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CANDIDATE BRIEF

Dean, Schulich School of Law



ABOUT DALHOUSIE UNIVERSITY

www.dal.ca

Dalhousie University combines innovative research, meaningful teaching and a deep sense of social responsibility. Located in Nova Scotia, Canada (Mi'kma'ki) with four campuses in Halifax and Truro, and satellite locations in Yarmouth and Saint John, New Brunswick, our broad range of academic programs attract and retain a diverse mix of talented and hard-working students, scholars, researchers, and staff who work together with interdisciplinary perspective and a focus on service.

Our 13 academic Faculties expand understanding through teaching excellence and a drive for discovery that results in more than \$214 million in research funding each year. As Atlantic Canada's primary research-intensive university and a member of the U15 Group of Canadian Universities, we are focused on providing a unique, interactive and collaborative environment that supports all our students, faculty and staff to achieve excellence.

With more than 6,000 employees, Dalhousie's global reputation attracts a skilled international workforce and the university benefits from a reputation as a high-quality employer.

In 2021, Dalhousie launched our new Strategic Plan, [Third Century Promise](#), which signals our long-term ambitions while providing a clear, actionable strategy to guide us over the course of five years.



DALHOUSIE AT A GLANCE

The University

- Established in 1818
- 4 campuses and 2 satellite locations
- Member of U15 (Canada's top 15 research universities)
- 2021-22 operating budget: \$494m

The Community

- Over 20,000 students from more than 115 countries
- 62% out of province students
- 24% international students
- 6,000 faculty and staff
- 150,000+ alumni

Academics

- 13 Faculties
- 200+ degree programs and 4,000+ courses
- 130+ Masters and PhD programs
- 7th among the U15 for scholarly output
- \$214 million in annual research funding

Learn more [here](#)



SCHULICH SCHOOL OF LAW

The Schulich School of Law is a vibrant, collegial, and close-knit community of faculty and students from around the world. We live the Weldon Tradition of unselfish public service – of giving back and making the world a better place. The Schulich School of Law plays an extraordinary role in Canadian and international legal education. As a national law school with an international reputation, the School attracts talented students from every region of the country and from around the world into [JD, combined JD/Masters, LLM, and PhD programs](#). Forty-five regular faculty, 11 holding research chairs, are part of a vibrant, collegial team of 150+ faculty and employees that provide a first-class legal education to its diverse student body. With over 7,800 alumni, we graduate leaders. Our alumni practice every kind of law, hold every form of government office, teach in law schools, innovate in the provision of private and public sector legal services and in business, advance policy in the executive branch of governments, render decisions on courts across the country, and offer service to non-governmental bodies and non-profit and community organizations.

SCHULICH SCHOOL OF LAW AT A GLANCE

- Established in 1883, it is the premier law school in Atlantic Canada
- Ranked 6th in Canada for its Law program and in the top 100 law schools internationally by [Times Higher Education](#) World University Rankings 2023
- Internationally recognized for excellence in marine and environmental law teaching and research, with one of the world's most extensive course offerings in marine and environmental law
- National leader in business law education



- 3 teaching and research centres of excellence that have received numerous grants and awards: the [Marine and Environmental Law Institute](#), the [Law and Technology Institute](#) and Dalhousie's Cross-Faculty [Health Law Institute](#)
- Sir James Dunn Law Library provides excellent resources and services supporting learning, teaching and research
- [Dalhousie Legal Aid Service](#) in operation since 1970, is the only community law clinic in Nova Scotia, and the oldest clinical law program in Canada
- Specialized certificate programs in Aboriginal and Indigenous Law, Business Law, Criminal Justice, Health Law and Policy, Marine and Environmental Law, and Law and Technology

The Community

The faculty, staff, students and alumni are part of a collegial, close-knit community, contributing to the School's strong reputation, and commitment to excellence in teaching, research, innovation and public service.

- Approximately 100 faculty, scholars, teachers and [research leaders](#)
- Approximately 500 students, with an entering class size of 175
- Diverse study body with 58% of students from outside of Atlantic Canada; 39% of students from historically disadvantaged communities; 19% of students identifying as members of 2SLGBTQ+ communities
- 7,800 alumni around the world pursuing a variety of career paths

Mission

We inspire advances in law, policy and justice through our research and advocacy. We deliver a rigorous legal education that opens doors to a range of careers. We serve our society in the Weldon Tradition of unselfish public service.

Values

As students, staff, faculty, and alumni, we share an abiding commitment to the Weldon Tradition of unselfish public service.

At Schulich Law, we are committed to bringing positive change to society by tackling real-world issues through interdisciplinary, collaborative research.

Equity, Diversity, Inclusion and Accessibility

Ongoing commitments to achieve inclusive excellence through continually championing equity, diversity, inclusion, and accessibility (EDIA) are integral to Dalhousie's vision, mission, actions, culture, and how we interact with one another daily. Learn more about Dalhousie's Diversity and Inclusion Strategy [here](#). The Schulich School of Law's Strategic Plan includes action-oriented EDIA commitments, with notable initiatives including:

- [Indigenous Blacks & Mi'kmaq Initiative](#) (IB&M) was established in 1989 and works to ensure that Mi'kmaq and African Nova Scotian students, and other Indigenous and Black students, are represented at the Schulich School of Law, with more than 217 graduates to date
- [JD Certificate in Aboriginal and Indigenous Law](#) introduced in 2020
- Mandatory course on [African Nova Scotian legal history](#) introduced in 2022 and mandatory courses on Aboriginal and Indigenous law introduced in 2017
- Two of the School's 11 research chairs are focused on Indigenous research – a Canada Research Chair in Indigenous Governance (cross-appointed with Management) and a Chancellor's Chair in Aboriginal Law and Policy

COMMUNITY CONSULTATION FEEDBACK

Consultation has been a key part of our search process to learn the current priorities, challenges, and opportunities for Dalhousie's next Dean, Schulich School of Law. The following represents a high-level summary of key themes, in no order, that emerged from consultations:

- **Student Success** – Students are the heart of the School, and the Dean will be invested in ensuring engagement and success for the next lawyers and legal professionals it graduates. The Dean will ensure momentum is created to review, revitalize and modernize the curriculum, and promote a learning environment that recognises and builds upon the School's strengths and future potential. Receptive to change, the Dean will build programs that benefit students, faculty members and the legal community.

- **Community Building and Engagement** – Broad consultation with the School's community is essential for the Dean to acquire an understanding and appreciation of the School and its stakeholders. A compassionate leader, the Dean will understand the multi-faceted challenges people have faced over the past few years, acknowledging resiliency while recognizing the challenges, and providing supports and initiating change, as needed. An authentic leader and active listener, the Dean will establish trust, respect, and strong collaborative and collegial relationships between faculty, staff, students, alumni, researchers, key partners and other stakeholders.
- **Commitment to the Weldon Tradition** – The Dean will share the School's commitment to the [Weldon Tradition of unselfish public service](#) which promotes and values our members using their privileged knowledge of the law to serve the community for the greater good.
- **Advocacy and Reputation** – The Dean will serve as a visible and engaged advocate for the School. Connected, responsive and actively promoting the importance of the Law School, the Dean ensures the School maintains a strong reputation as a local and national leader with research strength, teaching excellence, a modern curriculum and first-class professional graduates.
- **Equity, Diversity, Inclusion, Accessibility (EDIA)** – The incoming Dean must be an inclusive and active leader in relation to EDIA, embodying Dalhousie's commitment to an environment grounded in respect and support, guided by a shared responsibility for equitable access and the well-being of faculty, staff, and students. The Dean will have a record of creating and supporting a diverse and inclusive work, teaching and learning environment where people from diverse backgrounds are respected, recognized and valued.
- **Fundraising and Partnerships** – With ambitious plans on the agenda, the Dean must have the ability to serve as a champion and leader for external relations and fundraising work. The Dean will build on opportunities for traditional funding (operational budget, grants, etc.) while exploring fundraising opportunities, supporting institution-wide campaigns, and expanding external funding opportunities and partnerships.
- **Research and Teaching** – Champion scholarship and promote a dynamic research culture. Understands and has a strategic vision for the School's research and scholarly work. The Dean will expand research opportunities and be responsive to diverse research projects, exploring and building on opportunities to improve the School's visibility and strengthen its contribution to research.



- **Strategic Planning** – The Dean, working in collaboration with senior leaders, faculty, and staff, will implement Dalhousie’s current [Strategic Plan \(2021-26\)](#), ensuring the School is aligned with that vision. The Dean, with broad consultation, will develop a new strategic plan for the School, ensuring the creation of opportunities to improve, adapt, and realign with the institution’s [plan](#).

THE OPPORTUNITY

Dean, Schulich School of Law

Dalhousie University is seeking a visionary, collegial administrative leader with a record of scholarly and professional excellence, as our next Dean, Schulich School of Law. The Dean has primary responsibility for setting strategy in pursuit of the academic mission of the school and ensuring the alignment of the School’s budget with that strategy. The Dean will promote excellence in scholarship, research, teaching and service.

Reporting to the Provost and Vice-President Academic, the Dean is a key member of the university’s senior leadership team. The Dean leads the School’s 150+ team which includes 45 regular faculty and approximately 15 direct reports, with five of those reports on the senior administration team. Senior Administration includes:

- Dean, Schulich School of Law
- Associate Dean, Research
- Associate Dean, Graduate Studies
- Associate Dean, Academic
- Executive Director, Dalhousie Legal Aid Service (DLAS)
- Chief Librarian, Sir James Dunn Law Library

Recognizing that the people of the School are the primary engine of its excellence in the academic mission, the Dean supports the recruitment and development of faculty, staff, and students and fosters a collegial and respectful environment, playing a leadership role in relation to equity, diversity, inclusion, and accessibility. The Dean also advocates on



behalf of the School and actively builds relationships internally and externally, including playing a key role in fundraising and alumni relations development.

The incoming Dean will lead development of the Schulich School of Law's next strategic plan, ensuring alignment of strategic priorities with those of the University. The new Dean will be expected to not only build upon the existing strengths of the School, but to facilitate the development of a future strategic direction that continues the School's leadership as a provider of innovative undergraduate and graduate legal education. The most recent 2017-2021 Strategic Plan is available [here](#).

RESPONSIBILITIES

Although the roles and responsibilities of Dalhousie's Deans are varied, the Deans are all responsible to their Faculties/Schools, to the Provost and Vice-President Academic and, through the Provost, to the President and the Board of Governors for leadership within seven key areas:

- Embracing and promoting a commitment and embodiment of the values of equity, diversity and inclusion in all aspects of faculty, staff and student relations
- Academic and administrative leadership
- Faculty and staff development
- Institutional policy-making and management
- Student relations
- Stakeholder and community engagement
- Fund development

EXPERIENCE AND EDUCATION

You have significant experience as a leader, scholar and administrator within an academic institution as well as varied professional experience outside academia. You hold a law degree, preferably at the graduate level, with an accomplished record of teaching, scholarly, and research achievements as well as expertise working within a common law legal system. You bring a breadth of experience and proven leadership in equity, diversity, inclusion, and accessibility (EDIA) and Indigenization, and will work in partnership with members of the School, other senior leaders, and with community to deepen the School's commitments in these areas. You are a collegial and collaborative people leader who will further build community and engagement across all members of the School. You have the required financial acumen to lead a large Faculty and are comfortable with revenue generation activities including fundraising, and partnership building with governments, private entities and community. You have a demonstrated commitment to unselfish public service that align with the Weldon Tradition and advocating for the legal profession and legal justice issues.

Required

- Law degree, preferably at the master's level
- Expertise working within a common law legal system
- Eligibility for appointment at the rank of Associate or Full Professor
- Accomplished record of scholarly, research and teaching achievements
- Proven record of senior administration and leadership experience within an academic institution including experience administering budgets and leading teams
- Commitment to, and ability to successfully engage in, advancement and fundraising
- Commitment to public service
- Advocate for the legal profession, with a commitment to improving social and legal justice issues
- Demonstrated commitment to, and ability to advance, EDIA initiatives – including issues faced by Indigenous and Black communities – as shown through ongoing learning and engagement in these areas
- Proven track record of addressing barriers related to access and inclusion, leadership experience related to research, teaching, policy, or programs to address issues of access and inclusion, and/or a record of serving marginalized communities as a lawyer or legal academic



Assets

- PhD degree
- Legal experience working outside academia in private practice, public or community service
- Knowledge of and appreciation for local Mi'kmaq and African Nova Scotian history
- Well-connected in the legal industry with knowledge of Atlantic Canada's legal market and/or connections across the national legal market
- Strong reputation and public profile

LEADERSHIP COMPETENCIES

- **Thinking and Acting Strategically:** Thinking conceptually about the “big picture” and in which direction the Schulich School of Law should be headed, developing long-term strategic plans to achieve the desired outcomes and linking daily work to long-term vision.
- **Relationship Building:** Identifying, building and maintaining formal and informal relationships and networks that add value to the School, support the achievement of role-related objectives and further the interests of the School and university.
- **Equity, Diversity, Inclusion and Accessibility:** Actionable commitments to achieve inclusive excellence through continually championing and advancing equity, diversity, inclusion, and accessibility (EDIA). Promoting and embodying respect and inclusion, leading and encouraging participation and improvements.



- **Accountability for Performance and Results:** Taking ownership and accountability for delivering the right results in the appropriate way and improving individual, team and organizational contributions.
- **Change and Innovation:** Leading change and improvement to move the university ahead and enhance organizational results. Developing the skills, attitudes and behaviours needed to produce new or improved programs, services, outputs and strategies to meet current and future needs and gain competitive advantage.

Read Dalhousie's [Leadership competencies for all leaders](#) and its [Core competencies for all faculty and staff](#).

HALIFAX (Kjipuktuk)

Dalhousie University is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq. We are all Treaty people.

We acknowledge the histories, contributions, and legacies of the African Nova Scotian people and communities who have been here for over 400 years.

Home to three of our campuses, Halifax is a vibrant, coastal urban centre of 450,000 people that has everything expected of a big city within a safe and connected community. As one of Canada's fastest-growing cities, Halifax is home to innovative tech and entrepreneurial hubs, as well as thriving financial and ocean sectors. Experience a vibrant coastal lifestyle,

where the lively downtown core is only steps away from nature. No wonder Maclean's magazine chose Halifax as the #1 Community to live and work in Canada for 2021!

Dalhousie's three Halifax campuses are all within walking distance to the downtown core housing art galleries, museums, theatres, festivals, sporting events, lively pubs and restaurants and, of course, friendly Haligonians. Shops, restaurants, and historic buildings line the world's longest harbourfront boardwalk.

Ranked first among mid-sized cities in North America in overall cost competitiveness, Halifax is the economic leader in the region with the resource, labour force, and cost advantages to attract high-profile businesses.

The spectacular location and creative sides of Halifax are what make the city truly one-of-a-kind. The city boasts a vibrant atmosphere including live productions at Neptune Theatre, world-class performances offered by Symphony Nova Scotia, exhibits and interactive displays at Halifax's many museums and art galleries including the Art Gallery of Nova Scotia, and a rich tradition of musical excellence.

Throughout the year, cultural attractions include the Atlantic Film Festival, the Atlantic Jazz Festival, the Halifax International Buskerfest, the Tall Ships Festival, and the Nova Scotia International Tattoo.

Halifax is home to sports franchises such as the Halifax Mooseheads of the Quebec Major Junior Hockey League. Dalhousie is just 300 metres from the Atlantic – so sailing and water sports are enjoyed through spring, summer, and fall, with surfing being popular year-round.

Halifax has a rich and varied history that is reflected in the diversity of its population. The Mi'kmaw people have been living in the area for thousands of years and call it Kjiptuk (The Great Harbour). The City of Halifax was founded on unceded Mi'kmaw land in 1749 when an English settlement was built on sacred land. Today, there are 13 Mi'kmaw communities in Nova Scotia and the Mi'kmaq remain the predominant Indigenous group within the province. A growing proportion of the Mi'kmaw population resides in Halifax.

Importantly, Halifax is also home to a large historic African Nova Scotian community. Many African Nova Scotians have ancestral connections to the province that date as far back as the 1600 and 1700s. Between 1782 and 1785, about 3,500 Black Loyalists who came as refugees after the American Revolution settled throughout the province, including a large number in Halifax. There are 52 historic African Nova Scotian communities, one of them being the community of Africville, which was located on the edge of the Halifax Harbour.

This thriving, close-knit community stood for over a century until it was systematically demolished by the city of Halifax in the late 1960s. In 2010, the Mayor of Halifax made a public apology for the razing of the community which is now recognized as one of the first free black communities outside of Africa. Today, visitors and community members alike can learn about the important story of Africville and other historic Black communities, many of which thrive today, at places like the Africville Museum, the Black Cultural Centre for Nova Scotia and the Black Loyalist Heritage Centre.

As an historical entryway to Canada, Halifax has a long history of immigration. Immigration continues to be the main driver of population growth in Halifax and the immigrant community is a vital part of Halifax and its economy. Many different immigrant communities began settling in the city more than 150 years ago, including now thriving Lebanese and Greek communities. Halifax has also welcomed many immigrants from the UK, US, African countries and China in the last number of years and is home to a significant and diverse Muslim population.

The dynamic energy in the air is palpable in every corner of the city, from a diverse food scene and innovative hubs of technology and business to exciting sports events, beach days and coastal hikes. There is something undeniably special about this city and its laid-back East Coast lifestyle.

More information on this beautiful city can be found [here](#).

TO APPLY

To apply for this significant leadership opportunity with Dalhousie University, please submit a cover letter, curriculum vitae and completed Self-Identification Questionnaire in confidence to Heather Fookes, heatherf@leadersinternational.com. A complete application must include a Self-Identification Questionnaire which can be found at [Dal Self-Id.](#)

The appointment of the Dean is for five years, renewable, and is anticipated to commence July 1, 2023.

Review of applications will begin February 8, 2023.

Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. The university encourages applications from Indigenous persons (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups,

persons with disabilities, women, persons identifying as members of 2SLGBTQ+ communities, and all candidates who would contribute to the diversity of our community. For more information, please visit [Fair Hiring Practices](#)

In accordance with the provincial legislation, accommodation will be provided by Leaders International and Dalhousie University throughout the recruitment, selection and/or assessment process, upon request, to applicants with disabilities.