

ADVERTISEMENT

Search for an Associate Dean, Undergraduate Programs – Haskayne School of Business

UNIVERSITY OF CALGARY

2500 University Drive NW Calgary, AB T2N 1N4

The University of Calgary (UCalgary), located in the heart of Southern Alberta, both acknowledges and pays tribute to the traditional territories of the peoples of Treaty 7, which include the Blackfoot Confederacy (comprised of the Siksika, the Piikani, and the Kainai First Nations) as well as the Tsuut'ina First Nation, and the Stoney Nakoda (including Chiniki, Bearspaw, and Wesley First Nations). The university recognizes that the City of Calgary is also home to the Métis Nation of Alberta (Districts 5 & 6). By virtue of the signing of Treaty 7 in 1877, the University recognizes that we are all treaty people. The City of Calgary is home to a culturally diverse community. Together, we share this land, strive to live together, learn together, walk together, and grow together in a good way.

About The University of Calgary

UCalgary is a global intellectual hub located in Canada's most enterprising city. UCalgary is a bold and spirited institution, recognized as one of Canada's top-five research universities, grounded in innovative teaching and learning, and fully engaged with the community it serves and leads.

"Great cities are built around great research universities and cities that successfully reinvent themselves do so in partnerships with focused, world-class institutions. The fate of Calgary and UCalgary are inextricably tied. Our community has supported us, and now is the time to show returns on those investments for the benefit of our community. Our ambition is nothing short of UCalgary being a catalyst of economic growth and quality-of-life improvements in this city and beyond."

- Dr. Ed McCauley, President & Vice-Chancellor, University of Calgary

UCalgary recently unveiled its Ahead of Tomorrow strategic plan, which articulates a 7-year vision out to 2030. It's a bold vision that reflects our ambition to increase access to future-focused education, to maximize the impact of our research and innovation, to put the community at the centre of all that we do, and to make our operational processes clearer, simpler and better than any other university.

To learn more about UCalgary's strategic plan, visit: <http://ucalgary.ca/about/ahead-of-tomorrow>

Despite its youth, at only 57 years of age, UCalgary is already one of the nation's leading research universities. It has five campuses in Calgary, one in Qatar, a University Innovation Quarter in Calgary, and five research stations in Alberta, BC, and the Yukon. UCalgary is a global intellectual hub for high-quality research and scholarship, one where students thrive in programs made rich by research, hands-on experiences, and entrepreneurial thinking, grounded in innovative learning and teaching; it is fully integrated with the community it both serves and leads. As a Comprehensive Academic and Research University, we aim to produce the next generation of leaders who experience the best possible training in acquiring and creating new knowledge.

These foundational values and commitments enable excellence, discovery, creativity, and innovation across the research ecosystem. With over 28,000 undergraduate students, 8,000 graduate students, 575 postdoctoral fellows/associates (postdocs), and 1,800+ faculty actively engaged in transdisciplinary

discovery, creativity, and innovation across 14 faculties and schools, and supported by 3,200+ staff, we deliver over 250 degree and non-credit programs – undergraduate, graduate, and professional degrees, postdoctoral training, and continuing and professional education programs. We increasingly attract domestic students from within Alberta and across Canada, and our knowledge and experience are enriched by international students from over 119 countries.

With over \$545M in annual research revenue and more than 50 research institutes and centres, UCalgary has become known as a research powerhouse in Canada. The scholarly environment at UCalgary encourages our students, faculty, and staff to take on the tough challenges facing our society and to draw expertise from across all our domains to develop evidence-based solutions. We integrate research into graduate and undergraduate curricula, equipping students with transferable problem-solving skills tested in experiential and work-integrated learning scenarios to increase employability and opportunities for professional advancement.

UCalgary benefits from the ongoing support of our community, which rallies behind the university, recently completing the third-largest fundraising campaign in Canadian history, surpassing \$1.4B.

UCalgary is a large and complex institution that drives tremendous value with an annual consolidated budget of more than \$1.6B, it is among Calgary's largest employers, and generates over \$16B annually in economic impact to the province. Two-thirds of the university's 220,000 alumni live and work in the Calgary area, effectively building a city of leaders and those dedicated to improving quality of life and prosperity.

UCalgary has been recognized for eight consecutive years as one of Alberta's Top 75 Employers (2017–2024) and Canada's best diversity employer (2017–2024).

To learn more, visit ucalgary.ca. You can also view the [academic](#) and [research & innovation](#) plans, as well as the [Equity, Diversity, Inclusion and Accessibility](#), [Indigenous](#), [mental health](#) and [sustainability strategies](#).

The Haskayne School of Business

Accredited by AACSB International, the Haskayne School of Business is a progressive and innovative business school. Our mission is to create an open, mutually accountable community of students, faculty, and alumni, and to provide rich experiential learning opportunities to our students. With 3,000 full and part-time students currently enrolled in bachelors, masters, PhD and executive education programs, the business school boasts more than 18,000 alumni in 60 countries around the globe.

Position Description – Associate Dean, Undergraduate Programs – Haskayne School of Business

The **Haskayne School of Business** at the University of Calgary invites applications for the position of **Associate Dean, Undergraduate Programs**. We're seeking a leader who brings not only strong administrative capability but also a clear vision for what the BComm program should stand for - its purpose, values, and role in shaping the next generation of business graduates. This is a key leadership position within the Haskayne School of Business (HSB).

The Associate Dean appointment is a five-year term, renewable, subject to review. The successful candidate will be offered a tenured academic appointment at the Associate or Full Professor level in either the teaching and research or the teaching stream (commensurate with qualifications).

This is an exciting time at HSB with its new strategic plan and a commitment to offering every student a transformational learning experience. With approximately 3800 students engaged in the Bachelor of Commerce and Bachelor of Commerce (Honors) degrees, this presents a tremendous opportunity for the right leader to make an impact.

We are looking for the next Associate Dean, Undergraduate Programs to inspire and provide future-focused learning and engagement.

We are seeking a candidate who has demonstrated a student-centric focus as an educator and administrator. We are looking for a candidate who has achieved excellence and impact in their career, has a track record of building collaborations and providing support to other members, and has strong administrative capabilities. The successful candidate will build, support, and promote the Haskayne School of Business in the context of the University's strategic plan [Ahead of Tomorrow](#), the [ii' taa'poh'to'p](#) Indigenous Strategy, and the Haskayne School of Business [Haskayne Strategic Plan 2025-2027 | Haskayne School of Business | University of Calgary](#).

We are searching for a candidate to assume the role of Associate Dean to lead the school's undergraduate program. The position reports directly to the Dean and will be a member of HSB's senior leadership team. The role includes oversight over the undergraduate program, including:

- Program development in collaboration with the undergraduate curriculum review committee;
- Program administration, including supervision of timetabling staff and processes;
- Academic integrity oversight;
- Equity, diversity, inclusion, and Indigenization integration within the undergraduate program;
- Oversight of global engagement and partner agreements;
- Oversight of honour's and co-op programs.

Applicants must demonstrate experience leading academic programs or portfolios that involve significant undergraduate engagement, such as:

- Relevant associate dean role (preferred);
- Program directorships;
- Leadership roles in curriculum development or co-curricular and experiential learning initiatives.

Applicants must also demonstrate:

- Sustained evidence of substantial service (e.g., participation or chairing academic committees);
- Proactivity in spearheading relevant initiatives; and
- Demonstrated excellence in collaboration and consensus-building.

The successful academic will be appointed to a tenured position at the rank of associate professor or professor in either the teaching stream or the teaching and research stream (hereafter the research stream), depending upon their experience and qualifications. Therefore, successful candidates must meet the [faculty guidelines](#) for promotion to these ranks within the Haskayne School. As per those guidelines,

At the rank of **Associate Professor (Teaching)**, candidates must:

- Engage in scholarship focused on maintaining currency in pedagogy and curriculum design;
- Provide evidence of scholarship of teaching and learning (SoTL);
- Maintain currency in pedagogical approaches;
- Contribute to course and curriculum design and development;
- Engage in mentorship activities to support colleagues;
- A master's degree is required;
- A doctoral degree is desired.

At the rank of **Professor (Teaching)**, candidates must:

- Demonstrate all the qualifications for appointment at the Associate Professor (Teaching) rank, but commensurate with higher rank (e.g., more quantity of output);
- Demonstrates advanced proficiency in innovative approaches to pedagogy;
- Have earned recognition for teaching excellence through awards, assessments, and honours;
- Leads learning opportunities for colleagues;
- A master's degree is required;
- A doctoral degree is desired.

At the rank of **Associate Professor (Research)**, candidates must:

- A PhD in management or related field;
- Demonstrate evidence of independent and sustained scholarship including high-quality research output (i.e., top-ranked journals),
- Provide evidence of an active and ongoing program of research, which includes high-quality invited revisions and working papers at top-ranked journals;
- Demonstrate evidence of successful tri-agency grant activity as principal investigator (PI);
- Demonstrate teaching excellence;
- Demonstrate evidence of substantial service.

At the rank of **Professor (Research)**, candidates must:

- A PhD in management or related field is required;
- Demonstrate all the qualifications for appointment at the Associate Professor (Research) rank, but commensurate with higher rank (e.g., more quantity of output);
- Provide evidence of an international research reputation that would significantly enhance the profile of HSB and UCalgary;
- Show ongoing mentorship of junior faculty and graduate students;
- Provide evidence of service leadership.

Candidates must also demonstrate an open and transparent approach to resolving complex issues in an academic unit and have good communication skills. The Associate Dean will foster the continued pursuit of the scholarship of teaching and learning and research excellence and build internal and external relationships to benefit the School. The Associate Dean will be a committed advocate for equity, diversity, inclusion and accessibility and Indigenous engagement.

The yearly salary range for this position will depend on rank, academic discipline, and stream (teaching vs. teaching and research), and ranges from \$140,000 to \$250,000. While the candidate holds the position of Associate Dean (Undergraduate) they will also receive an additional yearly stipend of \$8450 and a full teaching release.

Application Instructions

To explore this opportunity further or to apply, please email apply@jssearch.ca, and include "Associate Dean, Haskayne" in the subject line of your email. Applications should include a cover letter and curriculum vitae.

About Calgary

Recently ranked the most liveable city in North America and 5th in the world (2024) by The Economist Intelligence Unit, and possessing one of the youngest populations of major cities in Canada, Calgary is home to world-class attractions, sporting amenities and public infrastructure that supports a healthy lifestyle, making it a great place to raise a family (<https://www.youtube.com/channel/UCnh-WugziiHwMT44-sVwrA>). Situated where the Canadian plains reach the sunny foothills of Canada's majestic Rocky Mountains, Calgary is a major urban centre surrounded by an area of profound beauty with an awe-inspiring mountains, lakes, rivers and gorgeous prairie.

Consistently rated by the United Nations as the world's best country to live in, Canada is the world's second largest country by total area and is one of the most ethnically diverse and multicultural nations. Canada ranks among the highest in international measurements of government transparency, civil liberties, quality of life, economic freedom, and education.

The University of Calgary's comprehensive benefits and pension program is designed to promote a productive level of health and well-being to staff members. These health, paramedical coverage, and vision care subject to varying coverage levels. These also include dental coverage, a flexible spending account, long-term disability, accidental death and dismemberment insurance, group life insurance, and a defined benefit pension plan. UCalgary also offers other programs, such as tuition support programs and an employee and family assistance plan. <https://www.ucalgary.ca/hr/benefits-pension>

The University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here; in particular, we encourage members of equity-deserving groups (women, Indigenous Peoples, persons with disabilities, members of visible minorities and diverse sexual orientation and gender identities) to apply. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Questions regarding diversity at

UCalgary can be sent to the Office of Equity, Diversity and Inclusion (equity@ucalgary.ca) and requests for accommodation can be sent to Human Resources (hrhire@ucalgary.ca).