



UNIVERSITY  
OF MANITOBA

APPOINTMENT OF THE  
**PRESIDENT AND VICE-CHANCELLOR**

MAY 2019



AMERICAS ASIA PACIFIC EMEA

# CONTENTS

03	INTRODUCTION	20	PERSONAL QUALITIES
04	EXECUTIVE SUMMARY	21	LIVING IN WINNIPEG AND MANITOBA
05	ABOUT THE UNIVERSITY OF MANITOBA	23	OUR CAMPUSES
10	INDIGENOUS ENGAGEMENT	24	FORT GARRY CAMPUS
12	FACTS AND FIGURES	25	BANNATYNE CAMPUS
14	ADMINISTRATIVE ORGANIZATIONAL CHART	26	HOW TO APPLY
15	POSITION PROFILE		



# INTRODUCTION



For 142 years, the University of Manitoba has served the public good through teaching, research and community service that has local and global reach. As Manitoba's largest and only medical-doctoral and research-intensive University, the University of Manitoba is a major driver of the economic, cultural and social fabric of the province.

At our two major campuses in Winnipeg, at satellite sites throughout the province and in research settings around the world, our exceptional faculty are driving discoveries and changing lives, and teaching over 29,000 students in more than 100 academic programs.

The University is deeply committed to serving our community. In our strategic plan, this explicitly includes working to foster even stronger connections with Indigenous students, faculty, staff and communities, and working towards reconciliation.

The next President and Vice-Chancellor of the University of Manitoba will be a dynamic leader who inspires, who connects, who builds relationships, and who listens. They will passionately promote and articulate the value and importance of the contributions of members of our University, advancing our teaching, research and community service mission.

The next President will have the opportunity to make a significant leadership contribution, not only to the University, but to the broader Winnipeg, Manitoba and global communities. This is an exciting and challenging opportunity for a visionary leader who wants to make a difference. The Presidential Search Committee looks forward to hearing from you.

**Jeff Lieberman**  
Chair, Board of Governors

# EXECUTIVE SUMMARY



The University of Manitoba is located on Treaty One territory and the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota and Dene peoples, and on the homeland of the Métis Nation. The University is seeking a visionary President and Vice-Chancellor to lead it into the next decade. Since 1877, the University has been driving discovery and inspiring minds through innovative ideas, teaching, and research excellence.

We are a proud member of the U15 Group of Canadian research-intensive, medical-doctoral universities. Our unique history, combined with an exceptional commitment to leading-edge research and teaching, ensures that we will continue to have a transformative impact for our students and society in the future.

The University of Manitoba is home to a dedicated and diverse community of over 38,000 scholars, staff and students. Our mission is 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. Learning from and incorporating Indigenous knowledges and perspectives, and reconciliation with Indigenous peoples, are central to this mission.

The success of the University and the province of Manitoba are inextricably linked in a way that is unique within the Canadian University System.

The University aims to create connections externally and emphasize its relevance and importance locally, nationally and internationally. We will focus on building strong connections across campus, and ensure that our internal administrative systems and processes are as effective as possible for the entire University of Manitoba community. We will continue to deliver outstanding and accessible education to our students and build on our reputation for research excellence and impact.

We welcome applications from authentic, experienced, collegial leaders committed to equity, diversity and inclusion, who are capable of representing the extremely broad University community internally and externally. Our next President will be an effective communicator with strong relationship-building skills, and will bring experience and a sincere focus on engagement and reconciliation with Indigenous peoples.

# ABOUT THE UNIVERSITY OF MANITOBA

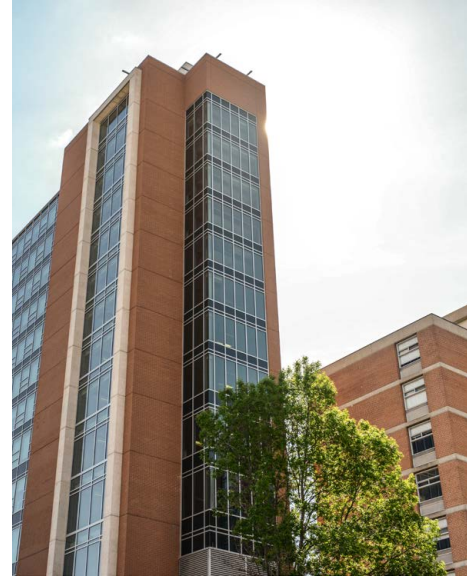


The University of Manitoba is Western Canada's first university and located in Winnipeg, Manitoba, Canada. Manitoba's name is thought to come from the Cree word Manitou-wapow, and the Ojibway word Manito-bau. It refers to the narrows of Lake Manitoba, where the sound of the waves washing against the limestone rocks is said to be the voice of the Great Spirit. The name Winnipeg comes from the Cree word for Lake Winnipeg, win-nipi, meaning muddy water.

Since 1877, the University has been driving discovery and inspiring minds through innovative teaching and research excellence. Proudly located in the heart of Canada, the University has a strong and engaged community of students, faculty, staff, alumni, donors and community partners. With more than 140,000 alumni living in 137 countries, the University has a global footprint and impact. The University is home to a thriving community of Indigenous researchers, staff and 2,500 First Nations, Métis and Inuit students, including over 250 Indigenous graduate students – one of the largest Indigenous student bodies in the country.

The story of the University of Manitoba begins with a visionary gift. In 1883, Alexander Kennedy Isbister, who was Cree and Scottish in ancestry, bequeathed \$83,000 (a value of \$1 million today) and 4,000 books to the University. A scholar, educator, lawyer and author, Isbister made his gift with an exceptional stipulation for the time: that the money be used for scholarships and prizes for anyone who deserves them, regardless of sex, race, creed, language, or nationality. For many individuals who had faced significant barriers to receiving a university education, this stipulation provided unprecedented access to a world of opportunities and set the course for the University's commitment to accessibility and to the transformative power of education. The success of this commitment is exemplified in the University's outstanding Indigenous alumni, including its very first graduate, William Reginald Gunn, who was awarded the University's first degree in 1880. He was an exemplary Métis student who achieved honours in Natural Sciences and the Governor General's Silver Medal.

# ABOUT THE UNIVERSITY OF MANITOBA



Today the University of Manitoba is the largest and only research-intensive, medical-doctoral university in the province, with two campuses in Winnipeg and a number of satellite sites. The University comprises more than 38,000 students, faculty and staff that make up a diverse and unique community, indeed, one of the largest communities in Manitoba. In fact, 80 per cent of students come from within Manitoba and, after graduation, pursue their careers here, becoming our next generation of cultural, community, business and government leaders. Over \$1.8 billion in annual economic activity in the province is attributed to the University of Manitoba, making it one of the most important contributors to the provincial economy.

## OUR 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.

## OUR VISION

To take our place among leading universities through a commitment to transformative research and scholarship and innovative teaching and learning, uniquely strengthened by Indigenous knowledges and perspectives.

## OUR VALUES

To achieve our vision and make meaningful progress towards reconciliation with Indigenous peoples, we require a commitment to a common set of ideals. The University of Manitoba values:

- Academic Freedom
- Accountability
- Collegiality
- Equity and Inclusion Excellence
- Innovation
- Integrity
- Respect
- Sustainability

# ABOUT THE UNIVERSITY OF MANITOBA



## STRATEGIC PLAN

The **University of Manitoba's 2015-2020 Strategic Plan** has guided the University's decision-making and put us on the path to be a leader on national and global stages. The plan identifies five 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.

**Sharing our Progress**, a midterm progress report on the Strategic Plan, was issued in 2017.

## TEACHING AND LEARNING

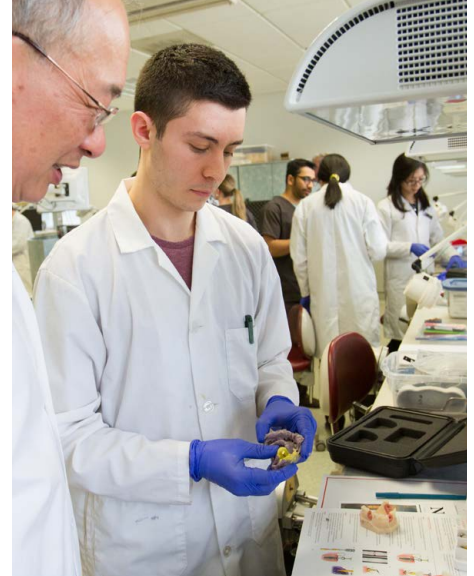
At the University of Manitoba, we believe an exceptional student experience is built on the foundation of innovative teaching that encourages students to learn, thrive, and grow through unique experiential and engagement activities both on and beyond campus in a broad range of programs, from the liberal arts and sciences to professional, applied and graduate programs. The University strives to provide students with flexible-learning opportunities using a variety of delivery modes that make the best use of classroom and online technologies and resources.

Our students are diverse and come to university studies from a variety of pathways. The University has developed many Access and other bridging programs to foster student success. Students can take part in over 100 service-learning, internship, co-op and exchange programs with the chance to travel and study abroad in more than 35 countries. The University equips undergraduate and graduate students to be locally and globally engaged citizens who understand the importance and contributions of Indigenous peoples in Manitoba and Canada.

The University has produced 99 Rhodes Scholars, more than any other university in western Canada. This year the University launched a new Community Leadership Development Program, empowering students to create positive change in our communities. Undergraduate Research Awards were awarded to 156 students in 2018. This award experience allows students to be mentored full-time with a professor of their choice for 16 weeks during the summer, to receive a \$6,500 award, and to gain valuable experience in their field of interest.

University of Manitoba graduate students are the future leaders of our universities, our communities, our businesses and our government. They fuel innovation with their expertise and generate wealth in our province. Every year, graduate students showcase their research at the Three Minute Thesis (3MT®) competition where they are challenged to share their findings in only three minutes, offering the public an opportunity to learn the latest in research.

# ABOUT THE UNIVERSITY OF MANITOBA



## RESEARCH AND INNOVATION

The University is a member of the U15 Group of Canadian Research Universities and dominates the Manitoba research landscape. Our world-class faculty have a diverse set of research interests and connect their expertise to local, national and international needs while providing students with a uniquely enriched educational experience.

The University has a tradition of excellence in research, scholarly work, and other creative activities, having made contributions in many fields and finding life-changing solutions to problems faced by people in Manitoba, Canada and around the world. The University is recognized in three established signature areas of research:

- Arctic System Science and Climate Change
- Population and Global Health
- Immunity, Inflammation and Infectious Disease

The University ranks 13<sup>th</sup> among Canada's top 50 research universities for attracting research grants and contracts, with over \$211 million in research income last year.

The University is proud to have 67 endowed and sponsored research chairs, an allocation of 46 Canada Research Chairs, as well as one prestigious Canada 150 Research Chair, one Canada Excellence Research Chair, and one Canada Research Excellence Chair Laureate.

The **Strategic Research Plan** serves as a road map to champion research excellence at the University.

**Research Life** showcases some of our research accomplishments and stories.

# ABOUT THE UNIVERSITY OF MANITOBA



## THE FRONT AND CENTRE CAMPAIGN FOR THE UNIVERSITY OF MANITOBA

With a fundraising goal of \$500 million – the largest philanthropic investment in the history of our province – we have identified campaign priorities that will ensure our province’s long-term economic, social and cultural vitality.

Our alumni, donors and university community have shaped these priorities, and helped us identify the areas that will have a substantive impact on Manitoba’s success. From their insight we have developed five campaign priorities in which the University of Manitoba is uniquely qualified to lead this province into a new era of unprecedented prosperity.

### INDIGENOUS ACHIEVEMENT \$65 million

Manitoba will become a centre of excellence for Indigenous education and research.

### GRADUATE STUDENT SUPPORT \$100 million

Manitoba’s capacity for innovation will grow with an increased number of exceptional graduate students.

### RESEARCH EXCELLENCE \$80 million

Our researchers and scholars will make discoveries that contribute to knowledge, grow the economy, and improve lives here and around the world.

### OUTSTANDING STUDENT EXPERIENCE \$105 million

Our students will benefit from exceptional experiences and support.

### PLACES AND SPACES \$150 million

Our community’s quality of life will be enhanced through new environments for learning, discovery and engagement.

We are well on our way to achieving and surpassing the campaign goal. To date, campaign achievements include:

- an investment of \$30 million in the Rady Faculty of Health Sciences;
- the creation of an Institute for Leadership Development;
- philanthropic support that is helping us create a visual and performing arts hub for our entire community;
- 16 new research chairs; and
- hundreds of new scholarships, awards and bursaries.

# INDIGENOUS ENGAGEMENT



The University of Manitoba's role in reconciliation, its connections with Indigenous communities, and its commitment to Indigenous achievement are central to the University we seek to be. The University is engaged in efforts to attract and retain more Indigenous students, faculty and staff; to incorporate Indigenous perspectives and knowledges within its program offerings; and to honour First Nations, Métis and Inuit traditions and cultures in its spaces.

A turning point in history came on October 27, 2011, when the University of Manitoba became the first university to apologize to Indian Residential School Survivors, at the Truth and Reconciliation Commission's event in Halifax, Nova Scotia.

The University is home to one of the largest Indigenous student populations in Canada. This past year, the University of Manitoba welcomed over 2,500 First Nations, Métis and Inuit students, including more than 250 graduate students. The University is committed to the development of the next generation of Indigenous leaders by providing an inclusive and supportive learning environment that promotes Indigenous student success. Migizii Agamik – Bald Eagle Lodge is a LEED-certified building that is home to the Indigenous Student Centre and is used as a study and gathering space for students, Elders, faculty and staff. Over the last number of years, the University has implemented new programs, including a Master of Social Work (Indigenous Knowledges) and language concentrations in Anishinaabemowin (Ojibwe) and Cree in our B.A. programs in the Department of Native Studies, the second oldest such department in Canada. Furthermore, our 'Pathways to Indigenous Achievement' plan reflects the life-changing nature of education, benefiting both individuals and communities.

In May 2019, the University celebrated the 30<sup>th</sup> Annual Graduation Pow Wow, honouring the achievements of our Indigenous graduates.

As Manitoba's research university, the University is dedicated to advancing Indigenous research and scholarship, and becoming a centre of excellence for this work. Here you will find some of the country's brightest stars in Indigenous research; including approximately 38 self-declared Indigenous faculty, and two Indigenous Canada Research Chair holders. Indigenous scholars at the University have developed innovative research centres and institutes including Ongomiizwin – the Indigenous Institute of Health and Healing in the Rady Faculty of Health Sciences – which is the largest Indigenous education and health unit in Canada, and Mamawipawin in the Faculty of Arts, an Indigenous governance and community-based research space. The University of Manitoba recently launched a new Indigenous scholars speaker series and profile series to highlight the research and expertise of the Indigenous scholars at the University, helping to foster a greater understanding of Indigenous knowledges and perspectives, and demonstrating the integral role played by Indigenous scholarship in shaping and advancing work in Indigenous and other communities.

# INDIGENOUS ENGAGEMENT



The University is home to the **National Centre for Truth and Reconciliation (NCTR)**. The NCTR was born out of the Truth and Reconciliation Commission and the *Indian Residential Schools Settlement Agreement*, to preserve the history of Canada's Residential School system and legacy forever.

The Truth and Reconciliation Commission's collection of Survivors' statements, documents and other materials forms the heart of the NCTR. A shared vision held by those affected by Residential Schools, the NCTR is a place of learning and dialogue where the truths of the Survivors' experiences are honoured and kept safe for future generations.

In preserving this sacred collection of materials, the NCTR ensures that:

- Survivors and their families have access to their own histories
- Educators in the K-12, post-secondary, professional and public service sectors understand the shared experience of Indigenous peoples and Survivors
- Researchers can explore the Residential School system and assimilation efforts
- The public can access historical records and other materials to help foster Reconciliation and healing
- The history and legacy of the Residential School system will never be forgotten

The University of Manitoba as host of the NCTR has an opportunity to be a model for Reconciliation in Canada. Together, through the establishment and maintenance of respectful relationships, we can help realize a more just and equitable Canada.

Manitoba's post-secondary institutions and public school boards are working together to make Manitoba a global centre for Indigenous education, research, languages and cultures. In 2015, Manitoba's six universities, three colleges and the Manitoba School Boards Association signed the *Manitoba Collaborative Indigenous Education Blueprint*. The signatories to the Blueprint, along with the Manitoba Federation of Independent Schools, the Louis Riel Institute, the Manitoba First Nations Education Resource Centre, the Manitoba Inuit Association and the Government of Manitoba, have formed a steering committee to implement the Blueprint.

**Indigenous Connect** provides more information on Indigenous engagement at the University.

# FACTS AND FIGURES



## STUDENTS (FALL TERM 2018)

- 29,620 TOTAL
- 25,135 UNDERGRADUATE STUDENTS
- 3,753 GRADUATE STUDENTS
- 732 POST-GRADUATE MEDICAL EDUCATION STUDENTS
- 8.5% OF STUDENTS SELF-DECLARE AS INDIGENOUS
- 17.1% OF STUDENTS ARE INTERNATIONAL, REPRESENTING 123 COUNTRIES



## STAFF (2017-18 FISCAL YEAR)

- 9,412 TOTAL
- 5,461 ACADEMIC STAFF (including 1,146 full-time faculty)
- 3,951 SUPPORT STAFF



## RESEARCH (2017-18 FISCAL YEAR)

- \$211.7 million in sponsored research income
- \$41.4 million in Tri-Council funding
- 55 Research Centres, institutes and shared research facilities
- 53 Royal Society of Canada Fellows and Members
- 8 National Synergy Awards for Innovation



## FINANCIAL INFORMATION

In 2018-2019, total budgeted revenues approached \$1 billion. Approximately two-thirds of that revenue is recorded in the University's general fund, which funds our academic, administrative, operational and ancillary expenses. The remainder is recorded in the restricted funds, which support capital expenses, research and other special activities, as well as set staff benefits and trust funds.

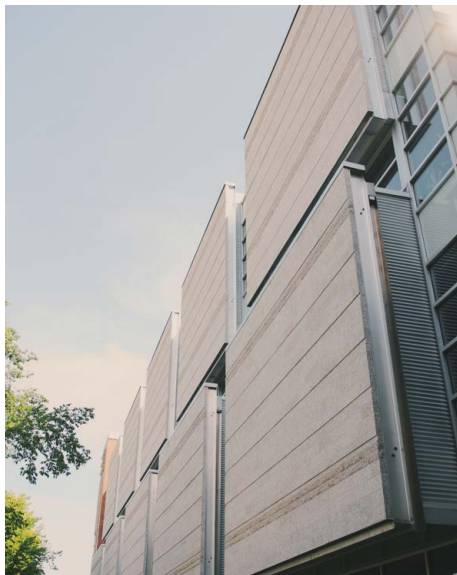
Approximately 53 per cent of the University's operating revenue is provided by the Province of Manitoba, with approximately 27 per cent coming from tuition and related fees.

The University's trust and endowment funds are in excess of \$700 million.

The University balances its budget each year. The implementation of a more decentralized budgeting process began in 2018-2019 and transition continues.

The finances of the University are detailed in the **Annual Financial Report for the year ended March 31, 2018**.

# FACTS AND FIGURES

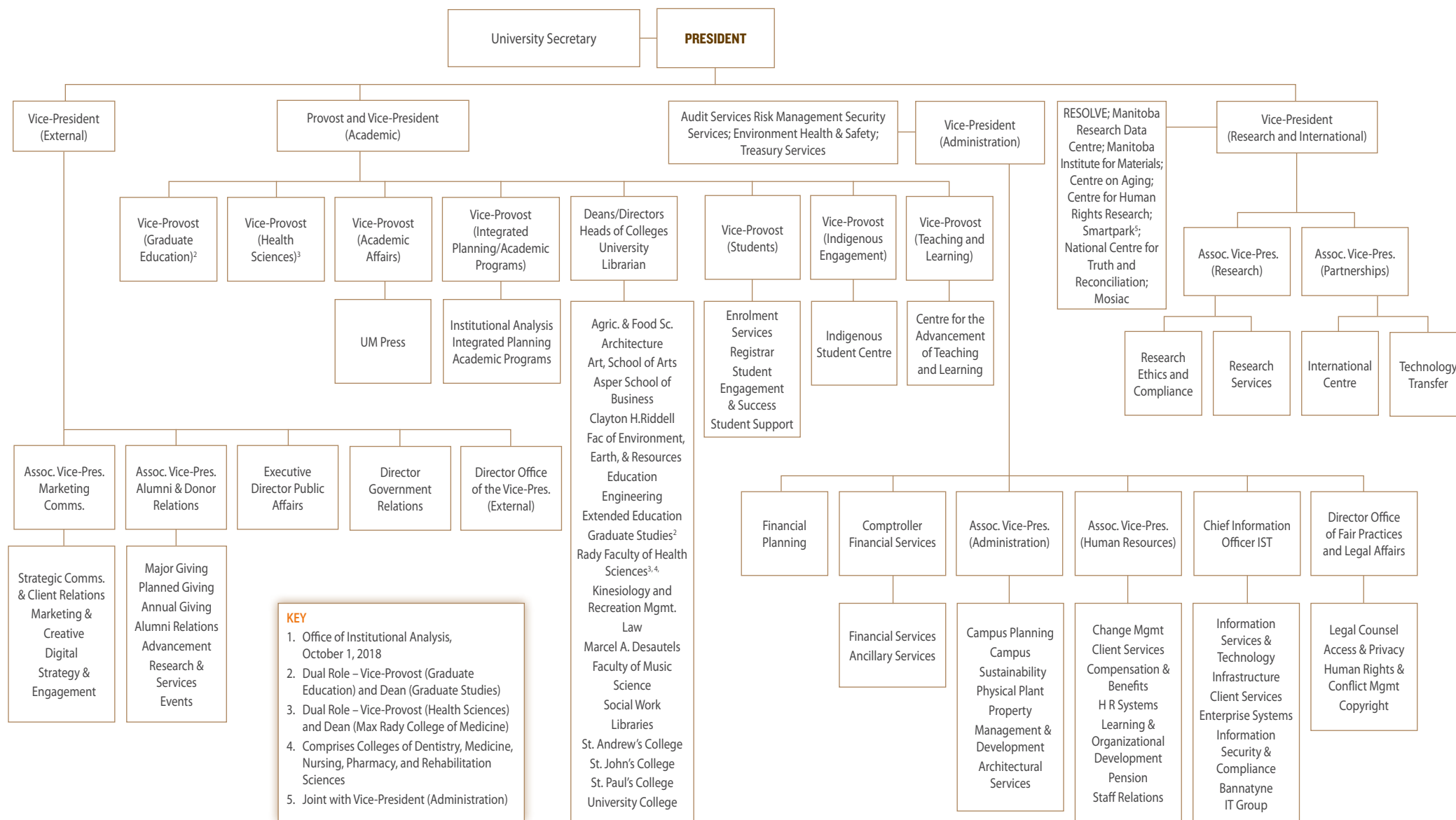


## FACULTIES AND SCHOOLS

We offer more than 100 programs and most of our academic departments have graduate programs leading to master's or doctoral degrees.

- Faculty of Agricultural and Food Sciences
- Faculty of Architecture
- School of Art
- Faculty of Arts
- Asper School of Business
- Faculty of Education
- Faculty of Engineering
- Clayton H. Riddell Faculty of Environment, Earth, and Resources
- Division of Extended Education
- Faculty of Graduate Studies
- Rady Faculty of Health Sciences
  - o Dr. Gerald Niznick College of Dentistry
  - o College of Nursing
  - o College of Pharmacy
  - o College of Rehabilitation Sciences
  - o Max Rady College of Medicine
- Faculty of Kinesiology and Recreation Management
- Faculty of Law
- Desautels Faculty of Music
- Faculty of Science
- Faculty of Social Work

# ADMINISTRATIVE ORGANIZATIONAL CHART<sup>1</sup>



# PRESIDENT AND VICE-CHANCELLOR POSITION PROFILE



## OVERARCHING STRATEGIC PRIORITIES FROM THE CONSULTATION PROCESS

The search for the next President and Vice-Chancellor began with a significant consultation process. During February and March 2019, consultations took place with internal and external stakeholders across the University of Manitoba community and beyond. Participants were asked for their thoughts on the opportunities and challenges the University faces and the qualities and characteristics they would hope to see in the next President. Through this process a large number of themes and priorities were highlighted, including strengths and opportunities, as well as areas where the University is less strong and where it faces particular challenges.

While many themes were identified, four overarching strategic priorities emerged. The overarching themes were:

- **Indigenous Priorities** – The University of Manitoba strives to develop meaningful engagement with First Nations, Métis and Inuit peoples and communities. While some progress has been made, it acknowledges that much more remains to be done. In particular, the University must continue to find new ways to face and address anti-Indigenous racism, both systemic and overt, and work with Indigenous and non-Indigenous students, Elders-in-residence, faculty, staff and communities to build a welcoming and safe community for all.
- **Research and Scholarship** – To further build the University as a research-intensive, medical/doctoral member of Canada's U15 group of universities with a commitment to innovative teaching and learning at the undergraduate, graduate levels.
- **External Relations** – The University delivers an integrated program of communication and engagement that inspires deep and long-term relationships with alumni, government, key stakeholders and potential partners to build robust futures for students and the community, locally, nationally and internationally.
- **Internal Community** – The University is committed to further building and developing strong and engaged relationships with its diverse student body, its faculty and staff, and the unions and other employee groups that represent them in a respectful, safe, responsive and discrimination-free environment. The University is also mindful of the need to ensure that the physical infrastructure, human and physical resources, and administrative systems and processes in place at the University effectively support the University's teaching and research missions.

## POSITION PROFILE



### POSITION PROFILE

Given its history and importance to Manitoba, the University, and by extension the President and Vice-Chancellor, have a unique opportunity to make a major impact on the entire province and beyond.

The President leads the University of Manitoba as both its Chief Executive Officer and Vice-Chancellor. In this complex and varied role, the President is responsible for the supervision and direction of the University's academic and business affairs in coordination and consultation with the Board and Senate. The President is the Chair of Senate and a member of the Board of Governors, and reports directly to the Chair of the Board of Governors. Key accountabilities include the following:

#### LEADERSHIP

- Setting the vision for the University's research, teaching and service in line with the mission and values of the institution.
- Developing and implementing strategic plans for the University.
- Providing leadership, motivation, mentorship and direction to the senior leadership team.
- Managing the operations of the University through the senior leadership team.
- Communicating and engaging with the campus community and appropriately respecting a commitment to transparency.
- Ensuring a collegial, respectful, engaged, safe and connected campus for all members of the University community, promoting a culture of consent, equity, diversity and inclusion.

- Actively fostering positive relationships with unions, faculty, staff and students.
- Promoting excellence in the diverse research, teaching and service activities of faculty, staff and students.
- Modelling integrity and supporting the values of transparency, inclusivity and genuine dialogue with the University's broad array of stakeholders.
- Supervising the management and sustainability of the University's financial, physical, human and other resources.
- Fostering an ongoing commitment to the environmental sustainability of the University and its operations.

#### INDIGENOUS ENGAGEMENT AND RECONCILIATION

- Guiding the University to be a leading university in Canada for Indigenous engagement, Reconciliation and decolonization.
- Ensuring the recruitment, retention and representation of Indigenous students, faculty and staff in the University's activities.
- Promoting the development of academic programs, services and opportunities for Indigenous students, faculty and staff in the University.
- Engaging with Indigenous communities and other educational institutions across the city and province and promoting the development of new opportunities for these stakeholder groups.

## POSITION PROFILE



### EXTERNAL ENGAGEMENT

- Representing the University's diverse community and interests as an ambassador to local, provincial, national and international stakeholders.
- Liaising with municipal, national, provincial governments, Indigenous communities and organizations, and forming strong relationships with key officials in order to further the interests of the University and the social, cultural and economic development of the province.
- Maintaining and enhancing the reputation of the University, including the promotion and recognition of its achievements and value to society.
- Advancing and improving the financial resources of the University through philanthropy and development initiatives.
- Communicating the value of a world-class University to alumni, the Winnipeg community, the people of Manitoba and the rest of the world.
- Forging effective links with educational partners, and playing a leadership role for post-secondary education institutions in the province by leveraging the opportunities that come with being a member of the U15.
- Continuing to develop business, industry, government and community partnerships that benefit the University.

### GOVERNANCE

- Valuing and actively engaging in the collegial governance of the University.
- Providing collaborative leadership to academic governance as Chair of Senate.
- Fostering relationships of mutual respect, candor, open communication and trust with the Board of Governors, the Senate, their members and committees, and student organizations.
- Membership on the Board of Governors and the Senate, including ex-officio membership on all of the Board and Senate's committees.
- Engaging as appropriate with institutions affiliated with the University, such as the affiliated Colleges, and respecting their distinctive mandates.

## POSITION PROFILE



### SELECTION CRITERIA

The next President of the University of Manitoba will demonstrate evidence of the following capabilities, experience, and skills.

#### LEADERSHIP AND VISION

- The ability to encourage and inspire a broad array of stakeholders and create a sense of community with a shared sense of purpose and commitment.
- The capacity to develop and articulate a compelling vision for a large and complex organization.
- Experience developing a strategic plan in a collegial environment as well as implementing change while responding to diverse challenges and interests.
- The ability and desire to be a major community leader in the city of Winnipeg and the Province of Manitoba.
- The capacity to build the University's reputation, both nationally and internationally.
- A commitment to academic freedom and institutional autonomy as foundational principles to the idea of the University.
- Enthusiasm for the opportunities that exist in working with Indigenous peoples, communities and groups, and a motivation and commitment to follow through on the opportunities.

- A deep commitment to collegial governance and the capacity to work effectively with the Board of Governors, the Senate, faculty, students and staff.
- Experience in building and fostering a culture of Equity, Diversity and Inclusion and a commitment to addressing matters of racism, discrimination and sexual violence proactively and directly.

#### MANAGEMENT AND ADMINISTRATION

- Demonstrated managerial, administrative and operational skills gained in a large and complex organization.
- Proven financial and budgetary skills and a commitment to fiscal accountability and transparency.
- Experience working and building strong relationships with a diverse, unionized workforce.
- Experience in building and motivating strong leadership teams and working with them to establish and achieve institutional goals through appropriate delegation and accountability processes.
- Experience in fundraising, donor and alumni relations, partnership development, and diversifying revenue streams.
- The ability to navigate fiscal challenges common in the public sector – within an organization of the size and scale of the University – and the ingenuity necessary to capitalize on new ideas and opportunities.

## POSITION PROFILE



### INDIGENOUS ENGAGEMENT

- Deep experience in building relationships and partnerships with Indigenous peoples, communities and groups is of critical importance.
- Demonstrated ability in introducing policies, procedures and programs which meaningfully engage with Indigenous peoples, communities and groups.
- A commitment to foster and further develop the conditions that will help ensure that Indigenous faculty, staff and students are welcome, safe and successful at the University.
- A commitment to, and experience in, incorporating Indigenous knowledges in the academy.
- An understanding of the histories of the Indigenous peoples of Canada and a commitment to learning more about the histories and communities of the Indigenous peoples of Manitoba.

### ACADEMIC EXPERIENCE

- Academic credentials such as a PhD or terminal degree sufficient to ensure academic credibility in a research-intensive university and an understanding of the post-secondary education climate in Canada.
- The ability to represent the exceptional faculty of the University with external audiences.
- A deep respect and proven engagement with the broad range of academic disciplines, research and programs represented at the University.
- A commitment to students, the quality of the student experience, and engagement with student groups.

### EXTERNAL RELATIONS

- Demonstrated ability to build partnerships and coalitions with public and private sector entities, such as governments, industry and higher education institutes, for the benefit of the University.
- A skilled communicator with the ability to relate to a broad array of internal and external stakeholder groups, while making meaningful connections.
- The skills to be both a powerful and engaging storyteller and an attentive and intuitive listener.
- The capacity to build relationships with municipal, provincial and federal governments, and developing partnerships with internal and external partners to do so.
- An enthusiasm for engaging with the local community and furthering the University's role as a critical part of the city of Winnipeg.
- The ability to engage and build effective relationships with the media.
- Experience with fundraising and advancement, from building strong relationships with alumni, friends and benefactors, to fundraising and donor stewardship.
- The ability to advocate for post-secondary education and communicate the benefits of universities and investing in higher education and research to government and the public.

The Search Committee recognizes that candidates will not possess all of the capabilities, experiences and skills listed above. In assessing candidates, the committee will consider a candidate's experiences, skills and demonstrated abilities against these criteria.

## PRESIDENT AND VICE-CHANCELLOR

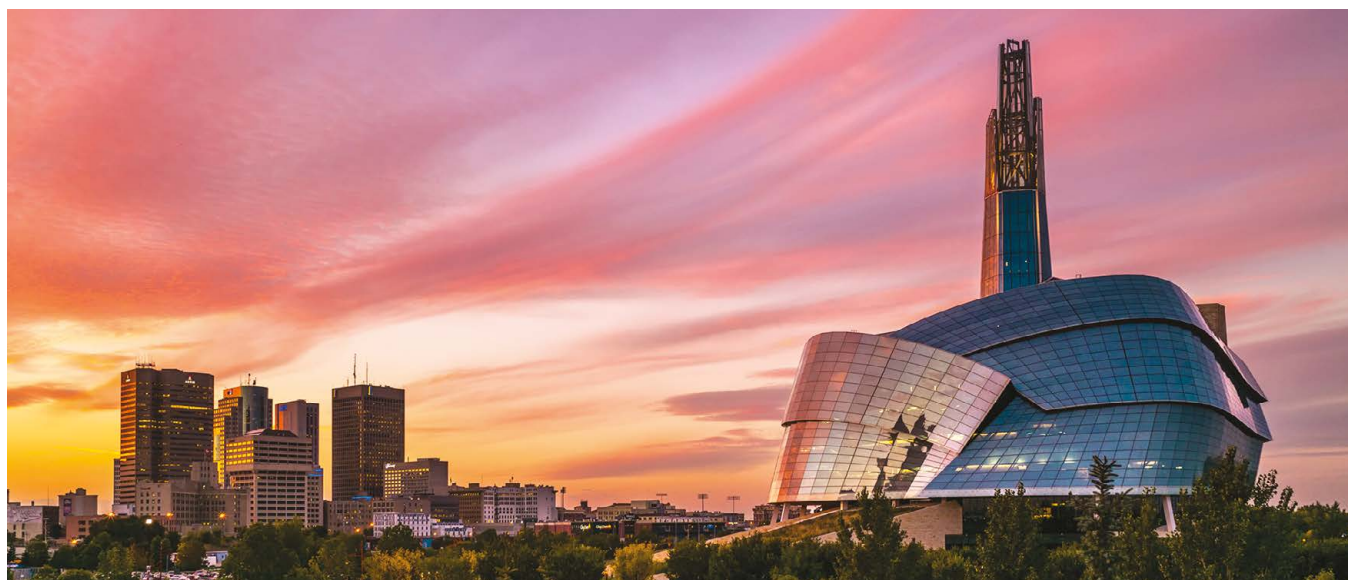
# PERSONAL QUALITIES



In considering the personal qualities desired in the next President of the University of Manitoba, we are inspired by the Seven Sacred Teachings of the Anishinaabeg people. The next President should embody the qualities identified in the Seven Sacred Teachings.

- Truth
  - Humility
  - Respect
  - Love
  - Honesty
  - Courage
  - Wisdom
- These teachings would be embodied in an authentic, approachable, value-based and resilient leader with a reputation for integrity who has:
- A demonstrated commitment to diversity, equity, inclusivity and collegiality.
  - An ability and motivation to be present, to make connections, to communicate clearly and to listen actively.
  - The wisdom and sound judgment to balance decisiveness and diplomacy in decision making.
  - The capacity to be an eloquent, optimistic and passionate advocate for the University in all walks of life.
  - A willingness to immerse oneself in the University, the city of Winnipeg, the province of Manitoba, and a desire to get to know our people, our history and our community.

# LIVING IN WINNIPEG AND MANITOBA



Winnipeg is a four-season city renowned for its excellent quality of life, affordable cost of living and short commute times. A city of rivers, Winnipeg offers an attractive mix of history, natural beauty, culture, business and a diverse population.

A highly multicultural city and cultural hub with a population of nearly 700,000, closer to 800,000 including the wider metropolitan area, Winnipeg represents the majority of Manitoba's population and economic activity. Its distinct neighbourhoods, mature and young, include a diverse mix of commercial facilities, transportation choices, schools, recreation, libraries and parks. The range of possibilities is great and underlying it all is an exceptional and affordable quality of life.

Canada's seventh largest city, Winnipeg provides the setting for myriad arts communities, cultural institutions, festivals and entertainment possibilities. Winnipeg is home to the Hudson's Bay Company Archives, the Manitoba Museum, Centre du Patrimoine, and the largest francophone community west of Ottawa, centred in historic St. Boniface, a walkable neighbourhood near downtown with a distinctive French-Canadian flavour.

Winnipeg is home to the largest urban Indigenous population in the country. Indigenous cultural, social and educational centres, businesses and media outlets are found throughout the city. Manitoba is home to 63 First Nations as well as the Métis Nation. There are ten urban reserves, two of which are in Winnipeg (one recently approved), and seven of which are located in other areas of the province.

Among the city's many arts gems, the Royal Winnipeg Ballet is one of the world's premier dance companies, Canada's first ballet company and the longest continuously operating ballet company in North America. We are also proudly home to the Winnipeg Art Gallery (housing the world's largest collection of Inuit art), the Winnipeg Symphony Orchestra, the Manitoba Opera, and a thriving theatre scene, including the Royal Manitoba Theatre Centre. The Canadian Museum for Human Rights is an architectural marvel, and winner of over 30 international, national and regional awards. Inside its glass cloud you'll ascend through 11 interactive, awe-inspiring galleries to the Tower of Hope, which provides spectacular vistas of the city.

Winnipeg is a festival city, internationally recognized for festivals such as the Winnipeg Folk Festival, Folklorama, the Jazz Festival, the Children's Festival, the Winnipeg Fringe Festival and the Festival du Voyageur, to name but a few. Winnipeg is also well known across Canada for its passionate support of its professional, minor league and amateur sports teams, particularly the Winnipeg Jets of the NHL and the Winnipeg Blue Bombers of the CFL.

Additionally, the character of its many neighbourhoods and the diversity of its people make Winnipeg a recognized food destination.

# LIVING IN WINNIPEG AND MANITOBA



Glorious green spaces and parks abound throughout the city, offering four season recreation. At the multi award-winning Journey to Churchill in Assiniboine Park Zoo, as polar bears swim just inches over your head and dive playfully around you. The world's foremost Arctic exhibit houses an incredible array of northern species – including seven polar bears – spread out across ten acres. The Forks, a traditional meeting place at the confluence of the Red and Assiniboine rivers, is the city's most visited tourist attraction with a wide array of shops, restaurants, museums, public art and many other attractions.

The natural wonders of Manitoba are evident throughout Manitoba's two national parks, 54 provincial parks and over 100,000 lakes. From the rugged beauty of the Canadian Shield in the Whiteshell, to the big skies of the prairies to the hills of the Manitoba escarpment in Riding Mountain National Park and the polar bears and northern lights in Churchill on the shore of Hudson Bay, Manitoba presents a multitude of exciting outdoor adventures.

Manitoba's economy is among the most diversified in Canada, hosting key industries which include financial services, transportation and distribution, aerospace, agriculture and agribusiness, energy and environment, advanced manufacturing, communications and technology, and creative industries. The province has 11 industries each accounting for more than five per cent of the province's GDP. This diversity has ensured stability in economic growth over the long term.

As the province's license plates proclaim, Manitoba's citizens certainly are "friendly"; they are also welcoming and engaged, demonstrating among the highest rates of voluntarism and philanthropy in the country. And Winnipeg, while steeped in a rich history, remains ever open to reinventing itself.

Further information on living in Winnipeg can be found [here](#).

# OUR CAMPUSES



## FORT GARRY CAMPUS

Located in the south end of Winnipeg, the Fort Garry campus is a city within the city – a blend of historical architecture and modern facilities spanning over a 575-acre complex with over 60 major buildings. The University's Research and Technology Park is adjacent to campus. It fosters collaborative university-industry research and development with 30 of Canada's most innovative companies.

## BANNATYNE CAMPUS

Located in downtown Winnipeg, adjacent to the Health Sciences Centre, the Bannatyne campus is a ten building complex focused on health science education and research in dentistry, medicine, medical rehabilitation and pharmacy. The University adopted a **Master Plan for the Bannatyne Campus** in 2014.

The University also has sites in Winnipeg and throughout the province, including the William Norrie Centre, home to the Inner-City Social Work program, a teaching site in Thompson, the Glenlea and Carman agricultural research stations, and researchers and graduate students based at the St. Boniface Hospital Research Centre.

## REDEVELOPMENT OF THE SOUTHWOOD LANDS

In January of 2008 a purchase agreement between the Southwood Golf and Country Club and the University of Manitoba was in place that saw the Southwood Lands transferred to University ownership. The University of Manitoba took possession of the 120-acre former golf course in 2011. The "once in a lifetime opportunity" to purchase the 120-acre Southwood Lands was an exciting milestone for the University.

## A master plan for the lands and the entire Fort Garry campus

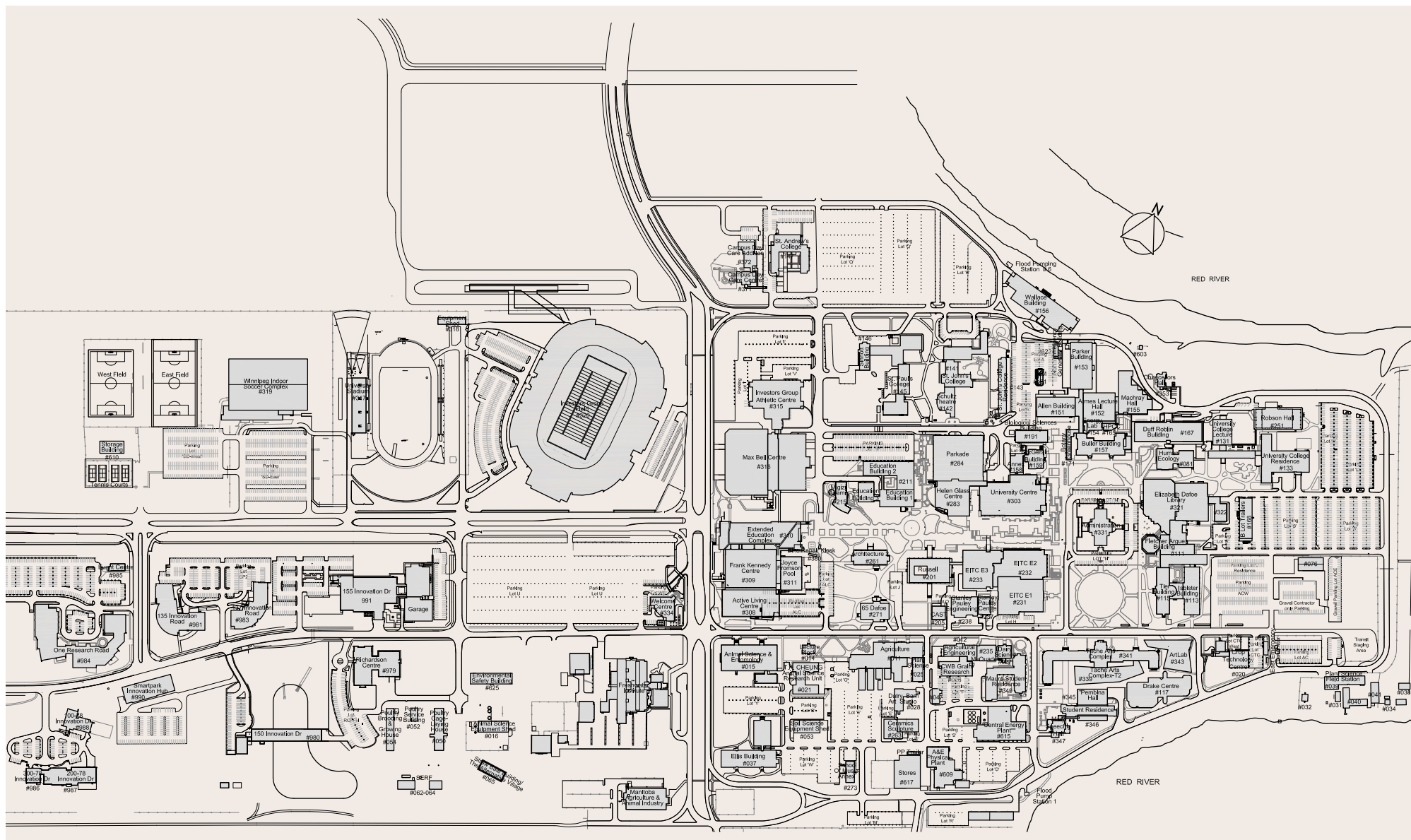
was developed after an international design competition and envisions a transit-centred live-work-learn-play community. The structures are now in place to develop this land and grow the Fort Garry campus through UM Properties GP Inc., a separate corporation. The development of this area provides a chance to further the University's impact as one of the crown jewels of Winnipeg and the province.

## COMMUNITY ENGAGEMENT

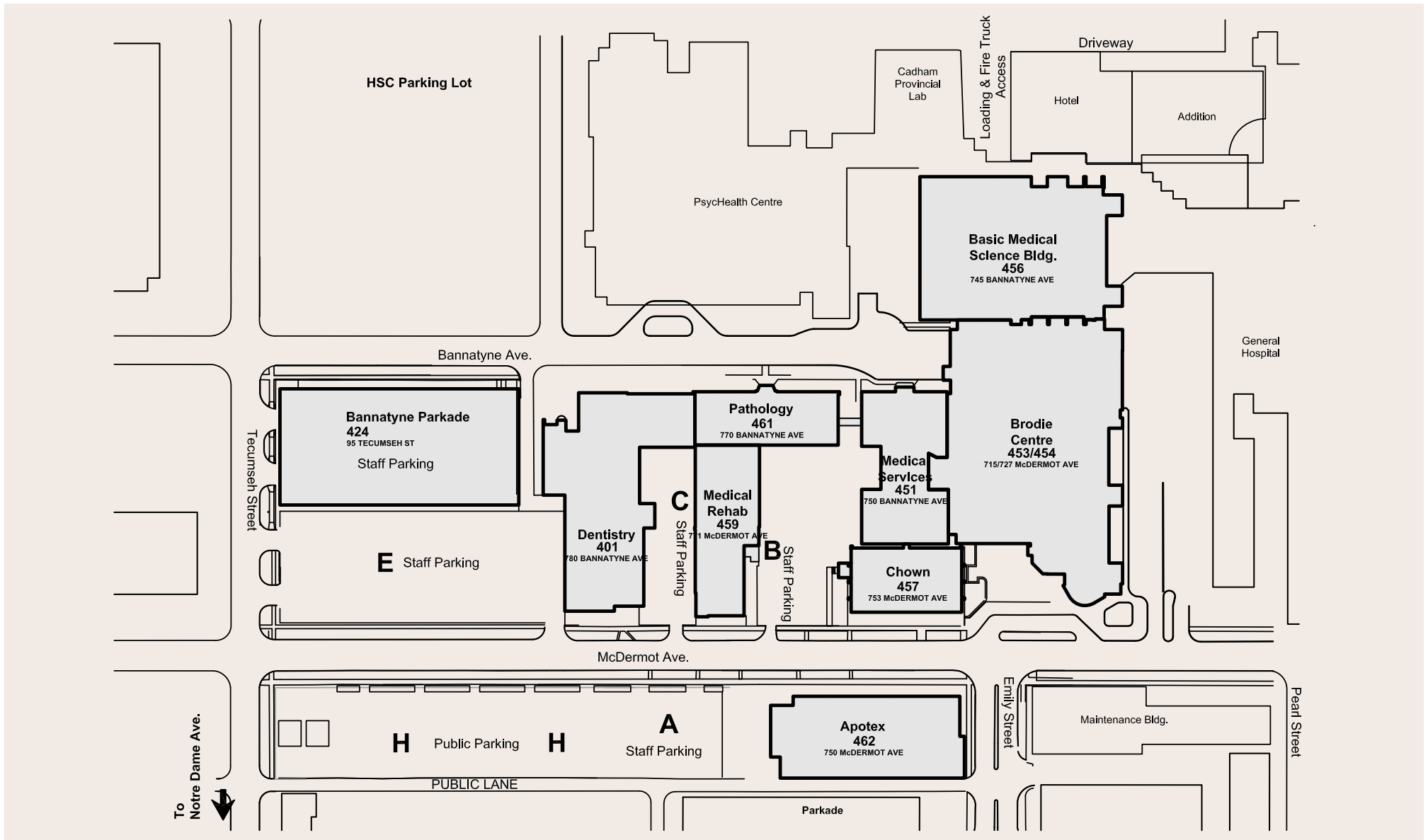
The University of Manitoba has a strong and engaged community of students, faculty, staff, alumni, donors and community partners. We believe in the importance of forging strong connections – partnering and collaborating with others to have a positive impact on our city, our province and the world. We are proud to be present in the communities we serve and to welcome them in return.

At the University of Manitoba, we are committed to recognizing and celebrating the contributions of all community members and the diversity of our community, particularly the role of Indigenous peoples.

# FORT GARRY CAMPUS



# BANNATYNE CAMPUS



# HOW TO APPLY



The University of Manitoba will be supported in the appointment process by the executive search firm Perrett Laver. Perrett Laver will support the Selection Committee in the discharge of its duties, both to assist the assessment of candidates against the requirements of the role and to identify the widest possible field of qualified candidates.

Applications should consist of a full curriculum vitae, along with a covering letter addressing the key criteria and a statement of interest. Completed applications should be uploaded at <http://www.perrettlaver.com/candidates> quoting reference **3943**. The Search Committee will begin reviewing candidates in mid-June, 2019.

The University of Manitoba is strongly committed to equality and diversity within its community and especially welcomes applications from women, racialized persons, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

If you require accommodation because of a disability or for any other reason during the interview process, please contact Perrett Laver.

This document is available in an accessible format upon request.

---

*Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.*

*Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website [www.perrettlaver.com/information/privacy-policy/](http://www.perrettlaver.com/information/privacy-policy/)*



UNIVERSITY  
OF MANITOBA



AMERICAS ASIA PACIFIC EMEA

555 Burrard Street, Floor 2  
Vancouver, BC  
V7X 1M8  
Canada

T: +1 (604) 340 7004