OPPORTUNITY PROFILE

Vice-Provost, Strategic Academic Initiatives

THOMPSON RIVERS UNIVERSITY
THOMPSON RIVERS UNIVERSITY | VICE-PROVOST, STRATEGIC ACADEMIC INITIATIVES

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Thompson Rivers University campuses are on the traditional lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwepemcúl’ecw, the traditional and unceded territory of the Secwépemc. The region TRU serves also extends into the territories of the St’át’imc, Nlaka’pamux, Nuxalk, Tšilhqot’íín, Dakelh, and Syilx peoples.

ORGANIZATIONAL OVERVIEW

At Thompson Rivers University, student success is the priority. TRU empowers its students to reach their goals with many paths to learning, an applied approach, and a supportive, inclusive environment. TRU is committed to both academic excellence and accessibility for all, opening doors and opening minds.

At Thompson Rivers University, we believe everyone has the right to seek their potential, and we exist to facilitate that journey. We offer a diverse range of programs and diverse pathways for students to enter.

We empower students to find their path and achieve their goals in an inclusive, supportive environment where flexible education is possible, research is encouraged, and academic success is personal. We are as diverse as post-secondary education gets.

From traditional academics to trades, from certificates to graduate degrees, TRU offers over 140 on-campus programs and 60 Open Learning programs to choose from. Our students apply what they learn in co-op work terms, study abroad, undergraduate research, field schools and practicums, service learning and other opportunities — with guidance and mentorship by our accessible faculty. Research, creation and innovation thrive in our open, flexible learning environment. And so do our students.

For over 50 years, TRU has taken pride in providing an excellent education to every student that comes to us from a wide variety of backgrounds and perspectives, at various stages of the learning journey. Annually, close to 30,000 students study on our campuses in Kamloops and Williams Lake, or in distance or online courses and programs through Open Learning.
Just as our program offerings are diverse, so too are our students. Approximately 10 percent of students are Indigenous and nearly 25 percent are international students coming from more than 110 countries.

TRU has three schools and six faculties, and a growing physical campus. In 2020, the Chappell Family Building for Nursing and Population Health with state-of-the-art simulation learning facilities welcomed students. The new Early Childhood Education Centre opened in fall 2022 which transforms early childhood learning and development. In addition, the Kamloops campus is home to a growing and thriving neighbourhood community, The Reach, with funds from new development directly benefiting research and scholarship opportunities at TRU. As of 2020, $5.5 million has supported over 180 students.

Thompson Rivers University was granted accreditation with the Northwest Commission on Colleges and Universities in 2018—the third institution to achieve this in BC and the first to do so in fewer than five years, serving as a testament to our commitment to quality education.

TRU excels in providing undergraduate research opportunities. TRU’s Undergraduate Research Experience Award Program (UREAP) funds more than 30 students to conduct independent research each year.

For further information about Thompson Rivers University, please visit www.tru.ca

The University’s Vision Statement can be found here.
1970
Founded as Cariboo College

1989
Became University College of the Cariboo (UCC)

2005
Became Thompson Rivers University (TRU)

STUDENT HEAD COUNTS
(2022–23)
27,632 unduplicated total
14,525 on campus
14,996 Open Learning
1,889 dual enrolled

BUDGET
2022–23
$255 million

Academic and Service Units

Faculty of Adventure, Culinary Arts and Tourism
Faculty of Arts
Faculty of Education and Social Work
Faculty of Law
Faculty of Science
Faculty of Student Development
Open Learning
Gaglardi School of Business and Economics
School of Nursing
School of Trades and Technology
TRU World University Library

2,662
Total employees*
including faculty, staff and administration

400
tenured and tenure-track faculty members
*as of May 2023
Kamloops, BC

POPULATION
almost 100,000

HOW LONG IS THE DRIVE?
Sun Peaks Resort
45 minutes
Kelowna
2 hours
Wells Gray Park
2 hours
Vancouver
4 hours
Jasper
5 hours
Calgary
7 hours

ARTS & CULTURE
Kamloops Symphony Orchestra
Western Canada Theatre
Kamloops Art Gallery
Kamloops Museum & Archives
Secwepemc Museum and Heritage Park
Kamloops Film Society
...and more

THE GREAT OUTDOORS
2000+ hours of sunshine per year
20+ lakes
less than two hours away
8+ golf courses
less than one hour away
Mountain biking, skiing, snowboarding, ice skating, kayaking, fishing all less than one hour away

The North and South Thompson Rivers meet in the centre of the city. Kamloops takes its name from the Secwepemc word Tk'emlúps, which means meeting of the rivers.

TRU CAMPUS
350 acres | Award-winning architecture
STARS Platinum rating for sustainability*

farmers' market
craft breweries
food trucks
wineries
distilleries
cafés
music in the park

Learn more about Kamloops: www.tourismkamloops.com or www.kamloops.ca
THE OPPORTUNITY  VICE-PROVOST, STRATEGIC ACADEMIC INITIATIVES

As a key leader, the Vice-Provost (VP) is a member of the Senior Leadership team and reports to the Provost and Vice-President Academic (PVPA). The VP is responsible for providing vision and direction to strategic academic initiatives that fall under the jurisdiction of the PVPA. These include supporting the implementation of a pan institutional Integrated Strategic Planning project; overseeing the establishment of a new academic integrity office including development of policies and educational resources for faculty and students; oversight of the Centre for Excellence in Learning and Teaching, curriculum quality assurance and governance, and program level accreditation processes. The VP will support the revitalization of regional centres throughout the Interior of B.C. The VP will lead an innovative and enriched Division of Open Learning. The VP plays a leadership/coordinating role in developing and implementing the vision, processes, structures, and systems necessary to expand and strengthen online learning, open education initiatives, and other types of technology-enabled pedagogy.

Major Responsibilities

- Ensures the academic integrity and quality of the university’s educational offerings through collaboration with Faculties and Schools, including those delivered online,
- Collaborates with the PVPA in the implementation of the university-wide integrated strategic plan, ensuring established goals and objectives are achieved and stated strategic initiatives are brought through to completion through effective project management,
- Assists the Provost and the academic Deans with the implementation of a dynamic academic plan, with a focus on regional revitalization, and expanding TRU’s continuing education capacity and micro-credentials,
- Works collaboratively with Faculties and Schools to identify, initiate and develop open learning courses and programs to enhance flexible learning options for students,
The values, strategic goals, and priorities of the PVPA's Office can be found [here](#).

- Supports and promotes TRU as a leader in the creation and dissemination of open education resources, open textbooks, and other open education initiatives,
- Oversees the implementation, and administration of the university's accreditation and assessment processes such as with the Northwest Commission on Colleges and Universities and the Degree Quality Assessment Board,
- Supports the Executive Director, Equity, Diversity, Inclusion and Anti-Racism in ensuring a comprehensive and coordinated approach to equity, diversity and inclusion is developed and integrated across all areas of TRU,
- Engages in evidence based/data driven planning with intra-institutional partners in Finance and Institutional Planning and Effectiveness, particularly with regards to the implementation of a multiyear budget model,
- Leads in the development, monitoring, review, implementation, and management of quality assurance policies and procedures, ensuring that these policies/procedures are in accordance with established internal, Ministry and Commission guidelines,
- Works collaboratively with internal and external stakeholders to set priorities and coordinate resources to ensure the success of strategic initiatives and projects,
- Supports Faculties, Schools, Divisions and other academic leaders on administrative matters as they relate to strategic initiatives,
- Builds and fosters productive relations and communications channels with faculty members,
- Represents and acts on behalf of the Office of the Provost and the university with respect to faculty grievances and other collective agreement issues when required,
- Participates in committees and task forces across TRU, as well as in the academic governance of TRU
through Senate and its subcommittees,

- Builds effective relationships with a broad spectrum of constituents including senior administration, faculty, staff, students, alumni, community leaders, Indigenous communities, industry and professional leaders, bargaining units, educational and other key institutions regionally, provincially, nationally and internationally,
- Acts as a designate / delegate on behalf of the PVPA, where appropriate, upon request and delegation from the PVPA. This may include Chairing institutional level committees,
- Acts as delegate of the PVPA on key academic committees, e.g., APPC, President’s Executive, Provost’s Council, Council of Deans; also acts as delegate of the PVPA on committees related to Senate matters and Tenure and Promotion,
- Represents TRU, and its interests, with external partners and agencies,
- Encourages a sense of vision, energy and collegiality.

Faculty & Staff Relations

- Actively participates in committees and task forces across TRU,
- Plans and prioritizes human resource needs for reporting Centres and Offices, ensuring that viable departmental hiring plans are in place, with attention to recruitment of equity deserving candidates,
- Assists in strengthening opportunities for Indigenous scholarship, study, engagement and outreach to the community,
- Provides support, mentorship and guidance to faculty and staff who seek to advance their careers and/or pursue promotion/tenure,
- Works to build and maintain trust between administration, faculty, students and other stakeholders,
- In keeping with the integrated strategic plan, facilitates Equity, Diversity and Inclusion principles in faculty
and staff recruitment.

**General Management**

- Develops and tracks performance indicators and metrics and provides the Provost with an annual performance analysis for activities related to quality assurance and accreditation, academic integrity, and teaching and learning,
- Ensures the effective management of a balanced budget, while continuing to invest in initiatives that promote excellence in quality assurance and accreditation, academic integrity, and teaching and learning on campus and online,
- Coordinates all planning processes for quality assurance and accreditation, academic integrity, and teaching and learning, and engages faculty and staff members in discussing and defining priorities and long-term goals,
- Encourages a sense of vision, energy and collegiality,
- Creates an inclusive environment for faculty and staff that promotes engagement in all aspects of their areas of responsibility.

**Relationships Within & Outside the University**

- Builds effective relationships with a broad spectrum of constituents, including senior administration, faculty members, students, alumni, community leaders, Indigenous communities, industry and professional leaders, bargaining units, educational and other key institutions regionally, provincially, nationally and internationally and with organizations in the academic academy,
- Builds the reputation of TRU as an institution of academic excellence and institution of choice,
- Seeks guidance and support from University Advancement and Marketing and Communications for all
THE PERSON

Required Knowledge / Skills / Attributes

- An earned doctorate,
- Eligible for tenure at the rank of Associate Professor,
- Several years of progressive experience in the post-secondary education sector, with a track record in senior leadership, and a broad perspective,
- Must possess a record of achievement in research appropriate to chosen discipline, teaching and scholarship, success in academic administration,
- Outstanding leadership skills, including a commitment to action and a demonstrated ability to inspire and mobilize others in support of strategic priorities, short- and long-term goals,
- Leading planning processes, managing resources and providing creative leadership to faculty and staff in a post-secondary setting,
- An understanding of open, technology-enhanced learning, distance and/or online learning,
- Integrated knowledge and understanding of the British Columbia post-secondary quality assurance processes and policies,
• Strategic leadership with strong skills in planning, organization and development of accountability measures,
• Demonstrated experience in building, articulating and pursuing a vision through to successful delivery of objectives and outcomes,
• Demonstrated knowledge of accreditation and evaluation procedures, as well as institutional and professional body accreditation and program review practices,
• Experience working within systems of collegial governance including developing and updating related academic policy and procedures,
• Experience in academic personnel administration, policies, and procedures in a collective bargaining environment,
• Demonstrated experience leading and managing collegially within a unionized environment,
• Decisively leading and supporting transformative change,
• Proven success with working on pan-institutional initiatives involving diverse constituencies,
• Experience in initiating and leading project teams and managing projects through to completion,
• Respect and value for diversity, equity and inclusion within the employee and student population; respect Indigenous culture and Indigenous ways of knowing and being,
• Strong commitment and demonstrable evidence to working in responsive and meaningful ways in support of Indigenizing higher education, and supporting Indigenous peoples’ successful outcomes in post-secondary education,
• Commitment to intercultural competence, inclusivity and excellence in initiatives that advance the success of underrepresented and/or equity-seeking groups,
• Excellent cross-cultural communication skills, including the ability to effectively listen to all points of view, build consensus and inform others of policies and plans; ability to communicate effectively and present ideas and concepts orally and in writing; understands communication planning processes and the critical role that communication plays in an organization promoting transparency and addressing information needs of stakeholders,

• Superior and effective interpersonal skills to foster excellent relations with faculty, students, community members and stakeholders,

• Strong entrepreneurial and financial management skills including market research, fundraising and budgeting,

• Commitment to accountability and transparency, with the ability to inspire trust in interpersonal relationships, a reputation for integrity and sound judgement, resourcefulness and accountability,

• An understanding of TRU’s strategic foundations, values and goals, particularly with respect to open access and student access,

• Positive, constructive, and progressive thinker with a strong work ethic,

• A sense of humour, energy and enthusiasm.


Competencies and Personal Characteristics

**Leadership** - Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

**Accountable** - Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

**Strategic Thinker** - Takes a broad scale, long-term view, assessing options and implications considering the changing environment and needs of the organization, and effectively communicates vision and rationale behind decisions and policies.

**Integrity and Honesty** - Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

**Influential and Collaborative** - Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

**Creativity and Innovation** - Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

**Effective Working Relationships** - Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

**Communication** - Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

**People Development** - Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

**Stakeholder Focused** - Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps the interests of stakeholders in the forefront.
Thompson Rivers University is strongly committed to hiring based on merit with a focus on fostering diversity of thought within its community. TRU welcomes those who would contribute to the further diversification of its staff, its faculty and its scholarship including, but not limited to, women, Indigenous, Black and People of Colour, persons with disabilities and persons of any sexual orientation or gender identity. Please note that all qualified candidates are encouraged to apply, however applications from Canadians and permanent residents will be given priority.

COMPENSATION
A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

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