POSITION PROFILE

DEAN, FACULTY OF ARTS
UNIVERSITY OF MANITOBA

The University of Manitoba campuses are located on original lands of Anishinaabeg, Cree, Ojibwe-Cree, Dakota and Dene peoples, and on the National Homeland of the Red River Métis.

We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of Reconciliation and collaboration.

The University of Manitoba invites applications, nominations, and expressions of interest for the position of Dean, Faculty of Arts, with the appointment to be effective summer 2024 or as mutually agreed. This is an exciting opportunity to lead a Faculty that is a global leader and preferred destination for world-class research, innovation, and teaching excellence.

THE UNIVERSITY

Since 1877, the University of Manitoba has delivered life-changing learning experiences for students and conducted world-class research 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 research 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, more than any other post-secondary institution in Manitoba. This includes providing 100+ undergraduate and nearly 150 graduate programs to over 29,000 students. With 5,736 academic staff and 9,957 support staff, the University of Manitoba generates $2.4 billion annually in economic activity. Its more than 188,000 alumni across Canada and 133 different countries continue to lead and gain accolades at home and internationally. The University’s current operating budget is approximately $750 million.

The University of Manitoba is a driving force of innovation, knowledge creation, 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 issues 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. 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 generating knowledge that will shape the world of tomorrow, the University of Manitoba’s significant research contributions are nationally and globally recognized with
over $208 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, create, 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 UM is in the process of developing the next University strategic plan. The committee’s goal is to finalize the UM Strategic Plan for approval by Senate and the Board in December 2023. In the interim, building on the 2015-2020 Strategic Plan **Taking Our Place**, the University continues to advance its shared priorities and commitments 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). 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 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 here. 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 Vice-Provost (Equity) is leading efforts to advance the principles of EDI throughout the institution.

The University has two campuses in Winnipeg, Manitoba’s culturally diverse capital, a number of satellite locations in both Winnipeg and other locations in the province, and 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 teaching and research, 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 OPPORTUNITY

The Faculty of Arts at the University of Manitoba is committed to providing an excellent and diverse liberal arts education to its students, to expanding knowledge through research, scholarship, and creative activity, and to serving its communities through outreach and academic service. The University is seeking a Dean of Arts who will build on the Faculty’s strengths and accomplishments to date, and lead the Faculty into the next phase of learning, knowledge creation, and community-building.

THE FACULTY OF ARTS

The Faculty of Arts is the University of Manitoba’s largest faculty. Established as a separate administrative unit in 1970 (prior to 1970, the Faculty was known as the Faculty of Arts and Science), the Faculty of Arts has been granting degrees since 1921. The Faculty of Arts is the largest and most intellectually diverse academic unit at the University of Manitoba. It offers over 30 undergraduate programs and 16 graduate programs across the humanities and social sciences. It also teaches 22 languages including North American Indigenous, European, Asian, Middle Eastern, and classical languages. The Faculty of Arts provides a foundational education for students in which they learn to understand and critically analyze the society and culture of which they are a part—locally, nationally, and globally. At present, the Faculty houses 27 Departments and Programs and 6 Centres and Institutes, and offers courses leading to the B.A. General, B.A. Integrated Studies, B.A. Advanced, and B.A. Honours degrees. Science courses are also available to Arts students due to a historical link between the two faculties. Courses taught by other faculties may also be taken for credit in Arts. The Faculty of Arts offers the opportunity of a college atmosphere with classes taught at St. John’s, St. Paul’s, and St. Andrew’s University Colleges. Postgraduate courses at the master’s and doctoral levels are also offered; MA and PhD programs exist in 10 of the Faculty’s Departments and four additional Departments have Master’s programs available.

The Faculty has 4,651 undergraduate and 470 graduate students. Across the University, the Faculty of Arts contributes significantly to the teaching of over 3,000 students enrolled in University 1, and teaches 26.5% of the total student credit hours university-wide. There are 588 academic and support staff. The base budget for the Faculty is over $50M.

The Dean is supported by four Associate Deans – Academic Affairs; Graduate Studies, Curriculum & Internationalization; Research; and Undergraduate.

A central feature of the mission of the Faculty of Arts is to conduct research in the humanities and social sciences (natural sciences and health related research also occurs) to advance and preserve knowledge in these areas and to provide the highly trained personnel that are required in an increasingly specialized society. With distinguished research achievements in a wide range of disciplines and fields, the Faculty of Arts has a strong research profile and contributes significantly to the University of Manitoba’s
reputation as a research-intensive institution. The Faculty of Arts has outstanding faculty members and excellent graduate students conducting research and engaging in scholarly work supported by granting councils (SSHRC, NSERC, CIHR, and CFI), foundations, government agencies, and the private sector. The Faculty is also home to six SSHRC Canada Research Chairs (two Tier 1 and four Tier 2).

The Faculty of Arts is home to a number of research centres including the University of Manitoba Institute for Humanities (UMIH), the Centre for Creative Writing and Oral Culture (CCWOC), Mamawipawin, or the Indigenous Governance and Community Based Research Space, and the recently established Centre for Social Science Research and Policy (CSSRP). The University of Manitoba Institute for the Humanities was established in 1990 to foster research and scholarship in the Humanities, and to promote cross-disciplinary research in the Humanities broadly interpreted. The UMIH supports a number of research clusters, affiliates, and research series and is involved in various interdisciplinary, humanities-themed research initiatives. The Centre for Creative Writing and Oral Culture (CCWOC) is the first institute of its kind in North America and is a hub for creativity, for scholarly research into oral and literate cultures, and for making connections between the University and the community. Established in 2008, the CCWOC provides support for students, faculty, and community members who are working to create their own stories or who are studying the stories of others. Mamawipawin, the Indigenous Governance and Community Based Research Space was established in 2011, and designed to reflect critical Indigenous teachings about community, individuality, research, and life, and allows knowledge to be shared and partnerships to be developed in a manner that respects Indigenous protocols and ceremonies. Established in 2021, the Centre for Social Science Research and Policy serves as a focal point for training, consultation, and support in research methodologies and policy-related activities in the social sciences, by bringing together researchers from a variety of disciplines and from a breadth of social science issues – both at the micro and macro levels.

For more information on the Faculty of Arts, please visit www.umanitoba.ca/faculties/arts.

ISSUES, CHALLENGES, AND OPPORTUNITIES FOR THE NEW DEAN

- The new Dean will work with the Faculty to forge a vision that builds upon and enhances the diverse research and teaching interests of the Faculty of Arts.

- The new Dean will provide leadership to the Faculty of Arts working with faculty to develop strategic planning initiatives, aligning with the University’s Strategic Planning Framework, in the following areas: academic enhancement; exceptional student experience; research excellence, Indigenous achievement; and equity, diversity, and inclusion.

- The new Dean will be a strong advocate, advancing the Faculty, its intellectual vitality, its profound contributions to the life and character of the University, and reinforcing the value of the scholarship and creative activity that hallmark its academic work as essential to our understanding of the world.

- The new Dean will work to strengthen undergraduate and graduate programs and research in Arts and promote awareness of the contributions of Arts’ research to the University and the world.

- The new Dean will build on a decade of sustained faculty and staff renewal that has brought talented and creative people to the University to position the Faculty as a vibrant and creative place to pursue their work, advancing the Faculty as a fundamental strength in the University.
The new Dean will engage in successful fund-raising and revenue generation for the Faculty of Arts, working in concert with Donor Relations.

THE ROLE AND MANDATE

Reporting to the Provost and Vice-President (Academic), the Dean is the Faculty’s senior academic officer, providing strategic direction, academic planning leadership, and administrative oversight to achieve the highest possible standards in education, research, and community engagement. In collaboration with the Associate Deans, Chairs of Departments, and Centres and Institutes, the Dean will successfully manage the financial and administrative resources of the Faculty, promote and enhance the Faculty’s 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 meeting their changing needs and inspiring them as future leaders. The Dean will work effectively, transparently, and collegially with academic, alumni, and public sector partners to further enhance the reputation, stature, and resources of the Faculty.

As a senior member of the University of Manitoba’s leadership team, the Dean will maintain interactive, consultative, and transparent communication, discussion, and planning that fosters collegiality, and cooperation, with other units across the University, including its senior administration. In collaboration with the Vice-President (Indigenous), the Dean will contribute to shared efforts to advance Reconciliation and Indigenous achievement, responding to the Truth and Reconciliation Commission’s Calls to Action.

THE CANDIDATE REQUIREMENTS

Candidates for the role of Dean will be accomplished leaders and collaborative teambuilders with proven records of excellence in a complex educational and research environment. The Dean will have an understanding of current and future issues, trends, and forces that will impact arts education. 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 teaching, research, 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. 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 following abilities and qualifications 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 Arts, including the ability to support, motivate, and recognize high quality teaching, research, and service;
The ability to collaboratively develop and articulate 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;

The ability to encourage and develop interdisciplinary initiatives and strategic alliances, and promote integration among Departments and programs within the Faculty;

The ability to represent and support each of the disciplines within the Faculty, collaboratively work with them to understand their unique challenges, while effectively communicating with and providing leadership to the Faculty;

The ability to attract, develop, and retain diverse and excellent faculty, students, and staff, while promoting a climate that encourages success, achievement, mutual respect, transparency, collegiality, collaboration, and innovation; and

The ability to act 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, while also 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 teaching accomplishments that will generate credibility and respect within the academic community, backed by educational qualifications that provide an understanding of both education and research;

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; and

The ability to steward a supportive environment for excellence in research and education and in external contributions and collaborations.

Teaching Excellence and Student Support

The ability to lead efforts to strengthen the curricula and academic programs offered across the Faculty Arts, engage in innovative pedagogy, and encourage appropriate experiential learning opportunities, while bringing an understanding of current and future issues, trends, and forces that will impact education in Arts;

A commitment to providing a strongly supportive environment for graduate students, postdoctoral fellows, and research associates who are central to the Faculty’s research enterprise;

The ability to establish policies, opportunities, and best practices that ensure high quality, engaging, and successful student learning;

Demonstrated commitment to engagement with students and responsiveness to students’ views and experiences; and

The ability to support successful and well coordinated accreditation processes as appropriate.

Indigenous Engagement and Reconciliation

The capacity and commitment to understand both Indigenous world views and the needs and challenges experienced by Indigenous researchers and students;

The commitment to recruit, support, retain, and increase Indigenous students, faculty, and staff;

The ability to actively include and integrate Indigenous perspectives in all of the Faculty’s activities and initiatives, and work effectively with the Vice-President (Indigenous) on university-wide initiatives; and

A commitment to further develop the current positive engagement of the Faculty and University with local, provincial, and national Indigenous communities.
Equity, Diversity and Inclusion
- A demonstrated commitment to, and experience with, leading and understanding equity, diversity, fairness, inclusion, anti-racism, and accessibility initiatives;
- A commitment to promoting, reinforcing, and achieving the recommendations of the President’s Task Force on Equity, Diversity and Inclusion (EDI);
- Understanding of, and commitment to, the principles 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 leadership acumen, communication, and managerial skills;
- Superior analytical and organizational skills and a results-based, open, collaborative, transparent, and collegial administrative style that includes the abilities to plan, delegate, weigh alternatives, and set and explain priorities;
- The ability to develop, manage, and balance the Faculty’s operating budget; and
- The ability to ensure a strong system of collegial governance and healthy labour relations within a large, diverse, unionized workplace.

Interpersonal and Personal Characteristics
- Strong communication skills in listening, speaking, and writing, with the ability to interact successfully with multiple constituencies and stakeholders;
- Humility and respect that 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
- The ability to effectively balance 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
- The ability to serve as an advocate and ambassador for the Faculty by interacting effectively with government, funding bodies, and all other internal and external stakeholders;
- The ability to promote 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 almost one million. 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 consultants will begin review of candidates immediately, with committee consideration later in the fall, and will continue until the role is filled. Applications should include a letter of interest, curriculum vitae, and the names of three references (who will not be contacted without the consent of the candidate), and be submitted electronically, in confidence, to:

**Laverne Smith & Associates Inc.**
UManitobaArts@lavernesmith.com