



CRITERIA AND THEMES FOR THE EVALUATION OF THE DEAN, FACULTY OF FINE ARTS

Themes and criteria for evaluation – based on original mandate:

- Develop, articulate and implement the vision of the Faculty in accordance with Concordia's Strategic Directions, and adapt ideas and visions as it moves forward to meet the needs of students, faculty and staff;
- Stimulate and support inclusive excellence and integrity in teaching, learning, research, creative activity, and University service, and foster a climate that encourages faculty, staff and students to identify and pursue innovation in these activities;
- Further strengthen the academic programs offered by the Faculty by providing leadership in curriculum development, and by initiating and overseeing activities designed to improve teaching skills within the Faculty and ensure that teaching methods are state-of-the-art;
- Provide leadership in the development of research activity to draw upon and organize the expertise, interest and resources of the Faculty and to ensure alignment with the University's Strategic Research Plan;
- Promote the research and creative activities of, and research funding and research infrastructure for, faculty members and students and ensure that their contributions to the success of the Faculty of Fine Arts and Concordia are known and celebrated within the University and the broader community;
- Encourage co-operation, bridge various disciplinary areas, develop interdisciplinary initiatives and strategic alliances and ensure cooperative integration among the research centres, support units and departments within and related to the Faculty of Fine Arts;
- Continue to seek opportunities to develop and continue interdisciplinary research and teaching initiatives with other Faculties, Colleges, Schools and Institutes within Concordia;
- Ensure effective and open communications and engagement among students, faculty, senior administration and staff members;
- Direct and oversee day-to-day operations of all aspects of the Faculty of Fine Arts including classroom, performance and studio facilities, teaching and learning needs and resources, exhibitions and lecture series;

- Develop, manage and ensure effective administration and accountability of the Faculty's budget and resources and support, regularly assess and ensure effective Faculty governance;
- Ensure there is appropriate and efficient organization and assignment of staff responsibilities, effective management, commitment to staff development and administration of collective agreements and personnel policies;
- Ensure recruitment and appointment processes are undertaken with the aim to attract the highest possible calibre of faculty, students and staff and that the process itself is reflective of equity, diversity and University policy;
- Play a proactive role in increasing funding support to the Faculty through government, industry and other funding sources and work collaboratively with academic, community, cultural, industry and public sector partners to further enhance the research and creative profile of the Faculty, and expand and improve its infrastructure;
- Build effective relationships, promote and advocate for the Faculty to a broad spectrum of stakeholders, including senior administration, associate deans, department chairs, faculty and staff, students, alumni, professional associations, the media, community leaders, and educational and other key institutions, locally nationally and internationally; and
- Participate in the development of University strategy and policy as a member of the University's senior management team.