



ST. FRANCIS XAVIER  
UNIVERSITY



**Dean of Business, St. Francis Xavier University  
Antigonish, Nova Scotia**

St. Francis Xavier University (StFX) is seeking a visionary and dynamic leader to serve as the next Dean of the Gerald Schwartz School of Business. This role provides a unique opportunity to shape the future of business education at one of Canada's leading undergraduate universities.

**The Organization**

*St. Francis Xavier University acknowledges that they are located on the unceded and traditional territory of the Mi'kmaq, who have maintained a connection to this land.*

St. Francis Xavier University, renowned for its commitment to academic excellence and social justice, is a vibrant academic community located in Antigonish, Nova Scotia. With approximately 5,000 students, 282 faculty members, and an engaged alumni network of over 50,000, StFX is recognized nationally and internationally for its dual commitments to excellence in teaching and research. The University offers an immersive learning environment that encompasses Arts, Science, Education, Business, and the Coady Institute, with strong ties to Mi'kmaq Nations and other local communities. StFX is known for its emphasis on community, service learning, and forming lifelong connections as a core part of the student experience.

The Gerald Schwartz School of Business at StFX is dedicated to developing future business leaders who are equipped with the knowledge, skills, and values necessary to succeed in a rapidly changing global economy. The Schwartz School is the only primarily undergraduate school of business that ranks in the [top 20 business schools in Canada according to MacLeans](#). Though the School represents approximately 19% of the entire student population and 26 faculty members, they also boast very small class sizes, as well as exciting opportunities for students to actively participate in research opportunities.

**The Role**

Reporting to the Academic Vice-President and Provost, the Dean will play a critical role in advancing the strategic priorities of the Schwartz School of Business and fostering a culture of academic excellence, innovation, and community engagement. The Dean of Business is responsible for the academic leadership, management, and administration of the Schwartz School of Business. They provide strategic vision and direction for the School, ensuring the continued excellence of its academic programs, research initiatives, and community partnerships. The Dean will oversee faculty recruitment and development, manage academic regulations and student appeals, and lead the development of new courses and programs that align with the University's strategic goals. They are responsive to the needs of faculty, staff, and students, and uphold and model the values of StFX, demonstrating a strong commitment to equity, diversity, inclusion, and accessibility (EDIA). Recruiting diverse students to ensure equitable representation within the School is a key priority. Acting as a member of the senior academic leadership team, they partner with fellow Deans on strategic projects, initiatives, and advising.

Through critical EDIA lenses, the Dean is responsible for the following areas of oversight:



**Academic Leadership and Innovation:** Provides strategic direction for the academic programs within the Schwartz School of Business, ensuring they meet the highest standards of quality and relevance. Fosters a positive and unified culture of innovation in teaching and research, encouraging the development of new courses, programs, and pedagogical approaches that enhance student learning and engagement.

**Faculty Management and Development:** Recruits, mentors, and supports faculty members, ensuring that the Schwartz School of Business attracts and retains top talent. Oversees the renewal, promotion, and tenure processes, working closely with the Academic Vice-President and Provost to ensure that faculty members are supported in their professional growth and development.

**Strategic Planning and Institutional Leadership:** Acts as a key member of the University's senior academic leadership team, contributing to the development and implementation of the University's Strategic and Academic Plan. Represents the Schwartz School of Business on key University committees and Senate and works collaboratively with other Deans and senior administrators to advance the StFX mission.

**Community and Relationship Building:** Builds and maintains strong relationships with internal and external stakeholders, including alumni, industry partners, donors, and the local community. Represents the Schwartz School of Business in regional, national, and international business networks, enhancing the School's profile and influence in the broader business community.

### The Ideal Candidate

As the ideal candidate, you are an accomplished scholar and leader with a proven record of academic leadership, research excellence, and strategic vision in the field of business education. You are an experienced and strategic academic administrator, with outstanding communication and interpersonal skills, and a transparent and consultative management style. You have managed academic programs, including recruiting and developing faculty, and fostering innovation in teaching and research. You are a data-driven decision maker that has a record of fostering positive culture through strong and effective relationships across administrative and faculty departments. You are a collaborative and inclusive leader with exceptional communication skills and a deep commitment to equity, diversity, inclusion and accessibility.

### Qualifications and Experience

*While the Search Committee recognizes that no one candidate is likely to meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.*

- A PhD or DBA in a related discipline, with a strong track record of research, scholarship, and teaching.
- Significant experience in a senior academic leadership role.
- Relevant administrative experience including performance evaluation, project management, and budgeting, annual reporting, and successful fundraising efforts.



- Experience working collegially and effectively within a unionized environment, building trusting relationships both internally and externally.
- A demonstrated commitment to EDIA, with examples of fostering inclusion in business spaces during their career.
- Demonstrated experience in managing difficult and complex situations in a calm, clear, and consistent manner.
- An understanding of the current provincial funding landscape and opportunities.
- Demonstrated skill in institutional strategic planning and implementation.
- Team building, consultative leadership, and conflict management experience.
- Demonstrated success in developing external strategic partnerships.
- Industry experience and knowledge of contemporary business issues and trends.
- Experience in strategic enrolment management that fosters diverse representation within student populations is an asset.
- Experience with business school accreditation (e.g. AACSB) is an asset.

#### Skills and Attributes

- An entrepreneurial leader and administrator who can be successful in an academic environment.
- A capable fundraiser who enjoys networking and finding synergies.
- Creativity, empathy, compassion, and curiosity.
- A highly relational leader with excellent emotional intelligence, capable of fostering a cohesive and positive academic culture.
- Authenticity and exceptional communication skills, with the ability to listen, understand, and translate knowledge.
- Courageous leadership with the ability to face challenges, and to exercise integrity, flexibility, and wisdom.
- A facilitative and decisive style, with the ability to exercise good judgment and make timely, informed decisions.

#### Application Process

*St. Francis Xavier University is committed to fostering a diverse and inclusive environment and encourages applications from all qualified individuals, including but not limited to women, persons with disabilities, visible minorities (especially African Nova Scotians), Indigenous Peoples (especially Mi'kmaq), and persons of any gender identity and sexual orientation.*

*St. Francis Xavier University is committed to providing an inclusive and barrier-free experience to applicants with accessibility needs. Requests for accommodation can be made at any stage during the recruitment process by contacting [accommodations@kbrs.ca](mailto:accommodations@kbrs.ca).*



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### To Apply

If you are interested in this opportunity, contact Debra Clinton at [dclinton@kbrs.ca](mailto:dclinton@kbrs.ca), Kyle Steele at [ksteele@kbrs.ca](mailto:ksteele@kbrs.ca), or Dr. Jennie Massey at [jmassey@kbrs.ca](mailto:jmassey@kbrs.ca) or submit your complete application package online at: <https://www.kbrs.ca/Career/18265>

We will begin reviewing applications on November 12, 2024.