



Dean, Smith School of Business, Queen's University

Smith School of Business at Queen's University, Kingston campus, is situated on traditional Anishinaabe and Haudenosaunee Territory, and SmithToronto on the traditional territory of the Huron-Wendat and Petun First Nations, the Seneca, and the Mississaugas of the Credit River.

The **Dean, Smith School of Business** is a unique opportunity for a bold, compassionate, and inspiring leader with vision, empathy and a deep commitment to transparency, justice, equity, diversity, inclusion and Indigenization (EDII), to chart a new and exciting path for Smith.

Queen's University has a rich academic tradition dating back to 1841. Located in Kingston, Ontario — one of Canada's most vibrant small cities — Queen's is consistently ranked among Canada's very best universities.

Smith has long been a pioneer in business education from the establishment of Canada's first undergraduate business degree a century ago, to advancing management and society through exceptional research and creating ground-breaking offerings in artificial intelligence, analytics, entrepreneurship and innovation, social impact and sustainable finance, team dynamics, and more.

Today, Smith has a decidedly global perspective: international business management is taught across programs with more than 80% of undergraduates studying abroad for a term; and Smith faculty are regularly published in top journals and internationally renowned for their expertise, experience and scholarship.

Smith also offers: the most prestigious undergraduate business degree in Canada; the Financial Times #1 rated Masters in International Business in North America; highly-acclaimed MBA programs including one delivered in partnership with Cornell University where students earn two degrees; seven innovative professional graduate business degrees including a Master of Finance taught in Beijing with Renmin University of China; several high quality diploma and certificate programs; and Queen's Executive Education's 20+ market-leading open enrollment programs and custom corporate education and development. Smith's research and MSc and PhD programs span several areas including analytics, finance, organizational behaviour, strategy, international business, entrepreneurship and innovation, and accounting.

In a world of rapid change, Smith is committed to transforming and to equipping students with the knowledge, skills, and values they require to excel and contribute as leaders in business and society. Smith will have no shortage of challenge and opportunity – global movements for social justice and equity, the Indigenization and decolonization of public and private institutions, the emergence of disruptive technologies, the evolving role of business and business education as the nature of work changes, the trailing effects and transformative impacts of the pandemic on academia, and more.

As Dean, you galvanize the collective talents, brilliance, and commitment of the Smith community to build on its strengths, while advancing and addressing EDII in a truly profound and meaningful way. Your goals: lead change and inspire a culture that encourages faculty, staff, and students to hold Smith to a higher purpose and standard; set the stage for innovative programming and teaching excellence; intensify Smith's research productivity; and challenge assumptions and conventions to best define the larger goals and impact of a Smith education in a global context.

You are a visible, collaborative, and approachable leader. Within Smith and across campus, you advance the school's academic mission, forge cohesion and alignment with the Queen's community and encourage strong links with alumni, industry, and community partners. You seek feedback and empower teams to ensure the current and future health, wellbeing, and support of students, staff, and faculty. In word and deed, you personify the Smith experience of collaborative learning, personal attention, leadership, and team skill development and coaching. You demonstrate great judgement, resilience, patience, and the fortitude to lead and transform a dynamic organization during a time of unprecedented change.

Supporting you and the School are the non-governing Advisory Board and Global Council whose members are alumni and other members of the business community with deep and diverse experience who share their knowledge and expertise, offer advice and support, make connections and more; Smith's global alumni network of more than 25,000 business graduates; and a number of influential and important corporate partnerships.



For more information or to apply in confidence, please contact Michael Naufal and Collin Ritch from Boyden at critch@boyden.com.

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity and diversity in the workplace and encourages applications from Black, racialized/visible minorities, Indigenous/Aboriginal people, women, persons with disabilities, and 2SLGBTQIA+ persons. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodations during the interview process, please contact Collin Ritch at critch@boyden.com.

Every effort to accommodate candidates will be made in a way that is equitable and respectful of their additional professional, community, and personal responsibilities.