

# Leaders

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University  
of Regina

## OPPORTUNITY PROFILE

**Provost and Vice-President (Academic)**



## The Organization

<https://www.uregina.ca/>

At the University of Regina, we believe education is about more than earning a degree. Through experiential learning, groundbreaking research, and a deep connection to our community, we empower our students to turn curiosity, knowledge, and drive into action.

Although our roots go back more than a century as Regina College, we became an independent, degree-granting university on July 1, 1974. Today's U of R, along with our federated colleges—Campion College, Luther College, and First Nations University of Canada—offers comprehensive, post-secondary education to more than 16,600 students. With over 95,000 alumni, our graduates are making a positive difference in Saskatchewan and around the globe.

Nestled within 239 acres of Wascana Park, one of North America's largest urban parks, our main and historic College Avenue campuses offer a welcoming and inspiring environment for learning, research, and collaboration. The location and campuses are part of our commitment to health and well-being, ensuring a safe and inclusive space for students, faculty, staff, and visitors.

The University of Regina partners with government as well as many regional, provincial, and international institutions to provide accessible education, including online learning opportunities. We are committed to making higher education more affordable through scholarships, awards, and bursaries that help offset tuition costs.

***At the University of Regina, we'll go far, together.***

*Our institution, with its three federated colleges – First Nations University of Canada, Campion College and Luther College – is situated on Treaty 4 territory. We also have a presence in Treaty 6 through our Faculties of Nursing and Social Work, as well as the work our Faculty of Education does in northern Saskatchewan.*

*These are the territories of the Cree, Saulteaux, Dakota, Lakota, and Nakoda, and the homeland of the Métis/Michif Nation. Today, these lands continue to be the shared Territory of many diverse peoples from near and far.*



## **Vision Statement**

The University of Regina seeks to reflect the world we want to live in — a world that values empowered citizens, generates high-impact scholarship, and embraces Canada’s diversity.

## **Mission Statement**

The U of R’s vocation is to explore unanswered questions. We provide high-quality and accessible education, influential research, creative endeavours, and meaningful scholarly experiences in pursuit of local and global contributions to knowledge. Investigation of and reflection upon varied intellectual pursuits is fundamental, and we engage our students in these pursuits, seeking to instill in them a lifelong quest for knowledge and understanding.

## **Values**

### **Mutual Respect, Integrity, and Honesty**

Our treatment of each other is conscientious, open, transparent, and respectful. We are a safe, healthy, and supportive community prioritizing the well-being of our students, faculty, staff, and community partners.

### **Equity, Diversity, and Inclusion**

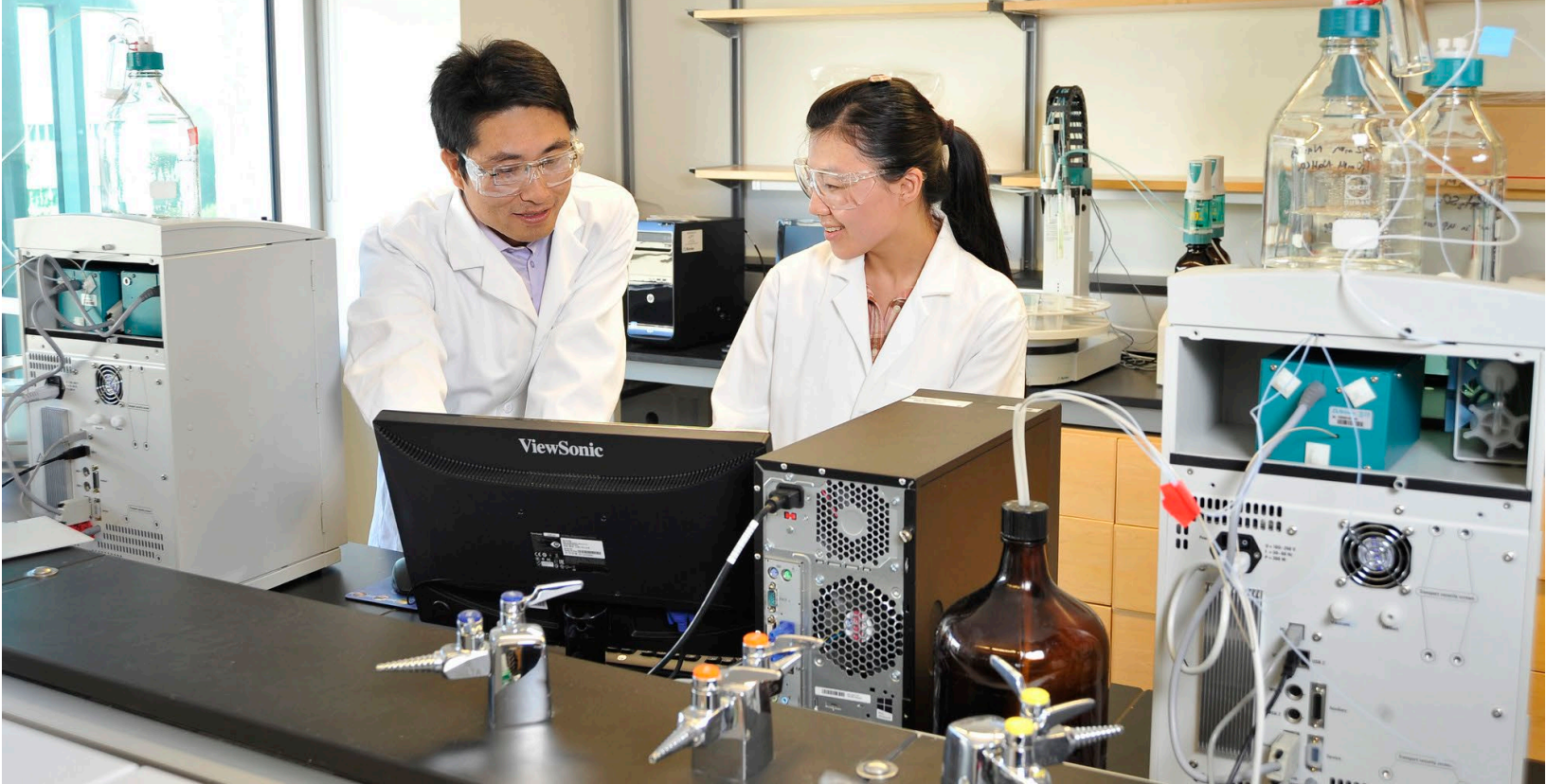
We are committed to creating and promoting equitable systems that foster diversity and inclusion for students, faculty, and staff. Through our adoption of a mainstreaming approach to equity, diversity, and inclusion (EDI), all people - including women, Indigenous peoples, persons with disabilities, visible minority groups, and members of LGBTQ2S+ communities - are integral members of our community.

### **Indigenous Ways of Knowing and Being**

We are committed to Truth and Reconciliation. We aspire to walk together well and strengthen our relationships based on mutual respect and accountability. Our ongoing and emerging activities will be accountable to future generations.

### **Communities and Social Responsibility**

We employ our expertise to serve each other, the environment, and society. We nurture reciprocal relationships with our communities by being committed to vibrancy and inclusivity and demonstrating social, environmental, and economic responsibility.



## The Role: Provost and Vice-President (Academic)

Reporting to the President and Vice-Chancellor, the Provost and Vice-President (Academic) is the University's senior academic and operating officer, with significant responsibility for the day-to-day functioning and management of the institution and its advancement within the framework established by the Strategic Plan. In the absence of the President, the Provost acts on their behalf.

Key responsibilities of the Provost include managing academic operations and budgets across all Faculties and academic units, overseeing initiatives that support student recruitment, retention, and experience, and cultivating academic relationships with federated college partners and affiliated institutions. The University's representation extends to provincial and national bodies, advancing partnerships and addressing matters related to educational programs, curricular renewal, and market development, while promoting academic quality and fiscal sustainability.

The position provides strategic and visionary academic and administrative leadership by evaluating and defining strategic academic priorities within existing collegial governance structures, to enhance the University's academic reputation both nationally and internationally.

## Accountabilities

### Strategic and Visionary Academic Leadership

- Provide vision and leadership in advancing academic excellence, innovation, and student success across all Faculties, academic departments, and research units.
- Strengthen and support collegial governance through collaboration with the President, Vice-Presidents, Associate Vice-Presidents, Deans, faculty, staff, students, and governing bodies.
- Lead the development and implementation of academic priorities, policies, and programs consistent with the University's Strategic Plan as well as the institutional Academic Plan.
- Champion Indigenous engagement and Reconciliation through programming, partnerships, and collaboration, guided by the Associate Vice-President (Indigenous Engagement).

### **Academic Planning and Program Development**

- Provide leadership in the development, review, and renewal of academic programs, ensuring responsiveness to societal needs, labour market trends, and student interests.
- Foster scholarly activities that enhance the University's profile in academics and scholarship.
- Oversee academic quality assurance, program review, and accreditation processes.

### **Budgeting and Resource Management**

- Ensure the effective and equitable allocation of academic and financial resources in alignment with institutional priorities.
- Collaborate closely with the Vice-President (Administration) to lead and implement strategic budget planning and resource allocation processes, ensuring academic priorities inform fiscal decisions and financial stewardship across Faculties and academic units.

### **Faculty and Student Success**

- Support faculty recruitment, retention, and professional development, with attention to equity, diversity, and inclusion.
- Oversee the development and implementation of strategies for both domestic and international student recruitment.
- Ensure effective policies and processes for promotion, tenure, and academic appointments.
- Promote student success through initiatives that enhance academic advising, research opportunities, experiential learning, and student engagement.

### **Research, Scholarship, and Creative Activity**

- Encourage and support excellence in research, scholarship, and creative practice across disciplines.
- Work collaboratively with the Vice-President (Research) to support the development of the University's research profile, external partnerships, and funding success.
- Provide leadership and mentorship for Deans and the heads of other academic units.
- Advance strategies that integrate teaching, research, and community engagement.

### **Institutional Leadership and Collaboration**

- Serve as a key member of the University Executive Team, contributing to institution-wide strategic planning and decision-making.
- Collaborate with other Vice-Presidents to ensure alignment of academic and operational strategies.
- Represent the University at provincial, national, and international levels in academic and higher education forums.
- In concert with the appropriate institutional units and other members of the University Executive Team, provide strategic leadership in emergency preparedness, mitigation, prevention, and management, including the development of institutional responses to emerging challenges to the academic mission or the University's reputation.



## The Person

- An earned doctorate or equivalent terminal degree, with academic qualifications and achievements commensurate with appointment as a tenured full professor at the University of Regina.
- A proven track record of visionary and effective senior academic leadership (e.g., Dean, Associate Vice-President, or equivalent) in a post-secondary institution.
- Experience in strategic academic planning, policy development, and leading change within complex, collegial environments.
- Knowledge of and proven experience in academic governance, post-secondary operations, and shared decision-making processes.
- Experience developing and managing academic budgets and resources, including planning, allocation, and monitoring within an academic context.
- Knowledge and demonstrated application of equity, diversity, inclusion, accessibility, and belonging principles in academic settings, and the demonstrated ability to lead the implementation of these principles through collaboration with others across the institution.
- Understanding of Reconciliation and Indigenous engagement in the academic context, and the demonstrated ability to work with relevant units to lead the advancement of these concepts.
- Experience ensuring compliance with occupational health, safety, and wellness standards in academic environments.
- Ability to work collaboratively with faculty, staff, students, and relevant governing bodies to achieve academic and institutional objectives.



## Compensation

A competitive compensation package will be provided, including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

## Express Your Enthusiasm

*Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.*

To learn more about this exciting leadership opportunity, please connect with **Cameron Geldart** at [camerong@leadersinternational.com](mailto:camerong@leadersinternational.com) or **Heather Fookes** at [heatherf@leadersinternational.com](mailto:heatherf@leadersinternational.com). Application materials will be held in the strictest confidence and should include a letter of introduction and an up-to-date CV (in PDF or Word document format, preferably as a single document). To apply, please email [apply@leadersinternational.com](mailto:apply@leadersinternational.com), including the job title in the subject line.

**Leaders International Executive Search**

[www.leadersinternational.com](http://www.leadersinternational.com)