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About the University of Manitoba

University of Manitoba campuses are located on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation.

Established as Western Canada’s first university, the University of Manitoba is the largest university in Manitoba and the only medical-doctoral institution in the province. As a member of Canada’s U15 group of research universities, its community of 30,000 students, 5,400 academic faculty, and 3,950 support staff contributes $2.4 billion annually to Manitoba’s economy.

A leader in Manitoba’s knowledge economy, the University of Manitoba is known for its ground-breaking research in a variety of areas, including nanotechnology, functional foods and nutraceuticals, HIV/AIDS and climate change. The University’s current operating budget totals more than $600 million, and its research funding is approximately $136.8 million.

The University of Manitoba has an allocation of 46 Canada Research Chairs, one Canada 150 Research Chair and one Canada Excellence Research Chair laureate. There are currently 39 research centres, institutes and shared facilities, and the University has had more Rhodes scholars than any other institution in Western Canada. Currently, the University of Manitoba has two faculty members who are appointed Companion, eleven who are Officers, and sixteen who are Members of the Order of Canada. Additionally, 24 individuals have been appointed to the Order of Manitoba, and 45 individuals have been named Fellows of the Royal Society of Canada.

The University of Manitoba’s mission is: “To create, preserve and communicate knowledge, and thereby, contribute to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.” Attracting talent that is motivated by this mission is a fundamental reason for the university’s success.

The University of Manitoba is home to more than 2,500 First Nations, Métis and Inuit students and strives to ensure that Indigenous values are acknowledged, embraced and infused into life on its campuses. Indigenous Achievement is a key component of the university’s strategic planning framework.
The University is home to the National Centre for Truth and Reconciliation.

The National Centre for Truth and Reconciliation (NCTR) was created to preserve the memory of Canada’s Residential School system and legacy. Officially opened in the summer of 2015, the NCTR is the permanent place for all statements, documents, and other materials gathered by the Truth and Reconciliation Commission of Canada (TRC). The NCTR is a creation of the Indian Residential Schools Settlement Agreement, signed in 2007 by representatives of former students of the schools, the Government of Canada, Churches, the Assembly of First Nations, and the Inuit Tapiriit Kanatami.

One part of the Settlement Agreement created the Truth and Reconciliation Commission of Canada and mandated the Commission to create a permanent archive for all of the statements, documents and other materials it would gather over its years of operation. The University of Manitoba is honoured to be selected to preserve these important records.

While the life of the NCTR begins with the statements and documents from the Truth and Reconciliation Commission of Canada, in future, it will house other Indigenous collections. It will also encourage dialogue on the many issues that support reconciliation.
About the Faculty of Engineering

The Faculty of Engineering at the University of Manitoba is the oldest engineering faculty in Western Canada, having celebrated its 100-year anniversary in 2007. Over 10,000 engineers have graduated with at least one degree from the Faculty, and 85% of Professional Engineers practising in the Province of Manitoba are graduates of the Faculty of Engineering, which speaks to the importance of the Faculty to the province.

The Faculty is home to a diverse and unique mix of faculty members, staff and students across four departments:

- Biosystems Engineering
- Civil Engineering
- Electrical and Computer Engineering
- Mechanical Engineering

The Faculty of Engineering offers a comprehensive array of undergraduate engineering degrees fully accredited by the Canadian Engineering Accreditation Board (CEAB), and graduate programs delivered by faculty members passionate about teaching, research and innovation. The Faculty is known for strength in the diversity of its programs, with programs designed to specifically focus on engineering education for Indigenous Canadians, and engineers with international qualifications. Of note are the Engineering Access Program (ENGAP) which provides students of Indigenous ancestry opportunities to obtain the prerequisites required to get into, prepare for, and succeed in engineering, the Women in Science and Engineering (WISE) Program, which is designed to foster outreach to increase youth participation in STEM fields, and the Internationally Educated Engineering Qualifications Program (IEEQ). IEEQ is designed for internationally educated engineers with work experience outside Canada as a pathway toward a professional engineering license in Manitoba.

For more information about Engineering at the University of Manitoba, visit:

- https://www.youtube.com/watch?v=KUhwZQlVPl0&feature=youtu.be
- https://umanitoba.ca/faculties/engineering/graduate_studies/index.html

Located within the Faculty is the Centre for Engineering Professional Practice & Engineering Education, an academic centre which collaborates with departments within the Faculty of Engineering to develop and deliver professional practice and design curricula, drawing on the scholarship of teaching and learning in engineering, and educational collaboration with industry partners. The faculty enjoys strong industry partnerships for students to leverage through the Co-operative Education and Industrial Internship Program (IIP), designed to prepare them for excellence in their future careers as Professional Engineers and community leaders.

Recognized internationally for its research achievements, the Faculty of Engineering is home to seven Canada Research Chairs and three Industrial Research Chairs sponsored by NSERC and private industry; research within the faculty generates external support of approximately $14 million per year from public, private, and government sources. The Faculty headquartered a National Centre of Excellence in Intelligent Sensing for Innovative Structures, and has...
participated in three Networks of Centres of Excellence in microelectronics, telecommunications and robotics. The Faculty promotes and stimulates research excellence by fostering a collaborative and supportive environment for all faculty and staff, enabling partnerships with universities across the globe, major research organizations, leading manufacturers, public and private utilities, and all levels of government.

Earlier this year, the Faculty celebrated the opening of its third facility; the Stanley Pauley Engineering Building, a 46,000 square-foot building jointly funded by the Government of Canada Post-Secondary Institutions Strategic Investment Fund and the Province of Manitoba. The state-of-the-art building houses a wide complement of engineering related programs and laboratories, including the Price Innovation and Prototyping Centre used by student design teams, Co-operative education space, and the IEEQ program. Amenities within the facility are intended to support experiential education, advance the country’s best research, and facilitate collaboration between industry partners that will support lifelong learning and skills training.

The success of the Faculty of Engineering is predicated on the success of its graduates, their diversity, and its strong focus on design-readiness and teamwork, empowering students to work together, learn from each other, and consistently perform well in international competitions and conferences. For more information on student competition societies, visit [http://umes.mb.ca/page/competition-societies](http://umes.mb.ca/page/competition-societies).

The Faculty of Engineering prides itself on being strongly connected with alumni and the community, via its membership in Friends of Engineering, a group of top engineering industry leaders who share the Faculty’s commitment to excellence in engineering education. The group aims to advance the Faculty’s strategic development through value-added programs and events aimed at improving the engineering practice, creating career development opportunities for students and engineering professionals, and enhancing relationships between the university and its engineering students, with the engineering sector.

**Mission Statement**

The Faculty of Engineering will graduate students ready for positions of leadership for a world in which engineering is central to improving the well-being of society and the creation of new wealth that benefits society in Manitoba, Canada and globally. Accordingly, we will maintain the highest quality professional degree and research programs in Biomedical, Biosystems, Civil, Computer, Electrical, and Mechanical Engineering.

**Vision Statement**

We aim to provide engineering programs equal to the best available anywhere globally, whose participants reflect societal diversity especially with respect to gender balance, First Nations, Métis and Inuit participation and geographic origin.

**Values Statement**

The Faculty of Engineering strives to:

- Offer everyone in the Faculty an outstanding learning and work environment that is safe, friendly, supportive and stimulating, promotes individual intellectual growth, personal fulfillment and career progress.
- Be engaged with and provide leadership to the engineering community and broader society.
- Be team oriented without diminishing the role of the individual.
- Foster interdisciplinary activities while valuing in depth inquiry of specific areas.
- Be responsive to the needs of the community without compromising the independence of intellectual enquiry.
- Focus on strengths while being sensitive to new opportunities for development.
- Administer through facilitation.
Announcing the Opportunity

The new Dean arrives at an exciting juncture in the Faculty’s trajectory, to the brand new Stanley Pauley Engineering Building, and at a time when faculty, staff, and students are keen to reach even greater levels of excellence.

Reporting to the Provost and Vice-President (Academic), the Dean of the Faculty of Engineering is responsible for the leadership and administration of all aspects of the Faculty’s operations. As the face of the Faculty, the Dean offers the highest level of strategic advice with respect to academic issues affecting the University, and fosters an environment in which world-class research and excellence in teaching and engaged scholarship flourish, and where students, faculty and staff thrive.

Broad areas of responsibility include:

Leadership

- Inspires a shared vision within the Faculty, leveraging its research strengths, ranking and reputation to take the Faculty to a globally competitive stage.
- Ensures the Faculty’s vision aligns with the University’s strategic plan and builds support for the Faculty’s unique place within the University community.
- Leads the academic planning process for the Faculty through an inclusive consultation and decision-making process, initiating discussion, defining priorities, and developing and articulating the vision.
- Develops and leads a strong team of faculty and staff who support the development and implementation of frameworks, policies and initiatives that foster a culture of excellence, collaboration, engagement, commitment, responsibility and accountability throughout the Faculty of Engineering.
- Provides strong leadership within a shared-governance structure. Builds trust through openness and transparency while making difficult decisions needed to move the Faculty forward.

Research and Scholarly Activity

- Promotes excellence and integrity in research and scholarly activity and fosters a climate that encourages faculty and staff to creatively identify and pursue excellence.
- Works to increase federal and provincial research funding support.
- Fosters and encourages a high level of research productivity and excellence within the Faculty, by further enhancing and developing research infrastructure, and supporting faculty efforts to obtain and maintain sponsored research funding.

Relationship Building

- Builds effective relationships, promotes, and advocates for the Faculty to a broad spectrum of constituents, including senior administration, deans, faculty members, students, other community leaders, agencies, governments, industry, and key institutions regionally, nationally, and internationally.

Teaching and Learning

- Leads the academic planning process for the Faculty and supports curriculum development in line with the overall programming of the University.
- Advocates for and promotes Indigenous education and decolonization in the classroom and curriculum.
- Promotes excellence and integrity in pedagogical activity and fosters a climate that encourages faculty and staff to creatively identify and pursue excellence in teaching.
- Liaises with industry partners and professional bodies to develop experiential learning and co-op opportunities beyond research laboratories and the classroom.
- Fosters and encourages Interdisciplinarity and collaboration, across departments in the Faculty of Engineering, and with other faculties within the University.
Faculty, Staff, and Student Relations

- Plans and prioritizes human resource needs for the Faculty and establishes strategies to enhance its ability to compete in the recruitment and retention of high calibre faculty and staff.
- Works with faculty and staff to develop strategic recruitment and retention plans.
- Makes appointments and re-appointments, and recommendations for tenure and promotion.
- Deals with personnel issues with fairness, effectiveness, and respect.
- Champions increased diversity among faculty, staff and students and ensures an environment of inclusivity.
- Maintains a visible presence in the Faculty, engaging with students and participating in student life activities.
- Continues to foster positive and effective relationships with the Faculty’s student leaders.
- Advocates for matters related to equity, diversity, inclusion, and accessibility.

Administration

- Ensures compliance with University policies and procedures.
- Oversees the preparation, management, and monitoring of the planning and budgeting processes within the Faculty.
- Ensures the effective and efficient use of resources (human, financial, information, and infrastructure).
- Exercises good judgment in the management of change and risk.

University Relations and Advancement

- Attracts partnerships and resources by building stronger linkages with the local, national, and international community, education and research institutions, governments, and non-governmental organizations.
- Seeks out, in a proactive manner, new opportunities and funding sources that foster and facilitate excellence.
- Attracts resources to the Faculty from government, private philanthropy, and other programs.
- Leads the Faculty’s fund development activities by working with the University’s advancement professionals, to leverage existing partnerships, and create and nurture new ones.
- Acts as steward of gifts granted to the Faculty.
Candidate Qualifications

The Faculty of Engineering is seeking an inspirational and visionary Dean with a track record of realizing opportunities and strengthening an established brand. The new Dean must embody the values and culture of the Faculty, nurture a deep sense of community, and must be drawn to the possibility of becoming a longstanding citizen and leader of the Faculty in the University of Manitoba.

While the Presidential Advisory Committee recognizes that no one candidate is likely to meet the following qualifications in equal measure, they are preferred and will be used in the assessment of candidates for the position:

- **Academic Record**: An earned doctorate in an engineering discipline, and eligibility to be licensed as a professional engineer in Manitoba; a strong record of scholarly achievements at a senior professorial rank, and a significant profile within the engineering community.

- **Administrative Experience**: Previous academic administrative and University governance experience; an understanding of the CEAB accreditation process; an appreciation of and exposure to industry; a collegial and participatory management style; a track record of supporting and encouraging professional and personal development; a record of successfully managing human, financial, and physical infrastructure resources.

- **Commitment to Equity, Diversity, Inclusion**: A deep commitment to, and passion for, equity, diversity, and inclusion; proven leadership in addressing inequities, and a genuine dedication to make matters of diversity and inclusion a priority.

- **Commitment to Indigenization**: An understanding of the importance of Indigenization and reconciliation in a post-secondary setting.

- **Strategic Leadership**: The ability to inspire faculty, staff, and students around the Faculty's goals; the ability to develop effective implementation strategies; the ability to delegate and make thoughtful decisions in the best interest of the Faculty; superb entrepreneurial instincts, and a natural tendency to set high standards and encourage big and innovative ideas.

- **Advancement and Development**: The ability to attract and steward funds from external sources; an appreciation for how fundraising and alumni engagement can support and advance the Faculty of Engineering.

- **Collaboration and Consultation**: Strong interpersonal skills, and the ability to work in a highly collaborative and productive manner with stakeholders both inside and outside the university (administrative staff, faculty, cross-appointed faculty, community and industry partners, donors, alumni, students, government, other Faculties and universities, etc.).

- **Commitment to Engineering Pedagogy**: A commitment to excellence in teaching and pedagogical activity; a commitment to valuing the diversity and complexity of the Faculty including all its disciplines, while maximizing synergies among the various programs; the ability to promote and support engineering in general, and the knowledge to speak articulately and persuasively about the range of disciplines found within the Faculty.

- **Dedication to Engineering Research**: An enthusiasm for expanding and supporting research productivity within the Faculty of Engineering, including in the areas of engineering education research and the scholarship of teaching and learning; an understanding of the academic and applied aspects of research, including funding and grants, the importance of interdisciplinary collaboration, and the relationships of research to teaching and service.

- **Communication Skills**: Strong communication skills, and the natural tendency to interact in a respectful and
transparent manner; the ability to articulate a position clearly and convincingly to various stakeholders; an excellent listener who synthesizes information before providing direction; the ability to serve as the Faculty’s lead media spokesperson.

- **External Relationships:** The presence and confidence to play a leadership role in the engineering community; the ability to be a strong advocate for the Faculty to the broader community; significant experience in partnering and collaborating with industry, governments, community groups, and the public at large.

- **Focus on Quality:** A high level of commitment to, and passion for, excellence in research, teaching, and service; a willingness to invest in the development of faculty, staff, and students, not only in the areas of research, teaching, scholarly activity, learning, and operations, but also in the area of leadership.

- **Personal Qualities:** A demeanour that exhibits integrity, energy, openness, sound judgment, fairness, resourcefulness and confidence, coupled with a sense of humour, an accessible manner, optimism, and enthusiasm; high emotional intelligence, a team player, and an ability to motivate others and garner trust.

- **Recruitment:** An appreciation for issues around faculty recruitment and retention in an increasingly competitive environment; a commitment to equity and diversity principles in hiring, student recruitment, and educational programming.
The Appointment

University of Manitoba Equity Statement

The University of Manitoba is strongly committed to equity and diversity within its community and especially welcomes applications from women, racialized persons/persons of colour, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with the “Freedom of Information and Protection of Privacy Act (Manitoba).”

Key Dates

Consideration of candidates will begin in January 2020 and continue until the position is filled.

How to Apply

Nominations, applications or expressions of interest should be directed to Gerri Woodford or Krutika Hotwani at engineeringmanitoba@odgersberndtson.com

Your Personal Information

Privacy (University of Manitoba)

This personal information is being collected under the authority of The University of Manitoba Act and will be used for the purpose of determining suitability for employment and will be shared with participating members of the search process. Your personal information will not be used or disclosed for other purposes, unless permitted under FIPPA. If you have any questions about the collection of your personal information, contact the Access and Privacy Office (204-474-9462), 233 Elizabeth Dafoe Library, University of Manitoba, Winnipeg MB, R3T 2N2.

Privacy (Odgers Berndtson)

At Odgers Berndtson, we have always respected the privacy and the confidentiality of the personal information provided to us in context with our executive search assignments. This has been a fundamental value in building trust with our candidates and clients. We are committed to keeping your information secure and managing it in accordance with our legal responsibilities wherever we operate in the world, including the Personal Information Protection and Electronic Documents Act (“PIPEDA”) in Canada.

For more information on your rights and to find out much more about how we process your personal data, a copy of our Privacy Policy is available for your review on our website.

By providing us with a copy of your resume and any subsequent personal information directly or from third parties on your behalf such as references, you understand that it has been furnished with your consent for the purpose of possible disclosure to our client, who has agreed to comply with our Privacy Policy. We will not disclose your personal information to clients without your prior knowledge and consent.

Please review the pages that follow for Appendices
Appendix A – University of Manitoba

For more information related to University of Manitoba, please visit the following websites:

Main University Website

President and Vice-Chancellor

Provost and Vice-President (Academic)

Vice-President (Research and International)

Faculty of Engineering

ENGAP

Strategic Plan

Facts and Figures

Financial Information

National Centre for Truth and Reconciliation

Indigenous Connect

Indigenous Viewbook
Appendix B – About Winnipeg and Manitoba

The University of Manitoba is located in Winnipeg, which is near the geographic centre of North America. The Red and Assiniboine Rivers—the two main rivers of the city—meet in the centre of Winnipeg, at The Forks/La Fourche. Bringing together a rich ethno-cultural mix of individuals from around the world, Winnipeg is the seventh largest city in Canada, and dominates the Manitoba economy. The city is home to one of Canada’s largest urban Indigenous populations, and encompasses Treaty One territory, the traditional territory of the Anishnaabe peoples and the homeland of the Métis Nation.

Although the city of Winnipeg is large, residents of Winnipeg enjoy easy, relatively rapid access to the downtown core from the neighbourhoods on the periphery of the downtown. Residential neighbourhoods offer affordable housing, and buyers from outside the province often discover their strong purchasing power in the local real estate market. The city has a very good public transportation system (including a Bus Rapid Transit connecting the Fort Garry Campus of the University to downtown), and also enjoys easy proximity to some of the most beautiful beaches and close access to lakefront cottage areas.

Winnipeg’s economy is strong and stable and is home to a robust and talented workforce. The city is known for its scientific breakthroughs, for bringing exciting new products and services to the marketplace, and for launching global companies. It is home to one of the most diverse economies in the country, hosting key industries which include financial services, transportation and distribution, aerospace, agribusiness, energy and environment, advanced manufacturing, communications and technology, and creative industries.

Manitoba boasts an abundance of opportunities for recreation and leisure across the province, and there are many natural outdoor environments that make Winnipeg a pleasant city to live in. The rivers in Winnipeg provide residents with a variety of recreational opportunities, which include boating or walking and cycling along the city’s river-walk system. The city also provides a scenic setting for several golf courses and regional parks, as well as many historic and traditional sites.
Winnipeggers embrace the winter season with numerous festivals and events, while boasting some of the world’s longest natural skating trails.

Winnipeg was recently ranked the 4th Best Place to Live in Canada by Moneysense.ca, is ranked Top 10 for Business Friendliness among mid-sized cities in the country and is considered one of the most intelligent communities in the world. For more information about Winnipeg, please visit www.winnipeg.ca/, www.tourismwinnipeg.com, and www.travelmanitoba.com/
Appendix C – Presidential Advisory Committee

CHAIR

Dr. Janice Ristock, Provost and Vice-President (Academic)

ELECTED BY THE FACULTY:

Dr. Nazim Cicek, Professor and Associate Head, Biosystems Engineering
Dr. Philip Ferguson, Associate Professor, Mechanical Engineering
Mr. Randy Herrmann, Director, Engineering Access Program
Dr. Zahra Moussavi, Professor, Electrical & Computer Engineering

PRESIDENTIAL APPOINTEES:

Dr. Martin Scanlon, Dean, Agricultural and Food Sciences
Dr. Stefi Baum, Dean, Science
Ms. Robyn Koropatnick, Chair, Friends of Engineering & Vice-President, Teshmont
Mr. Shane Mailey, Vice-President Transmission, Manitoba Hydro

SUPPORT STAFF REPRESENTATIVE:

Ms. Michele Brown, Manager, Finance and Administration

STUDENT REPRESENTATIVES:

Ms. Laura Stoyko, Undergraduate Student
Mr. Nozhan Bayat, Graduate Student