



POSITION PROFILE DEAN, SCHOOL OF HEALTH

THE ROLE AND MANDATE

The Dean, School of Health will provide strategic direction, academic and research planning leadership and administrative oversight to School. The Dean's office has a dual reporting structure, reporting to both the Provost and Vice-President, Academic and the Vice-President Research and Graduate Studies.

As a member of Concordia's senior administration, the Dean will promote innovative approaches to health-related research and curriculum development and delivery and lead efforts that will enable the School and the university to achieve the highest standards in education and health research. Committed to decolonization and Indigenization, the Dean will ensure sustainable growth and competitiveness, significantly intensify research output, develop cross-disciplinary and cross-faculty programs.

The Dean, has the following direct reports:

- 2 Graduate Program Directors
- Scientific Director, Clinical Research and Prevention Hub
- Scientific Director, Biomedical Science and Engineering Research Hub
- Scientific Director, Community Health Hub

Committed to the scholarly life of the School and to inclusive excellence, equity, diversity, accessibility and decolonization, the Dean 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 School in accordance with [Concordia's Strategic Directions](#) and the [Concordia proposal for the School of Health](#), and adapt ideas and visions as it moves forward in meeting the needs of students, faculty and staff;
- Stimulate and support inclusive excellence and integrity in research, teaching, learning, and University service, and foster a climate that encourages faculty, staff and students to identify and pursue innovation in these activities;
- Provide strategic leadership in the development of research activity to draw upon and optimize the expertise, interests and resources of the School and to ensure alignment with the University's strategic research strategy;
- Further strengthen the academic programs offered by various Concordia faculties by providing leadership and collaboration in curriculum development, by promoting innovative pedagogical delivery methods, and by initiating and overseeing activities designed to improve teaching and ensure that teaching methods are state-of-the-art;

- Promote the research activities of and research funding and research infrastructure for faculty members and students, and ensure that their contributions to the success of the School and Concordia are known and celebrated within the University and the broader community;
- Ensure cooperative integration among the Hubs, research centres, and support units related to or affiliated with the School;
- 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;
- With a focus on accountability, efficiency and collaboration, oversee the effective administration of the School's budget, resources and support, and ensure effective administration of the School;
- 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 caliber of faculty, staff, and students, and that the process itself is reflective of equity, diversity, and University policies;
- Play a proactive role in increasing funding support to the School 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 School, and expand and improve its infrastructure;
- Build effective relationships and promote and advocate for the School 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 strategies and policies as a member of the University's senior management team.

CANDIDATE QUALIFICATIONS

The Dean, School of Health will be an accomplished, collaborative, and inclusive academic and a dynamic leader with a record of building strong teams, promoting, and supporting research, fostering innovative curriculum, managing resources, and advancing multi-disciplinary

initiatives. Extensive or emerging experience as an academic leader will enable the new Dean, School of Health to relate to a range of internal and external partners and promote excellence, equity, diversity accessibility, and inclusion among faculty, staff and students as well as support the decolonization and Indigenization goals of the university. 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 English and French is preferred.

While the Search Committee recognizes that no one candidate is likely to meet all the following qualifications in equal measure, they are desirable and will be used to invite and assess 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 accomplishments, distinguished record in research and teaching in a health-related area, and intellectual acumen to earn respect both internally and externally;
- Demonstrated accomplishments in an academic leadership role (research centre director, 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, 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 in all areas of the School, recognizing the distinct and dynamic nature of the disciplines;
- A solid understanding and appreciation of the broad range of subfields of the School, to best represent its interdisciplinary focus, and an ability to build connections between and across multiple disciplines;
- The ability to represent, advocate for, and publicize the achievements and strengths of Concordia and its new School, and to develop collaborative initiatives with other faculties and schools;
- A demonstrated commitment to equity, diversity, accessibility, decolonization and Indigenization, academic freedom, collaborative processes and the principles of collegiality and natural justice;
- The ability to inspire informed discussion that encourages the expression of divergent opinions and mutual acceptance, combined with the capability to balance the autonomy of faculties and faculty members with the need for an overall shared vision, identity, and commitment;
- Proven capabilities in resource management (personnel, budgets, space 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 high standard of personal integrity and 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 interdisciplinary teams and a proven capacity to work constructively as a team member and team leader, with both internal and external constituencies at all levels of the university;
- A positive track record or potential to act as a leader in a unionized environment and for developing and maintaining positive relations with employee groups.
- Within the School, a commitment to cultivating a strong research culture, to developing and rewarding outstanding teaching and to the continued recruitment and retention of high-caliber faculty members;
- A genuine interest in and commitment to students and postdoctoral fellows, combined with the ability to work with them, particularly through the intermediary of their elected representatives, to properly understand how the School's activities and offerings are meeting their needs and realities, as well as working alongside them in the development and implementation of innovative curricula and cross-disciplinary programs as well as extracurricular professional development opportunities;
- A commitment to engaging social and cultural diversity while fostering access and success, and a willingness to become personally and visibly involved in the Concordia community;
- Outstanding communication skills, with the ability to interact successfully with multiple constituencies and stakeholders and to promote the School's academic and research priorities, and interests to a variety of internal and external communities, including fundraising and government relations;
- Effective managerial skills, including 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; and
- The capacity to listen well, enable others to see opportunities 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.