



## **OVERVIEW OF OPPORTUNITY**

McGill University, a student-centred and research-intensive institution of higher learning, is seeking outstanding candidates for the position of Deputy Provost (Student Life and Learning). The position calls for a dynamic and visionary leader, who will build on the University's strengths to provide exceptional service to a diverse body of undergraduate, graduate and professional students, consistent with its mission and tradition of excellence. The appointment is for a five-year, renewable term effective July 1, 2019.

## **MCGILL UNIVERSITY**

Established in 1821, McGill University is, by every measure, one of the world's great universities. A member of the Global University Leaders Forum (GULF) of the World Economic Forum and the American Association of Universities (AAU), McGill is consistently ranked among the leading universities in the world. McGill comprises two campuses, eleven faculties, thirteen professional schools, and over 300 programs of study. It is home to more than 40,000 students, over 10,000 of whom are graduate students. Located in the cosmopolitan city of Montreal, the University benefits from a milieu rich in culture, recreation and diversity. More information about the University can be found at: [www.mcgill.ca](http://www.mcgill.ca)

## **THE POSITION**

The Deputy Provost (Student Life and Learning) reports to the Provost and Vice-Principal (Academic) and oversees the units that deliver key services to students to support their optimal growth, to enhance their intellectual, social, cultural and physical development, and to complement McGill's academic programs by providing outstanding opportunities to explore experiences and interests, both within and outside the classroom, locally, nationally and internationally.

Working to advance McGill's position as a leading institution of higher learning, the Deputy Provost is expected to ensure the effective and integrated delivery of a wide range of student services, which are available across two campuses.

The Deputy Provost provides leadership and support to DPSLL units, working collaboratively to plan and successfully execute a wide-range of institutional initiatives supporting the University's mission. A clear communicator and consultative decision-maker, the Deputy Provost inspires student engagement and promotes community-building with a broad range of internal and external constituencies.

The Deputy Provost participates in internal university governance, is a member of McGill's senior administrative team, and serves on Senate. In addition, the Deputy Provost chairs a number of committees.

**Primary Responsibilities:**

- Work for students' best interests within the broad University community and within the University's senior leadership to ensure that students' interests pervade all aspects of university life;
- Work collaboratively with relevant McGill offices and divisions to ensure the availability of quality programs and services for all McGill students;
- Ensure that McGill's values, standards and goals with respect to students are integrated into University policies, operations and procedures, and assume responsibility for University-wide student policy issues;
- Encourage a strong sense of community on the Downtown and Macdonald campuses for both current and future students, including students from traditionally under-represented groups;
- Create and execute a vision as to how the various units within the DPSLL portfolio should be organized so as to maximize students' experiences at McGill;
- Exercise responsibility for the oversight of the units under the DSLL portfolio;
- Play a central role in promoting University-wide efforts to improve diversity, equity and inclusion in all aspects of the student experience;
- Channel resources to strengthen McGill's ability to meet current and emerging student needs.

## **Candidate Qualifications**

The Advisory Committee recognizes that no one individual is likely to exhibit all of the following characteristics in equal measure; nevertheless, the ideal candidate should demonstrate:

### **Experience, Skills, and Credentials**

- A record of successful leadership in university student affairs, and in working effectively to address challenges in a fair and timely manner; a proven track record of engaging and collaborating with students, with exemplary tangible outcomes for the improvement or enhancement of the student experience;
- A career history demonstrating personal values such as integrity, inclusiveness, mutual respect, trust, respect for diversity and equity, and a caring and respectful approach to all interpersonal relationships;
- A strong understanding of the complex relationship between academic and co-curricular programming and an appreciation for the complex, interrelationships among the diverse elements of the DSSLL portfolio;
- Strong understanding of the student experience in an academic context;
- A respected record of academic achievement;
- Knowledge of both English and French, including the ability to work in both of Canada's official languages.

### **Leadership, Administration, and Management**

- The capacity to create and successfully execute a strategic vision and plan; to that end, experience in leading organizational change is an asset;
- Administrative experience within a university setting; a transparent, collegial, consultative, and participatory management style; ability to delegate, exercise financial accountability and managerial courage;
- Effective problem solving skills and ability to approach familiar, complicated situations with a fresh perspective, thinking openly and creatively to bring solutions and build consensus;
- The ability to assess and address university-wide issues, to be an agent of positive change and to promote collaboration with students and the McGill University community;

## **Personal Qualities**

- A passion for playing a key role in preparing students for their future, providing them with an experience that encourages them to become exceptional members of civil society;
- Unquestionable integrity, ability to build respect and trust and lead with confidence in an environment experiencing evolution, growth and change;
- Exemplary interpersonal and communication skills.

## **The Search Process and the Appointment**

Review of candidates will begin in February 2019, and will continue until the position is filled. The appointment is for a five-year renewable term to commence in July 2019. Nominations, applications, and expressions of interest may be submitted, in confidence, to Professor Manfredi, Chair of the Advisory Committee for the Selection of the Deputy Provost (Student Life and Learning) care of Ms. Edyta Rogowska, Secretary-General at: [edyta.rogowska@mcgill.ca](mailto:edyta.rogowska@mcgill.ca).

McGill University hires on the basis of merit and is strongly committed to equity and diversity within its community. We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to productively engage with diverse communities.

McGill further recognizes and fairly considers the impact of leaves (e.g., family care or health-related) that may contribute to career interruptions or slowdowns. Candidates are encouraged to signal any leave that affected productivity may have had an effect on their career path. This information will be considered to ensure the equitable assessment of the candidate's record. McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through accommodation policies and procedures. Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, Professor Angela Campbell, Associate Provost (Equity and Academic Policies) by email or phone at 514-398-1660.