



Kenniff Leadership

Saint Paul University

Saint Paul University (SPU) is the founding college of the University of Ottawa (1848), with which it has maintained a federated relationship since 1965. It offers programs in social communication, counselling and psychotherapy, canon law, public ethics, conflict studies, contemporary social issues, social innovation, transformative leadership, human relations and theology.

Located in Ottawa, Canada's capital city, SPU is an institution offering educational programs in both of Canada's official languages: English and French. For more than a century and a half, it has been entrusted to the Congregation of the Oblates of Mary Immaculate, and has both a civil charter (1866) and a pontifical charter (1889).

Proud of its Roman Catholic heritage, SPU has transformed itself over the years to become a university where the human being in all its facets is at the heart of its programs. It stands out for its class size on a human scale, its personalized services, the diversity of its student population that brings an international vision, its solid reputation, its history and its Catholic intellectual tradition.

In addition to its programs of study, SPU offers a number of complementary services, including support and guidance to promote academic and personal success, symposiums, conferences and workshops with invaluable resource persons who address societal issues, a modern student residence and a state-of-the-art library with a wealth of documentation and books in specialized fields.

SPU currently has over 1,250 students, an administrative and executive staff complement of 70, 65 regular faculty members, and approximately 60 part-time faculty members per term, allowing for smaller class sizes and a more personal educational experience. Approximately 25% of registrations are international. The annual operating budget is approximately \$24 million.

Focus on the whole person

The learning experience at SPU aims to value the whole person and to help students discover themselves and what they can become through intellectual rigour: agents of change within a framework that contributes to the global movement for change and within a context of social justice. Our world needs new paradigms and new models that emphasize the innate gift that each person has of being able to contribute to such an achievement.

More than a university specializing in the humanities and social sciences, canon law and theology, SPU is a community that seeks to guide change in order to build a more humane and just society on a global scale. The positive social change that this community seeks will empower communities and improve the

lives of people.

Sound planning

In November 2018, SPU launched its “Leading Change Together” public campaign. Through this campaign, SPU seeks to develop progressive and compelling priorities that will enable the organisation to expand its reach and capacity to effect change, both domestically and internationally. To date, the campaign has raised more than \$20 million, surpassing the initial goal of \$15 million.

SPU has also begun development of its next strategic plan: Dare to Change – *Osez le changement* 2020-2025. During this process, the University also reaffirmed the core values that have shaped and guided SPU since its founding, values that inspire a common effort to "Change the face of the world."

The current Rector, Doctor Chantal Beauvais, will complete her third term in August 2021 and is not eligible for renewal. In order to help SPU pursue its mission and ensure its outreach and influence, we are supporting SPU in **the search for the next Rector**.

Responsibilities

Reporting to the Board of Governors, as Rector you are the head of the institution and, in that capacity, you oversee the administration of SPU and direct, promote and coordinate all activities of the academic community. You represent SPU to external religious and civil organisations and ensure that the Catholic mission, vision and character of SPU are understood and respected.

You are actively involved in planning the major strategic directions and specific objectives of SPU, in particular by leading the process of defining and implementing its Strategic Plan. You are responsible for the smooth operation of the institution and the proper management of its human, financial and physical resources in order to ensure an academic environment of the highest quality. In consultation with the members of the management team, you are responsible for animating and bringing together the university community so that everyone can contribute, according to their respective skills and responsibilities, to the success and progress of the institution and to the success of its students, in accordance with its policies, values and mission. You will liaise with SPU authorities to facilitate the advancement of priorities and their implementation.

As SPU's official spokesperson, you represent SPU's interests to various levels of government, religious authorities, the philanthropic and business communities, all its partners, the media and the community at large. As such, you are its main promoter and play a key role in ensuring its outreach and development at the community, provincial, national and international levels.

Opportunities and challenges

- One of your main challenges will be to lead the realisation of the next Strategic Plan and ensure its implementation across the entire university community.
- You will ensure the coherent development of SPU notably by strengthening interactions with the Catholic religious leadership, enhancing the university's academic standing, increasing enrolment

levels by applying the values of diversity and inclusion, and promoting student academic perseverance.

- You will also build and maintain relationships with governments, civil and religious authorities, graduates, the francophone community in Ontario, the Canadian and international *Francophonie*, and Aboriginal communities.
- The COVID-19 pandemic will have short-, medium- and long-term impacts on all universities: the challenge for SPU will be to adapt pedagogical practices and approaches, as well as finding ways to pursue its educational, community, social and ecclesial missions in this exceptional context.

Desired profile

- Doctoral degree;
- Outstanding knowledge and experience in university teaching, research and administration relevant to the position of Rector of SPU; significant training, talent and achievements in a senior management position in a similarly complex environment may be considered equivalent;
- A career with a proven track record of achievement that will command the respect of the academic community and engage all members of the academic community in the orientations, projects and challenges of SPU;
- A deep commitment to the educational cause of SPU, including a capacity to help articulate a broadly compelling and Catholic vision for the university in the 21st Century, while respecting its historical links with the Oblate order; a demonstrated willingness to participate fully in the life of this community and its institutions;
- A great capacity to listen and a willingness to understand the opinions and representations of both groups and individuals;
- Consultative and unifying leadership, strategic vision, strong analytical skills, ability to listen, build consensus and make decisions under pressure;
- Excellent skills in managing human, financial and material resources;
- Demonstrated commitment to the values of equity, diversity and inclusiveness in academia;
- Ability to establish and maintain excellent relationships with students, to be sensitive to their aspirations and needs, and to work with them to find innovative and effective solutions;
- Demonstrated ability to interact skillfully with stakeholders at all levels, both internally and externally, to find solutions;
- Good communicator with a clear and transparent communication style;
- Ability to promote SPU to various levels of government as well as the philanthropic and business communities;
- Experience of leadership and fundraising success;
- Excellent oral and written fluency in both English and French.

Application

The selection committee will begin reviewing applications in December 2020 and will continue its work until it makes a recommendation for appointment, likely around March 2021. If this challenge is of interest to you and you believe you have the profile we are looking for, please do not hesitate to submit

your resume with a letter of interest by completing the "[Application Form](#)".

We thank all those who have applied. Only those candidates selected for the next stage of the selection process will be contacted.

UNIVERSITY DECLARATION

We subscribe to the principles of employment equity and encourage all qualified individuals to apply. If your application is successful and you believe you require accommodation during the selection process, please let us know. Personal information is protected in accordance with the provisions of applicable privacy legislation.

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