



Job Advertisement
University of Guelph
Vice-Provost, Student Affairs

The University of Guelph's campuses reside within the lands of the Dish with One Spoon Wampum. The University recognizes that the Anishinaabeg, Hodinohso:ni, Lūnaapéewak and Huron-Wendat peoples have inhabited these lands for centuries and that today these lands are home to a rich diversity of First Nations, Inuit and Métis people. The University upholds its commitments to seeking truth and advancing reconciliation with Indigenous peoples and affirms its responsibility to realize these commitments through its ongoing actions.

The University of Guelph's mission is to Improve Life. These two simple words are the cornerstone of an institution committed to building a better future.

The University is committed to fostering inclusive excellence within and across communities, founded on the principles of reconciliation and diversity. Collaborating with Indigenous communities, the University is committed to advancing truth and reconciliation. The Indigenization of higher education and the fostering of equitable learning, living, and work environments empower the University in its pursuit of student, faculty and staff success, research excellence, innovation and impact. Programs like the Indigenous Initiatives Strategy, the Black and Indigenous Hiring Initiative, EDI in Research, GenEQ: Advancing the Status of Women at UofG, and the President's Advisory Committee on Anti-Racism ensure the University makes good on its commitments to Indigenization, equity, diversity and inclusion.

The institution's culture is what draws the best and the brightest to the University of Guelph. Students, faculty and staff choose the University of Guelph for its reputation as one of the best comprehensive and research-intensive universities in Canada. The University's reputation for academic excellence is matched by its dedication to student success. The University consistently places at the top of student satisfaction rankings year-over-year. Its graduates and researchers change the world for the better every day in big ways and small.

Students are at the heart of everything the University does. Students come to the University of Guelph because of the distinctive living and learning experiences offered by the University. Building on its deep commitment to the whole student and its promise to Improve Life, the University commits to investing in an exceptional student experience, inside and outside of the classroom, thus preparing students for success in all facets of their education and life as well as their role as global citizens.

Within the University, Student Affairs is a major contributor to recruitment and retention initiatives, with mentoring, support, and guidance offered to the earliest prospective students, at every stage of the student experience, and well beyond graduation. Student Affairs also promotes healthy communities that form the bedrock of learning, belonging, and academic achievement, and has worked with students to articulate the Gryphon values of being determined, caring, engaged, respectful and authentic. Programs and services offered by the Student Affairs departments have been recognized both nationally and internationally, as have the students who benefit from these opportunities. The division is known for providing valuable training for early-career professionals, for advancing innovative approaches to emerging student issues, and for contributing to a strong and vibrant community of professionals in Ontario and Canada.

The University's strength is in its people. If you are looking for a place to make a difference and improve life, you've found it at the University of Guelph.

It is within this context that the University of Guelph invites applications and nominations for the appointment of its next **Vice-Provost, Student Affairs** ("Vice-Provost").

Reporting to the Provost and Vice-President Academic, the Vice-Provost is accountable for the strategic leadership and support of a range of student services that enhance student engagement, propel student success both inside and outside of the classroom, and advance the University's distinctive student experience that fuels success and future impact. The Student Affairs portfolio includes the Department of Athletics, the Experiential Learning Hub, Residence Life, Student Experience, Student Wellness Services, and the Child Care & Learning Centre.

The Vice-Provost fosters and maintains collaborative, transparent, and meaningful relationships with student leaders and student organizations, and ensures the voices

of students are heard, that their interests are represented and advanced, and that the risks for students and the University are anticipated, mitigated and managed. The Vice-Provost is a key member of the senior leadership team and positions Student Affairs as a strategic partner for, and ensures close collaboration between, the university colleges, departments, and units. The Vice-Provost works collaboratively and closely with students, faculty, and staff and with other members of the senior leadership team, aligning the strategic plans, programs and policies of student affairs with the realization of the University's academic and student experience objectives and goals. An advocate for Indigenization, equity, diversity and inclusion, the Vice-Provost helps advance the transformation of systems and practices across the University that demonstrate its commitment to inclusive excellence, founded on the principles of reconciliation and diversity. The Vice-Provost also fosters thoughtful discussion and appropriate decision-making by participating in a variety of committees including as a member of Senate and Senate Committees, Provost's Leadership Team, Enrolment Management Executive and has involvement on committees related to Non-Academic Misconduct, Mental Health, Alcohol and Addictions, Student Budget Group, Students at Risk, and Sexual and Gender-based Violence.

The University seeks a leader who is committed to innovation and passionate about student success, and ensuring students are at the heart of everything the University does. As the ideal candidate, you have progressive leadership experience in student services gained from a post-secondary institution, including strong financial and administrative acumen and change management skills. You are knowledgeable about current policies, practices, trends, and information affecting student affairs, student development and innovative service design. You have successfully developed and led new initiatives and programs which foster exceptional student experience, and you have the ability to advance services that ensure international students thrive and have a sense of belonging.

You can build and develop productive relationships with students, faculty, staff, other members of the senior team, and members of the public. You are a skilled and dedicated mentor, coach, and facilitator, with excellent communication and collaboration skills, allowing you to inspire a team of dedicated student-focused professionals and work across administrative and academic units. You have experience creating an environment where staff feel empowered and are

encouraged to provide ideas for continuous improvement. A demonstrated commitment to advancing Indigenization and equity, diversity, inclusion and accessibility is required. An advanced degree is required.

To apply or explore this key leadership position at the University of Guelph, please submit a comprehensive curriculum vitae along with a cover letter in confidence to Sam Walton (sam@griffithgroup.ca) and Sravanthi Bagirathi (sravanthi@griffithgroup.ca) or visit <https://griffithgroup.ca/vice-provost-student-affairs-university-of-guelph/>

One of the University of Guelph's five strategic priorities is to transform the University through Indigenization and Equity, Diversity and Inclusion. The University welcomes applications from all qualified individuals, and strongly encourages applications from women, members of Indigenous, Black, and racialized communities; Two-Spirit, non-binary, trans, lesbian, gay, bisexual, and queer people; people with disabilities; and members of other equity-deserving groups.

The University of Guelph acknowledges the potential impact that career interruptions can have on a candidate's record and encourages applicants to explain in their application the impact that interruptions may have had on their career progress.

The University of Guelph and Griffith Group are committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise Sam Walton (sam@griffithgroup.ca) should you require any accommodation to participate in the recruitment and assessment processes.

Please note that all qualified candidates are encouraged to apply; however, applications from Canadians citizens 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.