what facilitates research of national and international consequence. Datasets, Bloomberg terminals, library acquisitions, and laboratories all serve the research needs of faculty and graduate students. The Marketing Research Lab is dedicated to computerized marketing simulations and electronic data captured directly from research participants, as well as in-depth interviews, focus groups, and advertisement screenings. The David Dreman Behavioural Research Lab will open in 2022 and will serve those faculty members undertaking research, developing research capacity based on cutting-edge trends, or collaborating on multidisciplinary research, alongside workshops for graduate students to further enhance their research potential and simulate faculty collaboration.

The Asper School also holds annual events highlighting the internal research capacity of both faculty and students, such as Hickson Research Day, the Senft-Asper International Workshop on Finance and Family Business, and the Transport Institute and Faculty of Agriculture's joint Fields on Wheels Conference. The School also boasts multiple avenues for hosting prominent external researchers, such as the Stu Clark Distinguished Speaker Series and the Research Webinar Series.

Visit <http://umanitoba.ca/asper/> to learn more.

The Role

Reporting to the Provost and Vice-President (Academic), and as a member of the university's senior leadership team, the Dean is responsible for the overall academic and administrative leadership of the I.H. Asper School of Business (Asper School). The Dean will be an inspiring and innovative leader with the skills and vision to work with the School to establish exciting new initiatives, enrich and strengthen existing programs, and build on Asper's national and international reputation for teaching and research excellence. The successful candidate will possess strong organizational, managerial and facilitation skills; bring experience in academic administration; boast a proven track record of working collaboratively and collegially in pursuit of strategic goals; and lead with a commitment to accessibility, equity, diversity and inclusion. Centring the student experience in their leadership, the Dean will connect with and inspire students from diverse backgrounds to engage and connect within the Asper community. The Dean will be exceptionally skilled at reaching out to the business community and important partners to enhance and advance Asper's priorities and to shape Manitoba's and the world's future leaders.

Requirements

The successful candidate for the Dean, I.H. Asper School of Business, will possess the academic qualifications required to hold a tenured appointment at the rank of Professor. A PhD is required, and rank will be commensurate with qualifications and experience. The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure (where applicable) for systemically marginalized groups who have been excluded from full participation at the University and the larger community, including Indigenous Peoples, women, racialized persons, persons with disabilities and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual and other diverse sexual identities). Although the advisory committee recognizes that no one individual possesses all the qualifications below in equal measure, it has developed a set of criteria to articulate the desired background, experience and personal qualities of the successful candidate:

Strategic Leadership

- Able to bring inspirational and strategic leadership to the School.
- Lead with an authentic collegiality and a track record of advancing the mission of a complex academic unit or organization through collaboration and with an appreciation of the diversity of views and disciplines;
- Commit to business education excellence;
- Foster and support an outstanding student experience, combined with responsiveness to the needs of an active and diverse student population;
- Appreciate the importance of the relationships with public, private, not-for-profit, government, and business communities, and understand their role in business education and supporting the priorities of the School;
- Represent the role with creativity, openness, transparency, and inclusiveness of people of all backgrounds;
- Possess a strong background in strategic planning, with a record of success in developing and rallying teams—across disciplines—around a compelling and unifying vision, and the energy, skills and drive to work closely with colleagues to see vision through to execution.

Research and Scholarly Excellence

- Enable and facilitate faculty to conduct and disseminate research and scholarly works;
- Support research success for faculty and graduate students;
- Strengthen research capacity to integrate Indigenous perspectives into research endeavours and scholarly work;
- Support interdisciplinary research collaborations within the faculty and across the university;
- Build relationships with current and prospective partners in support of research;
- Increase graduate students and enhance support and engagement in research and scholarly work;
- Support graduate students through access to and involvement in high-quality research-based programs;
- Encourage faculty and students to engage in and share their work with the broader educational community;
- Promote and enhance Asper's research reputation globally.

Teaching Excellence and Student Support

- Appreciate pedagogical and curricular innovation, including the use of technology in education;
- Able to develop innovative approaches to program design and delivery;
- Assess existing programs and imagine new and innovative programs;
- Foster an inclusive culture in which student voices are encouraged and heard.
- Familiar with accreditation regimes, particularly the Association to Advance Collegiate Schools of Business (AACSB).

Indigenous Engagement

- Ensure Indigenous perspectives are incorporated in the School's teaching and learning activities;
- Develop a welcoming and culturally safe environment that is supportive of Indigenous faculty, staff, and students;

- Enhance efforts to recruit and retain Indigenous students, faculty and staff;
- Appreciate the importance of the University's commitment to Reconciliation and the TRC's calls to action;
- Build and strengthen new and existing partnerships to support Indigenous engagement and achievement;
- Increase awareness and understanding by sharing Indigenous knowledges and research and celebrating successes.

Administrative Experience

- Strong strategic and operational planning acumen, resource and financial management, budget planning, faculty relations and human resource processes;
- Possess a creative and entrepreneurial spirit;
- Experience in working with a diverse team to ensure operational excellence;
- Strong administrative and decision-making abilities required for effective leadership and management within higher education institutions;
- Experience in managing the conflicting demands and differences of several constituencies within higher-education settings;
- Commit to collegial and collaborative governance and to effective faculty relations in a unionized environment;
- Interact effectively with other administrative officers across the University and other post-secondary education partners.

Interpersonal and Personal Characteristics

- Unassailable integrity and character, and a deep commitment to engendering trust and respecting human rights.
- Commit to teaching and research excellence, ideally with a personal record of scholarship and research;
- Able to fundraise and subscribe to a powerful commitment to building and nurturing relationships with the external community;
- Cultivate a faculty culture that is respectful, welcoming, engaging and inclusive;
- Commit to equity, diversity, and inclusion in strategic and operational priorities of the faculty;
- Effective problem-solving skills and the ability to help others reach consensus and successful outcomes;
- Familiar with and adherence to the principles of collegial governance;
- Strong interpersonal skills and a commitment to promoting faculty/staff/student collaboration and engagement
- Able to foster and create a sense of common purpose that transcends individual interests;

Community Engagement

- Well-developed advocacy skills and the ability to serve as Asper's principal ambassador.
- Sustain and grow 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 alumni and donors in relevant and valuable conversations about education;

- Share and celebrate the stories of how students, faculty, staff, alumni, and our partners are making a positive impact in the community;
- Represent the University externally and articulate a clear, compelling vision for the School that motivates engagement and partnerships;
- Strengthen and optimize connections to Indigenous and Northern communities;
- Increase opportunities for students, staff, and faculty to be involved in community outreach programs that have a social impact.

The City and the Province: Winnipeg, Manitoba

Located in Treaty One Territory, at the crossroads of the Anishinaabe, Metis, Cree, Dakota and Oji-Cree Nations, and on the traditional lands of the Anishinaabe peoples and the homeland of the Metis Nation, Winnipeg is home to one of the largest and fastest-growing Indigenous populations in Canada.

With a population of over 1.2 million people, Manitoba is the fifth-largest province in Canada and is located at the geographic centre of Turtle Island. 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. A few blocks north, The Neeginan Centre, a gathering place that promotes the Indigenous community's social, educational, and entrepreneurial growth in Winnipeg, occupies the historic Canadian Pacific Railway Station. Across the city, Treaty 1 Development Corporation is redeveloping the former site of the Kapyong Barracks, which will see new economic development, training and job creation opportunities.

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. A meeting place for over 6,000 years. Indigenous peoples traded at The Forks, followed by European fur traders, Scottish settlers, railway pioneers and tens of thousands of immigrants. Today the warehouses have 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. Qaumajuq is the new Inuit Art Centre at the Winnipeg Art Gallery, which received the name Biindigin Biwaasaeyaah, meaning, "come on in, the dawn of light is here."

Winnipeg hosts several cultural events annually that makes the city buzz. The Manito Ahbee Festival is an annual gathering that celebrates Indigenous culture and heritage to unify, educate and inspire. During the festival, the Indigenous Music Awards are held to celebrate the music, art and culture of Indigenous peoples. The annual outdoor Folk Festival is held each summer which offers a meeting place for music-lovers and provides an opportunity to explore new and well-known artists. 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 voyageur, Métis and First Nations histories are brought back to life.

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:

https://www.gov.mb.ca/ie/manitoba/about_mb.html

For more information on the City of Winnipeg, please visit:

<https://www.economicdevelopmentwinnipeg.com/choose-winnipeg/live-here/lifestyle>

To apply

The University of Manitoba is committed to the principles of equity, diversity and inclusion and to promoting opportunities in hiring, promotion and tenure (where applicable) for systemically marginalized groups who have been excluded from full participation at the University and the larger community, including Indigenous Peoples, women, racialized persons, persons with disabilities and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual and other diverse sexual identities). 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 in February 2022 with a **formal review by the committee in early March 2022**. Nominations, applications or expressions of interest should be directed to Laurie Sterritt to:

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