Criteria and Themes for the Evaluation of the
Dean, Engineering and Computer Science

The Dean, Engineering and Computer Science will have fulfilled the following criteria to satisfy the evaluation of his competencies:

THE ROLE AND MANDATE

The Dean, Faculty of Engineering and Computer Science will have provided strategic direction, academic planning leadership and administrative oversight to achieve the highest standards in engineering and computer science education and research. Reporting to the Provost and Vice-President, Academic Affairs and serving as a member of Concordia's senior administration, the Dean will have played a major role in advancing Concordia's goals and objectives. He was expected to:

- Stimulate and support excellence and integrity in teaching, learning, research and University service, and foster a climate that encourages faculty, staff and students to identify and pursue innovation in these activities;

- Enhance the undergraduate and graduate student experience and opportunities within the Faculty;

- Lead the academic planning process of the Faculty by initiating discussions, defining priorities, and developing and articulating its vision;

- Provide strategic leadership in the development of research activity to capitalize upon the expertise, interests and resources of the Faculty and to ensure alignment with the University's research strategy;

- Play a proactive role in increasing funding support to the Faculty through government, industry and other funding sources and work collaboratively with academic, industry and public sector partners to further enhance the research profile of the Faculty, and expand and improve its infrastructure;

- Promote the research activities of faculty members and ensure that their contributions to the success of the Faculty of Engineering and Computer Science and Concordia are known and celebrated within the University and the broader community;

- Ensure cooperative integration among the research centres, support units, and academic units within and related to the Faculty of Engineering and Computer Science;

- Continue to seek opportunities to develop and continue interdisciplinary research and teaching initiatives with other Faculties, Colleges, Schools and Institutes within Concordia;

- Ensure effective communication and engagement with students, faculty and staff members;

- 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 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 and staff and that the process itself is reflective of equity, diversity and University policy;

- 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;

- Participate in the development of University strategy and policy as a member of the University's senior management team;

- Prepare and execute the CEAB accreditation process in order to gain accreditation for the Faculty departments for a six-year period;

- Oversee the creation of the Department of Chemical and Materials Engineering;

- Develop innovative and next-generation programs at the undergraduate and graduate levels.