

Profile of the next Provost and Vice-President, Academic

This profile was developed by the MRFA Executive based on input from faculty provided at the September General Meeting and by e-mail. It was then modified and approved by the membership at the MRFA General Meeting held on October 30, 2012. No attempt has been made to prioritize or weight the criteria contained in the profile.

Qualities and Experiences

- 1) Ph.D. in an academic discipline
- 2) Proven excellence in teaching and/or demonstrated commitment to fostering excellence in teaching
- 3) Evidence of a passion for undergraduate education
- 4) Demonstrated excellence in academic administration at the level of Dean or higher
- 5) Range of post-secondary educational experiences, including at a teaching focused university
- 6) Values teaching above scholarship and considers the Teaching-Service work pattern to be a career path
- 7) Experience in tenure and promotion processes, but will not make decisions from a research intensive perspective
- 8) Recognizes the value of promotion to full professor based on excellence and leadership in teaching
- 9) Understands the role of the scholarship of teaching and learning in an undergraduate university
- 10) Committed to support scholarship appropriate for a teaching focused university and able to increase funding from a range of sources
- 11) Proven record of effectively managing financial resources
- 12) Fair in the allocation of resources
- 13) Demonstrated exceptional leadership skills
 - Genuinely appreciates and acknowledges the contributions of individuals
 - An enabler for faculty initiatives
 - Inspiring
 - Creative, consultative problem solver
 - A person of integrity and honesty
 - Effective at delegation, not an autocratic manager
 - Able to provide leadership at Deans' Council
- 14) Excellent communication and interpersonal skills
 - Proven record of transparency and effective communication skills
 - Open-minded and approachable
 - Good listening and conflict resolution skills
 - Genuinely cares about employee issues and concerns

- 15) A commitment to diversity and equity
- 16) A commitment to academic freedom
- 17) Evidence of a commitment to bicameral governance and faculty-led academic decision making
- 18) Proven ability to work collaboratively with faculty and with the faculty association
- 19) Respects the process of collective bargaining and is willing to work jointly with the faculty association in administering the collective agreement

Where we want to be in five years

- The protection of educational quality far outweighs any growth initiatives. Growth must not come at the cost of our quality of teaching.
- Maintain small classes sizes and excellent teaching

Comments received that were not used and were not captured in another point

- has an idea of educational leadership that looks beyond that which is done in the US: there is pedagogy in UK and Australia that is more class/student based and has a socio-political basis
- someone who can display that he or she has experience in standing up to or challenging a president: someone not afraid to challenge the status quo.
- more diversity required in the senior administration and so the successful candidate should not be male (this is not a qualification; if the search committee feels that diversity is important then this must be communicated to the search consultant so that there will be diversity on the short list)
- in this hire is there any ability to rein in the costs of the admin? Our current VP Academic costs about 300,000 per year: this seems a bloated admin expense, is there a way to rein this in?
- need someone to be able and willing to facilitate new programs
- It could be someone with a doctorate in higher education: we are looking at the type of institution we are and where we want to go not necessarily in just one discipline