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OPPORTUNITY PROFILE



UNIVERSITY OF
SASKATCHEWAN

Dean, College of Education

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The University

www.usask.ca

The University of Saskatchewan (USask) main campus is located in Saskatoon, Saskatchewan, Canada on Treaty 6 Territory and the traditional Homeland of the Métis. Additional campuses are located in Prince Albert and Regina, Saskatchewan. USask is one of Canada's oldest and most distinguished universities and is home to world-leading research in areas of global importance. Established in 1907, USask is a member of the U15 Group of Canadian Research Universities, a collective of some of Canada's most research-intensive, medical-doctoral universities. It is one of few universities to hold multiple Canada Excellence Research Chairs.

USask is known for its collaborative, interdisciplinary approaches to tackling some of the greatest global challenges of our era—water and food security, energy sustainability, and infectious diseases. USask's vision is to become the university the world needs, [University Plan: The University the World Needs](#); as well as an outstanding institution of research, scholarly and artistic work, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous peoples and communities.

The University has a reputation for excellence in teaching, research and scholarly activities and offers a full range of undergraduate, graduate and professional programs to a student population of close to 26,000 from 130 countries. The University offers over 130 academic programs in 13 colleges, four graduate schools, and six affiliated or federated colleges. Study and discovery are enhanced by outstanding facilities, including the [Canadian Light Source](#) synchrotron, [VIDO-InterVac](#), the [Global Institute for Food Security](#), the [Global Institute for Water Security](#) and the [Sylvia Fedoruk Canadian Centre for Nuclear Innovation](#).

USask is uplifting Indigenization to a place of prominence. The University pays respect to the First Nations and Métis ancestors of this place and reaffirms our relationship with one another. USask aspires to be a higher-learning institute in which Indigenous concepts, methodologies, pedagogies, languages and philosophies are respectfully woven into the tapestry of learning, research, scholarship, creativity, and



community engagement. In the summer of 2018, the Indigenous community acknowledged the University's commitment and gifted a name to the University Plan; [nīkānītān manācihitowinihk](#) in Cree and [ni manachīhitoonaan](#) in Michif which translates as "Let us lead with respect."

Mission

The University of Saskatchewan advances the aspirations of the people of the province and beyond through interdisciplinary and collaborative approaches to discovering, teaching, sharing, integrating, preserving and applying knowledge—including the creative arts—to build a rich cultural community. An innovative, accessible and welcoming place for students, educators, and researchers from around the world, we serve the public good by connecting discovery, teaching and outreach; by promoting diversity and meaningful change; and by preparing students for enriching careers and fulfilling lives as engaged global citizens.

Vision

We will contribute to a sustainable future by being among the best in the world in areas of special and emerging strengths; through outstanding research, scholarly, and artistic work that addresses the needs and aspirations of our region and the world; and through exceptional teaching and engagement. We will be an outstanding institution of research, learning, knowledge-keeping, reconciliation and inclusion with and by Indigenous peoples and communities.

College of Education

education.usask.ca

Established in 1927, USask's College of Education has a tradition of excellence in teaching and learning. The College prides itself on offering programs that meet the diverse needs of educators and partners,



striving to advance its reputation locally as a valued partner in education, and globally as a premier institution for teaching and research.

The College offers diverse undergraduate, graduate, postdoctoral and certificate programmes. Flexibility in program delivery is available to students depending on the program, courses offered on campus, at off-campus sites or online.

Throughout the past several years, the College has taken bold and active steps to advance the work of Indigenization and decolonization. It continues to build on its successful history of strong Indigenous programming initiatives, on and off-campus, that includes the [Indian Teacher Education Program \(ITEP\)](#), serving First Nations students since 1972, and the [Saskatchewan Urban Native Teacher Education Program \(SUNTEP\)](#), established in 1980 to support Métis students. Recent initiatives include the Indigenous Land-Based Education Cohort Master of Education (MEd) program and, in Fall 2021, the [Language Teacher Education Program \(LTEP\)](#) launched, preparing educators to teach in Cree or French streams.

The College's [Strategic Plan 2025](#) reinforces its commitment to being the University the World Needs. The plan centres on research that is grounded and connected to teaching and learning; responsive programming that is developed and targeted to meet the needs of students and partners; and meaningful reconciliation based on reciprocal understandings and relationships founded on mutual respect. The College strives to be a leader in Indigenization, which is reflected in its commitment to support transformative decolonization leading to reconciliation and aligning strategic plans with USask's Indigenous Strategy, [ohpahotân | oohpaahotaan "Let's fly up together."](#)

Strategic initiatives are in three (3) areas: intensifying research and discovery; excellence in teaching and learning; and elevating respect, reputation, and engagement. Exciting recent developments include:

- The Centre for the Scholarship of Teaching and Learning (SoTL): The Jane and Ron Graham School for the Scholarship of Teaching and Learning was established and approved by University Council on April 23, 2020. The Centre houses and supports researchers undertaking discipline-based

education research, provides graduate programming to develop leadership in the conduct of research and scholarship in teaching and learning, and provides a location and community for interdisciplinary research on teaching and learning across disciplines. The first SoTL undergraduate class was offered in Winter Term 2021, with the first graduate programming intake in 2021/22.

- Formalizing Indigenous land-based scholarly programming and research, and language offerings which includes the Indigenous Land-Based Education Cohort Master of Education (MEd) program and, in Fall 2021, the Language Teacher Education Program (LTEP) launched, preparing educators to teach in Cree or French streams.
- Continuing to engage its communities in reciprocity and respect through its newly developed Pinning Ceremony, designed to honour and elevate the profession and alumni. Its Alumni [Wall of Honour](#) is designed to recognize alumni integral to a variety of educational initiatives. The College pays tribute to the excellent work of the many alumni engaged with the College and who keep us strong.
- The [Saskatchewan Educational Leadership Unit \(SELU\)](#), a research centre and non-profit agency providing customized consultative services to educational partners, First Nations authorities and human services agencies, redesigned and offered several online and professional development modules in its Educational Assistants' Professional Learning Series, and in 2022 offers a hybrid model of its Saskatchewan Principals' Short Course (SPSC).

College Statistics

- Enrolment of 2,644 students in 2021 (10% of USask student population) <https://leadership.usask.ca/documents/about/reporting/academic-year-snapshot.pdf>
- Significant percentage of students in the College are Indigenous: approximately 29% of undergraduates and 22% of graduate students
- 2nd highest enrolment of graduate students at USask (590) in 2021
- 3rd highest enrolment of undergraduate students at USask (2,054) in 2021
- 33,000 alumni, the second largest alumni base

Mission

The College of Education fosters innovation and collaboration through teaching, learning, discovery, and transformative pedagogy.

Through working together, we impact the development of teachers and learners who are committed to advancing the growth of students and communities, and to building a positive foundation for a stronger and healthier future.



Vision

We embrace Indigenization and reconciliation, recognizing the diversity of values and perspectives, of all peoples.

We endeavor to expand upon pedagogical practices that acknowledge and make space for the cultural and linguistic diversity of our province.

We strive to be leaders of effective and innovative pedagogy, of curiosity-based research work, scholarly work, and artistic work, and of practice that has a sustainable impact locally, nationally, and internationally.

We respond actively and collaboratively to emergent provincial, national and international priorities, including those of the university, school divisions, Indigenous peoples, newcomers, and the Ministry of Education.

Values

We champion

- Academic Freedom
- Collaboration
- Collegiality
- Curiosity-based Research
- Equity
- Inclusivity
- Mental and physical health
- Pedagogical Excellence
- Professionalism
- Promotion of Well-Being
- Reconciliation
- Sustainability

We embrace

- Community Engagement
- Diversity
- Imagination
- Indigenous Knowledges
- Socio-ecological Justice
- Wisdom

We demonstrate

- Accountability
- Civility and Respect
- Equality
- Humility
- Impactful research, artistic, and scholarly work
- Integrity
- Transparency

The Opportunity

The University of Saskatchewan is seeking a visionary, highly collaborative and inclusive leader to serve as its next Dean, College of Education. Reporting to the Provost and Vice-President Academic, the Dean is a member of the University's senior academic and administrative leadership team. The Dean will contribute to the management of the University as the College of Education's chief academic and administrative officer, leading the College into the future through strong relationships and reconciliation. As the chief academic and operating leader of the College, the Dean is accountable for the creation and implementation of the College's and University's integrated plans and for ensuring the academic excellence, quality, and integrity of the College.

The Dean must have a transformative vision for academic research and teaching excellence, combined with a strong reconciliatory leadership style that is inclusive and collaborative. A strong communicator, listener, and relationship builder, the Dean must be capable of fostering a collegial and respectful environment while playing a leadership role in relation to Indigenization, equity, diversity, inclusion, and accessibility. With skills in innovation and an approach that honours and respects the College's history, the Dean will revitalize the College of Education during their five-year term.

The Dean is responsible for providing leadership to over 80 staff, including more than 30 faculty, serving an undergraduate and graduate student body of over 2,600. Supported by a team of two (2) Associate Deans, four (4) Department Heads, administrative and professional staff the Dean works in close collaboration with College faculty and staff to ensure exceptional scholarly and educational programs, the quality of the undergraduate and graduate student experience, and the provision of high-quality physical and human resources.

College Leadership Team

- Dean
- Associate Dean, Research, Graduate Support, and International Initiatives
- Associate Dean, Undergraduate Programs, Partnerships, and Research
- Dept. Head, Educational Administration
- Dept. Head, Curriculum Studies
- Dept. Head, Educational Foundations
- Dept. Head, Educational Psychology and Special Education

The Dean, with the College leadership team, promotes high standards of research and scholarship and works with the Office of the Vice-President Research to secure required funding. The Dean promotes the College and seeks to attract both human and fiscal resources and administers resources effectively.



The Dean functions in a highly demanding environment that requires constant scanning for issues and challenges against multiple priorities and demands on limited resources. The work is complex and of high volume, with decisions ranging from routine to critical required. The Dean, in consultation with the Provost, is responsible for determining the nature and extent of academic activities in which they engage during their term.

Major responsibilities include:

- Leading the College planning process
- Ensuring strategic and operational plans are in place
- Advocating and promoting best practices in research, teaching, outreach and engagement, and deployment of human and physical resources
- Monitoring and improving performance to ensure outcomes as defined in the integrated plans
- Promoting, building and sustaining positive relations internally and externally
- Identifying and pursuing opportunities to support and enhance the long-term growth and success of the College and University
- Ensuring the accreditation of academic programs by external organizations is maintained

Accountabilities

College Leadership

As the College of Education's chief academic and administrative officer:

- Advance the College through the development and execution of a shared vision and strategic plan that aligns with the university's mission, vision, university plan, and institutional strategies

- Create an environment that inspires collegiality, respect, collaboration, and engages all members of the College
- Uplift Indigenization and lead, model, direct and champion an equitable, diverse, inclusive environment
- Develop relationships and partnerships with academic and administrative units across campus, and with stakeholders including, but not limited to, alumni, industry, government, and Indigenous communities

Institutional Leadership

As a member of the university's senior leadership team:

- Contribute, in collaboration with other academic leaders and senior administrators, to the success, performance, and impact of the University of Saskatchewan
- Ensure long-term sustainability, and effectively steward institutional resources

People Leadership

- Support the recruitment and development of excellent faculty, staff and students
- Consciously and intentionally nurture relationships and a sense of belonging among diverse teams/people to create inclusive environments that enhance excellence, innovation, and creativity
- Foster a climate that encourages and empowers employees to identify and pursue excellence in all their endeavors

Fiscal Responsibility

- Develop annual and multi-year balanced budgets that allocate resources to support the achievement of College plans and priorities
- Generate revenue through avenues such as fundraising, alternate tuition streams, and research grants

Teaching and Research Mission

- Ensure the College's programs, curricula, and courses are innovative and anticipate and meet the needs of local to global stakeholders that includes, students, industry and employers
- Provide excellent education to undergraduate and graduate students so that they emerge as engaged global citizens
- Ensure research excellence through collaboration, discovery, innovation, and through embracing a variety of knowledges and ways of knowing
- Increase research revenue and impact through securing grants from tri-council agencies, industry, government, etc.
- Foster an environment that supports the pursuit of research, scholarly and artistic work

Education and Experience

- Relevant advanced degree, a strong scholastic and research record and/or practice of professional skills, and progressive experience in an academic (or related) environment required.
- Recent experience at a leadership level and proven record of senior administration and leadership within an academic research institution.
- Proven financial management skills with experience administering budgets and leading large teams.
- Demonstrated commitment and understanding of Indigenization and reconciliation and sustained commitment to equity, diversity, inclusion, accessibility as shown through ongoing learning and engagement in these areas; demonstrated knowledge of barriers related to access and inclusion; and leadership experience related to research, policy and/or programs to address issues of access and inclusion.
- Prior experience as a teacher/educator with an understanding of the Canadian educational system is desirable.
- Demonstrated success in developing a vision and leading people to achieve exemplary performance and outcomes is preferred.

Community Consultation Feedback

Consultation has been a critical part of the search process. In the initial stages of this search, we consulted with diverse stakeholders, including members of the Search Committee, regarding the current priorities, challenges and opportunities, and the skills, strengths and qualities required in the next Dean, College of Education.

The following represents a high-level summary of key themes, in no order, that emerged from these consultations, and the critical competencies required for the new Dean to be successful.

- **Academic and Research Excellence** – Empower the College’s faculty and students with the agility to excel at, and find, new opportunities for research partnerships, collaboration, research productivity, funding opportunities, scholarships and creativity. Cultivate areas of emerging strength. Support Indigenous scholarship rooted in reciprocal, respectful partnerships. Celebrate and humanize research accomplishments, including honouring the impact of research.
- **Advocacy and Reputation** – Excellent communicator that serves as an advocate for the College across the University and is visible and active with the USask community. The reputation and visibility of the College will increase under the Dean’s leadership, along with the College’s value and connection to students, faculty, administration, alumni, donors and external stakeholders.
- **Collaborative and Consultative** – Leads and builds relationships with an open, supportive, welcoming style. Equally values the expertise everyone brings to the College, whether students, faculty, staff or alumni. Engages and mobilizes people. Listens and communicates with dignity,



respect and empathy. Builds trust and ensures transparency. Actions demonstrate integrity, respect, and honesty.

- **Inclusive** – A committed and active leader in relation to equity, diversity, inclusion, accessibility and Indigenization. Ways of knowing and being are respected and diversity is valued. Deep commitment to USask’s strategic priorities in this area. Ability to unify and bring all groups together, whatever their background.
- **Indigenous Education** – Advances, leads and promotes the College’s Indigenous programming. The Dean must have the desire to be part of this important work and want it to succeed. Visionary that sees the opportunity to lead an education College that is a leader in Indigenous education initiatives at the post-secondary, provincial and national level.
- **Revitalization and Transformation** – Optimistic leadership is essential to find a path forward and rebuild, reset, and revitalize the College. A strategic thinker, negotiator, and mediator is required to assist the College during transformation. A compassionate leader, the Dean will understand the multi-faceted challenges people have faced in recent years, acknowledging resiliency but also acknowledging the challenges, and providing supports and initiating innovative ideas and solutions, as needed.

Saskatoon, Saskatchewan

The University of Saskatchewan (USask) main campus is located in Saskatoon, Saskatchewan, Canada on Treaty 6 Territory and the traditional Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

Saskatoon is a growing, thriving community, graced with the vibrant beauty of nature. The largest city in Saskatchewan, with a population just over 266,000, people choose Saskatoon as their place to live, work and raise a family for a variety of reasons. Situated in the South Saskatchewan River Valley, and surrounded by farmland, it is in a central, beautiful part of the province. Divided by the winding South Saskatchewan River, Saskatoon’s east and west face are joined by a series of bridges lined with several kilometres of trails to jog, walk and explore. The city has a young demographic that welcomes people from all over Canada and the world, a diverse, multicultural city with over half the population under 40. Saskatoon has a strong, diversified economy with a wealth of resources in various industries including

agriculture, potash, oil and uranium. Newer opportunities have emerged in crop science and renewable energy, research and technology.

- Saskatoon provides convenient amenities of a larger city, set in a beautiful natural setting.
- Saskatoon sits on the banks of the South Saskatchewan River and is surrounded by parks and green spaces.
- Saskatoon is one of the sunnier places in Canada, often with a giant blue sky overhead. Average summer temperatures range from 20°C to 35°C, winters from 5°C to -30°C.
- Saskatoon enjoys one of the lowest costs of living among major cities in Canada, combined with low unemployment and a growing economy.
- Access to the [John G. Diefenbaker International Airport](#) with flights from cities in Canada and North America.

For more information on Saskatoon visit [City of Saskatoon](#) and [Tourism Saskatoon](#).

To Apply

To apply for this significant leadership opportunity with the University of Saskatchewan, send a cover letter and detailed curriculum vitae in confidence to Heather Fookes, heatherf@leadersinternational.com.

The appointment of the Dean is for five years, renewable, and is anticipated to commence January 1, 2023. **Review of applications will begin August 30, 2022**

The University of Saskatchewan believes equity, diversity and inclusion strengthen the community and enhance excellence, innovation and creativity. The University is dedicated to recruiting individuals who will enrich its work and learning environments and encourages applications from Indigenous persons, persons with a disability, racialized persons, women, persons of a minority sexual orientation and/or gender identity, and all candidates who would contribute to the diversity of its community. For more information, please visit, <https://wellness.usask.ca/safety/equity-diversity.php#About>

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

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