



Candidate Profile

Dean, Faculty of Education - UBC

The Candidate Qualifications: The Search Committee recognizes that no candidate for Dean, Faculty of Education, is likely to meet all the following criteria in equal measure; nevertheless, the following academic characteristics, administrative experience and approach, and personal qualities, in no particular order, are seen to be highly desirable:

Strategic: An innovative and creative thinker, with a clear vision of the opportunities and challenges ahead for a Faculty like the Faculty of Education at UBC. Able to engage and inspire a diverse range of people in the evolution of the Faculty's vision, aligned with UBC's strategic priorities, and develop implementation strategies for the goals that support the vision. Brings a visionary, strategic approach to planning for future initiatives to further promote and increase the profile of the Faculty.

Collaborative Leadership: Able to provide effective, enthusiastic, empathetic and transparent leadership to a diverse, multidisciplinary, multi-campus organization. A deliberative decision maker committed to advancing the missions of all units within the Faculty and supporting systemic change where needed. Has demonstrated an interest in working with leaders across the University, in other disciplines, in pursuit of institutional goals.

Commitment to Research Excellence: Dedicated to supporting the Faculty's leading research that is diverse in scope and far-reaching in impact. Commitment to advancing excellence in research through strategic budgetary decisions, recruitment, retention, promotion and tenure, together with generating adequate support to do so.

Commitment to Excellence and Innovation in Education: Has demonstrated a commitment to a culture where excellence in teaching and the learning environment is valued and rewarded. Committed to maintaining and expanding UBC's leadership in learning and pedagogy. Has demonstrated educational leadership through faculty mentorship. Enjoys interacting with students and developing strategies to engage students. Understands the importance of engaging in regular communication with undergraduate and graduate student communities.

Diversity, Inclusion, and Indigenous Priorities/Rights: A proven commitment to advancing equity, diversity and reconciliation throughout the University to ensure lasting change. Demonstrated evidence of and/or commitment to advancing inclusivity, including but not limited to:

- improving the record of hiring, promoting, and retaining BIPOC (Black Indigenous and People of Colour) faculty and staff;
- designing, implementing, and measuring success of programs and initiatives that challenge systemic racism and colonialism;
- making equitable decisions that rectify inequity that exists for BIPOC faculty, staff, and students;
- navigating conflicts and complicated, multi-perspectival discussions.



Communication Skills: Has strong communication skills – able to listen actively and communicate effectively to individuals and groups. Is consultative with respect to energizing the leadership team. Inspires others to put forward their best effort and ideas. Resolves issues in a consultative, sensitive and fair manner.

External Local and International Relationships: Has the presence and confidence to play a leadership role engaging with government, industry, alumni, and other external stakeholder groups locally and internationally. Understands the importance of engagement to advance intellectual exchange around research and curricular and pedagogical practices to better inform programs and share discoveries and experiences that benefit all involved. Able to maintain and strengthen relationships with key BC Government Ministries.

Fundraising Experience: Will be committed to playing an active leadership role in fundraising from external sources. Will be a visible advocate for the Faculty and will continue to build relationships with Alumni.

Administrative & Management Experience: A successful track record as a Dean, Department Head, or other significant leadership roles within a well-respected, research intensive university. Ideally brings experience working with the education sector, government, and other external partners. Able to effectively and collegially lead and oversee a broad range of activities, including academic, student service, finance, faculty relations, human resources, planning, infrastructure, and external engagement.

Academic Record: An exemplary track record as a researcher and educator in a related field. Eligible to be appointed as a Full Professor at UBC in the Faculty of Education.