



PATHWAYS
EXECUTIVE SEARCH



Dean, Faculty of Social Work



University
of Manitoba



About the University of Manitoba

Founded in 1877, UM is the province's largest and most research-intensive university, attracting people from around the world who share its ideals and vision for positive change.

Recognized as Western Canada's first university, and located in the vibrant city of Winnipeg, UM is home to nearly 31,000 students, including a current enrolment of more than 2,700 First Nations, Métis, and Inuit students. The UM community also includes 5,400 academic staff and 4,000 support staff.

The University comprises 13 faculties, four schools, and nine colleges, and offers a strong foundation in liberal arts and sciences, as part of its broad range of undergraduate and graduate programs. UM offers more than **100+ programs of study**, more than any other post-secondary institution in Manitoba. This includes **100+ undergraduate** and **nearly 150 graduate programs**. The University is also transforming the learning experience, with more than 100 flexible learning opportunities including co-op and internships, immersive learning, exchange programs, and bridge programs.

About the University (cont'd)

As Manitoba's only medical doctoral institution and as a member of the U15 Group of Research Universities, UM dominates the Manitoba research landscape and ranks among Canada's most research-intensive universities. Every day, members of the UM community bring their unique voices to learning and discovery, shaping new ways of doing things and contributing to important conversations in topics that matter most—from human rights to global health to climate change.

The University of Manitoba has two main campuses and multiple satellite campuses, located on original lands of Anishinaabeg, Cree, Ojibwe-Cree, Dakota, and Dene peoples, and on the National Homeland of the Red River Métis. UM is honoured to host the National Centre for Truth and Reconciliation which, guided by a seven-member Governing Circle and advised by up to fifteen Survivor Circle members from across Turtle Island, is a place of learning and dialogue, where the truths of the residential school experience will be honoured and kept safe for future generations.

UM has been recognized for 12 years as one of Manitoba's Top Employers and for the last seven years, as one of Canada's Best Diversity Employers. To learn more about UM and how it is taking its place on the world stage, visit <http://umanitoba.ca/>

Vision, Mission, and Values

The University of Manitoba will continue to be nationally and internationally recognized for its teaching, research, and creative excellence, sought after by students and faculty alike as their preferred site for learning, discovery, and engagement.

Vision: To take its place among leading universities through a commitment to transformative research, scholarship, and innovative teaching and learning - uniquely strengthened by Indigenous knowledge and perspectives.

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.

Values: To achieve its vision, the University of Manitoba requires a commitment to a common set of ideals. The University of Manitoba values: Academic Freedom, Accountability, Collegiality, Equity and Inclusion, Excellence, Innovation, Integrity, Respect, and Sustainability.

About the University (cont'd)

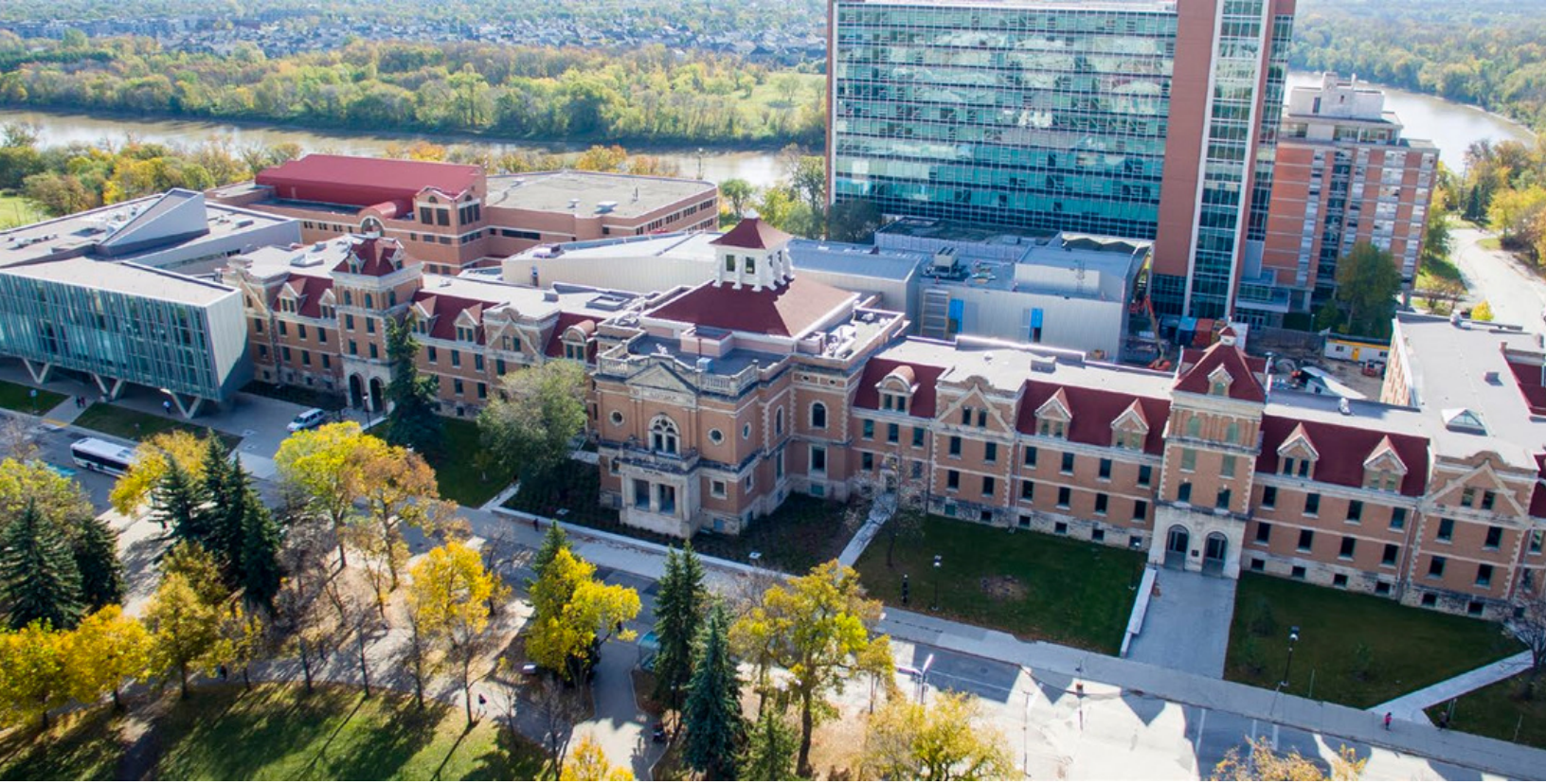
Strategic Plan

The University's strategic planning process is ongoing with a draft 2024 – 2029 plan now being considered. The process was collaborative and consultative, asking the UM community how we will bring about the most needed change in this new era and how we will inspire and advance big ideas and solve the world's pressing problems. Constructive feedback and input from faculty, staff, and students was invited along with guidance from the Indigenous community, elders, and the broader community. Feedback provided during consultations reaffirmed that supporting Indigenous peoples, prioritizing deep and consistent engagement with Indigenous Knowledge, building trusting relationships between Indigenous and non-Indigenous peoples, and nurturing learning environment for the Indigenous community is essential to attaining the ideal state for UM. From these extensive consultations, a draft strategic plan was developed to articulate what meaningful change will look like at UM and provide us with the direction needed to achieve our collective goals. The **MOMENTUM: Leading Change Together, University of Manitoba Draft Strategic Plan, 2024-2029** was recently shared with the community, Senate, and the Board of Governors for feedback.

Until the new plan is formally adopted, the University continues to be guided by its existing Strategic Plan “**Taking Our Place**” and “**Our Shared Future**”, the interim plan developed during the COVID pandemic. Notably, UM remains committed to the following strategic priorities:

- Inspiring minds through innovative and quality teaching.
- Driving discovery and insight through excellence in research, scholarly work, and other creative activities.
- Creating pathways to Indigenous achievement.
- Building community that creates an outstanding learning and working environment.
- Forging connections to foster high-impact community engagement.

Learn more: <https://umanitoba.ca/strategic-plan>



About the Faculty of Social Work

The vision of the University of Manitoba's Faculty of Social Work is to work towards a world where there are no great inequalities of wealth or income, where economic and political power is more evenly distributed, where human need is the central value of distribution of society's resources, where diversity of culture is celebrated, where people have greater control over their own lives, and where all persons are afforded maximum opportunity to enrich their physical, spiritual, psychological, and intellectual well-being. Being the only accredited university-based social work program in Manitoba, and the largest program in Canada, the Faculty vision also includes playing a leading role in the socio-economic-cultural development of the Province, Canada, and beyond, in alignment with the University's own vision and **[2023-2028 Strategic Plan](#)**.

The Faculty offers both undergraduate and graduate programs of study to prepare students for ethical, competent, critically reflective, innovative, anti-oppressive, accountable, and effective social work practice at all levels. This includes the **Master of Social Work based in Indigenous Knowledges** to address the need for a social work program that is directly relevant to Indigenous peoples, communities, perspectives, and practices. To learn more about the Faculty of Social Work, visit **<https://umanitoba.ca/social-work/>**.



About the Role

Reporting to the Provost and Vice-President (Academic), the Dean of the Faculty of Social Work is a member of the University's senior leadership team, and the academic and administrative leader of the Faculty. The successful candidate will be an innovative and inspiring leader with the skills required to bring together a complex and geographically diverse Faculty, build on existing strengths, and create opportunities for enhancing the Faculty's teaching, research, and scholarly activities.

The Dean must be a strong consensus builder, who can lead the Faculty to program and service decisions that are broadly supported. The Dean will foster the development of relationships within the Faculty, across other faculties and with external communities, organizations, and government. The Dean must be deeply committed to the delivery of exceptional student experiences, to the practice of social work at the micro, mezzo, and macro levels, and to furthering social justice through the Faculty's teaching, research, and service responsibilities.

About the Role (cont'd)

Candidate Profile

The successful candidate will hold a Ph.D. in Social Work or a relevant discipline, have an outstanding record of scholarly achievement consistent with a tenured appointment at the rank of Associate Professor or Professor, and bring strong academic administrative experience necessary to administer a large and diverse Faculty across multiple sites.

The Search Committee recognizes that no one candidate for this position is likely to meet every desired attribute in equal measure. Nevertheless, the following criteria are desirable and will be used in the assessment of candidates for the position:

Leadership and Vision

- Inspire, build, and articulate a collective vision for a diverse Faculty.
- Ensure the Faculty's vision aligns with the University's Strategic Plan.
- Appreciate and anticipate the diverse and changing environment within the University, Faculty, and the social work sector.
- Develop and lead a strong and engaged team to support the implementation of a broad range of priorities and initiatives.
- Support and nurture the Faculty's strong commitment to social justice and human rights.
- Provide executive-level leadership in a shared governance structure that is collaborative and transparent in its approach.
- Harness and build on opportunities both within and outside the University.

Research Excellence

- Foster a collaborative approach to research excellence that is strategic, sustainable, relevant, and has a meaningful impact on the field of social work.
- Strategically manage and grow the Faculty's research portfolio by capitalizing on existing strengths and assisting with future opportunities.

Teaching and Learning Excellence

- Commit to enhance student experience at the undergraduate and graduate levels through curriculum reviews, high-quality and innovative program design, development, and delivery, and experiential learning opportunities (i.e., field placements, practica etc.).
- Lead the development of a sustainable enrolment management plan for all levels of programs.
- Ensure student support, experiences, and services are in place and support graduates' successful step into the profession.

About the Role (cont'd)

Candidate Profile (cont'd)

Indigenous Engagement Commitment

- Advance the University's commitment to Indigenous engagement and achievement.
- Build on the Faculty's leadership position in Indigenous education in Canada.
- Appreciate the importance of and build connections with Indigenous communities.
- Work with Indigenous Knowledge Keepers and Elders to inform the program and curriculum.

Administration

- Commit to effective administration for the Faculty's sustainability and betterment.
- Oversee resource and budget planning, development, and management.
- Ensure the effective and efficient use of resources (human, financial, technological, and capital/infrastructure).
- Recruit and retain influential and promising scholars, and develop mechanisms to mentor and support Faculty and staff.
- Oversee the appointment and development of academic staff and recommend on tenure and promotion.
- Listen and make sound, fair, and sometimes difficult decisions, combined with the ability to openly communicate and firmly implement these decisions.
- Create and lead highly engaged teams.

Advancement

- Be willing and capable to seek out, attract, and steward resources that further the advancement of the Faculty, including developing and nurturing philanthropic partnerships with private donors, agencies, government, etc.
- Serve as a trusted steward of gifts received.

Stakeholder Relations and Communication

- Able to engage and collaborate with multiple constituencies and stakeholders such as government, professional associations, community partners, agencies, alumni, and other groups to promote, advocate, and enhance the Faculty's priorities.
- Work collaboratively with other Deans/Directors and administrative leaders for the advancement of the Faculty and the University.
- Bring strong communication skills (listening, speaking, and writing).
- Able to develop and strengthen external partnerships that support the Faculty's and University's respective missions, visions, and priorities.



The Application Process

The University of Manitoba is committed to the principles of equity, diversity, and inclusion and to promoting opportunities in hiring, promotion, and tenure (where applicable) for systemically marginalized groups who have been excluded from full participation at the University and the larger community, including Indigenous Peoples, women, racialized persons, persons with disabilities, and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual, and other diverse sexual identities). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with the “Freedom of Information and Protection of Privacy Act (Manitoba).” The University has formed a Presidential Advisory Committee to conduct a comprehensive global search for UM’s new Dean, Faculty of Social Work.

The search and selection process will be guided by the University’s [**Appointment and Review Policy**](#) and [**Procedure**](#) and other relevant guidelines which may evolve throughout this process including recommendations arising from the Report [**Listening to First Nations, Métis and Inuit Communities: Engagement on Recognizing and Supporting Indigenous Identity and Kinship**](#), if applicable.

The Application Process

Consideration of candidates will begin in January 2024 with a formal review by the committee mid-February 2024. Nominations, applications, or expressions of interest should be directed to Laurie Sterritt and Joy Beshie:

To Apply

To learn more about this leadership opportunity, please submit a comprehensive résumé and cover letter in confidence to Pathways Executive Search.

Laurie Sterritt • Managing Director

Pathways Executive Search

Telephone: 778-838-4569

LaurieS@PathwaysExecutiveSearch.com

Joy Beshie • Senior Consultant

Pathways Executive Search

Telephone: 613-296-2315

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The Search Committee

The Search Committee consists of the following members:

- Diane Hiebert-Murphy, **Chair, Provost and Vice-President (Academic)**
- Dr. Ashley Stewart-Tufescu, **Assistant Professor, Faculty of Social Work**
- Dr. Mohammad N. Khan, **Assistant Professor, Faculty of Social Work**
- Dr. Hai Luo, **Associate Professor, Faculty of Social Work**
- Dr. Rusty Souleymanov, **Associate Professor, Faculty of Social Work**
- Dr. Catherine Cook, **Vice-President (Indigenous)**
- Dr. Jan Stewart, **Dean, Faculty of Education**
- Dr. Todd Duhamel, **Associate Dean (Health Sciences), Faculty of Graduate Studies**
- Ms. Barbara Temmerman, **Executive Director/Registrar, Manitoba College of Social Workers**
- Ms. Tammy De Jong, **Confidential Assistant to the Dean, Faculty of Social Work**
- Ian Campbell, **Undergraduate Student**
- Jacki Kidzugane, **Graduate Student**



The City and Province: Winnipeg, Manitoba

Located in Treaty One Territory, at the crossroads of the Anishinaabe, Métis, Cree, Dakota and Oji-Cree Nations, and on the traditional lands of the Anishinaabe peoples and the National Homeland of the Red River Métis, Winnipeg is home to one of the largest and fastest-growing Indigenous populations in Canada. With a population of over 1.2 million people, Manitoba is the fifth-largest province in Canada and is located at the geographic centre of Turtle Island. Manitoba's principal industries are agriculture, manufacturing, and mining.

Winnipeg is Manitoba's capital city and has a population of over 750,000. It is a welcoming gateway and a centre of commerce, trade, arts, and culture with a rich history and growing economic opportunity. Winnipeg has one of the country's most diversified economies, with major employment in the trade, manufacturing, educational, agricultural, health care, and social services sectors.

The City and Province: Winnipeg, Manitoba

Winnipeg is one of Canada's cultural capitals. At the heart of Winnipeg is The Forks, which can be found at the intersection of the Red and Assiniboine rivers. A meeting place for over 6,000 years. Indigenous peoples traded at The Forks, followed by European fur traders, Scottish settlers, railway pioneers, and tens of thousands of immigrants. Today the warehouses have been converted to shops and restaurants, with ample green space dedicated to festivals, concerts, and exhibits. The NHL Winnipeg Jets and the CFL Winnipeg Blue Bombers keep sports fans entertained, and there is a strong performing arts scene: the city is home to the Winnipeg Symphony Orchestra, Canada's Royal Winnipeg Ballet, and the Manitoba Opera. Qaumajuq is the new Inuit Art Centre at the Winnipeg Art Gallery, which received the name Biindigin Biwaasaeyaah, meaning, "come on in, the dawn of light is here."

Winnipeg hosts several cultural events annually that make the city buzz. The Manito Ahbee Festival is an annual gathering that celebrates Indigenous culture and heritage to unify, educate, and inspire. The annual outdoor Folk Festival is held each summer which offers a meeting place for music-lovers and provides an opportunity to explore new and well-known artists. Each summer, Folklorama, the largest and longest-running cultural festival in the world, is held in Winnipeg. Each winter, the neighbourhood of Saint Boniface hosts the Festival du Voyageur, at which voyageur, Métis, and First Nations histories are celebrated.

The province's landscape of lakes, rivers, hills, forests, and prairies span from Northern Arctic tundra to Hudson Bay in the east and Southern farmland. Much wilderness is protected in more than 80 provincial parks with world-class land and water-based experiences through hiking, biking, canoeing, camping, and fishing. Manitoba offers a unique and vibrant four-season destination.

For more information on the Province of Manitoba, visit:

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

For more information on the City of Winnipeg, visit:

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