



Toronto Metropolitan University Dean, Ted Rogers School of Management

Guided by a bold Academic Plan, an ambitious research agenda, and a Master Plan to revitalize the campus and surrounding neighbourhood, Toronto Metropolitan University (TMU) is among the most applied-to universities in Ontario and its reputation with business and community leaders continues to rise. TMU offers more than 125 undergraduate and graduate programs. Culturally diverse and inclusive, the university is home to more than 48,000 students, including nearly 3,000 master's and PhD students, over 3,800 faculty and staff, and more than 200,000 alumni worldwide. From 2015 to 2019, TMU was named one of the Top GTA employers and one of Canada's Best Diversity Employers.

TMU's programs combine the foundational knowledge of a discipline with real-world experiential learning experiences and the development of life skills such as self-confidence to take calculated risks and creativity to generate new ideas. Effective communication, critical thinking, and resourceful problem-solving skills are emphasized across programs. Cross-cultural competence and a deep appreciation of the linguistic and cultural diversity of the campus and the city help students become responsible and engaged global citizens. Research at TMU is on a trajectory of success and growth: externally funded research has more than doubled in the past four years. A solid foundation of scholarly, research and creative (SRC) excellence has resulted in the University experiencing outstanding success in the Research Infosource 20-year retrospective where it placed first in total comprehensive university income growth, second in not-for-profit research income growth and third in corporate research income growth.

TMU cherishes its role as a city builder and continues to reshape the downtown core of Toronto. The University has opened a series of new buildings including the Mattamy Athletic Centre at Maple Leaf Gardens, the Image Centre, the Sheldon and Tracy Levy Student Learning Centre, the Centre for Urban

Innovation, and the Daphne Cockwell Health Sciences Complex. In Fall 2020, TMU opened its doors to the first cohort of law students, establishing TMU's new Lincoln Alexander School of Law that will provide leading-edge education with a focus on contemporary issues. And in March 2022, the Province of Ontario confirmed its support for TMU's proposed school of medicine, which will house 80 medical school seats for undergraduate students and 95 postgraduate seats. TMU's school of medicine in Brampton will welcome its first cohort of medical students in 2025.

It is within this context that Toronto Metropolitan University invites applications and nominations for the appointment of its next **Dean, Ted Rogers School of Management (TRSM)**. This appointment will be for a term of five years, commencing July 1, 2023 or soon after.

Home to over 12,000 students and more than 200 industry-connected faculty, the Ted Rogers School of Management (TRSM) at Toronto Metropolitan University is Canada's leading diverse, entrepreneurial business school centred in an urban learning environment. The School is home to 15 innovative research [centres, institutes and labs](#), and offers [12 Bachelor of Commerce degrees](#), two [Bachelor of Health Administration](#) degrees, the [Ted Rogers MBA](#), a [Professional Master's Diploma in Accounting](#), a [Master of Health Administration \(Community Care\)](#) and a [Master of Science in Management](#), a new [PhD in Management](#) as well as customized [Executive Education](#) courses. The School is accredited by the Association to Advance Collegiate Schools of Business (AACSB). Research at TRSM strives to address societal need in Canada and globally in areas that range across social innovation and entrepreneurship, sustainability and social responsibility, internationalization success of SMEs, diversity in organizations and on boards, as well as long term care, inclusive design, moral motivation, law and privacy, social media network analysis, and information technology influences on retail and hospitality and tourism sectors to name but a few. This array of research combined with the School's strong ties to industry and community partners foster exciting opportunities for involvement in diverse areas of scholarship and practice, and to advance management knowledge to make a difference at home and abroad.

The Ted Rogers School of Management is housed in the vibrant centre of Toronto in a 210,000 square-foot building with floor-to-ceiling windows that overlook a central

urban courtyard that casts natural light to its three floors. The design of the TRSM building mirrors the diverse management programs offered, and the various teaching styles and technology provide a rigorous, relevant and innovative learning environment. Additional information about TRSM is available at <https://www.torontomu.ca/tedrogersschool/>

Reporting to the Provost and Vice-President, Academic, the Dean of the Ted Rogers School of Management is a member of the senior academic leadership of the University, and will be an exemplary leader with a strong commitment to serving the needs of students and promoting teaching, research, innovative programme development, community connections, and the overall reputation of the School. The Dean is the academic leader of a large and diverse School, represents it both internally and externally, and is responsible for all aspects of its operation, including strategy, policy development, implementation and management. The Directors and Chairs of TRSM's Schools and affiliated Departments report to, and work closely with, the Dean, as does the Leadership Team in the Office of the Dean. The Dean is also supported by TRSM's Advisory Councils, teams of industry leaders whose collective knowledge and deep real-world experience support TRSM's vision of shaping diverse global leaders through innovative, practical and socially conscious experiential education.

The successful candidate must have an open and collegial style, outstanding management, communication and interpersonal skills, and the ability to inspire a dedicated faculty, staff and students. With a proven record of academic and scholarly accomplishment, combined with progressive administrative experience in building collaborative teams of internal and external partners, the Dean will facilitate and enhance the endeavours of all areas of TRSM, including advancement.

The candidate will hold a PhD or an equivalent terminal degree with academic and administrative leadership experience and teaching and scholarly achievements to be eligible for appointment as a tenured faculty in one of the departments/schools of TRSM at the academic rank of Professor or Associate Professor. Additionally, the successful candidate shall hold experience teaching at undergraduate and/or graduate levels and a successful record of research accomplishments and program development, combined with a comprehensive understanding of the regional and national business environment. The successful

candidate shall have an appreciation of the changing environment for business education, including the use and impact of new technologies in a post-pandemic environment, and an ability to proactively respond to these changes as needed.

The successful candidate shall have a genuine interest in students and the quality of their education and engagement in a multicultural diverse campus, including appreciation for the varying needs of commuter students, students in residence, international, mature and part-time students. Candidates must demonstrate a personal commitment to equity, Indigenous initiatives, diversity, inclusion and access, with an interpersonal style that honours collegiality, values listening, fosters consensus, and inspires respect and trust from students, staff and faculty. As a people leader, the successful candidate shall have excellent team building skills and a proven capacity to work in a collegial and constructive manner as both a team member and team leader, with senior administration, faculty, staff and students. The successful candidate shall have strong communication skills in listening, speaking and writing, and the ability to interact successfully with multiple constituencies and stakeholders to promote the academic priorities of TRSM.

The processes related to the recruitment and selection of the successful candidate are governed by the Appointment of Academic Administrators Policy and Procedures (the “AAA Policy”). Once in this position, the Dean shall be an “associate member” of the Toronto Metropolitan Faculty Association [TFA] (www.rfanet.ca) in accordance with the [TFA Collective Agreement](#). A summary of TFA benefits can be found [here](#).

The search committee will begin considering potential candidates immediately and will continue until the position is successfully filled. To apply or explore this key academic leadership position at Toronto Metropolitan University further, please submit a comprehensive curriculum vitae along with a cover letter in confidence to Jane Griffith (jane@griffithgroup.ca), or visit <https://griffithgroup.ca/tmu-dean-ted-rogers-school-management/>

All applications must be received by Friday, February 24, 2023.

TMU recognizes that scholars have varying career paths and that career interruptions can be part of an excellent academic record. Candidates are encouraged to provide any relevant information about their experience and/or

career interruptions.

Toronto Metropolitan University welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us to expand our capacity for diversity in the broadest sense. We especially encourage applications from members of groups that have been historically disadvantaged, including First Nations, Metis and Inuit peoples, Indigenous peoples, racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+. Applicants will be invited to complete, on a voluntary basis, a Diversity Self-ID questionnaire during the search process

Toronto Metropolitan University is an equal opportunity employer and is committed to [accessibility](#) for persons with disabilities. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided by both Griffith Group and Toronto Metropolitan University throughout the recruitment, selection and/or assessment process to applicants with disabilities. Visit us on Twitter: [@torontomet](#), [@VPFAtorontomet](#) and [@TorontoMetHR](#), and our [LinkedIn page](#) and explore the faculty and staff networks at TMU.

Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority, in accordance with Canadian immigration regulations. Candidates must therefore indicate in their application if they are a permanent resident or citizen of Canada.