

University of Victoria - Dean, Peter B. Gustavson School of Business – Search 2022

The University of Victoria (UVic) acknowledges and respects the ləkʷəŋən peoples on whose traditional territory the University stands, and the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day.

UVic's commitment to research-inspired dynamic learning and vital impact make it Canada's most extraordinary environment for discovery and innovation. UVic is consistently ranked in the top-tier of Canada's research-intensive universities. Impact drives UVic's sense of purpose. An internationally renowned teaching and research hub, we tackle critical issues that matter to people, places, and the planet. It's different at UVic, naturally and by design. Situated in the Pacific Rim, its location and surroundings inspire a passion to defy boundaries, discover, and innovate in exciting ways.

The [Peter B. Gustavson School of Business](#) at the University of Victoria is recruiting its next Dean. The Gustavson School is a leader in program innovation and a prominent contributor to research and community engagement, particularly in its areas of expertise: International Business, Entrepreneurship, Service Management, and Sustainability. The Gustavson School is one of the few North American schools accredited by both EFMD Quality Improvement System ([EQUIS](#)) and Association to Advance Collegiate Schools of Business ([AACSB](#)) and an early signatory to the UN Global Compact Principles for Responsible Management Education ([PRME](#)). The School is home to 1,300 students across its Bachelor of Commerce, Master of Business Administration in Sustainable Innovation, and the world's first custom MBA in Indigenous Reconciliation, Master of Global Business, Master in Management degrees, and PhD in International Management and Organization programs.

We teach differently at Gustavson. All programs have an international focus embedded in their curricula and a strong experiential education component. Consistent with the University's mission and principles, the Gustavson School is committed to creating a globally oriented, ethical, and sustainably minded approach to educating current and future leaders. We foster rigorous and insightful research and influential thought leadership and we are deeply dedicated to economic and social value creation.

The Dean reports directly to the Vice-President Academic and Provost and leads the Gustavson School's community of faculty and the School's Research Centres and Special Projects. As a member of the University's senior leadership team, the Dean will collaborate with other Deans, academic leaders, senior administrators, staff, and other key stakeholders to implement and proactively advance [UVic's Strategic Plan](#) and objectives. The Dean will play a national leadership role in shaping business education in Canada. The Dean will provide leadership for the School's future strategy. Building on the Gustavson School's four long-standing value pillars (International, Integrative, Innovative, Socially Responsible and Sustainable), along with its Strategic Plan, the Dean will focus their efforts on the School's six priority areas:

- Culture
- International
- Innovation
- Socially Responsible & Sustainable
- External Relations & Fundraising
- Decolonization, Indigenization, and Equity, Diversity, and Inclusion

The University is seeking a dynamic and progressive academic leader with a recognized track record of scholarship. The ideal candidate will be eligible for appointment at the rank of full Professor at Gustavson, but Associate Professors nearing promotion to Full Professor will be considered. Alongside

this academic credibility, they will also possess evidence of sustained relevant administrative leadership experience, demonstrated commitment to collaboration and collegial governance, and direct experience or openness to working in a non-departmentalized business school environment. They must also bring a commitment to and have demonstrated experience in advancing the principles of equity, diversity and inclusion, anti-racism, Indigenization, decolonization, and sustainability.

Salary will be commensurate with qualifications and experience. The five-year renewable appointment will be effective July 1, 2023, or as mutually agreed.

In accordance with the University of Victoria's Equity Plan, and pursuant to Section 42 of the BC Human Rights code, preference will be given to applicants from any of the following equity-deserving groups: Indigenous peoples, persons with disabilities, members of a visible minority, women, or those who identify as Black, African or Caribbean descent. Candidates from one or more of these equity-deserving groups who wish to qualify for preferential consideration must self-identify in their cover letter.

An executive search is being undertaken by the University of Victoria search partner Perrett Laver. Perrett Laver will support the University in helping to identify the widest possible field of qualified candidates and assist in the assessment of candidates against the requirements for the role.

Interested individuals should review the appointment details document (at the below link) which includes the position description and selection criteria. Applications should consist of a full CV detailing academic and professional qualifications and relevant achievements and should be accompanied by a covering letter describing briefly how candidates meet the 'candidate criteria' particularly the 'Core Qualifications' listed in the appointment details, why the appointment is of interest and what they believe they bring to the role.

Further information, including details on how to apply can be found at www.perrettlaver.com/candidates quoting the reference number **5987**. The committee will begin reviewing applications **after Thursday, October 20, 2022**.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments.

In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity. Read our full equity statement here: www.uvic.ca/equitystatement.

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons who anticipate needing accommodation for any part of the application and hiring process should advise Perrett Laver of any accommodation needs. Any personal information provided will be maintained in confidence.

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored

on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy-policy/>