

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) Doctoral or terminal degree 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 and scholarship equally
- 7) Considers the Teaching-Service and Teaching-Service-Scholarship work patterns to be equally valid career paths
- 8) Experience in tenure and promotion processes
- 9) Recognizes the value of promotion to full professor based on both categories in the Collective Agreement
- 10) Committed to support scholarship appropriate for a teaching focused university
- 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 demonstrated 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
- Increased funding and support for research