

## THE ROLE AND MANDATE

The Dean, Faculty of Fine Arts will provide strategic direction, academic planning leadership and administrative oversight to the Faculty of Fine Arts. Reporting to the Provost and Vice-President, Academic, and a member of Concordia's senior administration, the Dean will be a strong ambassador for the faculty, promoting innovative approaches to curriculum development and delivery, and leading efforts that will enable the Faculty and University to achieve the highest standards in arts education. They will ensure sustainable growth and competitiveness, intensify research output, develop cross-disciplinary programs and enhance the external stature of the Faculty.

The Dean, Faculty of Fine Arts has the following direct reports:

- Associate Dean – Research
- Associate Dean – Academic Affairs
- Associate Dean – Planning and Academic Facilities
- Director of Administration
- Financial & Planning Officer
- Advisor, Strategic Initiatives and Special Projects

Dotted Line Reports to the Dean

- Communications Advisor
- Principal Director of Development

Committed to the scholarly life of the Faculty and to excellence, equity, diversity and inclusion, the Dean, Faculty of Fine Arts will play a major role in the achievement of Concordia's goals and objectives. They will be expected to:

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

## CANDIDATE QUALIFICATIONS

The Dean, Faculty of Fine Arts will be an accomplished academic and dynamic leader with a record of building strong teams, promoting and supporting research, fostering academic innovation, managing resources, and advancing multi-disciplinary initiatives. Extensive academic leadership experience will enable the new Dean to relate to a range of internal and external partners and promote excellence, equity, diversity and inclusion among faculty, staff and students. They will possess an open and collegial style, outstanding management, communication and interpersonal skills, a creative approach to problem solving, and a strong commitment to inclusive excellence in research and teaching. The ability to function in both French and English is preferred.

While the Search Committee recognizes that no one candidate is likely to meet all of the following qualifications in equal measure, they are desirable and will be used in the assessment of candidates for the position. The Committee will give the highest priority to those candidates whose profile most closely matches the ideal expressed by these criteria:

- The academic, creative, and/or professional accomplishments, distinguished record in research and teaching, and intellectual acumen to earn respect both internally and externally;
- Demonstrated accomplishments in an academic leadership role (department chair, associate dean or dean) with a record of superior leadership in academic planning and implementation, collegial engagement, and the ability to see the bigger picture and long-term outlook;
- A comprehensive understanding of university academic culture and the arts, a clear vision of Canadian higher education and a strong commitment to inclusive excellence in teaching, research, creative and professional activity and to encouraging academic innovation and creativity in all areas of the Faculty, recognizing the distinct and dynamic nature of the disciplines;
- A comprehensive understanding and appreciation of the diverse disciplines within the Faculty, which includes nine departments: art education, art history, cinema, contemporary dance, creative arts therapies, design and computation arts, music, theatre, and studio arts;
- The ability to represent, advocate for and publicize the achievements and strengths of the Faculty of Fine Arts within the University, and to develop collaborative initiatives with other Faculties;
- A high standard of personal integrity and a commitment to equity, diversity and inclusion, academic freedom, collaborative processes and the principles of collegiality and natural justice;
- An understanding of how to navigate a diverse academic and creative Faculty by being able to inspire informed discussion that encourages the expression of divergent opinions and mutual acceptance, combined with the capability to balance the autonomy of

departments and faculty members with the need for an overall shared vision, identity and commitment;

- Proven capabilities in resource management (personnel, budgets, space, equipment and academic technology), with the ability to ensure transparency and clarity in the budget process and to appreciate the use and impact of new technologies and to assess their value;
- A leadership style that recognizes, empowers and supports faculty, students and staff, and respects their talents, professionalism and experience, combined with a record of building strong teams and a proven capacity to work constructively and collegially as both a team member and team leader, with both internal and external constituencies at all levels of the University;
- Within the Faculty of Fine Arts, a commitment to cultivating a strong research and creative culture, to developing and rewarding outstanding teaching, and to the continued recruitment and retention of high-calibre faculty members in an increasingly competitive environment, combined with the ability to deal with human resources issues in a unionized setting;
- A genuine interest in and commitment to students, combined with the ability to work with them, particularly through the intermediary of their elected representatives, to properly understand how the Faculty's current programs are meeting their needs and realities, and to work alongside them in the development and implementation of innovative curricula and cross-disciplinary programs;
- A commitment to engaging social and cultural diversity while fostering access and success, and a willingness to become personally and visibly involved in the Faculty community;
- Outstanding communication skills, with the ability to interact successfully with multiple constituencies and stakeholders, and to promote the Faculty's academic priorities and interests to a variety of internal and external communities and arts organizations, including fundraising and government relations;
- Effective managerial skills, including the ability to utilize highly developed skills in motivating, planning, problem solving, communicating and building consensus;
- The resolve, flexibility, patience and enthusiasm to deliver innovative and relevant academic leadership, to foster academic innovation, to promote multi-disciplinary initiatives, and to bring about change, with all the required consulting, listening, planning, persuading, explaining and implementing skills;
- The capacity to listen well, stand one's ground when appropriate, enable others to see opportunity where initially they saw constraint and make sound, fair and sometimes difficult decisions, combined with the ability to communicate such decisions openly and implement them firmly.