OPPORTUNITY PROFILE
Dean, Learning, Teaching and Scholarship

CENTENNIAL COLLEGE
About Centennial College

Centennial College is Ontario’s first community college. It was established in 1966 and primarily serves the eastern portion of the Greater Toronto Area through five campuses and 11 satellite International offices. Our college is best known for its record of exemplary teaching, innovative programming and extensive partnership building.

Our mission is to educate students for career success. We make every decision to support the career and personal development of our learners. Our curriculum, teaching and services also demonstrate that we value the diverse profiles of our learners.

Centennial is recognized as one of the most culturally diverse post-secondary institutions in Canada. Almost 100 ethno-cultural groups are represented and 80 languages are spoken on campus. Our five campuses and eight schools produce future leaders, and we can prepare them for career success.

At Centennial College, our vision is to transform lives and communities through learning.

Diversity, equity and inclusion are fundamental to our mission to educate students. We are committed to education that places strong emphasis on global citizenship, social justice and equity. We live this through the strength and richness that diversity brings to our workforce and welcome contributors from equity groups including: Indigenous Peoples, Visible Minorities, Persons with Disabilities, Lesbian Gay, Bisexual, Transgender and Queer persons.

We also recognize that Centennial is situated on the Treaty Lands of the Mississaugas of the Credit First Nation and pay tribute to their legacy as well as that of all First Peoples that have been and remain present here in Toronto. We recognize that First Peoples come from sovereign Nations and that part of understanding our responsibilities of residing on this territory are understanding the true history, circumstances and legacy of the Treaties signed here (such as the Toronto Purchase, Robinson-Huron Treaty and Williams Treaties) and including pre-contact Treaties and Agreements between sovereign Nations and that all peoples in this area are therefore Treaty people with obligations and responsibilities to all our relations.

For more information visit:  www.centennialcollege.ca
The Opportunity

Dean, Learning, Teaching and Scholarship

The Dean, Learning, Teaching and Scholarship (the Dean) is accountable for building capacity for the effective delivery of academic offerings and retention goals of the College by providing functional leadership over learning and professional development for faculty and academic leaders, contributing to the organizational learning and development of the College. The Dean provides the framework for, and leads the integration of, the principles and practices of a learning college. The Dean promotes and drives teaching excellence and engagement in scholarship. The Dean is accountable for the integration of the principles of diversity, equity, and inclusivity within the Centre for Faculty Development and Teaching Innovation, as well as to all academic schools through faculty and academic leadership development in the College.

The Dean plans, consults, identifies, and implements organizational change interventions and initiatives that will support and enable senior academic management to meet academic-related strategic plan and business plan goals.

The Dean, as a key member of Leadership Forum, is accountable for senior level leadership and assists the President and the Executive Team in the provision of direction to the Deans/Academic Directors with respect to teaching and learning issues and trends impacting the Academic Division. The Dean is responsible for monthly Academic Leadership meetings and the provision of key, in-time communications and learning opportunities for academic managers.

The Dean leads and guides working groups/advisory committees in the planning, development, delivery and evaluation of comprehensive professional development programs for all faculty and academic managers that align and support the goals in the 3 Es Framework, Strategic Plan, Academic Plan, Academic Division Business Plan, and emerging organizational needs. The Dean provides vision, leadership and support to the integration of a number of strategic directions in the delivery of the full range of program offerings by the College, including but not limited to academic technology, equity and inclusion, anti-racist pedagogy, Universal Design for Learning and accessibility, and decolonization and Indigenization.
The Dean directs the core faculty developmental learning functions of the College and is accountable for the performance of the Centre for Faculty Development and Teaching Innovation, and the role of its staff in delivering faculty development programs and providing support, advice and resources to faculty and academic managers.

The Dean leads the development and implementation of professional development, programming, and interventions that will drive teaching excellence and innovation through best practice, experimentation, the Scholarship of Teaching and Learning, and participation in other scholarly activity resulting in curriculum and learning innovation. This includes, but is not limited to, Indigenization of teaching and learning, anti-racist pedagogies, technology integration/online learning, Universal Design for Learning, social innovation, changemaking, open pedagogy, and experiential learning.

The Dean participates in the development of strategic faculty development plans that focus on the development of pedagogical skills and knowledge and ability to carry out the responsibility to contribute to the learning experience and the strategic directions of the College through orientation, reflective practice processes, professional development, and mechanisms for engaging faculty in the exploration of teaching strategies.

The Dean is responsible for representing Centennial College at and ensuring that Centennial College actively participates in Ontario-wide college teaching and learning activities and projects relating to their areas of responsibility and promoting positive relations with federal, provincial, and municipal government and other funding agencies.
Reporting to the Associate Vice President, Learning Innovation, Teaching Excellence, and Academic Quality, the Dean is accountable for all aspects of the administration of the department including financial and human resource management.

Responsibilities

Leadership for Academic Professional Development and Learning

- Establishes the department’s yearly business plan, priorities, and objectives that support the College’s Strategic and Business plans

- Develops and sponsors learning to promote research and scholarship within the College, provides support and programming to build faculty and staff capacity for research related to learning and teaching (Scholarship of Teaching and Learning)

- Provides leadership for the integration of appropriate academic technologies in the learning and teaching activities of the College across face-to-face, online and hybrid modes of delivery

- Contributes to the development of College policies and operating procedures related to the teaching and learning activities of the portfolio, to meet the need of students, client groups, community partners, government ministries/agencies, and provides learning and support for these policies

- Works with schools and departments to develop learning strategies for teaching, learning and learner engagement, retention, and success

- Leads in the development, delivery and evaluation of learning and development opportunities for all Centennial faculty and academic leaders that support participation at their fullest potential

- Collaborates with academic schools, other departments in the Academic division, as well as People and Equity, Applied Research, Innovation and Entrepreneurship Services (ARIES), the Centre for Academic Quality, International Education, Libraries, and other departments in the development and evaluation of new and ongoing faculty development initiatives

- Builds capacity for the development and implementation of culturally and racially responsive and inclusive curriculum and pedagogy
• Leads and supports organizational change initiatives and interventions related to teaching and learning and prepares action plans for Executive Team consideration and approval

• Collaboratively develops leadership programming that engages academic management employees in acquiring, developing and operating in a manner that fits with the desired behaviors outlined in the college leadership competencies framework

• Consults regularly with relevant employee groups to determine the critical training and development needs that will enable achievement of the strategic and academic business plan and Academic Plan goals of the College

• Establishes relationships with other colleges, universities, and affinity groups to remain current in best practices in faculty development

• Develops and manages the academic division’s professional development budget ensuring positive return on investment

• Provides a range of mentoring resources for College faculty and academic leaders.

**Human Resources Management, Development and Financial Management**

• Provides leadership and support to academic administrators and faculty to achieve the school vision of being a leader in post-secondary academic programming

• Manages a highly unionized professional team, functions within the context of collective agreements

• Oversees the preparation and analysis of departmental budget projections and financial reports including forecasts and budgets

• Reviews and monitors program expenditures

• Negotiates contracts with service providers and contractors on behalf of the College

• Ensures that all internally and externally funded projects are completed on time and within the budget guidelines
Communication

- Develops and implements a communication plan for service delivery that uses internal portal and web channels, broadcast messages, and electronic sharing of templates and forms to ensure that:
  - school teams, academic support areas, and relevant service departments are informed of services provided and mechanisms to use the services;
  - services are communicated and delivered in ways that align with College mission and vision; and
- Provides guidance and advice on both an individual and small group basis to school staff (management teams and faculty teams), and to partner with the Centre for Academic Quality, the Centre for Global Citizenship Education and Inclusion, the Centre for Part Time and Online Learning, the Libraries and Learning Centres, and Strategic Talent Management to deliver training for implementation of strategic directions.

The Person: Qualifications/Experience

- Minimum Master’s degree in education (with a focus on teaching, administration, adult education or organizational development) or social sciences – PhD preferred
- 12 years of experience providing leadership in academic administration and delivering programs in post-secondary settings
- Knowledge of adult learning theory and practice and commitment to life-long learning exemplified by an ongoing engagement in a range of practices to develop self and others professionally
- Knowledge of and experience implementing capacity building strategies for integration of Indigenous ways of knowing and learning, anti-racist pedagogies, equity, diversity, inclusion, accessibility and Universal Design for Learning
- Strong written communication, including experience writing proposals and reports
- Demonstrated experience in leading and conducting research and knowledge of Indigenous research methodologies
• Training and development and/or program planning experience
• Demonstrated experience in leading the integration of academic technology
• Experience in working in highly complex environments
• Strong leadership, project management, change management and conflict resolution skills
• Proven ability to set and achieve priorities, engage teams, and work within budgets
• Proven ability to use collaborative approaches to resolve complex issues, especially when working in a unionized setting and across departmental or divisional boundaries
• Professional commitment to staff and students with a broad spectrum of needs in their pursuit of academic achievement and success
• Demonstrated experience, knowledge and understanding of working effectively in a diverse environment

**Compensation**
A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

**Express Your Enthusiasm**
Email a convincing cover letter and tailored resume (PDF or Word document only) to Allan Nelson or Pierina Maniffi-Stokes at calgary@leadersinternational.com indicating the job title in the subject line of the email.

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