



## **Position Profile**

### **Dean, Faculty of Graduate Studies**

**The University of Manitoba invites expressions of interest, nominations, and applications for the position of Dean, Faculty of Graduate Studies. Candidates must hold a tenured position at the rank of Associate Professor/Professor at the University of Manitoba. The appointment will be for a five-year term.**

The University of Manitoba offers a strong foundation in the liberal arts, sciences, and professional programs. As Manitoba's only research medical-doctoral university and a member of the U15 research intensive universities in Canada, our extensive research enterprise is supported by the strength of our graduate programs and our graduate students. The Faculty of Graduate Studies oversees more than 140 outstanding graduate programs - 50 of which are at the doctoral level - offered by 80 departments and units at the University.

The University has a strong commitment to graduate education. Key priorities include ensuring that graduate students have an outstanding educational experience; offering exceptional and transformative research opportunities; and improving funding support.

## **1.0 The Position**

We are seeking a candidate who will continue to foster and build the University's graduate education reputation, and continue to enhance its national and international profile and presence. Reporting to the Vice-Provost (Planning and Programs), and as a member of the University's senior leadership team, the Dean of the Faculty of Graduate Studies is responsible for the overall academic and administrative leadership of the Faculty. The Dean will manage, plan, and lead the development of the Faculty's programs, services, budget, and infrastructure. As an institutional leader, the Dean will work closely with other members of the senior executive team to advance progress on the University's Strategic Plan.

Going forward, the Faculty must continue to support the recruitment and retention of excellent graduate students from diverse backgrounds. Working in partnership with Deans/Directors and Associate Deans (Graduate and/or Research), faculty members, and staff, the incoming Dean has an opportunity to create and implement a vision that attracts the brightest graduate students in the province of Manitoba, across Canada, and internationally, and ensures that graduating students are well prepared for careers in their fields of study.

A successful academic environment is ethical, collegial, and professional. The Dean must demonstrate a high level of personal and professional integrity and must be a role model of ethical, respectful, and collegial conduct. The Dean will uphold an environment of collegiality in which faculty, staff, students, and the wider community can benefit.

The Dean will work with the Vice-Presidents of Research and International and External to foster research excellence, celebrate graduate student success, and champion the further growth and development of internal and external partnerships. The Dean will be a key player in a successful outreach strategy that optimizes and secures funds and other enriching supports.

As Dean, the incumbent will serve on the University's senior leadership team to ensure that the importance of the graduate education enterprise is considered in decisions, actions, and the strategic planning of the University. The Dean will work closely with other members of the senior leadership team to be an advocate and an action-orientated leader in fulfilling the University's commitment to high quality and innovative teaching; research and creative excellence; exceptional student experience; advancing Indigenous engagement and Reconciliation; advancing the principles of equity, diversity, and inclusion and anti-racism; academic freedom; and fostering community engagement.

The Dean will lead and motivate a dedicated team of staff in the Faculty of Graduate Studies so that interactions between the Faculty and the academic units are optimized and streamlined to provide an exceptional student experience for the University's graduate students.

## 2.0 Candidate Requirements

The successful candidate will ideally hold a PhD, hold a tenured Associate/Professor appointment in the University, and have a distinguished record of accomplishments, outstanding academic qualifications, academic administrative leadership, and demonstrated success in fostering excellence in teaching, research, and creative work. Preferred candidates will have experience leading a successful research program and successfully taught and supervised a diverse group of graduate students.

Candidates will provide visionary and innovative leadership, encourage collegiality and collaboration, have the ability to promote and support research excellence, be able to manage resources strategically, be a strong communicator (written and oral), and be a convincing and credible advocate for graduate education. The Dean will have a record demonstrating commitment to interdisciplinary work and multidisciplinary collaboration, and to scholarship through research, creative work, professional practice, and/or applied scholarship. The Dean must find a balance between establishing standards for all graduate programs, while remaining flexible to accommodate the unique perspectives of a variety of programs in different disciplines. In doing so, a successful Dean will have an affinity toward transparent leadership and effectively work in consultation and collaboration with academic units.

While the search committee recognizes that no one individual will possess all of these qualifications in equal measure, candidates will be assessed on the following criteria:

- Provide inspiring, visionary, and inclusive leadership that advances graduate education excellence;
- Build and articulate a shared vision that is developed through collaboration with stakeholders and leads to successful implementation;
- Lead with a balanced approach that fosters a supportive environment for academic units, faculty, staff, and students;
- Attend to graduate student success priorities, funding supports, and career preparedness – appreciating the needs of various students including domestic and international, and full-time and part-time, studying in a range of disciplines including academic and professional programs.
- Understand issues around graduate student recruitment and retention in an increasingly competitive environment (e.g., funding, tuition, admission to graduation administrative processes, etc.) and implement ideas and strategies to address these issues;
- Provide leadership to advancing Indigenous engagement which will include supporting Indigenous student recruitment and success, supporting faculty in Indigenous program development and delivery, and other activities aligned with this strategic priority.
- Advance the principles of equity, diversity, and inclusion and anti-racism in graduate education;
- Foster positive relations with students and their leadership;

- Stay atop post-secondary education trends across the rich suite of graduate education programs -- professional and research-based -- with a commitment to excellence and innovation;
- Manage finite human, financial, and physical infrastructure resources with an approach that is creative, solution-oriented, fair, and decisive;
- Listen and make sound, fair decisions with a balanced approach, combined with the ability to communicate these decisions in an open and consistent fashion;
- Commit to consultation, collegiality, academic freedom, and collegial governance;
- Communicate effectively and engage successfully with multiple constituencies and stakeholders to promote and enhance the University's graduate education priorities;
- Possess strong academic management skills and/or experience, combined with an understanding and an appreciation for the major issues and challenges facing a diverse range of graduate programs;
- Possess the ability to initiate improvement in administrative practices and processes in support of the Faculty's mission;
- Demonstrate integrity, energy, openness to new ideas, sound judgment, fairness, approachability, humility, and the ability to work collaboratively.

## 3.0 The Appointment

The University of Manitoba is committed to the principles of equity, diversity, and inclusion and to promoting opportunities for under-represented 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.

Nominations and applications are to be received by **Monday, December 12, 2022**. Interested candidates shall provide an application package (curriculum vitae; a statement on the candidate's vision for graduate education that demonstrates a commitment to reconciliation and anti-racism and their contributions to diversity, equity and inclusion, and/or human rights and social justice activities in their teaching, research, service, and/or other experiences; and the names of at least three references), in confidence, to Dr. Diane Hiebert-Murphy, Chair, Presidential Advisory Committee, in care of Norman Delos Reyes via email at [Norman.DelosReyes@umanitoba.ca](mailto:Norman.DelosReyes@umanitoba.ca).