

# Dean, Faculty of Management



## DEAN, FACULTY OF MANAGEMENT



Dalhousie is in search of a Dean for its Faculty of Management. The [Faculty of Management](#) integrates cross-disciplinary perspectives and methodologies to investigate the complex challenges facing today's world. Across private and public sectors, our strengths encompass the study of organizations, leadership, strategies, consumers, policies, and markets, as well as decision-making processes, work and learning environments, and digital transformation. The Faculty has pioneered innovative and experiential learning approaches for management education and research that drive sustainable economies. Our Faculty's unique blend of disciplines spans accounting and finance to public affairs to information management and translates into excellence across a distinct combination of programs: AACSB-accredited business programs, CAPPA-accredited public administration programs and ALA-accredited information programs. Recently, the Faculty underwent a comprehensive restructuring process, and we are dedicated to sustaining the strong momentum of this positive change.

The Dean's primary responsibility will be to champion excellence in scholarship, research, and teaching within the newly restructured Faculty. Recognizing that the people within the Faculty are the driving force behind its academic excellence, the Dean will actively support the recruitment and development of faculty, staff, and students, while fostering a collegial and respectful environment, and playing a leadership role in relation to equity, diversity, inclusion, and accessibility (EDIA). The Dean will also serve as an advocate for the Faculty and forge strong internal and external relationships, with a particular emphasis on fundraising and alumni relations development. The new Dean will be expected to build upon the Faculty's current strengths, optimize the Faculty's new structure, and uphold its position as a leader in innovative education.

## IDEAL CANDIDATE

The appointment of the Dean is for five years, renewable, and is expected to commence July 1, 2024.

The ideal candidate for Dean should be a seasoned administrative leader with a proven track record of excellence in both scholarly and professional pursuits. They should possess qualities of collegiality, collaboration, and enthusiasm as they step into this exciting role. The Search Committee recognizes that no single candidate for the position is likely to meet all the following criteria in equal measure, however it has developed the following as an ideal candidate profile.

### REQUIRED

- Graduate degree related to management, finance, business, public administration, or information science.
- Eligibility for appointment at the rank of Associate or Full Professor in the Faculty of Management at Dalhousie University.
- Accomplished record of scholarly, research, and teaching achievements.
- A demonstrated capacity to successfully lead large and diverse teams.
- Proven record of senior administrative experience within an academic institution including experience administering budgets.
- Commitment to, and ability to successfully engage in, advancement and fundraising.
- Demonstrated commitment to, and ability to advance, EDIA initiatives – including issues faced by Indigenous and Black communities – as shown through ongoing learning and engagement in these areas.

### ASSETS

- Doctoral degree, related to management, finance, business, public administration, or information science would be considered a strong asset.
- Industry experience and/or other working experience outside academia

# KEY COMPETENCIES



The ideal candidate will be expected to demonstrate the following competencies as Executive Director and as a leader at Dalhousie University. For more on [Dalhousie's leadership competencies click here](#).

**Thinking and Acting Strategically:** Thinking conceptually about the “big picture” and in which direction the Faculty of Management should be headed, developing long-term strategic plans to achieve the desired outcomes and linking daily work to long-term vision.

**Relationship Building:** Identifying, building and maintaining formal and informal relationships and networks that add value to the Faculty, support the achievement of role-related objectives and further the interests of the Faculty and university.

**Respect and Inclusion:** Actionable commitments to achieve inclusive excellence through continually championing and advancing EDIA. Promoting and embodying respect and inclusion, leading and encouraging participation and improvements.

**Accountability for Performance and Results:** Taking ownership and accountability for delivering the right results in the appropriate way and improving individual, team and organizational contributions.

**Change and Innovation:** Leading change and improvement to move the university ahead and enhance organizational results. Developing 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.

# SEARCH PROCESS & HOW TO APPLY

The appointment of the Dean is for five years, renewable, and is expected to commence July 1, 2024. To be considered, please submit your application through [this link](#) by **February 5, 2024**. Applications should consist of a full curriculum vitae and cover letter describing briefly how the candidate meets the selection criteria listed above, why the appointment is of interest and what they believe they can bring to the role.

Review of applications will begin February 2024. The search committee will assess candidates' application materials against the ideal candidate profile and key leadership competencies listed above.

The first round of interviews will be 90 minutes long, held virtually, and will likely take place in late February 2024. At this stage in the process, your candidacy remains confidential. All candidates will be notified of their status at the end of the first round of interviews.

In late March 2024, a small number of candidates will be invited to campus for a second interview in person. This will potentially include meetings with members of the Faculty of Management community and the second interview may also involve a public presentation to the community.

If we contact you for an interview and you are a person with a disability who requires technical aids or alternative arrangements, please let us know of these needs and any way in which we can be of assistance. Dalhousie University recognizes its obligation to accommodate candidates to ensure full, fair, and equitable participation in the hiring process. Our complete Accommodation Policy can be viewed [here](#).

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, 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).

For more information, please connect via email at [exec.search@dal.ca](mailto:exec.search@dal.ca).



# ABOUT DALHOUSIE UNIVERSITY

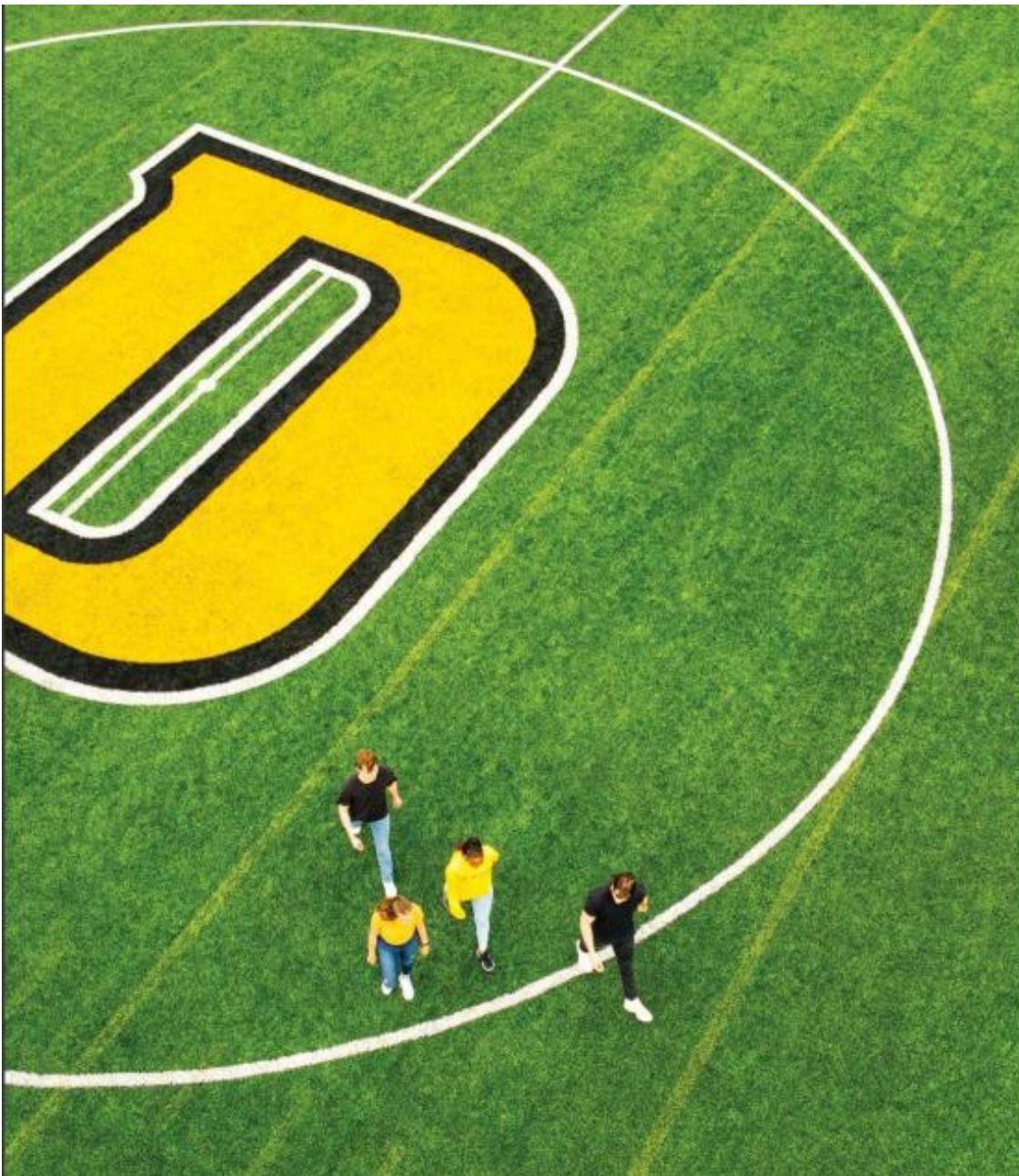
Combining innovative research, meaningful teaching, and a deep sense of social responsibility.

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, our 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.

Our [13 academic Faculties](#) expand understanding through teaching excellence and a drive for discovery that results in more than \$210 million in research funding each year. As Atlantic Canada's primary research-intensive university and a member of the U15 Group of Canadian Universities, our research and innovation includes world-leading researchers working in labs, studios and in the field.

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





**20,970** TOTAL STUDENTS

**16,002** UNDERGRADUATE STUDENTS

**38%** NOVA SCOTIA STUDENTS

**62%** OUT-OF-PROVINCE STUDENTS

**23%** INTERNATIONAL STUDENTS

**200+** PROGRAMS

**2,800+** WORK TERMS

**130+** MASTER'S AND PHD PROGRAMS

**\$35.3M** UNDERGRADUATE FINANCIAL SUPPORTS

**\$214M** ANNUAL FUNDED RESEARCH

**93** RHODES SCHOLARS

**150,000+** ALUMNI

## DAL AT A GLANCE

### TOP 10 IN CANADA FOR GRADUATE EMPLOYABILITY

(Emerging, 2021-22 in Times Higher Education)

### ONE OF CANADA'S TOP 15 UNIVERSITIES

(Times Higher Education World University, 2022; Academic Ranking of World Universities, 2021; QS World University Rankings, 2023)

### AMONG THE TOP 300 UNIVERSITIES GLOBALLY

(Academic Ranking of World Universities, 2021; Times Higher Education World University Rankings, 2022)

### THE TOP UNIVERSITY IN ATLANTIC CANADA

(Academic Ranking of World Universities, 2021; Times Higher Education World University Rankings and QS World University Rankings, 2022)

### THE ONLY MEDICAL DOCTORAL UNIVERSITY IN ATLANTIC CANADA

(Maclean's, 2022)

### 186 ACADEMIC ALL-CANADIANS

Student-athletes who maintain a grade point average (GPA) of at least 3.50 during the academic year while competing in a varsity sport.

# THIRD CENTURY PROMISE

Si'st Kasqimtnaqnipunqekl

Teli L'wi'tmasimk



## DALHOUSIE UNIVERSITY'S STRATEGIC PLAN 2021-2026

Expressed through a comprehensive, engaging, and consultative planning process that has spanned two years, Dalhousie's Strategic Plan (2021-2026), Third Century Promise, signals our long-term ambition while providing a clear, actionable strategy to guide us over the course of five years.

As one of Canada's leading – and Atlantic Canada's foremost – institution of higher learning, research, and innovation, and expanding on our role as a major driver of provincial and regional economies, our plan comprises four interconnected pillars of strategic intent.

Our objective is to accelerate Dalhousie on the path to global distinction while further deepening our commitment as a civic university dedicated to uplifting our communities. Our plan's four pillars will stand on the bedrock of the fifth—modernizing and enhancing our physical, digital, and social infrastructure to support our drive for inclusion and distinction:

1. Exceptional student experience
2. Inclusive excellence
3. High-impact research
4. Civic university with global impact
5. A foundation for inclusion and distinction

CLICK [HERE](#) TO LEARN MORE





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.*

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 aqq koqoey kis-kina'muksi'k welapetmi'tij Mi'kmaq ki's piamiw Newiskimtlhaqnipunqekl (400 te'sipunqekl).*



# OUR 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.

# OUR 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.

READ OUR VALUES [HERE](#)





## FACULTY OF MANAGEMENT

The Faculty of Management has a proud history of outstanding scholarship and a world-class management education that make a strong impact on our communities, as well as nationally and globally. We are a hub where scholars, teachers, students, alumni, professionals, and community leaders form and grow academic partnerships and long-term relationships.

We are a community driven by curiosity, exploration, and discovery. We are inspired to create an environment that offers our researchers, students, business and public sector partners, alumni and other members of our community opportunities to mobilize knowledge, learn and develop the skills to facilitate social and economic good.

[Our faculty and staff](#) are thought leaders, educators, mentors and advisors who deliver new knowledge in support of the advancement of private and public sectors. Our [researchers](#) engage across disciplines and sectors to solve problems and advance change. Download [2022 Management Research in Review](#). We offer students the world-class set of management skills, experiences and supports they need to succeed in an interconnected world.

We facilitate lifelong learning with [undergraduate, direct-entry and mid-career graduate programs](#) and [advanced certificates for management professionals](#). Our [students](#) come to us to learn how to inspire social and economic action and innovation, bringing fresh perspectives and a global mindset. Our graduates live our [mission](#) of working with, inspiring and leading others in the business, public and not-for-profit sectors to tackle complex challenges and achieve responsible results. Our [advisory board](#) of experienced professionals works with us to ensure that course material is relevant, practical and connected to industry and community.



## STRUCTURE

In the summer of 2023, Dalhousie's Faculty of Management adopted a new operating structure. The transition follows years of conversations, reviews, and approvals. At the core of the new structure are eight departments that serve as academic homes for the expertise in the Faculty, replacing a former School-based organization. Undergraduate and graduate programs are delivered by the Faculty, with the operational support from our Undergraduate Advising Office and our new Graduate Student Services unit, both of which work hard to unlock new possibilities and opportunities for students.

### Departments:

- Accountancy
- Finance
- Information Science
- Leadership & Organizations
- Management Science & Information Systems
- Marketing
- Public & International Affairs
- Strategy, Entrepreneurship, & International Business

### Centres & Labs

- [Centre for Research in Sustainable Supply Chain Analytics](#)
- [Centre for Family Business and Regional Prosperity](#)
- [Centre for Management Research and Innovation](#)
- [MacEachen Institute for Public Policy and Governance](#)
- [Douglas C. Mackay Finance Lab](#)
- [Data Collaboratory](#)
- [Agri-Food Analytics Lab](#)
- [Quantitative Science Studies Lab](#)
- [Professional Motivations Research Lab](#)



## PROGRAMS

From full-time or part-time programs to non-degree programs and advanced certificates for management professionals, we facilitate lifelong learning opportunities that help students realize their potential. The breadth of our programs provides the freedom to customize learning and pursue passions. Students can combine a passion for sustainability with finance, government with communications, or information management with entrepreneurship in a faculty that believes in engaging across disciplines and sectors to advance change and solve problems.

A full list of programs can be seen [here](#).



Download [2022 Management Research in Review](#)



## STRATEGIC PLAN (2021-2026)

Think broadly. Understand deeply. Act purposefully.

**Mission:** We offer a world-class set of management skills and experiences that organizations value. We prepare people to work with, inspire and lead others to tackle complex challenges and achieve responsible results.

**Vision:** A world where talented people from the private, public and not-for-profit sectors work together to create social and economic value and new possibilities.

**Promise:** Life-changing education

### Strategic Pillars

- Provide our community with a positive, life-changing educational experience that sets the standard nationally and globally.
- Grow, nurture and support a diverse and inclusive community.
- Inspire social and economic innovation and action.



Download [Management Career Services – 2022 in review](#)



## Core Values

**Accountability and integrity:** When we say we will do something, we do it. We share our successes and failures to ensure that we are accountable for our actions.

**Relevance:** We do activities that matter, are useful and make a positive difference in the world.

**Discovery:** We believe in the potential for new ideas and ways of thinking. We question and draw reasoned conclusions. We are open to new experiences and personal growth.

**Equity, diversity, inclusion, accessibility and decolonization:** We foster an engaged and inclusive community, value the voices and contributions of all, acknowledge systemic power and privilege, and commit to dismantling harmful colonial ideologies and the fair redistribution of resources to enhance access, opportunity and success for all.

**Sustainability:** We consider the consequences of our decision-making for future generations and the planet.

Read the full plan: [Download the strategic plan](#) to read about our strategic vision to be a catalyst for positive change and a creator of new possibilities.



## HALIFAX *KJIPUKTUK*

Home to three of our campuses, Halifax is a vibrant, coastal urban centre of 450,000 people that has everything you'd expect from a big city within a safe and connected community. As one of Canada's fastest-growing cities, Halifax is home to innovative tech and entrepreneurial hubs, as well as thriving financial and ocean sectors. Experience a vibrant coastal lifestyle, where the lively downtown core is only steps away from nature. No wonder Maclean's magazine chose Halifax as the #1 Community to live and work in Canada for 2021!

Dalhousie's three Halifax campuses are all within walking distance to the downtown core where you'll find art galleries, museums, theatres, festivals, sporting events, lively pubs and restaurants and, of course, friendly Haligonians. Check out shops, restaurants, and historic buildings as you stroll along the world's longest harbourfront boardwalk.

One of Canada's fastest-growing cities, Halifax is home to innovative tech and entrepreneurial communities, as well as thriving financial and ocean technology sectors. Ranked first among mid-sized cities in North America in overall cost competitiveness, Halifax is the economic leader in the region with the resource, labour force, and cost advantages to attract high-profile businesses.

The spectacular location and creative sides of Halifax are what make the city truly one-of-a-kind. The city boasts a vibrant atmosphere including live productions at Neptune Theatre, world-class performances offered by Symphony Nova Scotia, exhibits and interactive displays at Halifax's many museums and art galleries including the Art Gallery of Nova Scotia, and a rich tradition of musical excellence.

Throughout the year, cultural attractions include the Atlantic Film Festival, the Atlantic Jazz Festival, the Halifax International Buskerfest, the Tall Ships Festival, and the Nova Scotia International Tattoo.

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Halifax is home to sports franchises such as the Halifax Mooseheads of the Quebec Major Junior Hockey League. Dalhousie is just 300 metres from the Atlantic – so sailing and water sports are enjoyed through spring, summer, and fall, with surfing being popular year-round.

Halifax has a rich and varied history that is reflected in the diversity of its population. The Mi'kmaw people have been living in the area for thousands of years and call it Kjiptuk (The Great Harbour). The City of Halifax was founded on unceded Mi'kmaw land in 1749 when an English settlement was built on sacred land. Today, there 13 Mi'kmaw communities in Nova Scotia and the Mi'kmaq remain the predominant Indigenous group within the province. A growing proportion of the Mi'kmaw population resides in Halifax.

Importantly, Halifax is also home to a large historic African Nova Scotian community. Many African Nova Scotians have ancestral connections to the province that date as far back as the 1600 and 1700s. Between 1782 and 1785, about 3,500 Black Loyalists who came as refugees after the American Revolution settled throughout the province, including a large number in Halifax. There are 52 historic African Nova Scotian communities, one of them being the community of Africville, which was located on the edge of the Halifax Harbour. This thriving, close-knit community stood for over a century until it was systematically demolished by the city of Halifax in the late 1960s. In 2010, the Mayor of Halifax made a public apology for the razing of the community which is now recognized as one of the first free black communities outside of Africa. Today, visitors and community members alike can learn about the important story of Africville and other historic Black communities, many of which thrive today, at places like the Africville Museum, the Black Cultural Centre for Nova Scotia and the Black Loyalist Heritage Centre.



As the historical entryway to Canada, Halifax has a long history of immigration. Immigration continues to be the main driver of population growth in Halifax and the immigrant community is a vital part of Halifax and its economy. Many different immigrant communities began settling in the City more than 150 years ago, including now thriving Lebanese and Greek communities. Halifax has also welcomed a large number of immigrants from the UK, US, and China in the last number of years and is home to a significant and diverse Muslim population.

You will feel the dynamic energy in the air as you explore every corner of the city, from a diverse food scene and innovative hubs of technology and business to exciting sports events, beach days and coastal hikes. There is something undeniably special about this city and our laid-back East Coast lifestyle—come experience it for yourself!

**CLICK [HERE](#) TO LEARN MORE ABOUT THIS BEAUTIFUL CITY.**



