Academic Dean
Renison University College

With gratitude, Renison University College acknowledges that it is located on the traditional territory of the Anishinaabeg, Hodinohsyó:ni, and Attawandaran (Neutral) Peoples, which is situated on the Haldimand Tract, land granted to the Six Nations that includes ten kilometres on each side of the Grand River from mouth to source. The active work toward reconciliation takes place in all corners of Renison's campus through research, learning, teaching, community building, and outreach.

Established in 1959 as an affiliated institution of the University of Waterloo, Renison University College offers a close-knit community where students live, learn, and grow, while benefiting from the academic breadth and resources of a world-class university. Renison is distinguished by its interdisciplinary approach to understanding people, communities, and cultures. For example, its Social Development Studies program brings together psychology, sociology, and social work, while its health-focused Master of Social Work, the first of its kind in Canada, takes a holistic approach to the social and structural determinants of health. Guided by its 2024–2027 Strategic Plan, *Meeting the Moment*, Renison is focused on nurturing transformative leaders; advancing Indigenization, decolonization, inclusion, diversity and equity; fostering a strong and healthy community; strengthening teaching, research and learning; and advancing institutional sustainability. Together, through small-class learning, close faculty-student relationships, interdisciplinary study, experiential and community-engaged learning, and opportunities to connect scholarship with real-world challenges, Renison prepares students to see complex issues from multiple perspectives and develop the knowledge and skills to contribute meaningfully to their communities and the wider world.

Renison University College invites applications and nominations for the position of Academic Dean. This is an exciting opportunity to help shape Renison's next chapter as the College prepares to launch a new strategic plan in 2028. Building on Renison's distinctive strengths and longstanding commitment to social justice, inclusion, and community engagement, the Academic Dean will help articulate and advance an ambitious, future-focused vision for academic excellence, innovation, student success, and societal impact.

Reporting to the President and Vice-Chancellor, the Academic Dean serves as Renison University College's Senior Academic Officer and a key member of the Senior Leadership Team. The role oversees undergraduate and graduate programs, academic planning, curriculum development, program innovation and quality, enrolment and registrarial activities, academic unit leadership, and student academic matters. Through a collegial, relationship-centred leadership approach, the Academic Dean will work collaboratively across Renison and with partners at the University of Waterloo to advance academic excellence, foster innovation in teaching and scholarship, strengthen partnerships and governance, and champion equity, inclusion, and decolonization across Renison's academic life.

The successful candidate will hold a PhD or equivalent terminal degree and bring a proven track record as a scholar, educator, and administrator. They will possess significant experience in academic administration, including academic planning, faculty affairs, strategic enrolment management, budget and resource management, and governance. A strategic and future-oriented thinker, they will recognize and build upon Renison's distinctive strengths, identify emerging opportunities, and translate innovative ideas into practical initiatives and measurable outcomes. They will also be an inclusive and relationship-centred

leader with a demonstrated commitment to equity, diversity, inclusion, decolonization, and student success. The successful candidate will demonstrate exceptional interpersonal, communication, and listening skills, with a proven ability to build trust, foster collaboration, navigate complex issues, and resolve conflicts with diplomacy and sound judgment. Guided by integrity, creativity, and a commitment to collegiality, they will be a trusted mentor and leader who inspires confidence, strengthens connections across Renison and the University of Waterloo, and advances a shared vision for the College's future.

Renison University College has partnered with Andrea Patrick and Cora Hui of Odgers to support this existing vacancy. Applications are encouraged immediately and should be submitted online at https://careers.odgers.com/en-ca/32258. The Committee's consideration of applications will begin in mid-November and the position will remain open until filled. For more information, or to submit a nomination, please reach out to AcademicDean@odgers.com.

References will be solicited at a later stage in the process as needed and with permission. Additionally, the successful candidate will be asked their consent to complete an educational and criminal records verification. The criminal records verification provides an indication of the existence of adult criminal convictions, for which a record suspension has not been granted, within the RCMP National Repository of Criminal Records.

Renison University College respects, appreciates, and actively encourages diversity. As part of Renison's commitment to equity within the College, it welcomes and encourages applications from all qualified individuals with diverse experiences based on race, ethnic origin, religion, age, colour, gender identity and expression, sexual orientation, ability or disability, including women, 2SLGBTQ, Indigenous Peoples, and other visible minorities. While all qualified candidates are encouraged to apply, Canadian citizens and permanent residents will be given priority. Renison is committed to accessibility for persons with disabilities. Accommodations are available upon request for candidates participating in the hiring process. Please contact a member of Odgers with accommodation requests at AcademicDean@Odgers.com.