Position Profile: President and Vice-Chancellor

June 2018
The Opportunity

Western makes connections. Committed to outstanding engagement – across the spectrum of the university student and alumni experience, at the boundaries and intersections of disciplines in research, and in collaborations and partnerships from the local to the global – Western is a university that understands the impact of relationships.

As Western’s President and Vice-Chancellor, you will bring your strength in relationship building to a vibrant learning and research community that attracts the brightest scholars from across Canada and around the world. Embracing Western’s comprehensiveness as well as its distinctive areas of research strength, you will champion the whole University, working inclusively to support and challenge a diverse community of students, faculty, and staff that can take its place among the best in the world. Western’s 11th President and Vice-Chancellor will be passionate about achieving excellence on the world stage, raising Western’s profile among globally preeminent universities, and graduating leaders with the capacity to recognize, define, and engage the increasingly complex challenges facing our world.

A respected academic and administrative leader, you have breadth of experience and understanding across disciplines, a global perspective, and a reputation for upholding the highest standards of excellence in teaching and research. You understand the challenges and opportunities of running a publicly funded university, and the importance of sound financial stewardship. Forward-thinking, aspirational, and strategic, with a transparent, collegial management style, you will embrace innovation and celebrate success. An exceptional communicator and ambassador, you will inspire, engage, and bring together Western’s internal and external communities to realize its vision: to be a destination of choice for the world’s brightest minds seeking the best learning experience at a leading Canadian research university.
Overview

Founded in 1878, Western is one of Canada’s leading medical-doctoral universities and a member of the U15 group of Canada’s research-intensive universities. Situated in London, Ontario, Western is a community of more than 35,000 undergraduate and graduate students, with a total of over 8,000 faculty and staff. The beautiful 400-acre main campus provides an idyllic environment for Western’s community of scholars, and the University has for many years been recognized as offering the best student experience in Canada. Western engages the best and brightest people, challenging them to meet ever-higher standards in the classroom and beyond. Through eleven Faculties and professional schools, a school of graduate and postdoctoral studies, and three affiliated university colleges, this vibrant centre of teaching and learning offers students more than 400 undergraduate disciplinary and interdisciplinary specializations, and 120 master’s and PhD programs.

Western excels in moving research out of labs and offices into the lives of people around the world through public- and private-sector partnerships. Its researchers collaborate with colleagues across the campus, country and globe to advance research and inform policy on the world stage. From the health sector to the cultural economy, from politics to manufacturing, and from the operating room to the boardroom, Western’s research drives discovery and influences the way we live.

With the goal of preparing citizens to lead in diverse global communities, internationalization has been a key priority at Western. The implementation of the University’s 2014-2019 strategic plan, Achieving Excellence on the World Stage, has significantly increased Western’s intake of international students, and created the conditions for productive research exchange.
Mission

Western creates, disseminates and applies knowledge for the benefit of society through excellence in teaching, research and scholarship. Our graduates will be global citizens whose education and leadership will serve the public good.

Vision

Western will be a destination of choice for the world's brightest minds seeking the best learning experience at a leading Canadian research university.

For more information, please visit: www.uwo.ca
The Role

Reporting to the Board of Governors, the President and Vice-Chancellor is the chief executive of the University. Within the framework of the University’s bicameral system of governance, *The University of Western Ontario Act* establishes the President as both the Chair of Senate and a full voting member of the Board.

The President works collegially with members of the University community to develop and communicate the University’s vision, and is responsible for ensuring that the University fulfills its mission and mandate. The President leads the consultative development and implementation of the University’s strategic and operational plans and priorities.

The President works with the leadership team and the campus community to establish and uphold exacting standards for the University, particularly with regard to the quality of teaching, research, service and the student experience. The President champions the University’s commitment to the principles of academic freedom, equal rights and equal opportunity. The President’s role also encompasses responsibility for administrative management of the University, including fiscal accountability and sustainability.

The President works with Western’s administrative leadership to ensure that the University is a welcoming, inclusive and safe place for living, learning and working. The President leads in establishing and maintaining a climate of respectful and collegial relations among all members of the University community. To achieve this environment, transparent communication with internal and external stakeholders is essential.

The President develops partnerships and promotes and advocates for Western University and for post-secondary education in general. This responsibility includes advancing learning and scholarship by building and sustaining relationships with public institutions such as governments, partners and post-secondary leaders at the local, provincial, national and international levels, as well as private institutions. The President ensures the University is actively involved with and contributing to the City of London and the surrounding region, including the local First Nation communities – Chippewas of the Thames First Nation, Oneida Nation of the Thames, and Munsee Delaware Nation. As the leading ambassador and spokesperson for the University, the President engages with alumni, seeks opportunities to promote and enhance the University and actively raises funds from public and private sources.
Context

*The Western University Ecosystem:* There is an important balance to maintain in leading the rich ecosystem that is Western University. Western prides itself on its individual and comprehensive strengths across its eleven Faculties and professional schools, its school of graduate and postdoctoral studies, and its three affiliated university colleges. Western’s President will be an ambassador and advocate for the entire University and all of its diverse constituents. The President will find creative ways to engage and unite the community across its discrete units, and to recognize and celebrate the University’s disciplinary and interdisciplinary excellence. The President also will balance internal and external responsibilities, maintaining relationships across a broad spectrum of individuals and organizations.
Context (Continued)

Campus Community: The President will work with all the constituencies of the University to ensure that Western’s vision and strategic plans are translated into operating plans, and will oversee the members of the leadership team as they implement those plans. The President shares day-to-day responsibilities with members of the leadership team. While the President’s role requires considerable travel and external engagement on behalf of the University, there is an expectation, in an institution that embraces collegial governance, that the President will make best efforts to build and maintain relationships with the on-campus community. The President will, therefore, be present and visible on campus – engaging with faculty, staff, students and administrators across the many Faculties, schools, institutes, affiliated university colleges and research parks that make up the University.
Context (Continued)

**External Relationships:** Outside the University, the President is called upon to build relationships with a broad array of groups and individuals. External stakeholders include multiple levels of government, members of the London community and the surrounding region, alumni, corporate and individual donors as well as the many organizations and institutions that partner with the University on research, teaching and knowledge translation. The President represents the University as a member president of the U15 Group of Canadian Research Universities and maintains relationships with peers across the region, province and country, and beyond. Further, the President reports to the University’s Board of Governors, which itself comprises both internal and external members.

**Truth and Reconciliation:** The President will recognize Western’s role and responsibility in responding to calls to action from the Truth and Reconciliation Commission of Canada. Through constant engagement and partnership with Indigenous staff, faculty, students and community members, the President will work to increase Indigenous representation at Western and foster the development of Indigenous curriculum, student service programming and research innovation.
Context (Continued)

Research Excellence: Western’s research enterprise is guided by five core priorities: going global; mobilizing knowledge; preparing global-ready graduates; partnerships with impact; and leadership through interdisciplinary research. Building on Western’s strengths, the next President will champion research excellence. Western will continue to attract outstanding scholars and researchers, and secure research investment from public and private sources. The President and leadership team will focus on increasing University research output through collaborative disciplinary and interdisciplinary relationships with universities in Canada and across the globe.

Student Experience: Western has for many years been recognized as providing the best student experience in Canada. Through its learning environment, residential programming, student support services, sports teams, student clubs, community-engaged learning opportunities, Student Success Centre, Student Health Services and Wellness Education Centre, Western supports the whole learner’s growth and well-being, building connections and developing skills. The President will continue to foster investments in the excellent education, co-curricular experiences and support programs that draw top students – both domestic and international – to Western.

Leading Change: Western’s 11th President will be ready to lead change. Market pressures, including shifts in government funding priorities, changing demographics, globalization and advances in technology are creating a future that will be characterized by rapid evolution. Western’s President will lead the community in anticipating these disruptions, translating them into opportunities and addressing them in bold and innovative ways. The University has the capacity to support experimentation and change, and the Western community will embrace a President who leads the University into the future with visionary optimism, integrity and emotional intelligence, combined with a transparent, consultative, communicative approach to building upon Western’s many strengths.
Leadership Attributes

A leader who:

• inspires, unites and motivates others, and draws people together into effective teams
• is naturally curious, seeks innovative ideas and inspires others to find creative ways to apply those ideas for the benefit of the University
• respectfully questions and challenges norms and traditions, and is prepared to take calculated risks
• is an astute steward of financial resources and uses organizational resources wisely
• is forward-thinking and adaptive, focusing on the horizon and implementing change skilfully
• is deeply interested in and enthusiastic about the teaching, research, service and co-curricular achievements taking place across the University, and will recognize and celebrate the University’s many disciplinary and interdisciplinary strengths
• is committed to the highest ethical standards and consistently operates with integrity and transparency
• genuinely enjoys engaging and building relationships with all members of the University’s internal and external communities – local, national and international
• is deeply committed to collegiality and collaborative practice – consults before making decisions and provides a rationale for decisions once made
• is courageous, compassionate and able to say ‘no’ with grace and empathy, supporting tough decisions and finding solutions
• is strategic and able to implement and realize a vision
• is deeply committed to the principles of diversity, equity and inclusion
• has outstanding communication skills across all dimensions of verbal and non-verbal communication: in writing, listening and speaking with individuals or groups
• is authentic and uses emotional intelligence to lead others with humility and confidence
Leadership Experience and Competencies

An accomplished academic and leader:

• recognized for excellence in research, teaching and service
• with a track record of success in university administrative leadership
• with proven ability to anticipate and successfully address disruption / market forces
• experienced in leading people through change using vision, consultation, collaboration and communication
• with proven ability to support faculty in developing and expanding successful research programs and attracting individual, team and interdisciplinary research grants
• who has a track record of attracting and retaining top talent and building, developing and leading cohesive teams
• with strategic and operational leadership experience on a scale sufficient to enable a transition to leading a multi-site, multi-stakeholder institution with annual expenditures of over $1 billion
• experienced in personally attracting significant fundraising revenue
• who has demonstrated success in government relations and advocacy
• recognized for building positive relationships with students, faculty, staff and alumni
• known for fostering a transparent, productive labour relations environment
• with a track record of building productive relationships and partnerships with post-secondary institutions and community and industry partners
• acknowledged for fostering a culture that embraces innovation and celebrates success
Location

London, Ontario (Canada)

Since 1878, the fortunes of Western University and the City of London have been inextricably linked. Western has grown into London's fourth-largest employer, home to more than 8,000 faculty and staff and over 35,000 students. Furthermore, while Western's 294,000 alumni are spread around the world, they remain forever connected to the City. The University's teaching, research and service missions encompass a wide range of activities integral to the London community. Western’s commitment to London has been steadfast for over 130 years and will be absolute for the next 130 years and beyond.

Set in the heart of Southwestern Ontario, London is the region’s economic, healthcare and cultural hub. With a population of close to 500,000 people, London ranks among Canada’s largest cities and is an ideal environment in which to work, play and live. Big enough for the ‘big city’ experience, but still far more affordable in comparison with many other Canadian cities, London combines robust educational and healthcare sectors with the friendly atmosphere of a small community.

For more information, please visit:  [www.uwo.ca/about/visit/london.html](http://www.uwo.ca/about/visit/london.html) and  [www.london.ca](http://www.london.ca)
Application Information

For more information on the Presidential search, including information on the Committee, please visit: uwo.ca/univsec/presidential_search

The President and Vice-Chancellor’s term will begin in the summer of 2019. The University invites all qualified individuals to apply no later than August 3, 2018. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups / visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation and persons of any gender identity or gender expression. Accommodations are available throughout the recruitment process for applicants with disabilities.

Should you have any questions during this confidential process, please contact us.

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