



Vice-President Academic and Provost
Brandon University

The Opportunity

Brandon University is currently accepting applications for the position of Vice-President Academic and Provost. We are seeking a dynamic and experienced leader who will lead the academic mission of Manitoba's third largest university. Brandon University is the intellectual heart of western Manitoba. As such, the Vice-President Academic and Provost plays a critical role in supporting and developing excellence and infrastructure for research, teaching, and learning at BU.

Brandon University enjoys a long and storied history as an institution of higher education. First as a college and since 1967 as a University, BU is a mature institution. With faculty from around the world and a strong cohort of international and domestic students, we serve not just our region but Canada and beyond.

The Vice-President Academic and Provost oversees five Faculties: Arts, Education, Health Studies, Music, and Science. In addition, the Office of Research Services, the University Registrar, the Chief Information Officer and the Dean of Students report directly to the Vice-President Academic and Provost. Other areas that the Vice-President Academic and Provost oversees include the Indigenous Peoples' Centre, the Centre for Teaching, Learning, and Technology, and Co-op and Work Integrated Learning.

BU is looking for an accomplished academic to provide leadership and support of our academic and research missions. The new Vice-President Academic and Provost will also be responsible for developing the next Academic Plan for BU in consultation with faculty, Deans and the University community. The plan will include the exploration of new programming at the undergraduate and graduate level as well as the establishment of a new and comprehensive suite of continuing and distance education programming options. In addition, the new Vice-President Academic and Provost will oversee the implementation of the University's new Strategic Research Plan, recently passed by Senate.

Brandon University highly values diversity, inclusion and equity. We are committed to redressing the wrongs of settler colonization inflicted upon Indigenous peoples, and we work in collaboration with Indigenous communities to implement strategies to eliminate educational

gaps between Aboriginal and non-Aboriginal Canadians, in line with the calls to action in the recommendations of the Truth and Reconciliation Commission. We welcome diversity in all of its forms with the knowledge that more and different voices create a better community.

Brandon University is committed to improving equity and diversity among University employees and particularly within leadership. In accordance with the University's Equity Plan, preference will be given to those who may contribute to the diversification of the University, especially those who are Black, Indigenous, People of Colour, women and non-binary gender expression individuals. Candidates from these groups are encouraged self-identify. Canadian citizens and permanent residents are given priority. Evidence of citizenship must be provided.

We are committed to providing an inclusive and barrier-free work environment. This starts with the hiring process. If you require an accommodation during any phase of the evaluation process, please indicate it in your cover letter. All information received related to an accommodation is kept confidential. To ensure this employment opportunity is accessible to all interested individuals, this posting is available in an alternate format upon request.

The Position

Reporting to the President and Vice-Chancellor, the Vice-President Academic and Provost will serve on the President's Executive Council and will be the principal voice of the academy and advisor to the President on all academic matters. The Vice-Academic and Provost will lead the development and attainment of academic priorities and will guide academic policy, programming, and budgeting.

Key Responsibilities

- Advance Indigenous initiatives and further efforts in response to the calls to action of the Truth and Reconciliation within our academic programs
- Champion the development of a new Academic Plan for Brandon University and lead the academic mission and priorities
- Set and implement academic budget priorities consistent with academic and strategic directions
- Build and oversee research infrastructure, funding, and support
- Lead and inspire a team of strong and committed academic and administrative leaders
- Build and maintain strong relations with all unions on campus, particularly the Brandon University Faculty Association
- Foster a climate for faculty, staff, and students to excel in teaching, research and creative activities, and innovation
- Work in close collaboration with the President's leadership groups
- Supports and champions the Centre for Teaching, Learning, and Technology

- Cultivate experiential and work-integrated learning opportunities for all students
- Foster strong graduate programs across all Faculties

The Individual

The successful Vice-President Academic and Provost will have a strong track record of strategic leadership and growth in research, teaching and learning, and student experience. They will welcome the opportunity to work in a student-centered environment, with an increasing focus on research, and will demonstrate a leadership style that is reflective of the collaborative and collegial nature of Brandon University. They will possess a PhD, or professional equivalent, in a field suitable for appointment as a faculty member at Brandon University.

In addition, the ideal candidate will have:

- A record of achievement in implementing the calls to action of the Truth and Reconciliation Commission
- Experience in collective bargaining with a Faculty Association
- Experience as an academic leader, Faculty Dean or similar role in Academic Administration
- Experience with faculty union environments and building strong positive relations between administration and faculty
- Track record of building and maintaining research infrastructure
- Track record of developing and building new academic programs
- Track record of academic transformation
- Strategic planning experience and the demonstrated ability to act on plan priorities
- Strong communication skills and be an active listener
- The ability to collaborate and be openly receptive to alternative perspectives
- A strong record of research
- Experience as an educator, in active teaching and learning, with a knowledge of effective pedagogy
- A history of advocating for and supporting equity, diversity and inclusion
- Experience allocating resources and familiarity with a university's budget process
- Superior analytical and time management skills
- Ability to manage short-, medium-, and long-term projects simultaneously
- Evidence of ability to create an environment and culture inside the University that facilitates, encourages, inspires, nurtures, enhances and supports academic, research, and student achievement
- The comfort, skill, and agility to make and communicate difficult decisions respectfully



How to Apply

*An executive search exercise is being undertaken by Brandon University's search partner Perrett Laver. Applications should consist of a full CV detailing academic and professional qualifications, full employment history, latest remuneration and relevant achievements, and should be accompanied by a covering letter describing briefly how candidates meet the criteria in the 'position description', why the appointment is of interest and what they believe they can bring to the role. Further information, including details on how to apply, can be found at www.perrettlaver.com/candidates quoting the reference number **4712**. The committee will begin considering applicants on **October 12, 2020**.*

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Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy-policy/>

Success is Built in Brandon

Brandon University campuses are located on Treaty 1 and Treaty 2 territories, the homelands of the Dakota, Anishanabek, Cree, Oji-Cree, Dene and Metis peoples.

Deeply rooted in our community, Brandon University continues to grow in both size and ambition, and we are poised for ongoing success that will meet the needs of a rapidly evolving future.

Our passionate alumni are the backbone of southwestern Manitoba and make us proud as ambassadors around the world. As we prepare to celebrate 125 years in 2024, we are thriving in our sixth decade since our charter as an autonomous University, and we are rededicating ourselves to building campus-community connections.

Last year, we welcomed close to 3,600 students, an increase of 20% over the past five years. With dedicated faculty and staff and many others who serve on a part-time or sessional basis, we offer small class sizes and accessible faculty. We also offer our diverse student body an integrated and aesthetically pleasing campus for their stimulating, supportive, and personalized learning experience. BU's programs deliver rich content and educate students on how to create and apply knowledge so that they can make a meaningful difference as engaged citizens and leaders.

We are in a period of growth and renewed momentum in our research faculty with a new Senate approved Strategic Research Plan and recent investments in our research office and resources. BU is home to internationally renowned academics, collaborative projects, research groups, and research centres. We hold five Canada Research Chairs and administer over \$3 million in annual research funding from a broad range of external funding sources, including the Tri-Agency, Canada Foundation for Innovation, government, and industry. We are also home to three scholarly journals, *Journal of Rural and Community Development*, *Journal of Graduate Studies in Education*, and *The Canadian Journal of Native Studies*.

BU attracts students both locally and globally for an academic journey in an environment geared to the full student experience. We are strengthened by our long history of Indigenous education, and this guides our commitment to reconciliation. We continually celebrate the diversity of our students, faculty, and staff while sharing a dynamic learning and living experience. Our heritage as a liberal arts college underpins our current strengths as a progressive University where faculty balance strong undergraduate teaching with outstanding research, creative and scholarly activity. This faculty-driven growth continues today, as individual academics develop and maintain strong research careers, with a particular emphasis on inquiry through community-connected research and inter-disciplinary approaches across traditional boundaries.

BU offers undergraduate and graduate degrees through our Faculties of Arts, Education, Health Studies, and Science, and our renowned School of Music. Our Brandon campus is prominent in the heart of the city, where we inspire a genuine community atmosphere for faculty, staff, students, and visitors, along with a renewed commitment to university-community engagement. Consistent with our educational mission, BU continues to build lasting and important relationships across the province, including in downtown Winnipeg and several satellite locations in First Nations communities.

The newest physical addition to our campus, BU's Healthy Living Centre, features three full-sized gymnasiums, Brandon's best indoor walking/jogging track, physiotherapy, and a full fitness facility. Inside, Sport Manitoba's High-Performance Centre helps Brandon University attract and train current and future Olympians. More than just a home for athletes, including our nationally-ranked Bobcats teams, the HLC hosts national athletics championships and is a valued destination for the community and for the University to build healthy lifestyles through fitness, recreation, and sport.



Our Mission

We promote excellence in teaching, research, creation and scholarship. We educate our students so that they can make a meaningful difference as engaged citizens and leaders. We defend academic freedom and responsibility. We create and disseminate new knowledge. We

embrace cultural diversity and are particularly committed to the education of First Nations, Métis and Inuit people. We share our expertise and resources with the greater community.

Advancing Reconciliation through Engagement with Indigenous Peoples

We have been a leader in Indigenous education for decades, becoming in 1975 the first university in Western Canada (and only the second in Canada) to establish a Native Studies Department and, shortly thereafter, founding the Canadian Journal of Native Studies. Our engagement with Indigenous programming continues today, through the Indigenization of areas like our Department of Visual and Aboriginal Art as well as dedicated programs such as the community-partnered Program for the Education of Native Teachers (PENT). With a history dating back to 1971, the Program has graduated over 600 teachers, most of whom are now professional teachers in their local Indigenous communities.

As we build on our history of respectful relationships with all Indigenous groups, we are eager to continue the process of Reconciliation. Grounded in the geography, history, and culture that surrounds Brandon University, we welcome a growing number of diverse First Nations, Métis, and Inuit students, families, communities, and Nations to our campuses every year. We continue to advance Indigenous education through a committed Indigenous Education Committee of Senate as well as through our founding partnership in the Brandon Urban Aboriginal Peoples' Council. See more at BrandonU.ca/Indigenous.

Meeting Future Needs

Brandon University is readying for a tomorrow that will be radically different from yesterday. We are developing a comprehensive Strategic Plan to ensure that we can fully take advantage of the opportunities we see coming as well as nimbly pivot to embrace new challenges as they arise. Learn more about the process at BrandonU.ca/Strategic-Plan.

Looking Ahead Academically

The Brandon University Academic Plan is the strategic plan for the University's academic program and academic service units. Approved by Senate in October 2014, the Plan continues to guide the development of academic programs, research, community engagement and partnerships. In addition to guiding teaching, research, and community action, the Plan supports us in meeting student and societal needs and fulfilling the mission and vision of the University. The full plan can be found at BrandonU.ca/Academic-Plan.



Supporting Discovery

Research at Brandon University is deeply embedded in our community. Our new Strategic Research Plan continues to emphasize our tradition of collaboration and interdisciplinary work while also broadening our support for fundamental, methodological, and theoretical research. The five-year plan includes specific actions to guide our support through 2025, and can be found at [BrandonU.ca/Research](https://brandonu.ca/research).

Planning for Growth

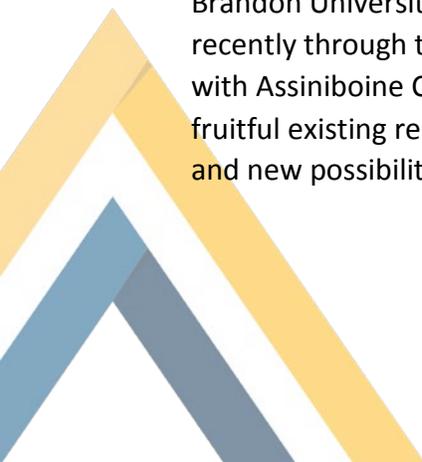
Brandon University's Campus Master Plan will guide our growth through the 2040s and beyond. The plan, approved in June 2017, lays out a long-term vision for the physical growth and enhancement of Brandon University's main 18th Street campus, while providing high-level direction for the planning of the University's other campus locations. The Plan represents the collaboration and consensus of multiple and diverse stakeholder groups including staff, students, faculty, and alumni, as well as a broad spectrum of external stakeholders including City of Brandon staff, the Mayor, City Council, the School Board, Assiniboine Community College, Indigenous community members, neighbours, and community leaders. The full plan can be found at [BrandonU.ca/CampusPlan](https://brandonu.ca/campusplan).

Collaborative and Collegial Campus

Brandon University is committed to being a campus and a community that is welcoming and supportive of all, that is respectful of individual and group diversity that encourages open and civil debate, and that fosters an environment of social responsibility to encourage engaged citizens who make a difference in our world.

The Brandon University Students' Union (BUSU) works collaboratively with Administration and BU's governing bodies to ensure that student voices are represented and considered. Dedicated seats on both the Board and Senate, as well as many of their respective sub-committees, enable BUSU to represent BU's undergraduate and graduate students and to effectively advocate for their interests. With a particular focus on elevating the overall student experience, BUSU works closely with BU Student Services to ensure a variety of events and services, ranging from Orientation and Mental Health Week to counselling and accessibility, are available to all students.

Brandon University continues to develop new opportunities through collaboration, most recently through the launch of a Co-operative Education Program and new agreements signed with Assiniboine Community College and the City of Brandon. These agreements build on fruitful existing relationships that have already led to new joint programming, new initiatives, and new possibilities for applied research and student experience.



A Great Life in Brandon

Nestled in the Assiniboine River valley, the city of Brandon is located in Treaty 2 territory, the traditional homelands of the Dakota, Anishinabek, Oji-Cree, Cree and Métis peoples.

As Manitoba's second-largest city, with an eclectic and diverse population of more than 50,000, Brandon is a vibrant and growing multicultural hub for the entire southwestern Manitoba (Westman) region. Brandon is home to many thriving communities, who enrich the city's spirit through annual festivals and cultural events, including Pride, Multicultural Festival, Winter Festival, Festival of the Arts, and many others. The city houses cultural and community centres that support our growing diversity. A two-hour drive west of Winnipeg, just an hour north of the United States, and a quick, direct flight away from Calgary, Brandon boasts the civic, cultural and economic amenities of a much larger urban center, while continuing to enjoy its traditional close-knit social ties and comfortable pace of life.

In terms of Arts and Culture, Brandon has a diverse and thriving scene built around internationally acclaimed local artists and musicians, many of whom are members of the university's faculty. With opportunities for participation at all ages and skill levels, there is an art gallery, a Conservatory of Music and several acclaimed dance schools. Additionally, with its many festivals and fairs as well as its wide range of venues, Brandon is a destination for top level touring artists. The Keystone Centre is home to everything from the Brandon Wheat Kings WHL hockey team to the Royal Manitoba Winter Fair.

Brandon University, with its campus conveniently and proudly planted near the city's heart, caps a robust educational sector that includes French immersion and French-language opportunities, an International Baccalaureate diploma program, and a growing community college, as well as BU's flourishing undergraduate and graduate degrees.

The diversified and welcoming economy of Western Manitoba provides opportunities in sectors from agriculture and finance, to oil and gas, coupled with a diverse housing market and pleasantly short commutes. An hour's drive from Riding Mountain National Park, 40-minutes from Kiche Manitou Provincial Park, and less than an hour to the International Peace Garden, Brandon is graced with ample choices for all-season recreation and an active lifestyle.

Brandon has consistently been chosen as one of Canada's top cities in which to live. Size, friendliness, opportunity, green space, and safety make Brandon a great place to live, work and prosper.

For more information about living, working and playing in Brandon, please visit EconomicDevelopmentBrandon.com and BrandonTourism.com.

For much more about the opportunities and community that await you at Brandon University, we invite you to BrandonU.ca.