Western University invites applications, nominations, and expressions of interest for the position of Vice-President (Research), with the appointment to be effective summer 2020. Committed to nurturing a culture of research excellence and innovation, Western aspires to the highest levels of achievement as a research-intensive University and is now seeking a visionary and collaborative research leader to build on its successes and lead the next phase of development.

**The University**

*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.

Founded in 1878 in London, Ontario, Western University is internationally renowned for interdisciplinary expertise in fields ranging from neuroscience and imaging to natural disaster mitigation, planetary science, and social innovation. Western today provides a world-class learning experience for roughly 40,000 students with the support of approximately 4,000 faculty and staff. With an enviable national reputation and an expanding international profile, Western today ranks among the top 1% of higher education institutions world-wide. It is a founding member of the U-15 (Canada’s group of leading research universities), serves as a hub for more than 500 international research collaborations, has more than 5,800 international and graduate students from 128 countries, and is recognized by Forbes as one of Canada’s Top 100 Employers. Guided by its institutional motto, *Veritas et Utilitas*, Western is devoted to both the search for truth and the application of knowledge. Its faculty, staff, librarians, archivists, postdoctoral scholars, students, and alumni have changed the world.

Through 12 Faculties and Schools and three affiliated University Colleges, this vibrant centre of learning offers its students more than 400 specializations, majors, minors, and innovative modular programs at the undergraduate level, and 160 programs at the master’s and doctoral levels. Western is associated with two teaching hospitals and three affiliated research institutes. Six major libraries, with more than 7.7 million items in various formats, constitute one of the largest research library systems in Canada. Western’s alumni network of over 318,000 graduates across more than 150 countries are making significant contributions in every corner of society and serving in important governance roles at Western as volunteers, employees, mature students, and parents. Further information about the University may be found at [www.uwo.ca](http://www.uwo.ca).
RESEARCH AT WESTERN

Western has a long history of leadership in research—from Sir Frederick Banting’s conceptualization of insulin at Western in 1920 to ongoing progress in human clinical trials of an HIV vaccine developed in its labs—and continues to pursue innovation and discovery across the disciplines. Covering the gamut from fundamental and applied scientific research to world-renowned scholarship in the arts, humanities, and social sciences, Western’s profile and reputation as a research-intensive institution is rising on the global stage. For example, in 2019 Nature Index ranked Western as Canada’s fastest-rising institution for scientific research. Also in 2019, the QS World University Rankings ranked Social Science at Western 84th overall, climbing 64 positions since 2015.

Western recognizes that research impact is increasingly driven across Faculties and in partnership with other institutions. Many of Western’s research successes are made in conjunction with local partners at Robarts Research Institute (a division of the University’s Schulich School of Medicine & Dentistry), Lawson Health Research Institute, London Health Sciences Centre (LHSC), St. Joseph’s Health Care London, and many local community agencies, cultural organizations, and citizen groups. Its researchers also collaborate with colleagues from around the world.

The University’s research mandate is based largely on five core priorities that serve as pillars for fostering research excellence and impact at Western, and for further nurturing the culture of advanced innovation at one of Canada’s top research institutions. From fundamental discovery and publications in top-tier journals, to community-based knowledge mobilization and commercialization initiatives, these priorities encompass an overarching desire to be the destination of choice for leading researchers, students, and trainees, while producing research with local, national, and global impact. These priorities are:

- Going global
- Mobilizing knowledge
- Preparing global-ready graduates
- Partnerships with impact
- Leadership through interdisciplinary research

Looking ahead, Western will review and build on areas of established research excellence while continuing to identify emerging areas of strength. The following areas are currently identified as having strong records of innovation and a critical mass of personnel, funding, infrastructure, and training opportunities:

- Imaging
- Neuroscience and Brain and Mind
- Materials and Biomaterials
- Wind Engineering and Natural Disaster Mitigation
- Environmental Sustainability and Green Energy
- Planetary Science and Exploration
- Philosophy of Science
- Musculoskeletal Health
- Child and Youth Development
- Global Health Equity and Social Innovation
Western excels in moving research out of labs and offices into the lives of people around the world through public- and private-sector partnerships. Born out of a partnership between the University, Robarts Research Institute, and Lawson Health Research Institute, WORLDDiscoveries® draws upon a mix of industry connections, sector-specific market knowledge, and business development expertise, to help researchers and local inventors commercialize their discoveries through licensing and new company start-ups. In the last five years, city-wide technology transfer has generated more than $23 million in income, 70 US patents issued, and 319 invention disclosures.

Western attracted more than $260 million in total annual research funding in FY 2018 from government and private-sector sources. The University is currently home to 52 active Canada Research Chairs, 70 endowed research chairs, and more than 60 research institutes and centres. For more information about the research enterprise at Western, please visit https://www.uwo.ca/research/.

**THE ROLE AND MANDATE**

Reporting to the President and Vice Chancellor as part of Western’s senior leadership team, the Vice-President (Research) (VPR) is the University’s internal and external advocate for research. Providing leadership and vision in shaping strategic research directions and ensuring effective support of scholars through collaboration, communication, and service, the VPR will build upon Western’s core areas of research strength and advance opportunities to further accelerate research growth, funding, and overall success in all areas of scholarship. The VPR will be on the senior team that represents Western externally with government, industry, and relevant provincial, national, and international bodies and funding organizations.

The VPR will be a key contributor to the development and implementation of Western’s next strategic plan, a process led by the President that is anticipated to begin in 2020. The new strategic plan will continue to help Western build a world-class research and scholarship culture by emphasizing interdisciplinary collaboration, institutional partnerships, and by expanding experiential learning opportunities that engage students in the research enterprise.

The VPR will provide strategic and inspired leadership for a division of 90 full-time staff with a total operating budget of approximately $12 million, augmented by revenues generated through the Research Parks. The VPR will also manage the allocation of several million dollars in internal research funding.

The Division of the VPR is institutionally responsible for Western’s strategic research planning and provides research services for faculty members, promotes a sustainable research environment, and communicates the results and impact of Western’s research. Research Western is composed of several core service teams, including:

- **Research Development & Services** helps researchers gain a competitive edge by providing support through the research funding lifecycle, including pre- and post-award, knowledge exchange, and Equity, Diversity & Inclusion plan development, and negotiating contracts and agreements.
- **Research Ethics & Compliance** provides ethical oversight for research studies involving human participants to ensure the level of risk, potential benefits, and ethical implications are appropriate. From a compliance perspective, the team fosters and encourages a commitment to ethical and
responsible conduct of research, while providing guidance, education, and support related to regulations, processes, and requirements.

- **Animal Care & Veterinary Services** ensures ethics and safety of research involving animal models and the provision of animal care services as required by regulatory bodies.

- **WORLDDiscoveries** assists with the protection and promotion of innovations, while facilitating the formation of mutually beneficial market partnerships and strengthening ties within Western’s entrepreneurship ecosystem.

- **Western Research Parks** promotes and supports private and public-sector R&D activities in support of the University and the economic and social goals of the region, the province, and the country. The Parks exist in three locations: London main campus, Sarnia, and the Advanced Manufacturing Park in southeast London.

Additional support is provided relating to finance, administration, human resources, communications, and research promotion. The VPR also shares responsibilities for BrainsCAN, the Bone & Joint Institute, and the new Institute for Earth & Space Exploration. The research community is also supported by Faculty-based research offices.

The VPR works closely with a senior team including:

- Two Associate Vice-Presidents Research
- Executive Director, Research Parks
- Executive Director, WORLDDiscoveries
- Director, Animal Care and Veterinary Services
- Director, Finance and Administration
- Associate Director, Research Promotion and Profile
- Coordinator to the Vice-President (Research)

The mandate, key responsibilities, and priorities for the VPR will include:

**Acting as an internal advocate for research:**

- Continuing to develop, actualize, and implement Western University’s Research Vision and the University’s Strategic Plan for Research;
- Designing and leading a robust and effective structure for promoting, planning, administering, and supporting all modes and methods of research, innovation, scholarship, and creative activity;
- Understanding and facilitating the wide range of research, scholarship, and related creative activities of individuals and groups of faculty across the entire University and its affiliates, promoting diversity in research activities, Chair appointments, perspectives, and methodologies, and encouraging transdisciplinary, inter-professional, and community-based research;
- Assisting faculty members to identify potential funding sources and to secure funding by providing support through all steps of the research process;
- Promoting and enhancing opportunities for students at all levels—graduate and undergraduate—from all disciplines, and from all backgrounds to participate in, gain experience from, and contribute to the research enterprise;
- Increasing the recruitment of graduate and international students, as well as post-doctoral fellows,
to further faculty research by working with other University administrators to develop funding and support for them;

- Working with all academic areas to identify, support, disseminate, and celebrate the achievements of individual faculty members, post-doctoral fellows, students, and staff involved in research activities across the University;
- Planning and implementing effective research infrastructure, policies, procedures, and services and ensuring that research is administered in accordance with external and University standards, including ethics, biosafety, and animal care;
- Ensuring that all research activities including grants and research funding agreements, inventories of equipment, internal research funds, and travel funds are administered consistent with the highest standards;
- Championing and promoting knowledge transfer and the commercialization of research while overseeing the management of intellectual property matters; and
- Developing and implementing effective and accountable research policies and procedures, in collaboration with the research community and establishing and fostering a culture in which Research and Development Services, faculty researchers, and staff are encouraged to communicate and work together in a co-operative manner.

**Acting as an external advocate for research:**

- Raising the profile and promoting public understanding of the importance of research, scholarship, and related creative activities at Western through industry and community partnerships, and by engaging with governments, external organizations, and audiences in local, national, and international contexts;
- Promoting the role of research to build the University’s national and international standings and to attract and retain outstanding faculty, staff, and students;
- Identifying and capitalizing on research funding opportunities from multiple sources for all areas of the University;
- Acting as the University spokesperson on research policy and as a key voice on research matters through developing and maintaining effective contacts with external funding agencies, all types of industry, donors, and government departments;
- Optimizing the strategic location of the campus as a regional centre situated in close proximity to teaching hospitals, associated research institutes, and other important community partners that can help Western build on its strengths in medical, health, and life sciences research; and
- Promoting partnerships between faculty members and industry, government, community groups, foundations, and other universities, agencies, and institutions such as the national granting councils, in order to advance research both nationally and internationally;

**Serving as a key member of Western University’s senior team:**

- Contributing as a member of senior leadership groups and other bodies; chairing research and external research-related committees; and providing leadership in all research matters to the University’s Board of Governors and Senate;
- Working closely with the senior management team of Western in the planning and budgeting process to support and advance research, scholarship, and creative activity;
• Working with the Provost & Vice-President (Academic) to foster the integration of Western’s research plans, priorities, and mission with its broader educational objectives, and to support research, scholarship, and creative activity across the University. This includes working with Deans, Associate Deans, and others to promote the integration of research with graduate and undergraduate education, and the engagement in research of students at all levels; and

• Working with the Vice-President (Advancement) to effectively set strategies to communicate and leverage the University’s research partnerships and activities in the context of advancement, alumni relations and development, communications and public affairs, and principal gifts.

**Candidate Qualifications**

Western is seeking a Vice President (Research) who is passionate and curious with a proven record of leadership in a complex research environment, current knowledge of the many changes and opportunities in the global research context, and the credibility to function successfully at all levels of the University. A track record of personal research achievement and of developing and promoting interdisciplinary, multidisciplinary, and transdisciplinary research initiatives, a sophisticated understanding of the relationships among research, innovation, and knowledge mobilization, and of connecting and translating research impacts to the community are all essential. With exceptional organizational and interpersonal skills, and a record of building collaborative teams and solving problems across disciplines, the new VPR will excel in the ability to engage other stakeholders, and will be able to consolidate internal and external support for research and innovation while partnering effectively with other educational institutions, government, communities, and industry.

While the Search Committee recognizes that no one candidate is likely to meet all of the qualifications outlined below in equal measure, they will be used in the assessment of candidates for the position:

• A record of personal research achievement and experience in advancing research excellence, building research infrastructure, and developing and executing complex research activities, combined with the skills and commitment to create an environment that encourages and supports success in research, innovation, scholarship, and creative activity in all disciplines;

• A comprehensive understanding of the relationships among research, teaching, innovation, scholarship, and the ethical, legal, and social requirements surrounding research, with the ability to support Western’s research, innovation, and scholarship efforts among its Faculties, Schools, affiliated University Colleges, Institutes, Hospitals, Centres, and Affiliates;

• A consultative leadership style that will inspire, motivate, and generate excitement around interdisciplinary and collaborative research, external private and public sector partnerships, and the overall achievements and potential of Western University’s research community;

• A successful track record in forming and sustaining effective relationships with funding organizations, industry, government, and community agencies, combined with the ability to advocate for the research needs of the entire University community, both internally and externally;
• The ability to successfully inspire and encourage innovation, collaboration, communication, and research excellence, accompanied by demonstrated experience in communicating and showcasing the link between research outcomes and broader community impact;

• A deep respect for the diversity of individual and team-based research carried out within Western University, combined with the skills and commitment to create an environment that encourages, supports, and enhances success in interdisciplinary, inter-professional, and community-based research initiatives and creative activities;

• The ability to facilitate and promote the development of intellectual property, technology transfer, and industry collaborations and partnerships that will maximize the benefits of Western’s research to both the University and its external communities;

• The energy, ability, and commitment to identify and assist faculty members and students to take advantage of funding opportunities from granting agencies, governments, foundations, industry, and other potential partners in the University’s research enterprise, including the ability to streamline regulatory processes to accomplish research goals;

• A commitment to furthering the integral relationship between university teaching and research, including having a track record of successful graduate and postdoctoral advising and mentorship, and of finding innovative ways to enhance the research environment for undergraduate, graduate, and international students, including being able to collaborate to increase funding and support;

• A facilitative leadership style, superior problem-solving, decision-making, and communication skills, and a capacity to work in a collegial and constructive manner with senior administration, faculty, staff, and students, and with constituencies both internal and external to the University;

• The ability to initiate and encourage links between research activity and the needs of the London area and beyond to facilitate the involvement and support of a broad range of stakeholders, including community organizations and the private sector;

• Proven capabilities in resource management (personnel, budgets, space, equipment, and academic technology), with the ability to ensure transparency and clarity in the budget process;

• The capacity to listen well and enable others to see opportunity where initially they may only see constraint, and make sound, fair, and sometimes difficult decisions, combined with the ability to communicate such decisions openly and implement them firmly; and

• A high standard of personal integrity and a demonstrated commitment to equity and diversity, academic freedom, collaborative processes, and the principles of collegiality and collaboration.
THE LOCATION

Considered Canada’s most beautiful university, Western’s main campus spans 481.2 hectares of Gothic-style buildings mixed with modern, LEED-certified structures. Its 87 buildings are located on the banks of the Thames River in London, Ontario. Since 1878, the fortunes of Western University and the City of London have been indelibly linked. Western has grown into London’s fourth largest employer, providing approximately 4,000 full-time jobs and generating approximately $1.5 billion in local economic activity each year. Its teaching, research, and service missions encompass a wide range of activities that are an integral part of the London community.

Set in the heart of Southwestern Ontario, London is the region’s economic, entertainment, and cultural hub. With a population of more than 383,000, London is Canada’s 11th largest city and an ideal environment to work, play, and live. Large enough for the ‘big city’ experience, but still far more affordable in comparison with many other Canadian cities, London boasts an extensive educational and health care community, while providing the benefits of a smaller city setting.

London is known as the “Forest City” for the more than 160,000 trees lining its streets and parks. Access to the United States and major Canadian cities is easily available by road, rail, or air. Its economy is diverse, crossing medicine, telecommunications, manufacturing, research, and education, and includes major employers in health, education, business services, finance, food and beverage manufacturing, and equipment and machinery manufacturing. In addition to Western and its three affiliated university colleges, the city is home to Fanshawe College and several medical institutions.

THE PROCESS

The University invites applications from all qualified individuals. 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. The University provides support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant’s accessibility needs. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

The search committee will begin consideration of candidates immediately and will continue until the role is successfully filled. Applications should include a letter of interest, curriculum vitae, and the names of three references (who will not be contacted without the consent of the candidate), and be submitted electronically, in confidence, to the University’s executive search consultants:

Laverne Smith & Associates Inc.
WesternVPR@lavernesmith.com

Western University acknowledges that its campus is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak, and Attawandaron peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.