



# Candidate Brief

## Provost and Vice-President, Academic

# The University of Winnipeg

September 2022



# Contents

About The University of Winnipeg	3
The Role of Provost and Vice-President, Academic	4
Candidate Qualifications	6
Additional Information	8
Appendix A: About Winnipeg, Manitoba	9
Appendix B: Organizational Chart	10

## CONTACT INFORMATION

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# About The University of Winnipeg

Dating back 150 years, The [University of Winnipeg](#) is nestled within the core of Manitoba's capital city and located on original Treaty One land in the heart of the Métis homeland.

With a current annual operating budget of \$156.7 million, the UWinnipeg community includes 10,000 students, 340 full-time faculty, 323 instructional staff, and 489 support staff, working together to provide a suite of high-quality undergraduate degree programs, pre-professional programs, and graduate programs through its six faculties.

In addition to traditional degree offerings, the University of Winnipeg provides two unique programs that underscore its commitment to learners at all stages of life within the communities it serves: The Collegiate, which offers accelerated courses and opportunities for dual credit for students in Grades 9 through 12, as well as the Professional Applied and Continuing Education (PACE) program, which prepares learners for ongoing changes in the workplace.

Core to its Mission of providing excellence in post-secondary education through a longstanding tradition of outstanding academic scholarship, teaching, and research excellence is UWinnipeg's steadfast promotion of the values of Indigenization, human dignity, diversity, equality, belonging, and community.

The UWinnipeg is one of the only universities in Canada that has embedded an Indigenous course requirement for all newly enrolled undergraduate students, showcasing its

strong commitment to Reconciliation and Indigenous perspectives.

UWinnipeg attributes its reputation of innovation, collaboration, and belonging to the people in its community: visionary faculty, committed staff, creative students, dedicated alumni, and its neighbors and partners across Winnipeg and beyond – a unique culmination that showcases UWinnipeg's strong community spirit.

Its vibrant and growing research enterprise is bolstered by a cohort of eight Canada Research Chairs, more than \$15 million in annual research funding, and over 20 research centres and institutes that span across the sciences, liberal arts, Indigenous issues, humanities, and social economic impact research.

The UWinnipeg's [current strategic plan](#), although at the end of its cycle, outlines several key institutional priorities, including:

- Academic Excellence and Renewal
- Student Experience and Success
- Indigenization
- Research Excellence
- Knowledge Mobilization and Impact
- Financial and Institutional Resilience



# The Role of Provost and Vice-President, Academic

## Overview of the Role

The Provost and Vice-President, Academic serves as UWinnipeg's Chief Academic Officer, and under the President and Vice-Chancellor, is responsible for the creation and implementation of the academic priorities for the University and for the allocation of resources that will support those priorities. The Provost and Vice-President, Academic provides leadership to the Deans as well as senior members of the Provostial portfolio, and takes a collaborative and consultative approach with them, as well as faculty, staff, and students to provide an outstanding academic and student experience at UWinnipeg. As a member of the Board of Regents and the Vice-Chair of the Senate, the Provost and Vice-President, Academic ensures that the voices of faculty and students are amplified at the most senior levels of the University.

## Academic Leadership

As the Chief Academic Officer of the University of Winnipeg, the Provost and Vice-President, Academic serves as steward of the academic mission and plan, and together with the President, Deans, and members of the senior leadership team, ensures that academic programs, teaching and learning supports, student success initiatives, strong and cohesive faculty relationships, and strategic enrolment management activities align with short-term and long-term goals of the institution.

Specific responsibilities include:

- Provides collaborative leadership to UWinnipeg's Deans and senior members of the Provostial portfolio, including the Deputy Provost and Associate Vice-President, Academic, and the Associate Vice-President, International.
- Promotes a culture of excellence in teaching, learning, research, and creative activities, ensures that faculty receive appropriate supports as well as recognition for their contributions to the academic mission.
- Ensures ongoing reviews and improvements to existing undergraduate and graduate programs and develops new programs that are financially and operationally sustainable, support and diversify enrolment growth, and reflect the shared goals of the institution.
- Works with the President and senior leadership team in the development of academic strategies and initiatives.
- In consultation with the Deans, and subject to approved budgets, allocates funds flowing from all sources to the University's academic and academic administrative units. Ensures the effective management of that budget so that planned initiatives are achieved within approved budgets.
- Develops Professional, Applied, and Continuing Education (PACE), English Language Program, and the Collegiate's pathways to undergraduate or graduate studies, and their ability to contribute revenue to the University, ensuring that their roles and objectives are clearly articulated and aligned with the academic mission and priorities of UWinnipeg.
- Supports UWinnipeg's commitment to Indigenization, Reconciliation by continuing to attract and support diverse faculty, staff, and students, determining effective ways to be more inclusive of Indigenous peoples, perspectives, and knowledge through teaching and research, learning opportunities, and experiences.
- Offers a demonstrated leadership commitment to equity, diversity, inclusivity and accessibility by ensuring that students, faculty and staff are welcomed and supported.
- Supports faculty recruitment, retention, and development recognizing unique needs and alignment with the academic mission.
- Undertakes overall academic planning for the institution, including allocation and reallocation resources to support sustainable and efficient academic operations.
- Supports an outstanding student experience through the recruitment and retention of world-class, diverse faculty and staff.



- Appreciates and considers the preparation of students through the advancement of work integrated learning and experiential education experiences.
- Develops, implements, and oversees effective programs that improve the student experience, enhance student diversity, improve access and retention, and provide necessary accommodations.
- Plays a significant role in establishing strong relationships of collaboration and trust with faculty members, and staff, and by extension, their Associations.
- Develops faculty bargaining mandates in conjunction with the President and AVP Human Resources, VP Finance and Administration. Provides input and guidance to the bargaining process including appointing appropriate academic administrator(s) to the various UWFA bargaining team(s).

### University Leadership

The Provost and Vice-President, Academic also serves as a key member of the senior leadership team and supports the University through visionary leadership and participation in governance, in the development and monitoring of the institutional budget and budget process, creation and implementation of strategic objectives and annual priorities, and provides relevant information and advice to the Senate and Board of Regents on policy and procedure.

Specific responsibilities include:

- In collaboration with the President, Vice-Presidents, and the senior leadership team, the Provost and Vice-

President, Academic will have an important role in the development of the next Strategic Plan and ensure that the academic priorities embedded throughout the plan are implemented, measured, and monitored.

- Works collaboratively with the President and members of the President's Council to provide collegial, innovative, and effective leadership for the institution. This includes identifying new opportunities, new sources of revenue, enhancing existing sources of revenue, and effectively stewarding University resources in the best interests of the University as a whole.
- Serves as an advocate and champion for the UWinnipeg to government, with other universities and in many communities that the UWinnipeg serves.
- Provides leadership in the development, implementation, promotion and support of significant Board and University policies and procedures.
- Participates actively in university governance including being an appointed Member of the Board of Regents, Vice-Chair of Senate, and as the Chair or ex-officio member of a variety of Senate Committees, and administrative task forces.
- Supports the development of, and the succession planning for, the next generation of University leadership by identifying talented individuals, and supporting and fostering their personal and professional growth.
- Undertakes an active role in fundraising in partnership with the UWFoundation by initiating contracts, leading proposals, and assisting the President in fundraising calls with government, granting councils, the corporate sector and individual donors.



# Candidate Qualifications

Although the Search Committee recognizes that no one individual possesses the sought-after qualifications in equal measure, it has developed a set of criteria to articulate the desired background, experience, and personal qualities of the successful candidate for the role of Provost and Vice-President, Academic:

## Leadership

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- A proven ability to develop, implement, and advance the academic mission, lead institutional change, and engage the community in the pursuit of its shared academic goals.
- The vision, courage, judgement, and wisdom to make important decisions and to lead the academic mission of the University effectively to ensure successful measurement and attainment of identified priorities.
- Strong strategic planning skills, and sound experience in leading an institution through complex planning processes – from the inception and creation of ideas and strategies to execution and implementation.
- A deep commitment to collegial governance and a willingness to embrace, listen, respect, and celebrate the diversity of views.
- A collaborative approach and the ability and willingness to engage productively with faculty, staff, and students in working toward shared goals.

## Scholarship

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- Strong academic credentials sufficient to warrant appointment to the senior ranks, a track record of teaching and research excellence, and the skill to foster academic excellence and innovation within a post-secondary learning environment.
- A demonstrated commitment to the value of academic integrity and freedom, and to the pursuit of knowledge in all of its forms.
- An abiding commitment to strengthening the quality of the student experience and to fostering student success – both academically and as citizens of the communities in which they live and serve.

## Administration

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- An outstanding track record as a university academic administrative leader.
- Experience in transformational change management, and in working with a diverse team of administrators and faculty to ensure academic and operational excellence in an environment of advancement, and change.
- Experience in effectively managing complex financial information and budgetary decisions that optimizes the best use of resources.
- A well-developed and demonstrated commitment to engaging, supporting, developing, managing, and celebrating people.



## Indigenous Engagement and Success

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- A record of leading initiatives to increase the success of Indigenous students, engage meaningfully and respectfully with members of Indigenous communities, and actively promote Indigenous research.
- The ability to collaboratively lead a transformational and culturally respectful and inclusive academic agenda including that appreciates Indigenous Knowledge.
- A deep, action-based commitment to Reconciliation and the University's central role in decolonization and responding to the Truth and Reconciliation Commission's Calls to Actions.

## Equity, Diversity, and Inclusion

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- An action-based commitment and genuine dedication to address systemic inequities and make matters of Indigeneity, equity, diversity, inclusion, anti-racism, and accessibility a priority across all facets of the University's practices, policies, procedures, and actions.
- A consistently demonstrated commitment to equity, diversity, inclusion, fairness, accessibility, anti-racism, and Indigenization through principles of respect and appreciation for a range of perspectives, backgrounds, and viewpoints at our university.

## Internal and External Relations

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- The ability to communicate and work collaboratively and effectively with all members of the community.
- Experience in forming and nurturing strong partnerships with government, industry, other educational institutions, community groups, and funding bodies.
- Possess the knowledge, skills, and passion to advocate for and communicate the importance, significance, and strengths of the University effectively with governments, communities, other institutions, and external and community partners.

## Personal Attributes

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- A genuine personal style that connects easily with others, and demonstrates an authentic interest in the success of students, faculty, and staff.
- A consultative leader able to make decisions.
- A commitment to being a highly visible presence on campus and in the community.
- Integrity and character, and a leadership style that models openness, and collegiality.
- An excellent listener, with superior public-speaking and communications skills.
- The ability to successfully lead and advocate for the academic mission.



# Additional Information

## Key Dates

Following a search process in the Fall of 2022, the new Provost and Vice-President, Academic will take office in the summer of 2023.

## How to Apply

Please submit a letter of interest and curriculum vitae to <https://www.odgersberndtson.com/en/careers/18289>

Nominations and inquiries should be directed to Julia Roberts and Andrea Patrick of Odgers Berndtson at 1 866-962-1990 or [uwinnipeg@odgersberndtson.com](mailto:uwinnipeg@odgersberndtson.com)

## Compensation

The University of Winnipeg provides a comprehensive compensation package including salary, group benefits, pension and other programs and services, designed to attract, retain, reward, and motivate employees' commitment and performance. This package is competitive with other educational institutions and recognizes the diversity and needs of the various employee groups.

## Your Personal Information

At Odgers Berndtson, we have always respected the privacy and the confidentiality of the personal information provided to us in context with our executive search assignments. This has been a fundamental value in building trust with our candidates and clients. We are committed to keeping your information secure and managing it in accordance with our legal responsibilities wherever we operate in the world, including the Personal Information Protection and Electronic Documents Act ("PIPEDA") in Canada.

For more information on your rights and to find out much more about how we process your personal data, a copy of our Privacy Policy is available for your review on our [website](#).

By providing us with a copy of your resume and any subsequent personal information directly or from third parties on your behalf such as references, you understand that it has been furnished with your consent for the purpose of possible disclosure to our client, who has agreed to comply with our Privacy Policy. We will not disclose your personal information to clients without your prior knowledge and consent.

## Equity, Diversity, and Inclusion

The University of Winnipeg is committed to equity, diversity and inclusion and recognizes that a diverse staff and faculty benefits and enriches the work, learning and research environments, and is essential to academic and institutional excellence. Applications are welcomed from all qualified individuals and we encourage women, racialized persons, Indigenous persons, persons with disabilities, and 2SLGBTQ+ persons to confidentially self-identify at time of application. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

The University of Winnipeg is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers Berndtson and the University of Winnipeg throughout the recruitment, selection and/or assessment process to applicants with disabilities.

Odgers Berndtson is deeply committed to diversity, equity, and inclusion in all the work that we do. As part of our efforts to better understand our ability to reach as broad a pool of candidates as possible for our searches, our DEI team would like to encourage you to take a moment and access our [Self-Declaration Form](#).





# Appendix A: About Winnipeg, Manitoba



Winnipeg is one of the most affordable cities to live in across Canada, with a housing market that mirrors the city's stable and diverse economy. Winnipeg's unique historic neighbourhoods include century-old elm canopies and stately houses. The further you go from downtown in each direction you'll encounter new developments where the city has expanded into the surrounding prairie. Those living on the outskirts of the city enjoy spectacular prairie sunsets and expansive open spaces – including the chance to view the Northern Lights.

Winnipeg is surrounded by prairie, forest, and hundreds of lakes – including Lake Winnipeg, the world's 11th-largest freshwater lake. It is among the top ten most bike friendly cities in Canada, thanks to its access to bike lanes, road connectivity, and flat terrain.

Winnipeg is also a global leader in technology, digital innovation and quality of life, and was designated one of the world's Most Intelligent Communities by the Intelligent Community Forum in 2021.

There is an abundance of interesting architecture, rich Indigenous culture, lively professional athletic organizations (football, hockey, soccer and baseball), and a wide range of unique shops, an abundance of exceptional restaurants, festivals, and concerts. The city is well known for its vibrant arts and culture.

Winnipeg is home to the Royal Winnipeg Ballet; the Waumajuq Inuit Art Centre; the Manitoba Museum; the Winnipeg Symphony Orchestra, the Canadian Museum for Human Rights and many other venues that attract high caliber performers and exhibits, providing exceptional experiences at your doorstep. Community events, such as the Winnipeg Folk Festival, Folklorama, the Jazz Festival, the Children's Festival and the Fringe Festival, will immerse you in the friendly Manitoba culture.

Winnipeg is also a great place for gourmet food, with multitalented chefs offering authentic ethnic and regional cuisine at restaurants, patios, and food trucks across the city.

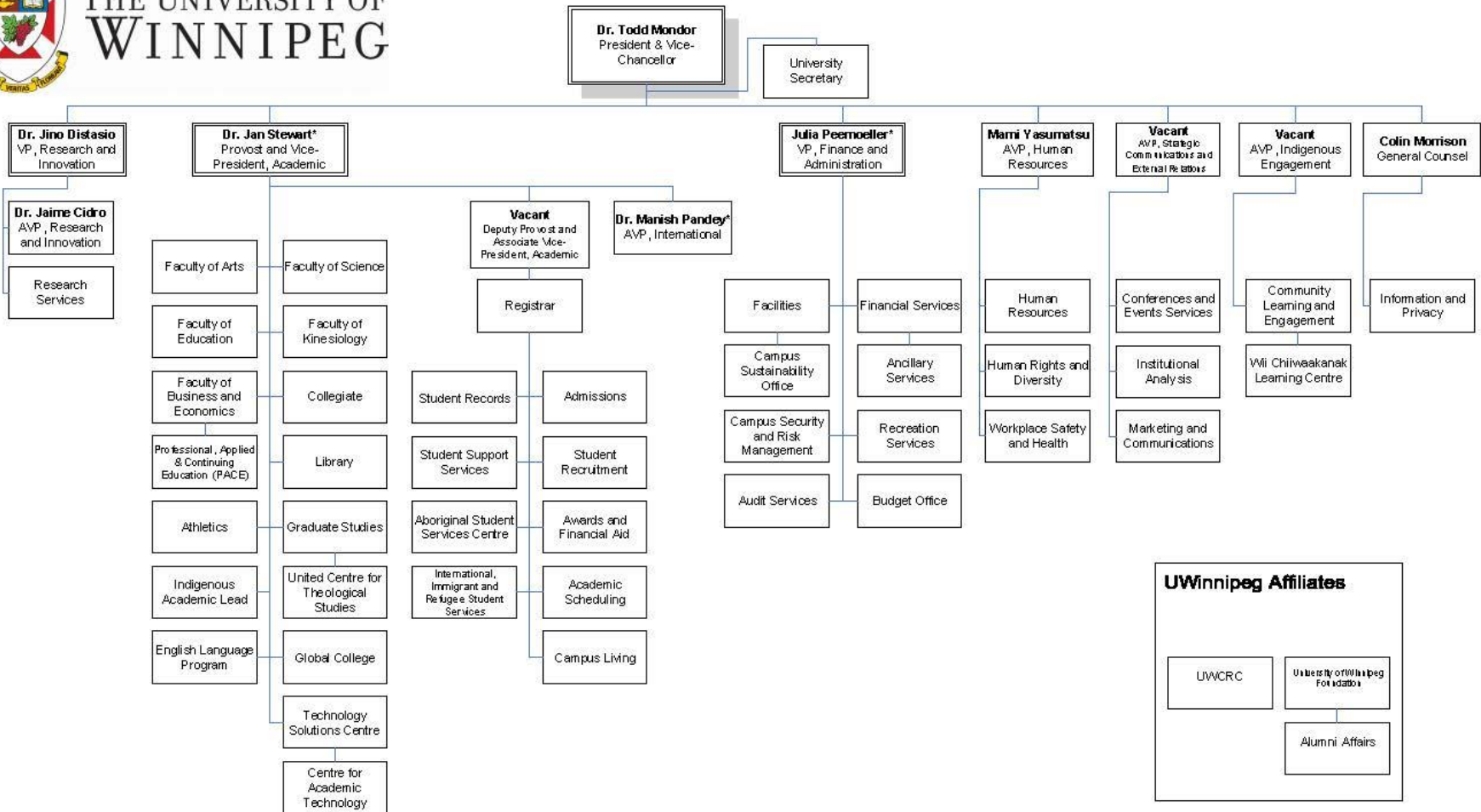
Winnipeg has a wide range of activities and attractions for every lifestyle. To learn more, please visit the [City of Winnipeg](#) and the [Province of Manitoba](#)



# Appendix B: Organizational Chart



THE UNIVERSITY OF  
WINNIPEG



Effective June 4, 2022  
\*Denotes Acting Position





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