



Candidate Brief

Dean, Western College of Veterinary Medicine University of Saskatchewan

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About the University of Saskatchewan

The University of Saskatchewan is grounded in the character of a dynamic, forward-looking province, and has a well-deserved reputation for creativity, collaboration, and achievement. Supported by an innovative, energetic faculty, staff, student, and alumni community, and by a research infrastructure unique in Canada, the University delivers across Saskatchewan and beyond one of Canada's widest arrays of academic and professional programs.

The [University of Saskatchewan](#) (USask) displays remarkable resilience and a commitment to problem solving, attributes drawn from its prairie roots and from the outstanding contributions by members of the community from around the world. The University's unique spirit has transformed the lives of those who have experienced it.

The University contributes to a sustainable future by being among the best in the world in areas of long-standing and emerging strengths, through outstanding [research](#), scholarly, and artistic work that addresses the needs and aspirations of the region and the world, and through exceptional teaching and engagement. The University of Saskatchewan strives to be an outstanding institution of research, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous peoples and communities.

The University of Saskatchewan's main campus is located in the vibrant City of Saskatoon on Treaty 6 territory and the traditional homeland of the Métis. USask is dedicated to [Indigenous student success](#), to fostering meaningful relationships with Indigenous communities, and to promoting Indigenous knowledges and scholarship. Through collaboration, innovation, respect and humility, the University fosters a welcoming environment that is grounded in the principles of reconciliation and together we are uplifting Indigenous to a place of prominence at the University of Saskatchewan.

Boasting annual research revenue of almost \$200-million, the University of Saskatchewan is a member of the U15 top

research-intensive, medical doctoral universities in Canada, and is home to the Western College of Veterinary Medicine, an internationally celebrated veterinary college that includes a veterinary medical centre, a provincial diagnostic laboratory, and large-scale research facilities.

Learning and discovery are further enhanced at the University by outstanding facilities, including the Canadian Light Source synchrotron, The Vaccine and Infectious Disease Organization – International Vaccine Centre (VIDO-InterVac), the Global Institute for Food Security, the Global Institute for Water Security and the Sylvia Fedoruk Centre for Nuclear Innovation.

USask is home to close to 26,000 students from around the world (3,300 international students, 4,300 graduate students), including more than 3,400 self-declared Indigenous students, who work alongside 7,000 distinguished faculty and staff.

Strategic Plan

The University's Strategic Plan, [The University the World Needs](#), is based on three strong commitments and 12 goals. It is a forward-thinking, strategic document that guides the institution's aspirations for 2018-2025. The University is committed to:

- Courageous Curiosity
- Boundless Collaboration
- Inspired Communities



About the Western College of Veterinary Medicine

The Western College of Veterinary Medicine is the premier centre of veterinary education, research, and expertise in Western Canada and a key member of Canada's veterinary, public health, and food safety networks.

Established in 1963, the [Western College of Veterinary Medicine](#) (WCVM) educates veterinarians for Manitoba, British Columbia, Saskatchewan, and the northern territories based on an [interprovincial agreement](#). More than 450 undergraduate and graduate students and over 90 faculty deliver programming to prepare students for vital careers in private practice, public service, research, academia, and industry. The WCVM holds full accreditation with the American Veterinary Medical Association (AVMA) Council on Education and is an accredited member of the American Animal Hospital Association (AAHA). The WCVM is home to:

- a veterinary medical centre
- a veterinary diagnostic laboratory for all of Saskatchewan
- large-scale research facilities



The WCVM is a leader in promoting the global movement One Health and well equipped to forge partnerships among health professionals as USask is the only Canadian university with a full complement of health sciences colleges and schools on one campus. The College provides future veterinarians with a contemporary and relevant

education and has prepared over 3,500 alumni to be influential change makers, addressing the pressing issues of our time.

The Western College of Veterinary Medicine is committed to enhancing Indigenization and responding to the Truth and Reconciliation Commission of Canada's Call to Action. The College seeks to expand its understanding and practice of Indigenous ways throughout its programs and develop strategies to support Indigenization throughout.

Doctor of Veterinary Medicine (DVM) program

The College's DVM program educates future veterinarians in a range of different clinical disciplines over the four-year program.

Post-graduate programs

WCVM's graduate training includes master's and PhD degree programs, as well as internships and residencies in a range of clinical disciplines. WCVM's graduate student population is at an all-time high with more than 150 graduate students working in a range of areas through the College.

Research in biomedical and veterinary sciences

The College annually attracts more than \$12 million in public and private research funding and in return, WCVM researchers are making internationally significant [discoveries](#) in a range of areas including basic and applied sciences, clinical sciences, comparative medicine, food safety, toxicology, public health, and environmental health.

Public extension education

Each year, WCVM faculty members present some of the latest information and research discoveries at conferences



organized by livestock or breed associations, sport organizations or wildlife groups. When important health issues arise in the region, the College plays a key role in organizing information meetings or distributing fact sheets that provide science-based answers to the public's questions and concerns.

One Health

[One Health](#) is a global initiative that encourages collaboration among all health disciplines with the goal of attaining optimal health for people, animals and the environment.

Researchers at the WCVM are crossing the traditional boundaries of disciplines to create knowledge that will benefit humans and animals as well as the environments they inhabit. This includes investigations into infectious and zoonotic diseases, vaccinations, antimicrobial resistance, genetics, disease surveillance and using animal models to better understand environmental contamination or human diseases.

Since 2012, the WCVM has organized the One Health Leadership Experience – a two-day event that provides plenty of opportunities for health science students to learn more about One Health from some of the world's leading experts in the field.

Clinical and diagnostic services and consultations

The WCVM Veterinary Medical Centre is a highly advanced medical facility where undergraduate and graduate students can develop their clinical and diagnostic skills. The teaching hospital serves as Western Canada's premier referral centre with the latest in advanced diagnostic and treatment options for animal health care.

Continuing education for veterinarians

The WCVM helps to organize continuing education courses and seminars for veterinary organizations. In addition, faculty members regularly share their research findings at veterinary conferences and by publishing in peer-reviewed journals.

WCVM's Strategic plan

As part of the University of Saskatchewan's strategic planning process, a team of WCVM representatives worked on the College's own [strategic plan](#) based on discussion and feedback from the college's community. This team identified four fundamental goals that will guide our efforts:

- Ensure the long-term sustainability and growth of the College
- Strengthen and expand the WCVM's research mission
- Enrich and expand the student experience
- Advance and promote our clinical expertise, training and outreach

These goals dovetail with USask's core principles along with the university plan's priority on its key commitments.

Master plan

The College has established a team to develop a comprehensive WCVM [building master plan](#) that aligns with the WCVM Strategic Plan, which is part of the University of Saskatchewan's long-term planning process.

The WCVM's Master Plan will help to direct and guide the future use and expansion of the veterinary college's space as we develop priorities to accommodate our research, academic, clinical and administrative needs. The goals of the Master Plan are to:

- Inform future capital-related decisions as well as to highlight the medium- and long-term needs of the WCVM and its partners.
- Ensure that the WCVM continues to meet or exceed accreditation standards outlined by the American Veterinary Medical Association's Council on Education.
- Better align institutional, college and facilities designated resources.
- Create a model for prioritizing space and capital decision making.
- Review and understand current space allocation and use.



Opportunity

Reporting to the Provost and Vice-President Academic, the Dean of the Western College of Veterinary Medicine is a champion of the College's vision and ensures the academic quality and integrity of the College.

Responsibilities

Major responsibilities include advocating and promoting best practices in research, teaching, outreach and engagement; promoting positive relations internally and externally; attracting financial resources; and identifying and pursuing opportunities to support and enhance the long-term growth of the College and its Research Centres.

Leadership:

- Demonstrates a high level of personal and professional integrity and commitment to the University and its values. Sets the appropriate "tone at the top" by modeling ethical, respectful and collegial conduct.
- Inspires a shared vision of the College in support of the University's Mission and Values.
- Leads through an inclusive consultation and decision-making process with other Deans across the University, and in the academic planning process for the College, initiating discussion, defining priorities, and developing and articulating the vision.
- Lead and direct equity, diversity, inclusion and Indigenization initiatives within WVCM.
- Communicates the College's vision to the senior administration of the University to enhance understanding and build support for the College's unique place within the University community.
- 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, innovation, collaboration, engagement,

commitment, responsibility and accountability throughout the College.

- Promotes opportunities for cross collaboration with other programs across the University to tailor multidisciplinary programs that serve regional needs and provide global access through distance education.
- Contributes to effective, collaborative relations with staff, student and alumni associations.
- Supports the development of leadership skills within the College.
- Builds trust through openness and transparency while making difficult decisions needed to move the College forward.

Research and Scholarly Activity

- Demonstrates sound leadership
- 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 funding support from international, federal and provincial agencies, while demonstrating resourcefulness and creativity in identifying alternative funding sources in collaboration with the Vice-President, Research.
- Plays a key role in developing research opportunities, exchanges and collaborative initiatives with other local, provincial, national and international institutions including embracing and growing Indigenous engagement and community outreach.



- Fosters and encourages a high level of research productivity within the College by further enhancing and developing research infrastructure and supporting faculty efforts to obtain and maintain sponsored research funding.

Advocacy

- Builds effective relationships, promotes and advocates for the College to a broad spectrum of constituents, including senior administration, faculty members, students, other community leaders, Indigenous communities, agencies and key institutions regionally, nationally and internationally.
- Establishes meaningful mechanisms for engaged scholarship with the community in the development of academic programming, research initiatives, and student mentorship, guidance and retention.

Teaching and Learning

- Leads the academic planning process for the College and supports curriculum development in line with the University's overall programming.
- Promotes excellence and integrity in pedagogical activity and fosters a climate that encourages faculty and staff to creatively identify and pursue excellence in teaching and research.
- Works with faculty, staff and students to build strategic recruitment and retention plans ensuring that equity, diversity and inclusion considerations are evident throughout the plans.

Faculty and Staff Relations

- Plans and prioritizes human resource needs for the WCVM and establishes strategies to enhance its ability to compete in the recruitment and retention of high calibre faculty and staff.
- Makes initial appointments and re-appointments, and recommendations for tenure and promotion.

- Is accessible and fair in dealing with personnel issues, and follows effective, transparent processes.
- Builds an environment of collegiality in which faculty, staff, students and the broader community jointly participate in and benefit from the unique nature of the College.

Administration

- Ensures compliance with University policies and procedures.
- Oversees the preparation, management and monitoring of the planning and budgeting processes within the College. Demonstrates financial acumen in preparing, managing and balancing budgets; ensures fiscally responsible use of funds and transparent financial processes.
- Ensures the effective and efficient use of resources (human, financial, information, and material).
- 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 communities, education and research institutions, governments, non-governmental organizations, the private sector, Indigenous communities, and the broader alumni community. Pro-actively looks for new opportunities and funding sources to foster excellence and facilitate excellence.
- Attracts resources to the College from government, philanthropy and other programs; this is a high priority for the Dean. Working with the University's advancement professionals, leads the College's fund development activities by leveraging existing partnerships, and creating and nurturing new ones. Acts as steward of gifts granted to the Western College of Veterinary Medicine.



The Individual

The ideal candidate for Dean of the Western College of Veterinary Medicine is an advocate for excellence in research, teaching, student experience, and professional practice.

Essential Qualifications

- An earned DVM (a PhD would be an asset), and a record of outstanding academic and administrative leadership, along with a scholarly track record sufficient for appointment to a tenured position at the senior ranks.
- A demonstrated commitment to, and support of, excellence in research, teaching, service, and professional practice.
- The ability to promote and support veterinary medicine in general, and the knowledge to speak articulately and persuasively about the wide range of disciplines found within the College.
- A deep commitment to diversity, inclusion and reconciliation.

Experience

- An understanding of the academic and applied aspects of research, including funding and grants, the importance of interdisciplinary collaboration, and the relationship of research to teaching and practice.
- A proven record of making connections and nurturing bonds outside of the university, and a readiness to initiate and maintain dialogue and strengthen partnerships with the veterinary community, Indigenous communities, government, and other stakeholders. This speaks to both the training and research side of the College and includes engaging with potential employers and 'users' of research.
- A significant administrative track record, preferably earned within a university or research organization, including experience in developing and rallying teams around a compelling vision, involvement in strategic planning and implementation, and a record of

successfully managing human, financial, and physical infrastructure resources.

Interpersonal Characteristics

- A highly collegial and collaborative style, excellent communication skills, and the ability to inspire the community, both within the University of Saskatchewan, throughout the province, across Canada and globally.
- The ability to be persuasive in dealing with diverse constituents, both internally and externally, and to create a sense of common purpose that transcends individual interests.
- The courage to be innovative, strong advocacy skills, a talent for diplomacy, and excellent communication, listening, and relationship-building skills – including an ability to balance collegiality with difficult decision-making.
- A commitment to attracting a diverse faculty and staff, and educating a diverse student body that is responsive to the needs of the community.
- Specific experience contributing to Indigenous Engagement on campus is an asset.



Additional Information

Key Dates

The Committee intends to begin its review of a longlist of candidates in early February 2021 with the new dean to take office at a mutually agreed date.

Announcing Your Wish to be Considered

In order to express interest, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

The preferred method of application is via email to usaskwcvm@odgersberndtson.com

Your Personal Information

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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.

Equity Statement

Though the University's primary mission is teaching, learning and research, it takes a diverse workforce to operate a world-class university. The University believes equity, diversity, and inclusion strengthen the community and enhance excellence, innovation, and creativity. The University of Saskatchewan is dedicated to recruiting individuals who will enrich its work and learning environments.

The University of Saskatchewan is strongly committed to a diverse and inclusive workplace that empowers all employees to reach their full potential. All members of the university community share a responsibility for developing and maintaining an environment in which differences are valued and inclusiveness is practiced. The university welcomes applications from those who will contribute to the diversity of our community. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Contact Details

For a conversation in confidence please contact

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Review Committee

Melissa Just, Committee Chair – Interim Provost & Vice-President Academic

Anurag Saxena, Associate Dean, Postgraduate and Medical Education, College of Medicine – Senior Administrator appointed by Council

Darcy Marciniuk, Associate Vice-President Research, Vice-President Research appointee

Angela Bedard Haughn, College of Agriculture and Bioresources – Dean Appointee

Allan Adam, Board of Governors appointee

Vikram Misra, Veterinary Biomedical Sciences – Faculty appointee

John Campbell, Professor, Large Animal Clinical Sciences – Faculty appointee

Janet Hill, Professor and Department Head, Veterinary Microbiology – Faculty appointee

Jude Morton, College's student society appointee

Breanne Murray – GSA appointee

Katelyn McIntyre, Saskatchewan Veterinary Medical Association – Professional Association appointee





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