

## **Dean of the Sobey School of Business**

### **Saint Mary's University**

Located in Halifax, Nova Scotia, Saint Mary's University is the province's second largest university with a rich 215-year history. A primarily undergraduate university, with select, high-quality graduate programs, our 7,200 students enjoy a personal experience with average introductory class sizes of only 40 students. Saint Mary's is a vibrant, diverse, and globally connected community; 67 per cent of our students coming from Nova Scotia and Canada and 33 per cent of our students hailing from more than 119 countries—a proportion of international students not matched by any other university in the country. In recent years, the university has increased experiential learning opportunities for students such as co-ops, internships, research, community-engaged service learning and competitions. Saint Mary's has a tradition of engagement with our community, drawing upon our active 50,000 alumni, many of whom are national and international leaders in business, politics, the arts, culture, science, and industry.

### **Sobey School of Business**

The Sobey School of Business at Saint Mary's University hosts 3200 students and is proud of its pivotal role as Atlantic Canada's largest business school. Our mission statement states that "through active learning and the creation and mobilization of scholarship, we prepare citizens of the world to lead sustainable, entrepreneurial businesses and communities." The Sobey School offers a comprehensive range of academic programs from a robust Bachelor of Commerce through our rigorous Masters degrees, a well-respected PhD in Management, and a business-focused catalogue of executive and professional development programs. About 95% of our 95 full-time faculty have PhDs, and we are proud to host two current Canada Research Chairs. Our academic programs are AACSB-accredited, placing us among the 5% of business schools in the world to have achieved this recognition.

The Sobey School of Business is committed to fostering a diverse and inclusive academic environment. Our high-calibre education attracts students from around the world —50% of our students come from outside Canada. We welcome those who contribute to the diversity and excellence of its academic community.

More information and the full report can be found on our website, [www.smu.ca/academic/sobey](http://www.smu.ca/academic/sobey).

### **Halifax**

On the edge of the Atlantic Ocean, Halifax is a cosmopolitan city that offers the best of two worlds – a rich history with a close connection to the sea and a vibrant, young culture. Halifax has an entrenched entrepreneurial culture, with emphasis on both technological and social innovation. As Nova Scotia's capital, Halifax is the major centre of Atlantic Canada with convenient transportation connections to major international hubs. Halifax is also one of the oldest cities in Canada and provides a blend of history, culture and modern amenities.

For more information on Halifax and the region, please visit <http://www.halifaxinfo.com/>

## **The Position**

Prior to commencing this search for a new Dean of the Sobey School of Business, the Search Committee has worked with the School to identify the priorities and expectations of the new Dean. The successful candidate will demonstrate leadership skills in working collaboratively both within the School and with the University's senior academic leadership team, in furthering implementation of the School's and the University's strategic and academic plans and in fostering a culture of innovation and engagement within the School. The successful candidate will also be a strong advocate on behalf of the School, within the University and to alumni and external stakeholders, including governments and the philanthropic community. Partnership and relationship building to further the objectives of the School will be an important part of this advocacy role. Finally, the successful candidate will lead the School's efforts to enhance its reputation by recruiting and retaining outstanding faculty, staff and students and by enhancing its outreach to the communities that it serves.

## **The Candidate Qualifications**

The Dean of the Sobey School of Business must be an aspirational leader, both for internal communities (faculty, students, staff) and external stakeholders (alumni, donors, community, business, government). The Dean must also be able to strike the appropriate balance between advocating for the best interests of the School while being able to collaborate with others on projects of importance to the University and its connections to the community. The Dean must be an active partner in designing and executing a strong relationship-building and fundraising strategy, and will play a leadership role in the School's advancement efforts.

Although the Search Committee recognizes that no one individual is likely to exhibit all of the following characteristics in equal measure, the Committee has identified the following background and qualifications as those it will seek in candidates.

### Background

- Educational credentials and career experience and achievements that indicate the candidate is a leader within both the university and the community;
- A proven record of commitment to excellence in research, teaching and service;
- Successful leadership and administrative experience in a university environment;
- Ability to function comfortably in both academic and business environments; and
- Experience working and leading in a complex, unionized environment.

### Leadership

- Ability to work with colleagues to articulate a shared vision, and the ability to motivate and inspire people to make the vision a reality;
- Ability to lead and delegate to large and complex teams;

- Exceptional communication skills, including the ability to communicate clearly, consistently and persuasively to the Faculty's internal and external communities and partners;
- A track record of evidence-based decision-making that is transparent and consultative, and is characterized by fairness and consistency;
- A track record of successful change management;
- A proven ability to understand and weigh critical and novel approaches to management.

#### Knowledge and Skills

- A record of leadership on student success;
- A good understanding of experiential learning, including the values of co-operative education;
- An understanding of the contemporary student experience and of the various challenges facing university students, and an authentic interest in their welfare;
- The ability to fundraise and steward gifts in support of shared priorities;
- A track record of bridging University "silos" and building partnerships across Faculties, Schools, and Departments;
- Demonstrated knowledge of effective strategies for working with diverse faculty, staff and students;
- Demonstrated ability to develop and sustain successful partnerships and relationships within the university environment, with the external community and the wide range of external stakeholders; and
- The ability to set priorities; to understand budget processes, make effective and fair use of resources; and to lead the development of effective process and policy.

#### Personal Characteristics

- Vision, creativity, fairness, honesty and a sense of humour;
- Strong interpersonal skills, including a proven ability to listen well and to all voices;
- An open, collaborative and consultative management style;
- A proven readiness to be both available and accessible; and
- High level of energy and enthusiasm.

The successful candidate will demonstrate these aptitudes in a way that makes them eligible for appointment at the rank of Full Professor. The University Appointments Committee will be asked to review the file and make a recommendation on rank and tenure.

## Application

Saint Mary's University hires on the basis of merit and is committed to the principles of employment equity. Saint Mary's University encourages applications from qualified women, visible minorities,

Aboriginal people, and people with disabilities. Preference will be given to Canadian citizens and permanent residents of Canada.

Saint Mary's University promotes a scent-free environment and is proud to be tobacco-free since September 2013.

If you believe you have the profile we are seeking, please forward your résumé with a letter explaining your interest by completing the "[Registration Form](#)". All information received will be treated in the strictest confidence. We appreciate the interest of every candidate; however, only those selected for the next step in the process will be contacted. The search committee will begin considering applications in November and will continue its work until the position is filled.

[www.kenniffracine.com](http://www.kenniffracine.com)