



LAVERNE SMITH & ASSOCIATES INC.

POSITION PROFILE

DEAN, RADY FACULTY OF HEALTH SCIENCES AND DEAN, MAX RADY COLLEGE OF MEDICINE UNIVERSITY OF MANITOBA

The University's two campuses and its satellite sites are located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation. 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 future the university seeks to create.

The University of Manitoba invites nominations, applications and expressions of interest for the dual role of Dean of the Rady Faculty of Health Sciences and the Max Rady College of Medicine, with the appointment ideally to begin in the summer of 2022. This is an exciting leadership role in a Faculty focused on interdisciplinary research, interprofessional health collaborative education, social accountability, Indigenous achievement and respect, and equity, diversity and inclusion.

THE UNIVERSITY

Since 1877, the University of Manitoba has delivered life-changing learning experiences for students, conducted world-class research and shared knowledge and discovery that have made an indelible impact on Manitoba, Canada and the world. As Manitoba's only research intensive, medical-doctoral university and member of the U15 consortia of research intensive universities in Canada, the University of Manitoba is known for its ground-breaking discoveries in a variety of areas, including immunity, inflammation and infectious disease and Arctic system science and climate change. The University of Manitoba offers more than 100 programs to over 31,000 students at the undergraduate, graduate, doctoral and professional levels. With 5,000 academic staff and 4,000 support staff, the University of Manitoba generates \$2.4 billion annually in economic activity. Its more than 181,000 alumni across Canada and 139 different countries continue to lead and gain accolades at home and internationally. The university's current operating budget is more than \$600 million.

The University of Manitoba is a driving force of innovation, discovery and advancement. Fueled by curiosity and determination, its researchers are committed to building a better tomorrow, propelled by the transformative work being done today. Its researchers explore complex problems that impact our province, our country and our world, including infectious diseases, Arctic research, climate change, global public health, human rights, social justice and sustainability. The university's place in Canada's research landscape is unique, with connections to the agricultural and natural landscapes of the Canadian West, the Arctic and to local and Indigenous communities and is elemental in its research focus. The University's diverse academic and research programs spark inspiration, imagination and possibility and its strategic partnerships build powerful connections leading to collaboration and innovation in its world-class facilities.

Home to renowned researchers who engage communities throughout the province and across the globe, building international partnerships and conducting discovery and innovation that will

shape the world of tomorrow, the University of Manitoba's significant research contributions are nationally and globally recognized with almost \$200 million in funding annually. The University has more than 85 endowed and sponsored research chairs, including 50 Canada Research Chairs, one Canada Excellence Research Chair (CERC), one senior Canada 150 Research Chair and one CERC Laureate. Its more than 50 research centres, institutes and shared facilities provide collaborative environments to stimulate multidisciplinary research and development. Its partnerships with over 500 universities, businesses, governments and institutions around the world, provide students and researchers with opportunities to learn, discover and exchange knowledge on a global scale.

By educating students, contributing solutions to problems and forging connections with the communities the university serves, the University of Manitoba makes a positive difference in people's lives. The university's current strategic plan, [Taking Our Place](#), recognized the distinctive role the University of Manitoba can play in addressing opportunities and identified five strategic priorities :

- I. *Inspiring Minds* through innovative and quality teaching.
- II. *Driving Discovery and Insight* through excellence in research, scholarly work and other creative activities.
- III. *Creating Pathways* to Indigenous achievement.
- IV. *Building Community* that creates an outstanding learning and working environment.
- V. *Forging Connections* to foster high impact community engagement.

Building on the 2015-2020 Strategic Plan, the [University continues to build on its shared priorities and commitments](#) over the next 18 months with a particular focus on:

- Supporting and sustaining a post-COVID teaching, learning and work environment, including a commitment to remaining a leader in research excellence.
- Developing and publicizing a university-wide anti-racism strategy.
- Enhancing and expanding opportunities for learning, including research opportunities for students.
- Delivering on its commitment to Indigenous achievement and engagement.
- Creating a more accessible, equitable, diverse and inclusive university.

In particular, the University of Manitoba's role in reconciliation, its connections with Indigenous communities and its commitment to Indigenous achievement are central to the university it seeks to be. In 2019, the university conducted a review to enhance the mandate for Indigenous Senior Leadership and support Indigenous engagement and achievement. The recommendations of the resulting report were approved by the Board of Governors, including the establishment of the position and subsequent hiring of the university's first-ever Vice-President (Indigenous) as a first step in implementing the report. A university-wide approach to implementing the commitments is underway, under the leadership of the Vice-President (Indigenous). These efforts include attracting and retaining more Indigenous students, faculty and staff, incorporating Indigenous perspectives and knowledges within its program offerings and honouring First Nations, Métis, and Inuit traditions and cultures in its spaces. The University of Manitoba is honoured to serve as the home for the [National Centre for Truth and Reconciliation](#) and its sacred holdings.

The University of Manitoba is committed to equity, diversity and inclusion in all of its teaching, research and engagement activities. Established in 2019, the President's Task Force on Equity, Diversity and Inclusion (EDI) released its final report and recommendations in June

2021 aimed at making the University of Manitoba an institution where all feel included and able to fully participate, its eight recommendations have been endorsed by the President and senior leadership and are supported by the Senate and Board of Governors. The report may be viewed at [presidents task force on edi final report.pdf \(umanitoba.ca\)](#). The University of Manitoba is a signatory to the Scarborough National Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education. The Charter signatories commit to moving from rhetoric to meaningful concrete action to address anti-Black racism and to promote Black inclusion through collective principles, actions and commitments.

The University has two campuses in Winnipeg, Manitoba's culturally diverse capital, and a number of satellite locations in both Winnipeg and other locations in the province, and in research settings around the world. The Fort Garry Campus is a beautiful 280-hectare complex in a treed, green setting bordering the banks of the Red River in south Winnipeg. With more than 60 major buildings, the Fort Garry campus sets the stage for important discoveries, transforming itself with modern facilities while preserving the historic buildings that have defined the campus for more than a century. The Bannatyne campus, located in downtown central Winnipeg, is home to the Rady Faculty of Health Sciences, a vibrant urban community of nine buildings where most of Manitoba's future health professionals, including doctors, dentists, dental hygienists, pharmacists and rehabilitation specialists, are trained. The complex focuses on collaboration across professions and disciplines in its teaching and research. For more information about the University of Manitoba, please visit the website at www.umanitoba.ca.

THE FACULTY

The Rady Faculty of Health Sciences is a dynamic faculty of health educators, experts and researchers, comprising Dr. Gerald Niznick College of Dentistry, Max Rady College of Medicine and the Colleges of Nursing, Pharmacy, and Rehabilitation Sciences. The Rady Faculty of Health Sciences offers a broad range of undergraduate, graduate and post-graduate educational programs in the health professions and basic medical sciences to over 3,500 students. The Faculty educates and trains the majority of Manitoba's health professionals while reflecting the health sector's evolving focus on inter-professional models of care and preparing its students for team-based delivery of patient care. The Office of Interprofessional Collaboration (OIPC) provides foundational education and practice experiences in interprofessional collaboration, supported by research and scholarly approaches. The OIPC delivers a two-year curriculum focused on enriching collaborative skills for interprofessional practice for approximately 600 learners per year from ten different health professional programs within the Rady Faculty of Health Sciences. This curriculum is delivered by an interprofessional team with representation from each of the five Colleges. The Interdisciplinary Program is a joint undergraduate program between the Rady Faculty of Health Sciences in partnership with the Faculty of Arts. This program is offered at the Fort Garry Campus and offers two degrees programs: Bachelor of Health Sciences (BHSc) and Bachelor of Health Studies (BHSt). A full list of programs of study can be viewed at <https://umanitoba.ca/health-sciences/programs-of-study>

Bringing together all health professions in a single faculty enhances research collaborations and research competitiveness; provides opportunities for community outreach and service to rural and northern populations; trains future generations of health professionals in interprofessional education and practice models; and prepares graduates to practice in multi-disciplinary environments.

The Rady Faculty of Health Sciences has five Vice-Dean Positions that support cross-cutting functions across Rady Faculty of Health Sciences where efficiencies were gained from centralization. These areas include Academic Affairs, Education, Graduate Studies, Indigenous Health, Social Justice and Anti-Racism & Research. Each administrative portfolio has its own administrative structure and committees. More information on the Vice-Dean Portfolios can be found at this link: <https://umanitoba.ca/health-sciences/dean-and-vice-deans>

The Rady Faculty passed its *Disruption of all Forms of Racism* policy in 2020, the first anti-racism policy to be passed by any faculty or post-secondary institution in Canada. The Faculty is committed to equity, diversity and inclusion, anti-racism, professionalism and social accountability.

The Faculty's programs and Colleges span both the Bannatyne campus and the Fort Garry campus, as well as clinical teaching sites across the city and province. Rady teaching hospitals/sites include centres in Winnipeg in partnership with Shared Health, including the Health Sciences Centre (including Children's Hospital and Women's Hospital), St. Boniface Hospital, Grace Hospital, Concordia Hospital, Seven Oaks General Hospital, Victoria General Hospital, Misericordia Health Centre, Riverview Health Centre and Deer Lodge Centre.

The Rady Faculty of Health Sciences is a research-intensive faculty that develops exceptional graduates and scholars who create, advance and translate knowledge to improve the health and well-being of society. The Faculty is a research leader in the areas of immunity, inflammation and infectious disease, population and global health, pharmacoepidemiology, patient-oriented research and integrative research in health and well-being, with over \$103 million in annual external research funding. The Rady Faculty of Health Sciences has 24 Canada Research Chairs and 16 endowed or sponsored chairs. Additional information about endowed/sponsored research chairs, additional centres and institutes needed. The following centres and institutes within the Faculty enhance training and promote research:

George and Fay Yee Centre for Healthcare Innovation – connects health system planners, researchers, patients and students with solutions to data science, patient engagement, knowledge translation, project management, health systems performance and evaluation.

Institute of Global Public Health – through education and knowledge translation, committed to creating an exceptional training and mentoring environment, while providing opportunities to participate in international health and development and research projects.

Manitoba Centre for Health Policy – conducting world-class population-based research on health and its social determinants. The Centre develops and maintains a comprehensive population-based data repository on behalf of the province for use by the local, national and international research community.

Ongomiizwin – Indigenous Institute of Health and Healing - Ongomiizwin (clearing a path for generations to come) has a permanent place in the Rady Faculty of Health Sciences, affirming the University of Manitoba's commitment to building respectful relationships and creating pathways to Indigenous health, healing and achievement. Rady Faculty's Ongomiizwin – Health Services, formerly the J.A. Hildes Northern Medical Unit, has a 52-year track record of serving communities and delivering general and specialized health care to Indigenous communities in northern Manitoba and Nunavut – and offering learning and training

opportunities for UM medical students, residents and other health profession students. Ongomiizwin Health Services is a robust inter-professional health service agency constantly expanding throughout Manitoba and led by a team of Indigenous and non-Indigenous health professionals in a variety of areas. During the pandemic, Ongomiizwin-Health Services managed the initial COVID-19 vaccination roll-out in spring/summer 2021 to all 63 First Nation communities in Manitoba with many partners, community collaborations, and the help of more than 300 Rady Faculty students, residents and faculty.

Ongomiizwin Education is a place for Indigenous students enrolled in health professional programs to meet, study and explore careers and culture. Ongomiizwin - Research works to fulfil its mission through four core programs: Research Support Unit/Research Navigation Services, Research Mentorship, Research Membership and Commissioned Research.

Ongomiizwin also leads the implementation of the faculty's Reconciliation Action Plan. Its mandate is to provide leadership and to advance excellence in research, education and health services in collaboration with First Nations, Metis, and Inuit communities.

The shared vision of the Rady Faculty of Health Sciences is to advance excellence in health care through innovative research and health professional education that supports collaborative practice. This vision is backed by a shared set of values: Community and Collaboration; Scholarship and Innovation; Equity and Inclusion; Professionalism; Social Accountability. The Faculty's 2016-2021 Strategic Framework, including its Shared Strategic Priorities can be viewed [here](#) and the mid-cycle review [here](#).

Researchers across the Faculty have relationships with various partners, research affiliates, and centres and institutes vital to their research endeavours, and the Faculty collaborate with over 100 community groups to develop, deliver and enrich educational programming. The Faculty also strives to build strong and lasting relationships with alumni, donors and partner organizations across Canada and beyond. Further information is available at [Rady Faculty of Health Sciences](#).

Challenges and Opportunities:

Given that the RFHS has now been operating for approximately five years, it was deemed timely to complete a Review to ensure the administrative structure continues to meet the RFHS strategic priorities. The review overall was supportive of the Rady Faculty of Health Sciences structure and there were some recommendations for improvement. The majority of the recommendations from the review have been fully implemented and the rest have had significant progress towards full implementation. Two key themes that emerged from the Rady FHS Admin review was around health workforce planning and the Information Technology transformation. As recommended in the review, a Health Human Resources committee has been formed which is co-chaired by the Vice Dean Education and the Assistant Deputy Minister of Health to coordinate efforts of health human resource planning across the Province.

In addition, there are coordinated efforts across Rady Faculty of Health Sciences, the Health System and the larger University around technology support for the Rady Faculty of Health Sciences as it relates to clinical and research endeavors.

THE COLLEGES

[Dr. Gerald Niznick College of Dentistry.](#)

As one of the most highly respected dental schools in North America, the Dr. Gerald Niznick College of Dentistry and School of Dental Hygiene are committed to the continuous pursuit of oral health excellence. Its high-quality programs in dentistry and dental hygiene educate learners to become caring oral health professionals and specialists, while the college's research profile makes significant contributions to understanding health and disease and best practices worldwide. The faculty are known for their dedicated service to the community, to the university, and to their respective professions. The college offers Doctor of Dental Medicine, International Dentist Degree Program, Dental Hygiene diploma, Dental Hygiene baccalaureate, MSc, PhD, and 6 clinical specialty/residency programs. The college currently has 40 full-time faculty members, 64 full-time support staff members, 114 DMD degree students, 14 International Dentist Degree students, 52 Dental Hygiene diploma students, 3 Dental Hygiene baccalaureate students, 5 Oral Biology MSc students, 3 Oral Biology PhD students, 2 dental internship residents, 4 Oral & Maxillofacial Surgery residents, 7 Orthodontic residents, 6 Pediatric Dentistry residents, 5 Periodontic residents, and 5 Prosthodontic residents. In 2021, \$1,294,664 research dollars were awarded to college researchers. Students gain rich experience in providing clinical care not only in the College's dental clinics but in the community, including rural and remote communities. Additionally, learners develop an understanding of health promotion and the roles and responsibilities of the oral health professions in enabling oral health for all.

[Max Rady College of Medicine](#)

Founded in 1883, the Max Rady College of Medicine is Western Canada's first medical school, with a rich history, thriving present, and ambitious future of discovery, scholarship, clinical service and community engagement. The breadth of teaching, training, research and clinical activities throughout the College is supported through its 20 basic science and clinical departments and its administrative units. The College has an academic staff of approximately 750 full-time and 1,200 part-time employees, over 130 research associates, a support staff of approximately 600 and a student population of 1855.

The College's programs include educating and training future physicians, physician assistants and scientists through the MD program, International Medical Graduate program, master of physician assistant studies, postgraduate residencies, postdoctoral fellowships, clinical investigator program and graduate master and PhD programs. There are approximately 400 UM graduate students pursuing thesis-based graduate degrees at the Rady Faculty of Health Sciences. The college's postgraduate medical education (PGME) program offers 103 accredited residency training programs and 30 clinical and research fellowship programs. The Max Rady College of Medicine is home to 23 Canada Research Chairs and 14 endowed or sponsored research chairs.

The Max Rady College of Medicine undergraduate medical education (UGME) program admits 110 students per year. UM has a long history of commitment to improving diversity in its medical school and was one of the first medical schools to establish an additional stream for Indigenous students. UM has graduated hundreds of Indigenous physicians. In the aughts, the college also created a rural stream to consider rural attributes of applicants and diversify the student population to include those who had rural roots, work experience in a rural environment, or rural volunteer or leadership experience. More recently, a francophone stream

was added to reflect the fact that Manitoba is a bilingual province. In 2015, the college implemented a low socio-economic stream to advantage underrepresented populations and fulfill its ethical responsibility as a profession to reflect the communities it serves in terms of ethnicity, socio-economic and socio-cultural conditions and sexual orientation. The Max Rady College of Medicine also offers residency programs and clerkship opportunities at distributed medical education sites across all health regions and in rural and Northern Manitoba to help recruit and retain health professionals in underserved communities including Brandon, Portage, Boundary Trails Health Centre, Dauphin, Steinbach, Ste Anne, Selkirk, Thompson, Norway House and The Pas.

College of Nursing

The College of Nursing Bachelor of Nursing (BN) program admits 120 students in Winnipeg in September and January each year. Gaining entry into the Bachelor of Nursing program remains very competitive, with more than two applications per seat. In addition, 20 students are admitted in The Pas and 20 students in Thompson in September each year with University College of the North. With 1,064 students enrolled in the program across the three sites, the BN program is the largest program within the College of Nursing. In 2020-21, there were 940 students enrolled across Years 2 to 4 in Winnipeg, with 46 self-identified Indigenous students and 83 international students. The BN program will receive new, long-term provincial funding to create an additional 120 new seats in its nursing program slated for 2023. The college introduced its midwifery program in 2021 (admitting six students) and offers graduate master of nursing, nurse practitioner and PhD programs. There were 134 Students enrolled in graduate programs across the years in 2020-21.

The Manitoba Centre for Nursing and Health Research (MCNHR) has been a catalyst for nursing-led research since 1985. It promotes and supports the conduct, dissemination and uptake of collaborative nursing and health research to benefit the health of Manitobans and beyond. The MCNHR helps grow collaborative nursing and health research by supporting its 246 members in pursuing excellence in research and innovative research ideas. In 2020-21, College of Nursing researchers were awarded new research funding amounting to more than \$4.77 million, with 43 research grants, 10 of which were tri-agency funded (8 CIHR, 2 SSHRC). The college has 65 faculty members and 25 support staff.

College of Pharmacy

The College of Pharmacy has a long history of excellence in pharmacy education and research, providing a professional Doctor of Pharmacy and MSc and PhD graduate programs. Located in the state-of-the-art Apotex Centre, the College has 144 professional program students (BSc Pharm and PharmD) as well as 29 graduate students in master's and PhD programs. The college has 38 faculty members and 14 support staff and maintains strong associations with professional bodies and practicing pharmacists in hospital, community and primary care settings. 23 faculty researchers in the college were awarded \$3.2-million in funding in 2020-21.

College of Rehabilitation Sciences

The College of Rehabilitation Sciences offers Masters programs in occupational therapy (OT) and physical therapy (PT), and a Bachelor's program in respiratory therapy (RT). In addition, the college offers the Master of Science, Rehabilitation Sciences graduate degree program and is one of the four participating academic units to offer the Applied Health Sciences (AHS) PhD Program at the University of Manitoba. The College of Rehabilitation Sciences is

committed to collaboration and exchange with First Nation communities in Manitoba and with partners around the globe. The college has 32 faculty members, 11 support staff, and 248 students in professional programs and 50 in graduate (MSc and PhD) programs. College researchers were awarded over \$1,415 million in research funding in 2020-21.

THE ROLE AND MANDATE

Reporting to the Provost and Vice-President (Academic), the Dean is the Faculty's and College's senior academic officer, providing strategic direction, academic planning leadership and administrative oversight to achieve the highest possible standards in health and medical education and research. Overseeing the Deans of the Colleges, the Dean will successfully manage the financial and administrative resources of the Faculty, promote and enhance their reputation and achievements both internally and externally, and ensure the success and development of faculty and staff. Working collaboratively to create, implement and adapt ideas and strategies, the Dean will be a champion of student success who is focused on meeting their changing needs and inspiring them as future health and medical professionals and leaders. The Dean will work effectively, transparently and collegially with academic, medical, health, alumni and public sector partners to further enhance the reputation, stature and resources of the Faculty and College.

As a senior member of the University of Manitoba's leadership team, the Dean will maintain an interactive, consultative and transparent communication, discussion and planning process that fosters collegiality, cooperation, civility and flexibility with other units across the university, including its senior administration. The Dean will contribute to shared efforts to indigenize the university, to develop its commitments to the Truth and Reconciliation Commission's Calls to Action, to advance Indigenous achievement and, in collaboration with the Vice-President (Indigenous), support the implementation of the recommendations in the University of Manitoba Indigenous Senior Leadership report.

THE CANDIDATE REQUIREMENTS

Candidates for the role of Dean, Rady Faculty of Health Sciences and Dean, Max Rady College of Medicine will be accomplished physicians, visionary leaders and collaborative teambuilders with proven records of personal medical excellence and leadership in a complex educational and research environment. With an understanding of current and future issues, trends and forces that will impact interprofessional health and medical education and practice, the Dean will be an innovative administrator, leader and scholar with demonstrated leadership capabilities in a university setting. The successful candidate will possess the academic qualifications required to ensure credibility within the Faculty and to hold the rank of Professor, and will have strong achievements in interprofessional research, teaching, education and community engagement.

The Dean will have a transparent and collegial style, outstanding communication and interpersonal skills and will be able to inspire students, faculty and staff, build inclusive and collaborative teams, demonstrate financial acumen in managing the Faculty's resources and academic priorities and be highly engaged with a range of internal and external stakeholders and partners. Experience with fundraising and advancement will be an asset in this role. With an open, transparent and collegial approach to leadership, communication and interpersonal relationships, the new Dean must approach their responsibilities in a way that promotes equity,

diversity and inclusion and continues to advance the University's relationship with Indigenous peoples.

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

Strategic Leadership

- Outstanding leadership capabilities that will inspire the active engagement of students, faculty and staff in the life and future of the Faculty of Health Sciences, including the ability to support, motivate and recognize high quality teaching, research and service;
- Collaboratively updating and articulating a strong and clear vision, strategic plan and set of goals for the Faculty, while developing, implementing and adapting ideas and strategies as the Faculty meets the changing needs of students, faculty, staff and its external communities;
- Encouraging and developing interdisciplinary and interprofessional initiatives and strategic alliances, and promote integration among divisions and programs within the Faculty and its affiliated teaching hospitals;
- The ability to represent and support each of the Colleges, collaboratively work with them to understand their unique challenges, while effectively communicating with and providing leadership to the leadership group of the Faculty and its Colleges;
- Attracting, developing and retaining diverse and excellent faculty, students and staff, while promoting a climate that encourages success, achievement, mutual respect, transparency, collegiality, collaboration and innovation; and
- Acting as a strong advocate for the Faculty within the university, ensuring that faculty, staff and student contributions are known and celebrated within the university and the broader community, and serving as an effective colleague as part of the decanal team and senior leadership of the University of Manitoba.

Research and Scholarly Excellence

- A distinguished record of research and medical education accomplishments that will generate credibility and respect within the academic, medical and health communities, backed by educational qualifications that provide an understanding of both the academic and clinical aspects of medical practice, education and research;
- Understanding and facilitating the wide range of research, scholarship, international and related creative activities of individuals and groups of faculty across the Rady Faculty of Health Sciences;
- The ability to support and appreciate a broad range of research across a number of disciplines, with an understanding of different methods, outcomes and goals and the varying challenges faced in securing research funding;
- Building on the Faculty's strengths in health sciences research by optimizing its research relationships between teaching hospitals and associated research institutes; and
- The ambition that the Faculty be known as an innovator in health sciences research and education and in external contributions and collaborations, combined with the skills to be an advocate and mentor to enable this ambition.

Teaching Excellence and Student Support

- Further strengthening the curricula and academic programs offered across the Faculty's Colleges to continue to embrace modern issues and experiential and clinical learning, while bringing an understanding of current and future issues, trends and forces that will impact medical and health education and practice;
- Ensuring successful and well coordinated accreditation processes;
- A clear understanding, appreciation and valuing of contemporary concepts of interprofessional collaboration and interprofessional education, and experience with developing cross-Faculty interprofessional educational experiences for all levels of students;
- A commitment to providing a strongly supportive environment for graduate students, postdoctoral fellows, medical resident trainees and research associates who are central to the Faculty's research enterprise;
- Establishing policies, opportunities and best practices that support students both academically and emotionally to ensure an excellent and successful student experience; and
- Valuing students' views and experiences with genuine interest.

Indigenous Engagement and Reconciliation

- The capacity and commitment to understand both Indigenous world views and the needs and challenges facing Indigenous researchers and students;
- Continuing to recruit, support, retain and increase Indigenous students, faculty and staff;
- Fostering and promoting Indigenous perspectives in all of the Faculty's activities and initiatives, and working effectively with the Vice-President (Indigenous) on university-wide initiatives; and
- Further developing the current positive engagement of the Faculty and university with its local, provincial and national Indigenous communities.

Equity, Diversity and Inclusion

- A consistently demonstrated commitment to, and experience with, leading and understanding equity, diversity, fairness, inclusion, anti-racism and accessibility initiatives in all their forms;
- Promoting, reinforcing and achieving the recommendations of the President's Task Force on Equity, Diversity and Inclusion (EDI);
- Understanding and communicating the principles, actions and commitments of the Scarborough National Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education; and
- Embodying and reinforcing the principles of a respectful workplace within a context of the broad range of personalities, backgrounds and viewpoints in a university.

Administrative Experience

- Demonstrated accomplishments in a senior administrative role, including strong business acumen, communication, organizational and managerial skills;
- Superior analytical and organizational skills and a results-based, open, collaborative, transparent and collegial management style that includes the abilities to plan, delegate, weigh alternatives and set and explain priorities;

- Appropriately utilizing, managing, prioritizing and balancing the Faculty's operating and capital budget; and
- The ability to manage effectively and ensure a strong system of collegial governance and healthy labour relations within a large, diverse, unionized workplace environment.

Interpersonal and Personal Characteristics

- An understanding of the larger environment within which the Faculty's health professions operate, including a grasp of current and future scopes of practice and interprofessional learning provincially, nationally and globally, and their implications for a Faculty with high ambitions;
- Strong communication skills in listening, speaking and writing, with the ability to interact successfully with multiple constituencies and stakeholders;
- Humility and respect that will translate into highly successful interpersonal interactions with a broad range of stakeholders;
- Strong facilitation, influencing and negotiation skills, outstanding judgment, problem-solving and decision-making abilities, a commitment to fostering new ideas, and a collegial, transparent, consensus-building style in working with internal and external stakeholders; and
- Effectively balancing the external functions of the Dean's role with an enthusiastic, visible and active internal presence that includes a sense of humour and a willingness to become personally and visibly involved in all aspects of Faculty life.

Community Engagement

- Serving as an advocate and ambassador for the Faculty by interacting effectively with hospital and community health partners, government, funding bodies and all other internal and external stakeholders;
- Communicating and enhancing the profile of the Faculty with alumni and donors, while cultivating their active engagement and support in advancing the Faculty's goals and values; and
- A willingness to become part of the Winnipeg community, with an appreciation of the lifestyle and diversity of the city.

THE LOCATION

Located at the geographic centre of Canada and North America, Winnipeg is Manitoba's capital and the seventh largest city in Canada, with a population of more than 800,000. Winnipeg is home to Canada's largest urban Indigenous population and is a culturally diverse city, with about 100 languages and nationalities represented. Winnipeg offers a high quality of life with affordable housing, a long heritage of cultural activities and numerous recreational opportunities. The city is known for its flourishing arts scene, festivals, world-class entertainment and professional sports teams, all offered within an affordable and family-centred urban environment. There are more than 1,100 restaurants, numerous shopping districts and a range of attractions, museums, theatres, sports venues and nightspots, including Canada's only national museum outside of the national capital region, the Canadian Museum for Human Rights.

Winnipeg provides ample outdoor recreational opportunities, highlighted by two main rivers that meet in the centre of the city at The Forks, where a range of attractions can be found including shopping, music, entertainment, restaurants, walking paths, skating, boating and museums. Opportunities abound in Manitoba for the outdoor enthusiast to enjoy a full range of

activities year-round, either within Winnipeg or at one of Manitoba's 90 provincial parks and two national parks or to find some of Canada's most beautiful lakefront cottage areas within a short drive from the city. Appealing residential options exist both in the downtown core and in a variety of heritage and suburban residential neighbourhoods. The real estate market is strong and diverse, yet affordable with average home ownership prices below the national average.

Although Manitoba is rich in natural resources and fertile farmland, the provincial economy is not dependent on any single industry or commodity. Key components of the economy include financial services, agriculture, hydroelectricity and natural resources. Manitoba has a diverse manufacturing base in areas such as aerospace materials, building products, machinery, furniture, electronics, pharmaceuticals, plastics and processed foods. Studies by Moody's Investors Services of New York have shown that Winnipeg has one of Canada's most diverse urban economies. This diversity has led to an unemployment rate that is consistently among the lowest in Canada. For more information about Winnipeg and Manitoba, please visit: www.winnipeg.ca; www.economicdevelopmentwinnipeg.com; and www.travelmanitoba.com/

THE 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.

The Search Committee will begin consideration of candidates immediately and will continue until the position is successfully filled. Applications, including curriculum vitae, a letter of introduction and the names of three references (who will not be contacted without consent of the applicant) should be submitted, in confidence, to the university's executive search consultants:

Laverne Smith & Associates Inc.
ManitobaDean@lavernesmith.com