

POSITION VACANCY

TITLE: Dean, Faculty of Interdisciplinary Studies and Pathways **LOCATION:** Cornwall
DEPARTMENT: Academic Division **START DATE:** Immediately
REPORTING TO: Senior Vice-President, Academic

POSITION DESCRIPTION:

St. Lawrence College is situated on the traditional lands of the Anishinaabe and Haudenosaunee peoples. May we always be grateful to live and learn on these lands.

St. Lawrence College (“SLC”) is an integral part of the economic life and social fabric of Eastern Ontario. With three campuses located in Cornwall, Brockville, and Kingston, SLC consistently ranks as one of Ontario’s leading community colleges by preparing students for the global economy with relevant, practical and experiential learning opportunities. Offering over 100 full-time programs, SLC is a vibrant, close-knit college community of 1,500 employees, 10,000 full-time students, and more than 100,000 graduates and alumni from over 44 countries around the globe. The College’s Strategic Plan “SLC in Five”, maps key priorities and objectives, and has been in effect since 2019. The plan is being extended another three years until 2027 in recognition of the progress made and continued commitments to strategic priorities. The plan conveys how objectives support the College’s values of belonging, students first, innovation, integrity, teamwork, while also outlining SLC’s plans for growth.

Reporting to the Senior Vice President, Academic, the Dean, Faculty of Interdisciplinary Studies and Pathways, will provide leadership to the diverse mix of programs across the Cornwall Campus in the areas of Applied Arts, Business, Community Services, Computer and Engineering Technology, Health and Science, Justice Studies, Skilled Trades and Apprenticeship, Career and College preparation, Self-Employment Assistance and School College Work Initiative programs. As an advocate for teaching and learning, will be accountable for the quality of academic delivery and the operational effectiveness of these programs. This includes ensuring the objectives of all programs are attained through effective supervision of teaching and learning processes and ongoing faculty and staff performance management. The Dean will facilitate the ongoing quality review of existing full-time programs and special projects as well as the development of new programs and projects to reflect market changes, organizational demands and local community needs. As a trusted partner, will collaborate with other program Deans' on maintaining the program facilities, labs and classroom spaces for safe and engaging learning delivery. As an engaged leader, will work to resolve issues through discussion, collaboration and consensus but will have the role of management decision maker in specific situations. Through engagement, will collaborate on the development of applied research, and student success initiatives and participates in a range of student recruitment, orientation and job placement activities for the campus.

The Dean will provide administrative leadership, including oversight of the Cornwall campus, support and direction to the faculty, support staff and administrative staff of the academic division on the Campus. This includes being the Cornwall campus contact point for internal partners and collaborate and working collaboratively with representatives of other college departments on campus.

As an ambassador of the college in Cornwall, will cultivate and develop community and industry partnerships across all regions, building a knowledge of, and familiarity with vital community partners that align with the College’s strategic plan, while continuing to build a harmonized approach to program offerings and support SLC’s philanthropic endeavours. The Dean will provide a local college and campus contact point for external partners and community inquiries and will work to raise the profile and reputation of St. Lawrence College in the Stormont, Dundas Glengarry and Prescott-Russell areas through local networks, associations, activities and media contact.

The successful candidate will bring a track-record of proven, progressive, authentic, and people-centered academic leadership. Champion and advance the College’s commitment to Belonging, Equity, Diversity, Inclusion (BEDI), Indigenous Ways of Knowing and Being (IWKB), Wellness, the achievement of the strategic and academic plans, institutionalization of SLC Values, and for ensuring that the College maintains high visibility and involvement in the City of Cornwall and surrounding region it serves.

QUALIFICATIONS:

Education and Experience:

A minimum of a Master’s degree or equivalent, preferably in a related field such as educational administration or adult education.

A minimum of 12 years of related, progressive experience.

Other Required Qualifications:

- Knowledge of andragogy/adult learning strategies and commitment to academic excellence.

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- Demonstrated support for/knowledge of digital learning strategies and academic quality assurance.
- Demonstrated ability to foster a collegial, collaborative work environment that supports learning centred principles/delivery and encourages open communication and creativity.
- Demonstrated ability in multi-year planning for enrolment management and the considerations of creating an environment that fosters student success.
- Ability to develop and maintain positive relationships and partnerships both internally with colleagues at all levels and externally with municipal, industry, business and community groups.
- Highly developed interpersonal skills with demonstrated ability to achieve positive outcomes.
- Highly developed advising/counselling skills and ability to attain positive resolution and facilitate success strategies for vulnerable students.
- Effective communication skills (written/verbal) with proven ability to motivate, lead and manage people.
- Experience with curriculum development and student assessment from a learning outcomes perspective.
- Experience with program review, curriculum mapping, academic quality assurance.
- Experience with the development of new projects and programming.
- Well-developed understanding of business financial processes and systems, including management of a complex budgeting process.
- Ability to develop and/or implement campus objectives that are consistent with the College's strategic directions.
- Reliable problem solving and decision-making skills.
- Proficient in project management, negotiation and advocacy.
- Understanding of staffing/employment processes, including recruitment, selection, training, development and performance management.
- Demonstrated ability to understand diversity issues.
- Highly efficient within a multi-tasking environment.

Physical/Work Environment Essential Requirements:

The successful incumbent is committed to living and working in Eastern Ontario and to SLC, while expected to be present on the Cornwall campus several days each week, however, may choose to work the remaining days from a remote location with reliable internet access, as approved by the College.

SALARY AND TERMS:

Admin Group: Pay Band 15: \$142,803 to \$190,402 per annum, commensurate on education and experience. In addition to the salary, this position is eligible for pay for performance.

Hours per week: 37.5

Posted Date: October 25, 2023

Closing Date: November 20, 2023 (4:00 p.m.)

How to Prepare your Application for Submission: You will be able to attach only **one** document to your application. To prepare your application: Combine your cover letter and resume as one document. Save your document in .PDF, .doc, or .docx format using **Last Name, First Name** as your naming convention. Click on the **Apply Here** link and complete the application form. Attach your cover letter/resume document to the application form.

Apply Here: [Dean, Faculty of Interdisciplinary Studies and Pathways - ADMN-23/24-160](#)

THIS IS A FULL-TIME ADMINISTRATIVE POSITION

St. Lawrence College is committed to employment equity and diversity in the workplace. We encourage and welcome applications from members of the designated groups, including women, racialized minorities, Indigenous peoples, persons with disabilities and persons of any sexual orientation and identity. St. Lawrence College is committed to an inclusive, barrier-free selection process. SLC provides support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. Candidates requiring accommodation during the recruitment process are asked to contact Belonging, People & Culture at employ@sl.on.ca. To obtain a copy of this position vacancy or any of the position related documents in an alternate format please contact employ@sl.on.ca and our Talent Management Consultants will address your requests for accommodation confidentially.

This job opportunity is open to both internal and external applicants. Only those who are selected for an interview will be contacted.