The Associate Vice President, Faculty Affairs (AVP, Faculty Affairs) is a complex role and requires a high level of discretion and ethics in decision-making based on personal experience, a depth of knowledge of academic labour relations, legislation, policies, and good judgement. Guided by the principles of fairness, value of diversity of people and ideas, risk mitigation and continuous improvement, the AVP, Faculty Affairs must be able to effectively and sensitively navigate and plan for the impacts of their advice on individual academic staff members and strive for optimal outcomes.

The AVP, Faculty Affairs must have a thorough understanding of human resources practices including, but not limited to, equity, diversity, human rights, privacy, and due process. It will be important for the AVP, Faculty Affairs to consult and consider how indigenization and decolonization efforts can be applied to the labour relations context to enhance the labour environment for academic staff and contribute to fostering an inclusive and productive work environment.

This energetic and motivated individual will have the ability to prioritize tasks as there will be periods of time where workloads are demanding. The AVP, Faculty Affairs must be able to analyze and interpret information obtained from a variety of sources to provide recommendations to university leadership for strategic decision-making and will be expected to collaborate closely with Human Resources and other university offices.

With previous experience in a management or leadership role, the successful candidate will possess a graduate degree (terminal preferred) in their academic or professional field of expertise with a minimum of 7-10 years of progressive labour relations experience. Current or previous experience in an academic or public sector environment is preferred. The ideal candidate will have experience leading the collective bargaining and investigation processes and possess exceptional communication skills to maintain effective working relationships, exercise diplomacy, and influence stakeholders.

Located in Calgary, Alberta, Mount Royal University is a student-first community supported by dedicated faculty and staff and offering exceptional teaching, personalized learning, and a strong foundation of general education. Founded in 1910, Mount Royal grew into a vibrant college in the 1930s, began offering baccalaureate degrees in 2007 and became a university in 2009.

In the 2019/20 academic year, about 10,500 full-load equivalent students (15,000 individual students) chose from 35 majors and 12 bachelor's degrees. Degrees are offered in arts, criminal justice, business administration, communication, computer information systems, education (elementary), health and physical education, nursing, and science, as well as specialized degrees in interior design, midwifery, and child studies. Mount Royal is also home to one of Canada’s elite Aviation Accreditation Board International (AABI) accredited programs.
Mount Royal attracts students from within Calgary and the surrounding region and aspires to provide a flexible and collaborative learning experience provincially, nationally, and internationally. More than 100,000 Mount Royal alumni are contributing to their communities worldwide.

Janet Soles and Associates has been retained to conduct this search on behalf of Mount Royal University. To explore this opportunity further, please send your CV and Letter of Interest in confidence to MRU@jssearch.ca.