Dean, Faculty of Health

Laurentian University
Université Laurentienne
The University

Laurentian University, located on the traditional territory of the Atikameksheng Anishnawbek First Nation, is committed to strengthening the foundation of knowledge in higher education and research in order to offer an outstanding university experience in English and French with a comprehensive approach to Indigenous education. Together with its federated partners, Laurentian University prepares leaders who bring innovative and intelligent solutions to local and global issues.

Laurentian has been in a phase of steady growth, realizing more than $150M in capital investments over the past five years. These include the McEwen School of Architecture, the award-winning Vale Living with Lakes Centre, a new student residence, the modernization of classrooms and labs, and the completion of an Executive Learning Centre, an Indigenous Sharing and Learning Centre and a University Club. The University is also building a $30 million Research, Innovation and Engineering Building to be completed in September 2018.

Established in 1960, Laurentian University’s main campus is nestled into a pristine 765-acre peninsula in the City of Greater Sudbury. It was one of the fastest growing universities in Canada over the past decade, now serving close to 9,600 students (7,300 FTE). Laurentian has the highest post-graduation employment rate in Ontario, at 93% after 6 months and 95% after two years. There is high recognition for Laurentian’s enviable class sizes, having one of the lowest average class sizes in Canada.

The Opportunity

Dean, Faculty of Health

Laurentian University is seeking a Dean for its Faculty of Health, a Faculty that was recently created in July 2014. The Dean is expected to promote high-quality research, teaching, and learning, and facilitate the development of innovative programs that attract outstanding students and faculty.
Approximately 17% of Laurentian’s students are enrolled in French-language programs, 11% self-identify as First Nation, Métis or Inuit learners, and 7% are international students.

Laurentian offers 170 programs, of which 35 are at the masters and doctoral level, and there are 800 full-time employees, including 375 full-time faculty members. Laurentian has one affiliated university (Université de Hearst) and three federated universities (Huntington University, Thorneloe University, and University of Sudbury).

The University’s seven Faculties are: Arts; Education; Graduate Studies; Health; Management; Medicine (Northern Ontario School of Medicine); Science, Engineering and Architecture.

This spring, Laurentian University launched its 2018-2023 strategic plan which focuses on the university’s five shared values that are: The North Inspires Us; Student Success is Our Success; Teaching and Learning Define Us; Curiosity Drives our Research; and Relationships Are Our Priority.

There are 5 main aspirations that are central to the plan:

- Laurentian University will be a leader in the process of reconciliation through transformative postsecondary education and research.
- Laurentian University will be a catalyst for vibrant Francophone cultures and communities across Ontario and beyond.
- Laurentian University will create interdisciplinary knowledge to offer compelling solutions for society’s complex challenges.
- Laurentian University’s expertise in mining and environmental stewardship will drive knowledge creation, economic prosperity, and ecological sustainability, locally, nationally, and internationally.
- Laurentian University will provide innovative solutions to address particular health concerns and the general well-being of the North and its populations.

Since 2005, the University has built five new academic facilities (Northern Ontario School of Medicine, School of Education, Vale Living With Lakes Centre, McEwen School of Architecture in downtown Sudbury along with the Clifford A. Fielding Research, Innovation and Engineering building), two new student residences, and expanded its Benjamin F. Avery Physical Education Centre. It recently began to improve food services with the addition of a Subway, Starbucks and a bistro and has completed a redesign of its Great Hall. It has invested over $60 million in 2016 to modernize the rest of the Sudbury campus, including the rehabilitation of residences, the modernization of 50 classrooms and labs, as well as the creation of an Indigenous Sharing and Learning Centre, an Executive Learning Centre and a University Club. The new classroom building opened in January 2016. Men’s varsity hockey was reintroduced in 2013, along with the introduction of women’s varsity hockey.
The University

Laurentian University

Despite a declining university-age population, Laurentian’s enrolment on its Sudbury campus has increased every year in the past five years, while increasing the average entry grade from 79% to 82%. Since 2009, the University has seen a 30% increase in applications from high school graduates, nearly three times the provincial average of 11%. First-choice applications increased by 14% during that period, more than twice the provincial average of 6%.

Laurentian graduated, in 2009, its charter class of the Northern Ontario School of Medicine (NOSM), the first medical school to open in Canada in over 30 years and only the second new medical school in North America during a similar period. In September 2013 it also opened a new School of Architecture in downtown Sudbury, the first architecture school to open in Canada in 45 years. Phase 2 of this $45-million project was completed in 2016.

In March 2013, Laurentian completed the largest fundraising campaign in the history of Northern Ontario, raising over $65 million, exceeding its $50-million target. The campaign led to historic eight-figure gifts from Ned Goodman and Stan Bharti to name the new Goodman School of Mines and the Bharti School of Engineering.

For more information about Laurentian University, please visit [http://www.laurentian.ca](http://www.laurentian.ca)
The Faculty

The Faculty of Health is one of Laurentian’s largest Faculties; possessing 85 full-time faculty members, 35 employees and over 2,100 undergraduate and graduate students. The Faculty offers innovative graduate programs including opportunities to work with its two Canada Research Chairs, high performing faculty and to build and expand on its record of international research excellence.

Laurentian University is among 11 universities and colleges across Canada that make up the Consortium national de formation en santé (CNFS). The goal of the CNFS is to improve access to training in French in a variety of health disciplines and contribute to the development of research on the health of minority francophone communities. This strategic alliance helps to increase the presence and contribution of Francophone health professionals and researchers to offer quality health services in French addressing the needs of minority Francophone communities. In this way, the CNFS aims to bring significant contributions to the wellness and development of these communities.

The CNFS – Laurentian University supports French-language health programming, new program development, course mediatisation and a range of promotional and training activities. Through the CNFS and Health Canada, Laurentian University takes part in providing French-language health education to the country’s Francophone communities.

The following Senate Approved Research Centres are housed within the Faculty:

- Centre for Research in Human Development
- Centre for Research in Occupational Safety and Health
- Centre for Research in Social Justice and Policy
- Centre for Rural and Northern Health Research
- Evaluating Children’s Health Outcomes Research Centre
The Faculty of Health is also proud of its Research Chairs which include:

- Canada Research Chair in Multicultural Sport and Physical Activity, Dr. Robert Schinke
- LU Research Chair in Rural and Northern Children’s Health, Dr. Nancy Young
- Canada Research Chair in Aboriginal Health Chair, Dr. Jennifer Walker
- NOHFC Funded Research Chair in Occupational Health and Safety, Dr. Tammy Eger

Below is the list of graduate programs in the Faculty:

- Human Kinetics (Ph.D. – late approval stages)
- Human Kinetics (M.H.K.)
- Indigenous Relations (M.I.R.)
- Interdisciplinary Health (M.A. or M.Sc.)
- Interdisciplinary Ph.D. in Rural and Northern Health (Ph.D.)
- Nursing (M.Sc.N.)
- Nursing PHCNP (M.Sc.N.)
- Social Work (M.S.W.)
- Kinésie humaine (M.K.H.)
- Orthophonie (M.Sc.S.)
- Santé interdisciplinaire (M.A. ou M.Sc.)
- Sciences de l’activité physique (M.K.H.)
- Sciences infirmières IIP-SSP (M.Sc. Int.)
- Sciences infirmières (M.Sc. Int.)
- Service social (M.S.S.)

Department of Gerontology

The study of ageing has always been important as a stage of human development. Ageing is studied in several contexts using a variety of perspectives to provide explanations for the observations of transitions in social, psychological, physical/biological and sexual domains amongst others. The Gerontology Department at Huntington University uses an integrated approach to provide a rich and comprehensive learning experience in understanding ageing in the context of these multiple domains. In order to provide this valuable interdisciplinary perspective, the department utilizes the expertise of its three full-time professors, each of whom have significant expertise in sociology, psychology and biology. There is a need for us to study ageing, now more than ever, particularly with the largest generation, the baby boomers having started to retire and age, following very diverse trajectories. The learning that the Gerontology Department provides through its range of multiple offerings in different disciplines equips students to appreciate the complexity of the aging spectrum.
Midwifery Program

The Midwifery program reflects the philosophy of midwifery in Ontario and its focus on women’s participation in their healthcare. It prepares students to become midwives in Ontario and other Canadian provinces and territories where midwifery is regulated. The program works closely with practicing midwives and other maternity care providers to ensure a high-quality clinical environment for students. The program runs as a consortium with McMaster and Ryerson universities.

Thirty students are admitted each year. The class is very diverse with a range of ages, life experiences, education backgrounds and places of origin. Students first meet the week before Labour Day for an intensive course in Sud(5,6),(995,992)

School of Nursing

The Laurentian University School of Nursing (LUSN) offers the following programs:

- Bachelor of Science in Nursing (BScN)
- Baccalauréat ès sciences infirmières (BScInf)
- Bachelor of Science in Nursing for Registered Nurses (Post-RN)
- Baccalauréat ès sciences infirmières pour infirmières et infirmiers autorisés (BSIA)
- Cardiac Care on the Web
- Soins cardioïques sur l’inforoute
- Master of Science in Nursing (MScN)
- Maîtrise en sciences infirmières (MScInf)
- Master of Science: Nursing Primary Health Care Nurse Practitioner (NPHCNP) program
- Maîtrise en sciences infirmières: Programme ontarien de formation des infirmières et infirmiers praticiens en soins de santé primaires (IIP-SSP)

The 4-year undergraduate English BScN program is offered in a parallel delivery in collaboration with Cambrian College (Sudbury), Northern College (Timmins), Sault College (Sault Ste. Marie) and St. Lawrence College (Kingston, Cornwall and Brockville). It is arguably the largest collaboration in the province and country. In June 2018, the Laurentian University English BScN program and all of its collaborative sites, received a five-year accreditation from the Canadian Association of Schools of Nursing (CASN). The French BScInf program also received from CASN a seven year accreditation. Many of the programs within the School of Nursing require collaboration and cooperation with many community and acute care institutions in order to deliver the clinical components of each respective programs. The Nursing Primary Health Care Nurse Practitioner program, both in English and in French, is delivered by a consortium of nine universities under the Council of Ontario University Programs in Nursing (COUPN). The Post-RN and the BSIA programs are offered in collaboration with Laurentian Online. Faculty members from the School of Nursing are involved in research and scholarly activities, within both the qualitative and quantitative paradigms. This work is done within the context of an appreciation for the northern, rural and remote contexts. Some of this work focuses on: innovative teaching and learning methods, respiratory care, health services, health policy, mental health, community health, occupational health, and improving the health of vulnerable populations.
School of Indigenous Relations

The Mission of the School of Indigenous Relations is to provide an accredited Honours Bachelor of Indigenous Social Work degree and a Master of Indigenous Relations program that offer knowledge, skills and experience for graduates to work and be equally effective within Indigenous and mainstream communities.

The School of Indigenous Relations in its commitment to foster Indigenous social work training positions its foundations in the pursuit of self-determination, such as reclaiming; reformulating and reconstituting Indigenous traditions, cultures and communities. Our philosophy is to foster harmony with all of creation, which also means with fellow human beings. Therefore, the School of Indigenous Relations respects and acknowledges all students, staff, faculty, Elders and visitors. Our unique program is open to students of all cultural backgrounds, with special emphasis on bi-cultural competency responsible to working within all Canadian social work organizations.

The School of Indigenous Relations respectfully embraces the guiding philosophy and incorporates the Seven Grandfather Teachings as a guiding theory and as well embraces the Canadian Social Work Code of Ethics. The School of Indigenous Relations logo represents the goal of Nishnaabe Kinoomaadwin Naadmaadwin to build and maintain healthy families and communities.

The School of Indigenous Relations embraces a space where academic pursuits toward higher education and excellence can be attained. The faculty continues to provide an Indigenous-based curriculum that is inclusive of social work teachings, innovative research, Indigenous knowledge and cultures as well as Professional and Ethical practice.

Speech-Language Pathology Program

Laurentian University’s Speech-Language Pathology Program is only offered in French and prepares cohorts of Francophone and bilingual professionals who will practice in northern Ontario and elsewhere in Canada, improving access to speech and language services in French and English.

Laurentian’s B.Sc. en orthophonie is the only program of its kind offered in French outside of Quebec. A master’s degree in the field is also offered since September 2012.

The objective of this unique program is to train clinicians who are able to perform thorough analyses of language, speech and voice disorders, such as resonance disorders, stuttering, dysphagia, neurologically-based communication disorders, child development disorders and cognitive-linguistic issues among teens. After completing the four-year undergraduate degree and the two-year master’s program, the future speech-language pathologist is trained to respond in a purposeful and significant manner.
School of Rural and Northern Health

The Masters in Interdisciplinary Health is one of the few bilingual interdisciplinary programs of its nature in Canada.

The program integrates knowledge from various health fields including Psychology, Sociology, Human Kinetics and related disciplines to provide a broad understanding of health and human development over the life course. Through core and elective courses as well as personal research, students are given the opportunity to gain experience and knowledge from an interdisciplinary standpoint under the supervision of faculty from varying academic backgrounds.

Available on a full-time or part-time basis, the program provides students with the skills needed to complete their education and begin a career or to further pursue post-graduate studies in human development, psychology, sociology, kinesiology, gerontology, public health, medicine or related health fields.

Our innovative Ph.D. program is the only doctoral program in Canada dedicated to researching rural and northern health issues.

This program is designed to:
- enhance both the quality and quantity of research focused on rural and northern health;
- train students to become high quality professionals in health research;
- promote the development of a critical mass of health research expertise in the north; and
- facilitate linkages between the university and community health organizations.

This program offers, innovative, interdisciplinary, graduate education that supports research in the following areas: Aboriginal health; epidemiology; children’s health; health administration; health policy; health promotion; health services; environmental health; mental health; occupational health; and population health in vulnerable populations. The program draws on experienced research faculty from across the health sciences, social sciences, basic sciences, and humanities.

The program is linked with a number of Laurentian’s existing research centres (e.g. Centre for Rural and Northern Health Research (CRaNHR), Evaluating Child Health Outcomes (ECHO), Centre for Research in Human Development and Centre for Research in Occupational Safety and Health (CROSH)) and community partners (e.g. the Sudbury and District Health Unit). Our students are engaged in a broad interdisciplinary education with opportunities to conduct, real-world health research in, and with, northern, rural and remote communities.
The School of Social Work was accredited by the Canadian Association for Social Work Education in 1979. The BSW is a limited enrolment program and 45 students are admitted into the 2nd year of the program every year. The French language undergraduate program (BSS) is offered on-campus and on-line. Some BSS distance-education courses are delivered from Université Sainte-Anne in Pointe à l’Église in Nova Scotia. Our BSW/BSS third and fourth year students conduct placements totaling 700 hours in a wide variety of organizations and agencies located within health care, child welfare, mental health, government, and education systems.

The School of Social Work also offers graduate programs in social work in both languages. Our graduate programs are unique in that students attend courses in 4-day blocks, 3 times per semester, which enables employed professionals to obtain a graduate degree. Most of our faculty members have strong research and professional connections and collaborations with a variety of community-based organizations and agencies, which enables the mentoring and training of students outside of regular classroom teaching.

The mission of the School of Social Work:
The School of Social Work aims to educate social workers who can apply critical analyses, capable of evolving in diverse social and cultural backgrounds, in order to promote social change, problem solving in the context of social justice and respect for human rights, and to improve the general well-being of individuals, groups, communities and society.

For more information, please visit [https://laurentian.ca/faculty/health](https://laurentian.ca/faculty/health)
The Position

The Dean, Faculty of Health, contributes significantly to the Strategic Research Plan of the University, and promotes focused areas of research excellence within the Faculty, while continuing to maintain strong graduate and undergraduate programs. Reporting to the Vice-President, Academic and Provost, the Dean will foster strong relationships with faculty members, Chairs and Directors and will work collaboratively with University-wide governance bodies, fellow Deans, senior administration, the Board of Governors, industry, external advisory bodies, the media and the community at large.

The Dean of Health will:

- Provide strong, collegial and progressive leadership to the Faculty;
- Work to create a strong sense of community and articulate a shared vision and mission within the Faculty;
- Promote and raise the Faculty’s profile, both within the University and externally;
- Recruit, retain and engage outstanding faculty, staff and students, including Francophones and Indigenous peoples;
- Foster new and creative partnerships internally, locally, provincially, nationally and internationally;
- Work with the provincial Ministry of Health, Health Sciences North and Northern Ontario School of Medicine;
- Represent the Faculty on various provincial committees and associations including College of Nurses of Ontario and other licensing bodies, which will enhance the Faculty’s profile nationally and internationally;
- Seek and secure internal and external funding to support the Faculty’s priorities;
- In conjunction with the Vice-President, Research, foster a culture of research and encourage creative research initiatives and the development of research centres within the Faculty; and
- Communicate fluently in English and French.
Priorities and Challenges for the Dean of Health

The key priorities and challenges for the Dean of Health include:

1. Developing a clear focus and profile for the Faculty, and one which will improve the growth and retention of students;
2. Developing strategies and priorities that emphasize the commitment and support for Francophones and Indigenous people;
3. Working with the Vice-President Research, to strengthen and create an enhanced interest in research within the Faculty of Health; and
4. Working with the academic units to develop a cohesive approach to current and new academic programs within the Faculty, and to promote cooperation and collaboration with other Faculties.

The Candidate Requirements

The Search Committee recognizes that no single individual will possess all these qualities in equal measure; nevertheless, it is seeking a dynamic leader with a strong research profile and a commitment to teaching excellence. They will bring a passion for excellence in teaching, research and innovation along with the following experience and competencies:

- A proven track record as a scholar, an academic and a senior-level administrative leader, with a Ph.D.;
- The creativity, expertise and vision necessary to lead this new Faculty;
- The skills to deal effectively and decisively with the human resource, financial and budgetary affairs of the Faculty;
- Excellent problem-solving, communication, and conflict resolution skills;
- Commitment to a vision and practice of higher education in cooperation with the local and broader communities;
- Superior communication skills to develop unified and cohesive strategic initiatives for all programs within the Faculty;
- An understanding of Northern Ontario and Indigenous cultures;
- The capacity to fundraise for philanthropic donations;
- Experience or deep familiarity with accredited professional programs, including the demands of field-based internships; and
- Fluency in both English and French.
The City of Greater Sudbury

The City of Greater Sudbury is ranked as the happiest city in Canada, according to a recent Statistics Canada study. It is the largest municipality in Northern Ontario. Located four hours north of Toronto, easily accessible thanks to a four-laned Highway 69 and 11 daily flights from Air Canada and Porter, it has a growing population of 160,000 and 330 lakes. About 27% of Greater Sudbury’s population identifies French as their mother tongue. The City has vibrant Italian and Finnish communities, among many others.

Sudbury is the hub of post-secondary education in northern Ontario, home to three post-secondary institutions – Laurentian University, Cambrian College and Collège Boréal. In addition, it is also the nucleus for healthcare with Health Sciences North, a state-of-the-art regional healthcare facility, and the Northeastern Ontario Regional Cancer Centre, supporting Sudbury’s role as the main provider of health services in northeastern Ontario.

The City of Greater Sudbury, the sunshine capital of Northeastern Ontario, is known as the City of Lakes. With some 300 freshwater lakes within the city’s boundaries, the City has a striking natural landscape and endless outdoor enjoyments. Thirty of those lakes are within the urban core, including Ramsey Lake, the largest city-contained lake in North America.

The arts are well represented, and the region is home to a thriving cultural scene. Sudbury’s annual Cinéfest is the fourth largest international film festival in Canada and draws participants from all over the world. There are numerous music venues, the Sudbury Symphony Orchestra, and both francophone and anglophone professional theatre at Le Théâtre du Nouvel-Ontario and the Sudbury Theatre Centre. There is also an active amateur theatre community. Productions are staged through Laurentian University’s own Thorneloe College Players and La Troupe, and the Cambrian College Theatre program.

Sudbury schools reflect the diversity of the population. The four school boards – English public, French public, English Roman Catholic and French Roman Catholic – provide many options, including French immersion programs offered by the English public-school board. Sudbury was a frontrunner in the development of immersion programs. There is also a number of private schools.
Contact Information

The goal is for the initial five-year renewable appointment to begin July 2019 and consideration of candidate to begin in September 2018.

The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The university is an inclusive and equitable campus, encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

All inquiries regarding this position will be treated in strict confidence and should be directed to Brock Higgins at (613) 788-8254 ext. 101 or by email at brock@leadersinternational.com.