

Vice-President, Academic and Dean

Renison University College, affiliated with the University of Waterloo

Renison University College, affiliated with the University of Waterloo, acknowledges that we live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Renison is situated on the Haldimand Tract, the land promised to the Six Nations that includes ten kilometres on either side of the Grand River.

Renison invites applications for the position of **Vice President, Academic and Dean (VPAD)**. This is a full-time administrative appointment for five years, with the possibility of renewal for three years, to a maximum of eight years. Should the successful candidate come from outside the University of Waterloo or its affiliates, they shall be appointed at a rank and tenure status negotiated at the time of hire. The preferred start date is **January 1, 2022**.

Rooted in the Anglican tradition, Renison offers courses leading to Bachelor of Social Work (BSW) and Master of Social Work (MSW) degrees through its School of Social Work (SSW) and courses leading to Bachelor of Arts (BA) degrees through its Social Development Studies (SDS) and Culture and Language Studies (CLS) departments.

The VPAD reports to the President and serves as the senior academic officer at Renison. The VPAD is understood to be a partner with the President in supporting collegial leadership. This relational leadership model is based on shared authority, respect, and mutual accountability, reflecting a commitment to equity, diversity, and inclusion.

The VPAD is responsible for the support and oversight of undergraduate and graduate degree programs and for all policies and processes applicable to faculty, in keeping with the terms of the Collective Agreement with the Renison Association of Academic Staff (RAAS). As well, the VPAD oversees student academic life (including issues of academic integrity), the office of the Registrar, the office of Marketing and Recruitment, and the Library. The VPAD represents Renison on those bodies of the University of Waterloo related to their areas of responsibility.

Responsibilities of the Vice President, Academic and Dean

- Develop and oversee academic programs while supporting research and knowledge mobilization;
- Respect the provisions of the Collective Agreement, including the principles of collegial governance and academic freedom that inform these provisions;
- Further Renison's commitment to equity, diversity, and inclusion through decolonization and the dismantling of racism and discrimination in all forms as informed by its Mission Statement and Strategic Plan;
- Champion the rights of equity-deserving groups at Renison, including persons with disabilities, 2SLGBTQ+, Black, Indigenous, and racialized members of the Renison community;
- Enhance Renison's reputation of academic excellence and as an inclusive and welcoming community that is committed to supporting mental health and wellbeing;
- Build and sustain relationships with faculty leaders and Academic Council to promote collegial governance and healthy labour relations;

- Work with the senior Administration to develop and implement strategic plans and budgets, manage relevant staff teams, and encourage new and existing partnerships;
- Maintain strong relationships with the University of Waterloo and its affiliated institutions;
- Prepare detailed reports on academic matters for the President to take to the Board of Governors.

The successful applicant will have the following:

- an earned doctoral degree;
- outstanding scholarly achievements in a discipline associated with Renison's degree programs;
- an exemplary teaching and research profile;
- a leadership style based on integrity, vision, inclusivity, responsiveness, equity, and vigour;
- the knowledge-based and interpersonal skills needed to build a culture of respectful collaboration, interdisciplinarity, and inclusivity, including exceptional communication, negotiation, problem-solving, and relational skills;
- demonstrated success in strategic planning and fiscal management;
- familiarity with a governance structures including a Board of Governors, an Academic Council, a faculty union, and a collective bargaining agreement;
- a proven ability to balance competing demands from internal and external stakeholder groups;
- a commitment to enhancing student experience and success through an equity, diversity, inclusion, and decolonizing lens;
- a commitment to supporting staff to provide comprehensive academic support services;
- a capacity for offering reasoned, timely, and reflective responses to urgent questions; and
- an ability to thoughtfully assimilate, analyze, and interpret information quickly.

To Apply

Upload your application package (including CV and detailed expression of interest) to [Interfolio](#) by **June 22, 2021** (11:59pm EST).

Renison University College respects, appreciates, and actively encourages diversity. As part of Renison's commitment to equity within the College, we welcome and encourage applications from all qualified individuals with diverse experiences based on race, ethnic origin, religion, age, colour, gender identity and expression, sexual orientation, ability or disability, including women, 2SLGBTQ+, Indigenous Peoples, and other visible minorities. While all qualified candidates are encouraged to apply, Canadian citizens and permanent residents will be given priority. Renison is committed to accessibility for persons with disabilities. Accommodations are available upon request for candidates participating in all parts of the hiring process. Please contact a member of Renison's Human Resources department with accommodation requests. Please note that only applicants selected for an interview will be contacted.

References will be solicited at a later stage in the process as needed. The successful candidate will be asked for consent to have an educational and criminal records verification completed. The criminal records verification provides an indication of the existence of adult criminal convictions, for which a record suspension has not been granted, within the RCMP National Repository of Criminal Records.

Download a PDF of the job description [here](#).

For additional information about Renison University College, please see [Renison's website](#) and [Strategic Plan](#).