



Dean, Faculty of Arts
Thompson Rivers University, Kamloops, BC

Thompson Rivers University (TRU) is seeking a dynamic and experienced leader to serve as the next Dean of the Faculty of Arts. This role provides a unique opportunity to shape the future of arts education at one of Canada's most innovative and inclusive universities.

The Organization

TRU is located on the traditional lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwepemcúl'ecw, the traditional and unceded territory of the Secwépemc. The region TRU serves also extends into the territories of the St'át'imc, Nlaka'pamux, Nuxalk, Tšilhqot'in, Dakelh, and Syilx peoples.

At TRU, student success is the priority. TRU is committed to both academic excellence and accessibility, TRU opens doors and minds, offering a diverse range of programs and pathways to students from all backgrounds. With over 140 on-campus programs and 60 Open Learning programs, TRU provides flexible education opportunities that encourage research, creation, and innovation. For more information about Thompson Rivers University, please visit www.tru.ca.

The Faculty of Arts at Thompson Rivers University offers a wide array of programs that prepare students for diverse careers through critical thinking, communication, and problem-solving skills. Programs include a Bachelor of Communication and Digital Journalism, Bachelor of Interdisciplinary Studies, and Bachelor of Arts degrees in subjects such as Psychology, Sociology, English, History, and Philosophy, Criminology, Anthropology, and Theatre. The Faculty of Arts also offers a Master of Arts in Human Rights and Social Justice, a Police and Justice Studies Diploma, and certificates in World Languages and Cultures and Modern Languages (French).

The Role

Reporting to the Provost and Vice-President Academic, the Dean will play a critical role in advancing the strategic priorities of the Faculty of Arts and fostering a culture of academic and scholarly excellence, creativity and community engagement. Acting as an advocate-at-large of arts disciplines, the Dean provides leadership, management and administration of the Faculty of Arts, managing budgets and allocating resources in alignment with the University's priorities and outcomes. They oversee faculty recruitment and development, manage academic regulations and student appeals, and lead the development of innovative courses and programs that align with community needs and TRU's mission. The Dean will facilitate interdisciplinary collaboration, enhance research opportunities, and foster a diverse and inclusive environment that promotes academic excellence and student success. Working closely with the leadership teams across TRU, the Dean will also play a key role in supporting

institutional priorities and commitments, including Indigenization, supporting efforts to embed Indigenous knowledge and perspectives into the curriculum.

From a lens of EDIA, key areas of oversight and responsibility are:

Academic Leadership and Innovation: Oversees and supports the academic scholarship, research, and teaching within the Faculty of Arts, strategically allocating resources to ensure they maintain high standards of quality and meet the evolving needs of students and faculty. The Dean will focus on improving student learning and flexible delivery, supporting faculty research, and promoting mutually beneficial collaboration between disciplines within and beyond the Faculty of Arts to equip students with practical skills and knowledge.

Faculty Management and Development: Working in a collegial governance model, the Dean helps to recruit, mentor, and support faculty members, ensuring that the Faculty of Arts attracts and retains top talent. The Dean will oversee faculty promotion, tenure, and professional development processes, working closely with the Provost to support the growth and success of academic staff.

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 Plan. The Dean will represent the Faculty of Arts on key University committees and work collaboratively with other Deans and senior administrators to advance TRU's mission.

Community and Relationship Building: Builds and maintains strong relationships with internal and external partners, including students, alumni, community leaders and Indigenous communities, including actively supporting donor relations and fundraising efforts. The Dean will represent the Faculty of Arts in regional, national, and international academic and cultural networks, enhancing the Faculty's profile and influence in the broader academic and creative community.

The Ideal Candidate

As the ideal candidate, you are an accomplished scholar and leader with a proven record of academic leadership, research and teaching excellence, and strategic vision in the arts. You have extensive experience in managing academic programs, recruiting and mentoring faculty, and fostering innovation in teaching and research. You have experience in evidence based/data driven planning, particularly with regards to the implementation of a multiyear budget model. You are a collaborative and inclusive leader with exceptional communication skills and a deep commitment to equity, diversity and inclusion. Your integrity, accountability and ethical leadership are unwavering. You have successfully managed complex projects and enhanced organizational success and your ability to develop and implement effective

policies and procedures has consistently driven positive outcomes. You bring outstanding problem-solving and interpersonal skills which enable you to build trusting relationships, resolve conflicts, and engage effectively with a wide range of people.

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 terminal degree in a related arts discipline, with an active record of research, scholarship and teaching.
- Eligibility for tenure at the rank of Associate Professor or higher.
- Significant experience in a senior academic leadership role, preferably at the level of Chair, Associate Dean, or higher.
- Proven experience in managing complex budgets, multiple priorities, and effective resource allocation, with a demonstrated ability to make strategic decisions that align with institutional goals.
- Experience establishing relationships with Indigenous communities and working collaboratively to advance Indigenous knowledges and perspectives within higher education.
- Demonstrated ability to lead online and face-to-face program delivery and development.
- Experience leading academic operations and supporting faculty across multiple campus locations.
- Demonstrated commitment to learner-centred practices and decisions in academia, with a history of strong relationships with students.
- A track record of fostering inclusive and diverse academic environments that support student success and faculty development.
- Demonstrated success in leading and implementing strategic academic initiatives.
- Strong commitment to equity, diversity, inclusion and anti-racism, with professional examples of action that has supported the success of underrepresented groups.

Attributes and Skills

- Demonstrated experience using data and research to make decisions about resource allocation as it pertains to curriculum development and program improvements, particularly with regards to the implementation of a multiyear budget model.
- Collaborative leadership skills, with a practical approach to mobilizing faculty, staff, and students by focusing on clear goals and solutions in pursuit of academic and institutional excellence.
- A high degree of emotional intelligence, with the ability to build positive, productive, and sustainable relationships with students, employees, and community members.

- Grounded in understanding student, faculty, and community needs, the ability to collectively inspire, influence and motivate diverse groups of people with authenticity, empathy and integrity.
- Sound judgement and problem-solving abilities – able to facilitate important discussions and navigate complex issues with clarity, while prioritizing practical outcomes that benefit students and faculty in the Faculty of Arts and across TRU.
- Courage and wisdom—able to hold space for important conversations while bringing clarity to complex issues.
- A high capacity to balance multiple priorities while being responsive to people.
- Commitment to integrity and accountability, ensuring transparency in decision-making and consistently following through on commitments, while fostering a culture of trust and responsibility within the Faculty of Arts.

Thompson Rivers University is strongly committed to hiring based on merit with a focus on fostering diversity of thought within our community. We welcome those who would contribute to the further diversification of our staff, our faculty and its scholarship including, but not limited to, women, Indigenous, Black and People of Colour, persons with disabilities and persons of any sexual orientation or gender identity. Please note that all qualified candidates are encouraged to apply, however applications from Canadians and permanent residents will be given priority.

Thompson Rivers 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.

Application review will begin on December 9, 2024.

If you are interested in this opportunity, contact Abbey MacLeod at amacleod@kbrs.ca or Kyle Steele at ksteele@kbrs.ca or Dr. Jennie Massey at jmassey@kbrs.ca or submit your full application package online at: <https://www.kbrs.ca/Career/18371>