



## **Toronto Metropolitan University Vice-Provost, Faculty Affairs**

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. In 2023, TMU was ranked number one on the Forbes list of Canada's Best Employers for Diversity 2023, a ranking of the top 150 organizations across the country promoting creative, diverse, equitable and inclusive workplaces.

### **About TMU**

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 has been on a consistent 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 has also been successful in receiving both CERC and CFREF grants.

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. In March 2022, the Province of Ontario confirmed its support for TMU's proposed School of Medicine, which will house 94 medical school seats for undergraduate learners and 105 postgraduate seats. TMU's School of Medicine in Brampton will welcome its first cohort of medical learners in 2025.

It is within this context that Toronto Metropolitan University invites applications and nominations for the appointment of its next **Vice-Provost, Faculty Affairs**, commencing July 1, 2024 or soon after. This appointment will be for a term of five years and is renewable for a second term as outlined in the Policy and Procedures Relating to Search Committees and Appointments in the Academic Administration (AAA Policy).

### **The Role and Ideal Candidate**

The Vice-Provost, Faculty Affairs (VPFA) provides overall leadership and direction in the planning, development and management of policies, strategic programs and services with respect to academic staff (represented by the TMU Faculty Association and CUPE 3904 Units 1, 2 and 3). As part of the University's senior academic leadership, the VPFA provides oversight on all aspects of employment relations for faculty and contract lecturers: strategic recruitment and complement management, risk management related to academic human resource issues; faculty development and academic leadership support; labour relations and strategic collective bargaining, and all relevant policies and procedures governing the appointment, compensation, promotion, transfer and removal of all faculty and contract lecturers and academic administrators. The

Vice-Provost, Faculty Affairs works closely with the Deans and other Vice-Provosts to enhance the academic mission of Toronto Metropolitan University through programs and activities that support and guide academic staff in their relationship with students and the University Community. The VPFA may act on behalf of the Provost and Vice-President Academic in their absence.

The ideal candidate has a depth of experience with faculty development initiatives and academic governance, labour relations and collective bargaining processes, and human resources planning. Candidates must hold a PhD or other terminal degree and be appointable at the rank of full professor. The VPFA's portfolio is wide and encompasses five major areas of responsibility, and candidates should have knowledge or familiarity with these areas which are: strategic leadership, academic recruitment and employment, academic staff development, academic labour relations, and office leadership and management. The leadership style and attributes which will benefit the successful candidate include being a strong communicator, collaborative and collegial, a strong advocate of equity, diversity and inclusion and an engaging problem solver, who is respectful, and a good listener. The ideal candidate embodies what Toronto Metropolitan University is known for: collegiality, innovation and entrepreneurship, leadership, nimbleness and responsiveness, and equity, diversity and inclusion.

### **Application Information**

Please note that once in this position, the successful candidate is an “associate member” of the Toronto Metropolitan University Faculty Association (TFA) ([www.rfanet.ca](http://www.rfanet.ca)). The TFA collective agreement can be viewed [here](#); a summary of TFA benefits can be found [here](#). Toronto Metropolitan University welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us in expanding our capacity for diversity in the broadest sense. In addition, to correct the conditions of disadvantage in employment in Canada, we encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Métis and Inuit peoples, Indigenous peoples of North America, Black-identified persons, other racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+. TMU is committed to accessibility for persons with disabilities. To find out

more about legal and policy obligations please visit the accessibility and Human Rights websites.

To apply, or explore this key academic leadership position at Toronto Metropolitan University further, please submit a curriculum vitae along with a cover letter in confidence to **Jane Griffith** ([jane@griffithgroup.ca](mailto:jane@griffithgroup.ca)) and/or **Caroline McLean** ([caroline@griffithgroup.ca](mailto:caroline@griffithgroup.ca)), or visit <https://griffithgroup.ca/tmu-vpfa>

**All applications must be received by Friday, November 10, 2023.**

*Toronto Metropolitan University is an equal opportunity employer. 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.*