

Sheridan

Associate Vice President, Student Experience

Sheridan is inviting applications for a visionary leader who will play a pivotal role in shaping the student experience, promoting a positive campus culture, and ensuring the holistic development of our learners. Reporting to the Vice Provost, Student Experience and Enrolment Management, the Associate Vice President, Student Experience provides strategic leadership, balancing and aligning with Sheridan's strategic plan. Dedicated to enhancing the student journey, the AVP, Student Experience works with divisional staff to review existing programs, policies, and procedures and provides innovative solutions to ensure comprehensive support services for student success and fosters enhanced opportunities for students, removes barriers, and expands high-impact practices.

Working closely with Faculties, the AVP, Student Experience, serving as the subject matter expert, is charged with integrating, aligning, and ensuring coordination of all advising initiatives across the college. The AVP, Student Experience sets priorities and effectively plans and manages the financial resources and staffing of the student success programs to meet current needs while allowing for the attainment of strategic initiatives. In addition, they work closely with the Sheridan Student Union Inc. to effectively manage all parts of their operation.

The portfolio includes Student Advisement, New Student Transition and the First Year Experience, Student Wellness and Counselling, Student Health Clinics, Accessible Learning, Centre for Indigenous Learning and Support, International Student Services, Student Leadership and Engagement, Athletics and Recreation, Off-Campus Student Housing and Community Citizenship, and the Student Rights and Responsibilities/Student Care team.

About You

Leadership

You are a transparent, ethical, and principled leader with strong analytical capabilities, insightfulness, and judgement. You lead by example, are empathetic, attentive and receptive to others, and foster and promote an environment of collaboration, consultation, and respect. You are a passionate, student-centred leader who demonstrates an inclusive and equitable approach as part of a facilitative leadership style that inspires and empowers team members, encourages open communication and collaboration across campus, and solicits new ideas from various stakeholders.

Vision and Innovation

You are energized by diverse ideas, thoughts, and perspectives. You cultivate agility and have the courage to support innovative thinking in your teams and emphasize solutions that support strategic objectives and elevate the student experience.

Commitment to Equity and Diversity

You have a strong commitment to increasing accessibility, equity, and diversity, and the ability to maintain an inclusive climate wherein every member of the community feels validated and accepted. You believe that diversity and inclusion are integral components of a quality college experience, and you work within an anti-oppressive, anti-racism framework. You bring a global perspective to your work and interact effectively and respectfully with people of different backgrounds.

Relationship Building, Collaboration and Communication

You have a highly collegial and collaborative style, excellent communication skills, and the ability to inspire confidence and trust when working with students, parents, faculty, advisors, campus security, senior leadership and external

entities. You exercise sound judgment, sensitivity, compassion, and have the ability to negotiate difficult and emotionally charged situations while preserving relationships.

The **ideal candidate** will possess a master's degree in education, Social Sciences (e.g., Counselling, Student Personnel, Student/Adult Learning) or related discipline as well as twelve (12) years of progressive higher education leadership experience:

- Strategic leadership acumen demonstrated by evidence of forward-thinking transformation and innovation;
- Demonstrable cultural competence and record of initiatives that enhance supports and outcomes for students from historically marginalized communities; awareness of, respect for and experience working with diverse populations; use of a social justice lens in planning, problem-solving and program development;
- Proven ability to facilitate and support the development of a cross-organizational culture of collaboration, teamwork and care to promote the well-being and success of staff and the provision of excellent services to all learners;
- Demonstrable expertise and experience in best practices for policy and procedure as it relates to student affairs, particularly crisis management, case management and student conduct;
- Demonstrable experience managing public health issues, crisis management and emergency response, at both institutional and individual levels;
- Demonstrated use of data, assessment, program review and evidence-based practices to inform analysis, development and planning of student initiatives, interventions and programs, and regular evaluation of outcomes and adjustment of strategies as needed;
- Demonstrable expertise in change architecture developing and implementing a robust change management framework, ensuring that change initiatives are strategically planned, effectively communicated, and seamlessly executed;
- Mitigating risks associated with change, ensuring that potential challenges are proactively addressed to minimize disruption and maintain continuity;
- Knowledge of and experience with technological platforms designed to support student success (student success platforms, student information systems, learning management systems, and database applications, etc.).

Who We Are:

Since our founding in 1967, Sheridan has been synonymous with trailblazing excellence. From our first-to-market credentials that have pioneered entire fields of academic study to our ground-breaking work to create the pedagogy that develops people's capacity to thrive on change throughout their lives, Sheridan has earned an enviable reputation for being cutting-edge, forward-thinking and unique. An award-winning institution, Sheridan attracts students from across Canada and around the world. Our 210,000 alumni play a critical role in shaping the future of our society in the fields of arts, business, community service, health, technology, and skilled trades. **We are the most degree intensive college in the province, leaders among Canada's top 50 research colleges, and currently ranked No. 1 on the Forbes list of Canada's top 300 employers.**

Every member of the Sheridan community is passionate about the transformational role we play in people's lives. Our strategic plan, [Sheridan 2024: Galvanizing Education for a Complex World](#) charts a path toward a new ground-breaking model of higher education that reshapes post-secondary education and better prepares students for the future. At Sheridan, you'll find colleagues who are collaborators, faculty and staff who are genuinely student-centric, students who are curious and driven, and a place that is known for fueling creativity and innovation and for its game-changing ethos. Sheridan is committed to demonstrably advancing equity, diversity and inclusivity. Diversity is our strength and fuels our commitment to excellence. Across our campuses, we're making meaningful strides towards developing an equitable and inclusive community.

Student Experience at Sheridan

Our team is dedicated to fostering an inclusive, supportive, and enriching campus experience that empowers students to their fullest potential. Grounded in the values of diversity, equity, and respect, we are committed to creating a vibrant community where every student feels valued, heard, and inspired.

Our commitments are to holistic development, inclusive community, student well-being, leadership development, and community engagement. We strive for excellence, innovation, and the success of every student. Through collaboration with academic departments and the broader community, we aim to create an environment that prepares students not only for academic success but also for a lifetime of engaged citizenship and continuous learning.

For more information, visit: [Why Work at Sheridan](#)

Other Details

Department: Student Affairs

Primary Work/Campus Location: Trafalgar (may be assigned activities at any Sheridan campus)

Work Categorization: Hybrid | On-site at least 3 days/week

Reference #: J1123-1294

Employee Group: Administrative

Payband: NQ

Salary Range: \$166,916 - \$208,644

Application Deadline: January 1, 2024

Application Details: Resumes will be reviewed upon receipt through the active posting period.

Sheridan is deeply committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge that we live and work on the traditional territory of the Mississaugas of the Credit First Nations, Anishinaabe Nation, Huron-Wendat and the Haudenosaunee Confederacy. Sheridan is situated on these lands, and it is our collective responsibility to honour and respect those who have gone before us, those who are here, and those who have yet to come. We are grateful for the opportunity to be working on this land.

Sheridan values the diverse and intersectional identities of its students, faculty, and staff. Sheridan regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. Sheridan seeks applicants who embrace our values of equity, anti-racism, and inclusion. As such, we encourage applications from qualified candidates who have been historically disadvantaged and marginalized, including those who identify as First Nations, Métis and/or Inuit/Inuk, Black, members of racialized communities, persons with disabilities, women and/or 2SLGBTQ+.

Sheridan will provide job applicants with accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. To request accommodation, please contact [Human Resources](#).

You may be asked to provide copies of your educational credentials at the time of interview. Upon hire, we require official confirmation of educational credentials and Canadian equivalency assessments, if applicable.

Please apply online: <https://www.sheridancollege.ca/careers.aspx>