



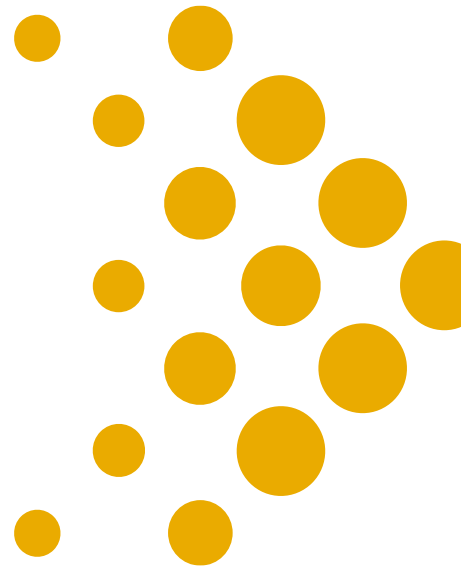
**KBRS**

**Executive Brief**

**Dean, Faculty of Agriculture  
and Campus Principal**



**DALHOUSIE  
UNIVERSITY**





## Land Acknowledgement

Dalhousie University is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq. We are all treaty people.

*Dalhousie Espi-kina'matnewo'kuo'm etek Mi'kma'kik, Mi'kmaq wmitkiwow ta'n mna'q iknmuetasinuk kisna netui'skasinuk. Kinu na msit wettaqne'wasulti'kl Ankukamkewe'l.*





## African Nova Scotian Acknowledgement

We recognize African Nova Scotians are a distinct people whose histories, legacies and contributions have enriched Mi'kma'ki for over 400 years.

*Nenuite'Imknjik Maqtewinu'k No'pa Sko'sia keknuo'ltinew skwijinu'k ta'n aknutmaqnemuew, koqoey naqtmakwi'tip wniskamijuaqi'k aq q koqoey kis-kina'muksi'k welapetmi'tij Mi'kmaq ki's piamiw Newiskimtlnaqnipunqekl (400 te'sipunqekl).*





## Organizational Profile

Dalhousie University is the largest university in Atlantic Canada, comprised of more than 6,600 faculty and staff and 21,000 students amongst its 13 Faculties. As part of Canada's U15 group of research-intensive universities, Dalhousie is a key driver of the region's intellectual, social, and economic development. Dalhousie University's first 200 years have seen it transform from a local centre of learning to an institution with global impact. Now, at the dawn of its third century, Dalhousie is more relevant, more connected, and more vibrant than ever.

Located in Nova Scotia, Canada (Mi'kma'ki) with four campuses in Halifax and Truro, and satellite locations in Yarmouth and Saint John, New Brunswick, Dalhousie University's broad range of academic programs attract

and retain a diverse mix of incredible students, scholars, researchers and staff who work together with interdisciplinary perspective and a focus on service.

Building on its legacy of groundbreaking research and outstanding scholarship, Dalhousie University is focused on providing a unique, interactive and collaborative environment that supports all our students, instructors, researchers and staff to achieve excellence.

# Dalhousie University at a Glance

- Home to more than 21,000 students including:
  - 63% from out of province
  - 23% international students from over 115 countries
  - 90% of students taking part in work-integrated learning
- Over 1,118 faculty and more than 6,000 employees
- 155,000+ alumni
- 13 Faculties including:
  - Agriculture, Architecture and Planning, Arts and Social Sciences, Computer Science, Dentistry, Engineering, Graduate Studies, Health, Law, Management, Medicine, Open Learning and Career Development, Science
- 4 campuses including:
  - Studley campus (Halifax)
  - Carleton campus (Halifax)
  - Sexton campus (Halifax)
  - Agricultural Campus (Truro)
- Part of Canada's U15 group of research-intensive universities, with research successes including:
  - 56 Canada Research Chairs
  - More than \$200 million awarded annually in external research grants and awards
- One of Canada's top-ranked universities, including:
  - Top 14 in Canada (Times Higher Education)
  - 12<sup>th</sup> overall in Canada (QS World University Rankings)
  - Gold rating in sustainability (Sustainability Tracking, Assessment & Rating System)
  - 7<sup>th</sup> among Canada's best medical doctoral universities (Maclean's University Rankings)

## Mission

To lift the intellectual, social, and economic vitality of our local, national, and global communities through an institution-wide commitment to a world-class student experience, interdisciplinary collaboration, and mutual respect and inclusion in all aspects of our academic, research, and civic priorities.

## Vision

Dalhousie inspires our diverse community to serve Nova Scotia, Canada, and the world through innovative and impactful teaching and research, world-class scholarship, a passion for learning, and a deep sense of social responsibility.

## Values

- Academic freedom
- Commitment to excellence in teaching, research and service
- Equity, diversity, inclusion and accessibility
- Future-ready leaders
- Impactful community engagement
- Social responsibility and sustainability
- Wellness, accessibility, respect and support



## Strategic Plan (2021-26)

Dalhousie University's current strategic plan: [Third Century Promise](#) embodies our promise to give our collective best, continually push the limits, ensure that opportunities and benefits are equitably available and attainable, and rededicate ourselves to be the lever of economic and social uplift of our diverse communities. The leading edge of this promise is excellence in everything we do, but excellence that is simultaneously and demonstrably also inclusive, recognizing that true institutional excellence is unattainable unless it equitably fosters opportunities for every member of Dalhousie and the communities we serve to attain their best, regardless of their background or circumstance.

The plan comprises four inter-connected pillars of strategic intent, which stand on the fifth pillar – modernizing and enhancing physical, digital, and social infrastructure to support the university's drive for inclusion and distinction. The pillars are:

1. [Exceptional student experience](#)
2. [Inclusive excellence](#)
3. [High-impact research](#)
4. [Civic university with global impact](#)

### 5. [A foundation for inclusion and distinction](#)

Reporting annually on our institutional progress is an important element of Dalhousie's accountability to our community and our Board of Governors. Dalhousie's [2022-23 Annual Progress Report](#) highlights two aspects of our progress:

- Consistently-shared, key performance indicators, like our enrolment and retention numbers, that paint a picture of our organizational health and how we are meeting our commitments year-over-year.
- Year-two progress for Third Century Promise.

To learn more about Dalhousie's Strategic Plan, please visit [here](#).



## Commitment to Equity, Diversity, Inclusion and Accessibility

[Inclusive excellence](#) is a key pillar of the strategic plan and in support of our unwavering commitment to excellence, we aspire to be an accessible destination employer and the national leader in championing equity, diversity, inclusion, and accessibility. We prioritize wellness and respect and continue to support and empower our people to achieve their career aspirations; we will recognize individuals and teams for their innovations and successes; and we will all be people-focused and accountable at all levels of the institution.

Dalhousie recently launched a university-wide [Employment Equity Plan](#) and an [Accessibility Plan](#). These foundational frameworks are built on the work of many other plans and actions over the university's history, including the historic Lord Dalhousie Report published in 2019 which examined the university and its founder's relationships to slavery and race.

Leadership in equity, diversity, inclusion & accessibility (EDIA) is embedded across the institution with multiple dedicated EDIA-focused positions, employee resource groups, implementation leads, and EDIA committees all supporting actions, policies, and practices and providing important wellsprings of support, resources and counsel. The [Office for Equity and Inclusion](#) (OEI) also provides leadership, builds capacity, and encourages collaborative action to advance

sustainable, systemic/structural change that promotes diversity, equity, inclusion, and social justice in all dimensions of the mission, culture, and operations of Dalhousie University.

### Indigenous Community Engagement

Dalhousie University respects its relationship with the local Mi'kmaq community. In 2020, Dalhousie introduced its first director of Indigenous community engagement, aimed at furthering reconciliation through collaboration with Indigenous partners in the region, particularly the Mi'kmaq. The Elders and Knowledge Keepers Program at Dalhousie University is an important part of the Dalhousie community which enriches day-to-day experiences on campus. Through the guidance and support that is offered by Elders and Knowledge Keepers in such spaces as classes, event, committee work and most importantly with supporting Dal students, Mi'kmaq Elders and Knowledge Keepers are working hard at building cultural understanding by offering Mi'kmaq perspectives throughout the fabric of the university.

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## Commitment to Equity, Diversity, Inclusion and Accessibility (Continued)

### Indigenous Community Engagement (Continued)

Along with a robust strategy to foster support for Indigenous peoples on campus, Dalhousie has recently opened a Community Engagement Sub-Office located in Millbrook First Nation as part of a shared vision and partnership with the Native Women's Association and Millbrook First Nation to be used for educational and outreach purposes.

### African Nova Scotian Community Engagement

African Nova Scotians are a distinct people with collective rights tied to over 52 land-based communities in this part of Mi'kma'ki known as Nova Scotia. Dalhousie recently became a Signatory of the [Scarborough Charter](#) – a landmark national agreement that focused on addressing anti-Black racism and promoting Black inclusion in higher education. The African Nova Scotian Strategy

Advisory Council also facilitates a [strategy](#) that sets out the need for a proactive approach to increasing support for African Nova Scotian students, staff, and faculty at Dalhousie. In 2020, Dalhousie introduced its first director of African Nova Scotian community engagement, an institutional leadership role in supporting the work to implement the Strategy recommendations, while actively supporting the access and success of prospective and current African Nova Scotian members of the Dalhousie community.





## Faculty of Agriculture

Located just outside Truro in Bible Hill, Nova Scotia, the Faculty of Agriculture is home to a working farm, almost 250 ha (600 ac) of research fields, gardens and greenhouses, and is built on a proud history of industry-leading education and research since 1905. For more than 100 years, we have provided agricultural-based programs from technical diplomas to masters-level degrees and PhDs as the Atlantic institution with the mandate for post-secondary education in agriculture.

In 2012, the Government of Nova Scotia, Department of Agriculture, and Dalhousie University confirmed the agreement to merge Nova Scotia Agricultural College (NSAC) with Dalhousie University. We continue to honour our legacy of excellence as we move forward in providing the highest standards of education as the Dalhousie University Faculty of Agriculture.

The Faculty's unique programs combine the core disciplines of agricultural sciences with business

management and innovative technology. Here, students can study engineering, landscape architecture, international food business, aquaculture, and many more.

The **Faculty of Agriculture 2020-2025 Strategic Plan** outlines the Faculty's priorities of local and global sustainability, food security, and health and well-being, and the Faculty's associated commitments for each priority. The Faculty of Agriculture is committed to addressing the significant sustainability challenges as targeted by the United Nations Sustainable Development Goals (UN SDGs). The Faculty applied the UN SDGs as a basis to develop the 2020-2025 Strategic Plan. We encourage you to learn more by visiting the Strategic Plan [here](#).



# Faculty of Agriculture (Continued)

## Academic Departments

### Animal Science and Aquaculture

The Department of Animal Science and Aquaculture focuses on learning about the care, development and product required to maintain and enhance these resources into the future. Students can pursue a rewarding, hands-on education in animal production, aquaculture or agricultural biotechnology at the technical, degree and graduate studies levels. Many of our world-class facilities are unique to the Atlantic region and include state-of-the-art technologies, a functional farm, expansive fields and an aquaculture centre.

### Business and Social Sciences

Students in the Department of Business and Social Sciences engage in a diverse academic experience providing practical skills and research in agricultural business and economics with a broad understanding of human behavior, societies, and cultures. The research of faculty members in the Department spans three broad academic or scholarly areas, including: i) Agricultural Business; ii) Agricultural Economics; and iii) Humanities and Social Sciences. The Department is also home to the Rural Research Centre, and Agricultural & Resource Economics Research Group, as well as leading research in Value Chain Analysis.

### Engineering

The Department of Engineering offers a unique and practical background in engineering and applied sciences, and is a home for students studying for diplomas, bachelor and master degrees and doctorates. Department faculty teach courses in math, statistics, physics, engineering, and applied sciences while having research projects ranging in topics, including biofuels and bioresources, modelling, digital agriculture and waste management. The department combines innovative research with practical learning and access to advanced technology in our world-class bioenvironmental engineering facilities and precision agriculture technologies.

### Plant, Food, and Environmental Sciences

At the Department of Plant, Food and Environmental Sciences, students explore the link among the global challenges of food security, healthy environments, and climate change through courses in plant, soil, environmental and food sciences. Students can design beautiful, functional and sustainable outdoor spaces through our landscape architecture program and enjoy the hands-on learning experiences through the campus farm, demonstration garden, greenhouses, and state-of-the-art labs.

For more information on the academic departments and programs offered, please visit [here](#).

# Faculty of Agriculture (Continued)

## Extended Learning

Extended Learning (EL) believes that in agriculture and aquaculture, learning is a lifelong endeavour. Education, at any stage of your life and career, should be flexible, innovative and accessible.

EL provides innovative, high-quality professional development programs that reflect the unique teaching expertise and research strengths of the Faculty of Agriculture. Our programs and courses are offered in flexible instructional formats, including online, blended, and face-to-face. Our team works collaboratively with a number of partners including industry, government and associations to ensure that our programs reflect the evolving needs of learners, clients, and the greater community.

## Truro Start Program

The Agricultural Campus hosts the Truro Start program, a new pathways program that allows students to complete the first year of their degree on the Truro Campus, and the remainder of their studies in Halifax. The program provides the opportunity for students to join a small cohort with dedicated resources and support to build a strong foundation in their chosen field before transitioning into their second and final years in Halifax. The Truro Start program currently offers programming from the Faculty of Computer Science, the Faculty of Science, and the Faculty of Arts and Social Sciences, with plans to add offerings from other Faculties in progress. Some of the programs in the Truro Start program include Bachelor of Science, Bachelor of Computer Science, Bachelor of Applied Computer Science, and Bachelor of Arts.

# Mission, Vision and Values of the Faculty

## Mission

Specializing in post- secondary education in agriculture and its related disciplines, our scholarship, research and training generate knowledge and solutions for healthy, sustainable societies. Our outreach and international activities train leaders for local and global community engagement.

## Vision

To be an international leader for education, training, research and advice to agricultural learners, partners and communities in the Atlantic Provinces and around the world.

## Values that guide decision-making

- We keep students at the centre of all we do and are mindful of the impact each decision will have on them.
- We are committed to the sustainability of our institution and our world, through environmental, social and fiscal stewardship.
- We strive for excellence in all endeavours.
- We focus on innovation to discover and create new insight through teaching, research and service.
- We connect and collaborate with our community, locally, regionally, nationally and globally.
- We practice integrity by maintaining the highest standards of ethics and professionalism and operating according to our values.
- We create a culture of respect by nurturing a collegial community that is rooted in diversity and inclusivity.
- We prioritize collaboration by developing internal and external partnerships to address local and global challenges.
- We protect academic freedom so that everyone in our community has the opportunity to teach, pursue and discuss knowledge, while maintaining a collegial atmosphere.

# Faculty of Agriculture (Continued)

## International Connections and Partnerships

The [International Office](#) at the Faculty of Agriculture uses their knowledge and expertise in agriculture to benefit other countries through international development projects, student exchanges and study abroad programs.

### Joint Academic Programs

We offer joint academic programs with the Fujian Agriculture and Forestry University in Fuzhou, Fujian Province, China; the Tamil Nadu Agricultural University in Coimbatore, India; Annamalai University, India; Mariano Marcos State University (MMSU) in Philippines and Dronten University of Applied Sciences in the Netherlands.

### Study Abroad

Our students have the opportunity to enhance their global knowledge base and professional skill set and participate in a variety of Study Abroad Opportunities ranging from one week or one semester to a full academic year.

### International Projects

The Faculty of Agriculture is a large pool of expertise and experience in agriculture, the environment, entrepreneurship, aquaculture and engineering. We use these resources for international projects that enhance the capacities in universities, colleges, governmental and non-governmental organizations in the countries where we work.

### International Students

For international students we offer English language training, inbound student exchanges, student advising and information on academic registration, employment in Canada, health services, and Canadian cultural norms.

## Research at the Faculty

We work with industry, government, and academic and research institutions - both nationally and internationally - to carry out innovative research in agriculture, aquaculture, the environment, and related fields.

Our research is helping to innovate new technologies for environmental sustainability, rural growth, and bio-resource innovation in support of the agri-food and aquaculture industries.

In addition to our modern and extensive laboratories, we have a number of research facilities unique to the Atlantic region, including a 250 ha (600 ac) farm, extensive pasture, field and turfgrass facilities, greenhouses, an experimental orchard, Plumbdale small-plot research facility, and a number of outlying research facilities. Our farm consists of a commercial dairy barn, layer and broiler poultry facility, mink production and research facility, and crop production land base for grain, forage, and pasture. These resources are all used for both teaching and research.

The [2021-2026 Strategic Research Plan](#) for the Faculty outlines strategic implementation goals that stem from the Faculty's Fundamental Principles and align with research goals for Dalhousie. The goals focus on propelling research impact by supporting researchers while connecting across disciplines and leveraging partnerships with many regional and international stakeholders. For more information on the Strategic Research Plan including the research vision, mission, values, strategic goals and departmental priorities, visit here.



# Agricultural Campus

The Dalhousie Agricultural Campus is a geographically distinct campus, located in Bible Hill, Nova Scotia, approximately 100 km from the Dalhousie campuses in Halifax. The Faculty of Agriculture is currently the primary academic unit on the campus.

With over 100 years of history, proud rural roots and world-class research facilities, Dalhousie's Agricultural Campus is a great place to study, work and live. As the only agricultural campus in Atlantic Canada, Dalhousie's Agricultural Campus is a tight-knit community, where students have professors who know them by name and where they can make an impact locally, nationally, and globally.

## Campus Services

Campus Services at the Agricultural Campus support student success, whether it's related to health, career, a place to live, finances, athletics and more. Services and support on campus include the following:

- [Academic Support](#)
- [Health and Wellness](#)

- [International Centre](#)
- [International Student Support](#)
- [Accessibility & Access Supports](#)
- [Student Careers & Leadership Development](#)
- [Money Matters and Financial Assistance](#)
- [Enrolment Services Centre](#)
- [Bookstore](#)
- [MacRae Library](#)
- [Conference Services](#)
- [Food Services](#)
- [Information Technology Services](#)
- [Residence and Housing](#)
- [Security](#)

Please visit [here](#) for more details.

## Athletics and Recreation

The Langille Athletic Centre is home to the Dalhousie Rams varsity teams and offers quality recreational and fitness opportunities for students and members of the community. Please visit [here](#) for more details.



# Agricultural Campus (Continued)

## Campus Buildings and Facilities

In 1905, the Provincial Farm in Bible Hill merged with the School of Agriculture in Truro and the School of Horticulture in Wolfville and became an Agricultural College with a new main building serving as its headquarters. Today, many more buildings and facilities contribute to the learning experience and to research-centred growth at what is now Dalhousie's Agricultural Campus. The campus map can be found [here](#).

### Dalhousie Agricultural Campus Farm

Both research and teaching take place using the state-of-the-art facilities and hands-on learning opportunities found in the campus farm complex. Some of the buildings include:

- [Atlantic Poultry Research Centre](#)
- [Boulden Building](#)
- [Canadian Centre for Fur Animal Research](#)
- [Chute Nutrition Centre](#)
- [Crop production facilities including the Machinery Shed and Cropping Systems Building](#)
- [Ruminant Animal Centre including a x-head commercial dairy facility](#)
- [Rural Research Centre](#)
- [Sheep Barn](#)

### Academic Buildings

Our academic buildings feature classrooms, labs, workshops and other learning facilities. These include:

- [Banting Building](#)
- [Collins Building](#)
- [Cox Institute](#)
- [Cumming Hall](#)
- [Haley Institute of Animal Science and Aquaculture](#)
- [Hancock Building](#)
- [Harlow Institute](#)
- [Humanities House](#)
- [MacRae Library](#)

### Administrative Buildings

Our administrative buildings are home to offices, student services and the largest rural women's organization in Nova Scotia. The offices of the Dean, senior administration, and finance are located in Cumming Hall. One of the main buildings is:

- [Dairy Building](#)

### Gardens & Recreation Facilities

From beautiful gardens to rip-roarin' athletics, these spaces serve a wide variety of functions. They include:

- [Alumni Gardens](#)
- [Jenkins Hall](#)
- [Langille Athletic Centre](#)

### Residences

Our residence buildings are home to over 460 students during the educational year, and they include:

- [Chapman House](#)
- [Fraser House](#)
- [Trueman House](#)



# Position Profile

## Overview

Reporting to the Provost and Vice-President, Academic, and in consultation with the President and Vice-Chancellor for all campus-wide responsibilities, the Dean, Faculty of Agriculture and Campus Principal provides strategic and operational leadership over the administrative and academic priorities of the Faculty and serves as the executive leader for the campus.

The Dean and Principal fosters an inclusive and respectful environment and develops and empowers faculty, staff and administrators to ensure continuous improvement and evolution of programs and services supporting student learning, needs, and success across campus. The Dean and Principal also actively embraces and promotes the values of equity, diversity, inclusion, accessibility and reconciliation within the Faculty and across campus. The Dean and Principal advocates for the Faculty and campus, building provincial, national, and international external partnerships and engaging with local community leaders, including playing a pivotal role in advancement and alumni relations development.

As the senior leader on the Dalhousie Agricultural Campus, the Dean and Campus Principal provides leadership to the campus through cooperation and collaboration with the vice presidents and fellow deans responsible for providing services and support to the campus. The Dean and Campus Principal oversees all operations at the Agricultural Campus and ensures alignment with the overall university mission, vision, and strategic priorities. Leading an empowered team on campus (see page 20 for org chart), the Dean and Campus Principal provides integrated delivery of administrative services and community engagement to local government, community groups, the private sector, and Indigenous communities.

# Position Profile (Continued)

## Key Responsibilities and Priorities

The key priorities and responsibilities for the Dean, Faculty of Agriculture and Campus Principal are as follows:

### Equity, Diversity, Inclusion and Accessibility

- Embraces and promotes a commitment and embodiment of the values of equity, diversity, inclusion, and accessibility in all aspects of faculty, staff and student relations.
- Works in partnership with members of the Faculty, leadership and with community, to deepen the Faculty's commitments in these areas.

### Academic and Administrative Leadership

- Promotes excellence in education, scholarship and research, and service.
- Provides leadership in the development and implementation of academic objectives, priorities, policies and plans, which complement and enhance those of the university.
- Provides leadership in curriculum development and in the promotion and recognition of quality in instruction, including the promotion of inclusive programs and teaching practices that include different ways of learning and knowing and intercultural perspectives.
- Promotes the development of research activity that capitalizes upon the expertise, interests and resources of the Faculty and that contributes to the fulfillment of the university's mission and of the Faculty's educational role.
- Promotes effective Faculty governance.
- Manages the Faculty's financial and other resources effectively in accordance with the policies and procedures of the university, and in particular, develops and administers Faculty budgets.

- Ensures financial well-being of the Campus through consultations with and direction from the Vice-President, Finance and Administration.
- In close collaboration with the Provost, Vice-Presidents, and/or their delegates, ensures campus services are provided in an effective, efficient and coordinated manner and that services and priorities align with the academic mission of the university.
- Establishes task forces/work groups on issues or opportunities related to the Agricultural Campus.
- Oversees preparations for review of the Faculty's programs and activities by internal or external bodies and the implementation of recommendations arising from such reviews.
- Guides and supports the Faculty's academic leaders in the development, management and evaluation of the Faculty's programs, personnel, resources and activities.
- Identifies and facilitates action on initiatives related to the strategic advancement of academic programs on campus.
- Ensures, in conjunction with the Provost and Vice-President Academic, that academic leaders receive appropriate orientation, training, supervision and support.
- Ensures that the Faculty understands and operates in accordance with university policies and procedures.
- Liaises with the Vice-Provost Planning to maintain effective working relationships among Dalhousie campuses.



# Position Profile (Continued)

## Academic and Administrative Leadership (Continued)

### Faculty and Staff Development

- Fosters the development of the faculty and staff, in conjunction with Chairs, Heads and Directors and in accordance with the university's personnel policies and collective agreements.
- Ensures that recruitment and appointment processes are conducted in a manner that is consistent with appointments of the highest possible academic and professional caliber and with pertinent university policies.
- Reviews faculty members' annual reports, the results of evaluation of programs and instruction, and other indicators of individual and departmental performance.
- Briefs faculty promotion and tenure committees on their roles in maintaining the quality of the Faculty and of the university.
- Ensures that the staff resources of the Faculty are well deployed and managed.

### Institutional Policy-Making and Management

- Participates in the development of university strategy, and policies and in institutional management as a member of the senior administration and as a member of the Senate.
- Communicates and explains institutional policies and decisions to the Faculty.
- Represents the purposes and views of the Faculty in deliberations of the university's policy and decision-making bodies.
- Serves the university by participating in institutional initiatives, functions and projects and by serving on standing and ad hoc committees.

### Student Relations

- Ensures that there is good communication between students and the Faculty and that students' concerns are properly addressed.
- Ensures that the Faculty works effectively with the Registrar's Office in the recruitment, admission and registration of well-qualified students in the programs and courses of the Faculty, particularly from among under-represented groups.

### Partnerships and Community Engagement

- Fosters and maintains, in conjunction with the President's Office, the Vice-President Advancement, and the offices for which he or she is responsible, good relationships with alumni, external agencies, community groups, and all levels of government.
- Builds and maintains relationships with local community leaders and the regional agricultural business sectors.
- Promotes understanding and appreciation of the programs and activities of the Faculty and of the university.
- Develops and nurtures relationships with the Mi'kmaq First Nation and broader Indigenous community.
- Continues to implement objectives of the Faculty's Internationalization Strategy, including attracting international students, providing opportunities for domestic students to study abroad, and globalizing the Faculty's curriculum and research.
- Advises the central administration of external developments of interest to the Faculty and the university and of their potential.
- Ensures that the terms of contractual agreements with external agencies are fulfilled.

# Position Profile (Continued)

## Fund Development and Diversification

- Promotes, in conjunction with the Development Office, annual, capital and planned giving to the Faculty and to the university by alumni friends, corporations, foundations, and others.
- Fosters and sustains revenue-generating activity consistent with the Faculty's role and responsibilities and with the policies of the university.
- Promotes and facilitates, in conjunction with the Office of the Associate Vice-President Research, the securing of external funds for research.
- Works with External Relations and provides advice on fundraising initiatives and priorities which have campus-wide impact.

## Facilities Management and Campus Services

- Interacts regularly with Dalhousie Agricultural Campus senior managers, who are responsible for the day-to-day administrative and support services, to ensure cohesive, consistent and clear communications. These service units include ancillary (residences, food services, book store, day care DalCard), external and alumni management, human resources, information technology, library, safety, security and student services.

- Collaborates on issues, strategic initiatives and key operational decisions which impact the Agricultural Campus utilizing the Dalhousie Agricultural Campus Senior Advisory Group whenever possible.
- Provides input to the Vice-Presidents or their delegates on the manner and/or approach of services provided on the Agricultural Campus.

## Campus Renewal and Capital Construction

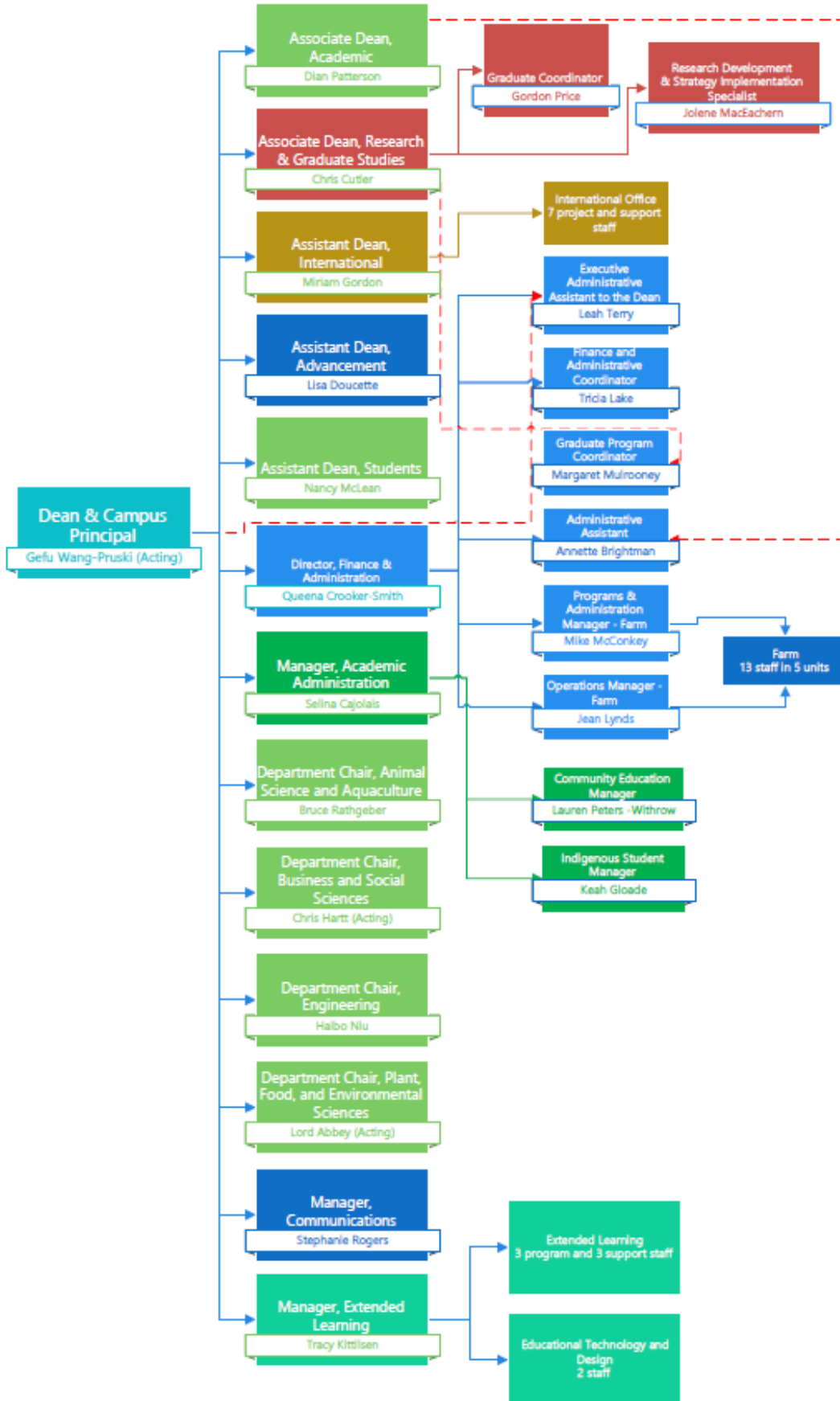
- In close partnership with Vice-Presidents, identifies and facilitates action on initiatives related to the strategic advancement of campus master plan development and renewal on the Agricultural Campus.

## Sustainability

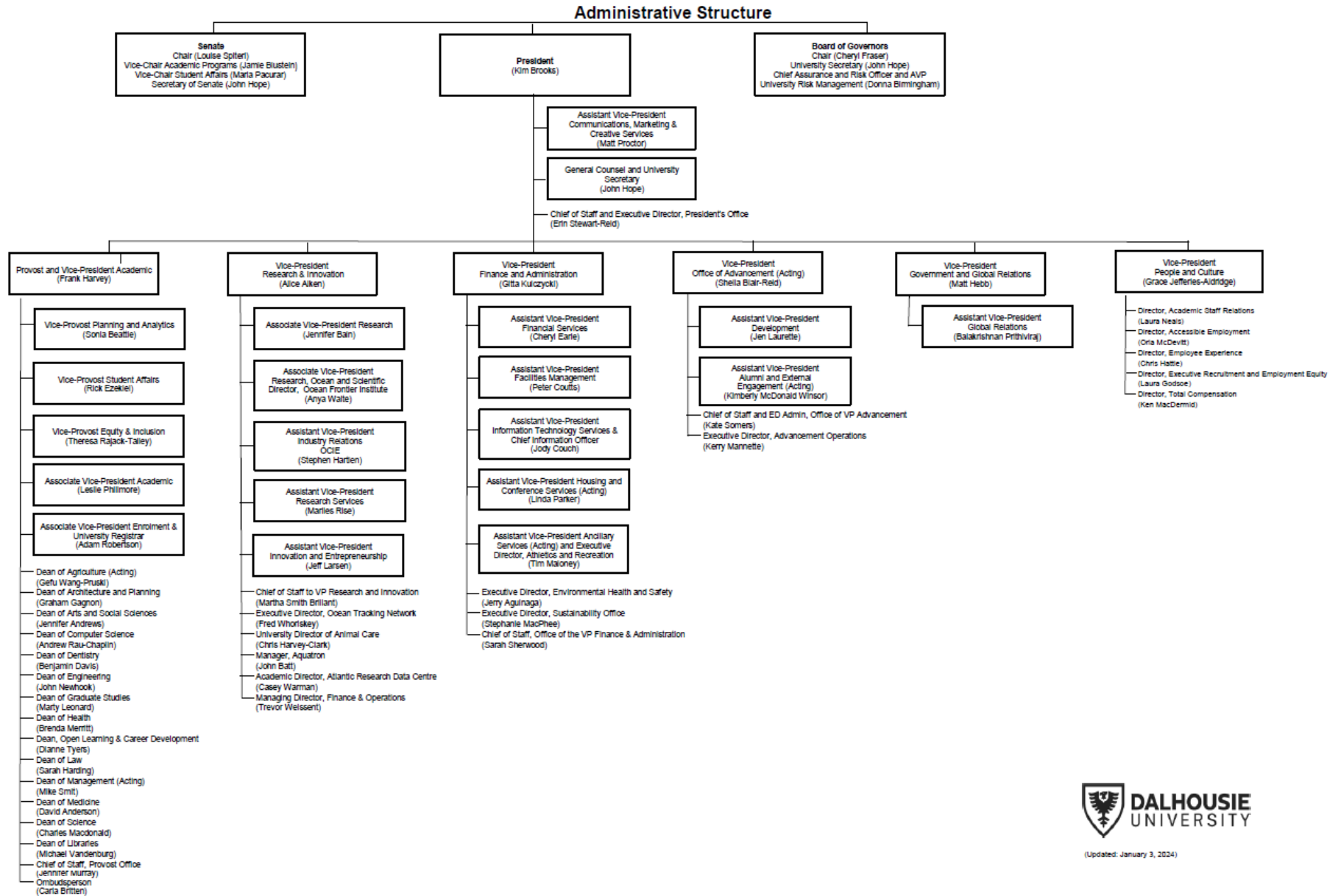
- Promotes environmental sustainability through academic teaching and research, and through initiatives and services provided on campus.
- Leads action related to the Faculty's commitments addressing the challenges to local and global sustainability, food security, and health and well-being that have been targeted by the United Nations Sustainable Development Goals (UN SDGs).



# Organizational Chart



# Institutional Organizational Chart



(Updated: January 3, 2024)



# Ideal Candidate Profile

## Experience and Qualifications

Recognizing that no single candidate for the position is likely to meet all the following criteria in equal measure, these are the desirable criteria and will be used in the assessment of candidates.

As the ideal candidate, you are an accomplished scholar with well-developed academic leadership experience and a record of building inclusive teams. You are an empathetic and student-centered leader who approaches leadership and community building with a lens of global citizenship and inclusion. You possess the ability to develop a clear vision for the future of the Faculty and the campus within the context of the university's strategic objectives and plans and have demonstrated success in promoting and enabling innovative academic programming and a robust research culture. You possess an ability to see opportunities across disciplines and bring a collaborative perspective to the Dean and Principal role.

### Required:

- A PhD in Agriculture, Food or related discipline including, but not limited to, the following:
  - Food & Food Science
  - Biotechnology
  - Genetics
  - Natural sciences
  - Engineering
  - Computer Science
  - Animal and Plant Sciences
  - Agronomy, Agrology, Agroecology
  - Management, Economics and Business
  - Other Social Sciences
  - Climate, Environment and Earth Sciences
  - Aquaculture and related disciplines



# Ideal Candidate Profile (Continued)

## Experience and Qualifications Continued

### Required (Continued):

- A distinguished record of scholarship and service consistent with appointment to the rank of Full Professor.
- Proven record of senior administration and leadership experience within an academic institution, including experience administering budgets and leading teams.
- Proven track record of providing strong leadership and mentorship to a multi-dimensional team of direct and functional reports spread across operating areas of responsibility.
- Demonstrated commitment and success in advancing equity, diversity, inclusion, accessibility, anti-racism and decolonization practices, as shown through ongoing learning and engagement in these areas.
- Commitment to, and ability to successfully engage in, advancement, fundraising and donor development.
- Experience developing and nurturing partnerships with industry, government, and academic and research institutes, nationally and internationally, to advance innovative research.

- Demonstrated commitment to the agricultural, aquaculture and/or environmental industries, and experience advocating for these industries with external partners.

### Assets:

- Experience leading within a multi-campus environment.
- Experience with infrastructure/facilities oversight or development.
- Experience engaging and working with Indigenous communities, and with proven understanding and appreciation of Indigenous ways of knowing and being.
- Successful track record of international program development.
- Demonstrated ability to make fiscally responsible decisions.
- Demonstrated ability to lead growth in student enrolment.
- Strong interpersonal skills including a passion for engaging with students

# Ideal Candidate Profile (Continued)

## Competencies and Personal Attributes

### Respect and Inclusion

You promote respect and inclusion by working successfully with a wide variety of people and encouraging participation and involvement.

### Thinking and Acting Strategically

You think conceptually about the “big picture” and in which direction the organization is/should be headed, developing long-term plans to achieve the desired outcomes and linking daily work to long-term vision.

### Relationship Building

You identify, build and maintain formal and informal relationships and networks that add value to others, support the achievement of role-related objectives and further the interests of the university.

### Resource and Process Management

You efficiently managing resources (people, funding,

materials and space) and processes to achieve organizational objectives.

### Accountability for Performance and Results

You take ownership and accountability for delivering the right results in the right way and improving individual, team and organizational contribution.

### Development

You work genuinely to build capacity and foster individual, team and organizational development.

### Change and Innovation

You lead change and improvement to move the university ahead and enhance organizational results. You develop the skills, attitudes and behaviours needed to produce new or improved programs, services, outputs and strategies to meet current and future needs and gain competitive advantage.





## Living in Truro and Bible Hill

### Truro

The town of Truro is in central Nova Scotia. Truro offers the best of both worlds: a small-town ambiance with a full range of commercial and recreational opportunities. Known as the 'Hub of Nova Scotia', Truro's size, central location, and historic downtown make it a popular home base for exploring the province and the world-renowned tidal phenomena of the Bay of Fundy.

Dalhousie's Agricultural Campus is located just outside of Truro, in Bible Hill, and our staff and students frequently head into town to enjoy Truro's Victoria Park, festivals, Farmers' Market, theatres and unique shopping.

The Millbrook First Nation is a Mi'kmaq community located near the town of Truro. Millbrook is a substantial economic force in the Truro area, and the Truro campus works closely with members of Millbrook First Nation to provide mutually beneficial opportunities.

Truro and area is geographically located at the halfway point between the Equator and the North

Pole. This location lends itself to average monthly temperatures that compare favourably to all other areas of Canada and the United States. Each of the four distinct seasons offers its beauty and bounty to residents of Truro.

### Bible Hill

The village of Bible Hill is located across the Salmon River from the Town of Truro. The village was incorporated in 1953 and today, with a population of over 5,000, Bible Hill is a vibrant, primarily residential community. Dalhousie's Agricultural Campus occupies a large area in the village and is the single largest employer in Bible Hill.

The Village is home to many small parks, the Bible Hill Recreation Park, wonderful trails, the beautiful gardens at the Campus, and many other amenities that make Bible Hill a place you'll want to explore, and plant your roots.

For more information, visit [here](#).



# Becoming a Candidate

The following is a list of the steps that we anticipate in this executive search. We would also like to bring to your attention several key issues we would recommend you consider as you navigate the search process.

Applications can be submitted online at <https://www.kbrs.ca/Career/17552>

## Interview with KBRs

As we receive the applications of interested candidates, we compare them against the key selection criteria set by the Search Committee. We arrange to speak with those candidates whose experience and qualifications are closest to the ideal candidate profile.

In your initial interview with KBRs, we will seek to understand more about your background, qualifications, experience, and interest in the position.

As you move forward in the search process, to ensure you are seriously interested in the position, we will ask you to consider:

- **Terms of an appointment** including compensation and benefits.
- **Relocation** including housing, schools, relocation assistance and other matters of importance to you. If a physical move will be unacceptable to you, please determine that at this stage.
- **Alignment** of this role and organization to your personal objectives and preferences. If you have questions that you would need to have answered before deciding to pursue this role, please let us know. If appropriate, we will attempt to arrange a conversation between you and our client so you can make a well-informed decision.
- If you are an **international candidate or foreign worker**, in addition to applying for this position, you may want to explore the Government of Canada's website to learn more about [Working in Canada at this link](#).

After considering these factors, in fairness to everyone concerned, please do not proceed further with this process if you are unlikely to accept the position if it is offered to you. We will ask our client to extend the same courtesy to you.

## Search Committee Interviews

The Search Committee will consider all candidates and invite a small group to move forward. Typically, this next step is an interview with the Search Committee and facilitated by a lead from KBRs.

If there is a desire to move forward with your candidacy after the initial interview with the Search Committee, you will be invited for further conversations with the Search Committee and the University community. The format and nature of these conversations will allow you to learn more about Dalhousie and the University community and begin to set the conditions for successful integration of the Dean, Faculty of Agriculture and Campus Principal. The Committee commits to respecting the confidentiality of your interest throughout this process. Should you proceed to the second interview stage, the Partner at KBRs will guide and explain how your candidacy may become more public, as you would be meeting with stakeholders and members of the University community.

Shortly after these conversations, if both you and the Search Committee wish to proceed, we will work with you and Dalhousie University to create mutually acceptable terms of employment subject to the Committee's satisfaction with background and reference checks.

## Resume Accuracy/Background Checks

If you progress to the interview stage, you will be asked to provide information to allow our client to conduct a thorough background check, including reference checks and verification of your education, designations, and awards.

*(continued on next page)*

# Becoming a Candidate (Continued)

## Resume Accuracy/Background Checks (Continued)

We will seek your permission to perform these verifications before we proceed. Should you decide not to allow verification of your background, credit or criminal history, our client will be informed, and they will decide how to proceed with your candidacy.

## Reference Checks

Reference conversations will take place should you advance past the initial Search Committee interview. You will be asked to provide references who represent 360-degree working relationships you have had for the past several years, whether supervisors, peers, or subordinates. KBRs's policy is to present to our client a minimum of three to six references before an offer is made.

## Privacy and Confidentiality

KBRs respects the privacy and confidentiality of personal information provided by candidates for our search assignments. The above information will be in accordance with the Personal Information Protection and Electronic Documents legislation. A copy of our Privacy Policy is available for your review on our website at <https://www.kbrs.ca/privacy-policy>.

## Offer Etiquette

We ask that you honour two standards of professionalism if you choose to become a candidate in this process:

- If an offer is extended to you, you commit to holding the details in confidence (with the exception of discussing it with members of your immediate family) and agree that you will not

discuss the offer with your present employer.

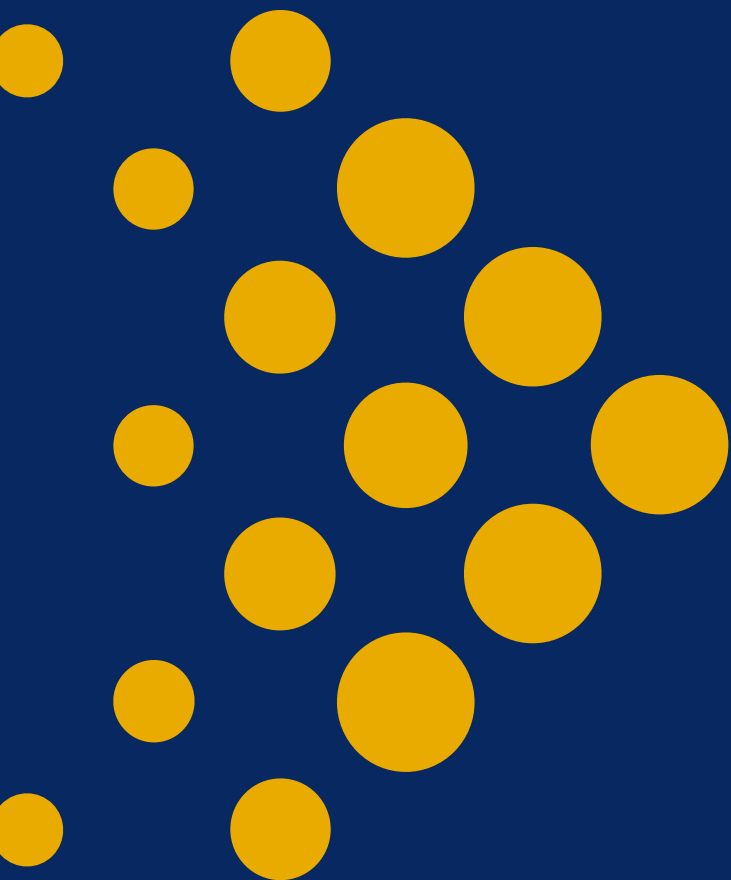
- If you say you will accept the offer our client can count on your word, otherwise please withdraw as a candidate. We want our client to avoid the substantial loss of time and opportunity cost that would accompany a reversal of your decision, as you would want to avoid handing in your resignation and then having our client cancel your offer.

Experiencing feelings of self-doubt when making a career change are common and should be prepared for. If either of these standards of professionalism are unacceptable, please let us know before becoming a candidate.

## Equity, Diversity, Inclusion and Accessibility (EDIA) Statement

Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. The university encourages applications from Indigenous persons (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons with disabilities, women, and persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. For more information, please visit [www.dal.ca/hiringfordiversity](http://www.dal.ca/hiringfordiversity).

Dalhousie University and KBRs will provide support in the recruitment process to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation in order to participate as a candidate in the recruitment process, please contact [accommodate@kbrs.ca](mailto:accommodate@kbrs.ca) or communicate your needs to the Executive Recruiter, [Lauren Wright](#).



## Contact Us in Confidence



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