



Candidate Brief

Dean, Faculty of Engineering and
Architectural Science

Toronto, ON

**Toronto
Metropolitan
University**



Land Acknowledgement

Toronto is in the “Dish With One Spoon” territory. The Dish With One Spoon is a treaty between the Anishinaabe, Mississaugas and Haudenosaunee that bound them to share the territory and protect the land. Subsequent Indigenous Nations and Peoples, Europeans and all newcomers have been invited into this treaty in the spirit of peace, friendship and respect.

This was a treaty made between the Anishinaabe and Haudenosaunee after the French and Indian War. Newcomers were then incorporated into it over the years, notably in 1764 with The Royal Proclamation/The Treaty of Niagara.

University Description

About Toronto Metropolitan University

Guided by a bold Academic Plan, an ambitious research agenda, and a Master Plan to revitalize the campus and surrounding neighbourhood, Toronto Metropolitan University (TMU) is among the most applied-to universities in Ontario and its reputation with business and community leaders continues to rise. TMU offers 130 undergraduate and graduate programs. Culturally diverse and inclusive, the university is home to close to 47,000 students, including nearly 3,000 master's and PhD students, over 4,700 faculty and staff, and more than 217,000 alumni worldwide.

TMU's programs combine the foundational knowledge of a discipline with real-world experiential learning experiences and the development of life skills such as self-confidence to take calculated risks and creativity to generate new ideas. Effective communication, critical thinking, and resourceful problem-solving skills are emphasized across programs. Cross-cultural competence and a deep appreciation of the linguistic and cultural diversity of the campus and the city help students become responsible and engaged global citizens.

Research at TMU is on a trajectory of success and growth: externally funded research has more than doubled in the past four years. A solid foundation of scholarly, research, and creative (SRC) excellence has resulted in the University experiencing outstanding success in the Research Infosource 20-year retrospective where TMU placed first in total



comprehensive university income growth, second in not-for-profit research income growth, and third in corporate research income growth. As ranked by Research Infosource Inc., the University's position has risen steadily among Canada's top 50 research universities, from 27th in 2015 to 21st in the fiscal year 2020.

TMU led Research Infosource's 20-year comprehensive ranking for growth in collaborative, cross-sector and international research publications, growing by over 2,000% in each category, and confirming its strong reputation as a sought-after partner for impactful research collaboration. The university's focus on innovation and entrepreneurship is represented most distinctly by its 10 Learning Zones, which are transforming post-secondary education with collaborative, experiential learning outside of the traditional classroom. The university is home to a growing research Library, including a Law Library, with over 100 faculty librarians and support staff. As Canada's comprehensive innovation university, TMU engages in SRC activities that address real-world challenges to drive economic growth and improve quality of life for Canadians.

From 2015 to 2019, TMU was named one of the Top GTA employers and one of Canada's Best Diversity Employers. In 2023, TMU was ranked number one on the Forbes list of Canada's Best Employers for Diversity 2023, a ranking of the top 150 organizations across the country promoting creative, diverse, equitable and inclusive workplaces. TMU cherishes its role as a city builder and continues to reshape the downtown core of Toronto. The Mattamy Athletic Centre at Maple Leaf Gardens has brought an iconic building back to life, the Image Centre has helped make Toronto an international photography destination, and the Sheldon and Tracy Levy Student Learning Centre is transforming Yonge Street. In the past four years, TMU opened two new buildings: The Centre for Urban Innovation, a research, incubation, and commercialization hub, which opened in fall 2018. In summer 2019, TMU opened the multi-functional Daphne Cockwell Health Sciences Complex, a combined academic, administrative, and student residence building.

In Fall 2020, TMU opened its doors to the first cohort of law students, establishing TMU's new Lincoln Alexander School of Law that will provide leading-edge education with a focus on contemporary issues. In March 2022, the Province of Ontario confirmed its support for TMU's proposed School of Medicine, which will house 94 medical school seats for undergraduate learners and 105 postgraduate seats. TMU's School of Medicine in Brampton will welcome its first cohort of medical learners in 2025.





Institutional Aims of the University

In carrying out its mission, TMU will be guided by the following institutional aims:

To provide its students an educational experience of high quality, fostering in them professional knowledge and skills, critical enquiry, ethical standards, creativity, commitment to lifelong learning, a capacity to make an early and sustained contribution to their chosen field, and to be effective problem solvers. It will reflect:

- Excellence and commitment to teaching that encourages students to play an active part in their learning;
- A curriculum of professional and liberal studies which offers the breadth and depth required to appreciate society's broader issues and problems, and the understanding and knowledge necessary for professional leadership;
- Academic programs which combine theory and practice, directly connected to their professional fields, that anticipate and respond to emerging trends and future societal need;
- Interdisciplinary studies and international perspectives; and,
- Activities and support systems that enhance success and well-being of the whole student.

To promote scholarly, research and creative activities that reinforce the teaching and learning experience, which attract external support, and will be of benefit to society.

To provide career-oriented continuing education and life-long learning opportunities that are accessible, responsive, and comprehensive.

To facilitate the creation of professional partnerships and the transfer of knowledge and technology between the workplace and the university.

To ensure that all employees at TMU will be respected for their unique contributions to the university's mission, will treat one another with trust and dignity; and will join in fostering a fair and equitable environment where creativity, teamwork, genuine participation and the capacity to reach one's potential are both valued and actively encouraged.

To dedicate itself to respect for human rights and dignity and to a caring, safe and humane environment which is accessible, diverse, equitable, and free from discrimination and harassment.

To combine accountability, openness, academic freedom, professional responsibility, and integrity in its processes of decision-making and governance.

To ensure that its educational and public responsibilities reflect the changing needs of the local, regional, national, and international communities it seeks to serve.

Toronto Metropolitan University's Mission Statement

The special mission of TMU is the advancement of applied knowledge and research to address societal needs, and the provision of programs of study that provide a balance between theory and application and that prepare students for careers in professional and quasi-professional fields.

As a leading centre for applied education, TMU is recognized for the excellence of its teaching, the relevance of its curriculum, the success of its students in achieving their academic and career objectives, the quality of its scholarship, research and creative activity, and its commitment to accessibility, lifelong learning, and involvement in the broader community.

Recent Achievements

TMU has established a strong foundation and reputation for student engagement, SRC excellence, and innovation as seen in the following examples that are shared across the institution.



Truth & Reconciliation

In January 2019, the university recognized the work of TMU's Truth & Reconciliation Strategic Working Group and looked back on its journey of reconciliation. The university also created a leadership position of Elder (Ke Shay Hayo) and Senior Advisor – Indigenous Relations and Reconciliation as a significant step towards commitment to increasing Indigenous representation at the senior level and to embedding the community's knowledge and perspectives into the university's culture. One of those recommendations included a name change of the University – with Toronto Metropolitan University emerging as a “reflection of who we have always been – an urban institution dedicated to excellence, innovation, and inclusion and who we aim to be – a place where all feel welcome, seen, represented and celebrated” (President and Vice-Chancellor Mahmed Lachemi). Though there is still a lot of work to be done, the progress is encouraging for the future of Indigenization at TMU.

Faculty Renewal & Retention

In collaboration with the Office of the Vice-Provost, Faculty Affairs, TMU has made faculty hiring a priority and together has initiated the development of a robust faculty renewal and retention plan. Amidst a challenging fiscal environment, the protection of its teaching community remains steadfast and strong.

Innovation

In a digital world and an era of disruption, TMU is leading new initiatives including the Centre for Urban Energy, the Institute for Biomedical Engineering, Science & Technology, Future Skills Centre, the Women's Entrepreneurship Knowledge Hub, and the Toronto Metropolitan University Institute for Aerospace Design & Innovation (AERIAS). With initiatives such as these, TMU is pivoting in a dynamic innovation economy, enabling and transforming communities, seeking to unravel complex challenges, striving to generate evidence-based solutions, and providing opportunities for students and emerging scholars to excel.

School of Medicine

TMU's School of Medicine, scheduled to open in 2025, will be designed to shift the paradigm of healthcare delivery and improve the well-being of individuals, families, and communities. With a community-driven, intentionally inclusive approach, the new school will train doctors whose cultural awareness and humility are as crucial as their medical skills. Led by Dr. Teresa M. Chan, a forward-thinking educational leader, TMU's School of Medicine will draw on the university's commitment to community, equity, and innovation to address rapidly changing healthcare needs. The school will train a new generation of physicians who are ready to learn, to adapt, and ultimately to be agents of change.



To learn more about TMU: torontomu.ca/about/

About The Faculty of Engineering and Architectural Science

The Faculty of Engineering and Architectural Science (FEAS) is where purpose-driven people advance technology and design. FEAS is developing leaders of tomorrow. Leaders who are prepared to ethically negotiate trade-offs between economic, social, and environmental bottom lines, who understand the most important driver of innovation is diversity of thought and experience.

FEAS students are the lifeblood of the Faculty and they invest heavily in their development and success. Students at FEAS are ideally positioned to solve society's greatest challenges with ground-breaking solutions – from smarter energy grids to life-saving biomedical advancements, to sustainable buildings and infrastructure. FEAS is developing these leaders by not only offering state of the art programming, teaching, and research, but by their "All-In Approach," and focusing on the quality of everything outside of the lab and classroom, such as co-op, experiential learning, and counseling – they are serving the needs of the whole students. With this highly supportive learning environment that encourages students to become curious, lifelong learners and ethical, inclusive people.

Ranking 5th in Canada for engineering research citation impact, FEAS boasts 250+ active research partnerships and supports over 6,100 students in their programs and 32,000 alumni worldwide. Students can choose from 10 undergraduate degree programs, 10 master's, seven doctoral programs, and two professional master's diplomas, not to mention their 20+ continuing education courses and certificate programs offered jointly with the G. Raymond Chang School of Continuing Education. No matter which program students choose, they can be confident in the quality of those programs, as the engineering undergraduate programs are accredited by the highest possible rating by the Canadian Engineering Accreditation Board (CEAB) and their architecture program also has full accreditation by the Canadian Architectural Certification Board (CACB).





People, Research, Facilities, and Centres

The Faculty of Engineering and Architectural Science (FEAS) is home to 161 Faculty, 250+ researchers, and nine prestigious Canada Research Chairs. With over 250 active research partnerships, they rank 5th in Canada for engineering research citation impact. Faculty are supported through a variety of programs, such as the Dean's Research Fund, the Dean's Pedagogical Innovation, conference organizing, hiring, and in teaching and learning excellence. FEAS faculty and researchers collaborate across six research clusters and four zones – the centres, joint ventures, incubators, and institutes that drive innovation and entrepreneurship at TMU. Entrepreneurship is an integral part of research at FEAS, and their unique 'inventor-owned' intellectual property policy encourages them to bring their research to market, contribute to Canada's economic growth, and improve quality of life around the world. Research clusters and zones tackle real-world problems.

FEAS has thoughtfully mobilized its research and leadership across eight areas and has seen unprecedented growth in recent years as they innovate and commercialize and continue to have impact. Their strong record in research is supported by the vast opportunities to collaborate and tackle real-world problems by taking a multidisciplinary approach and partnership. This combined perspective from across multiple fields enables them to create new avenues for graduate and undergraduate learning and entrepreneurship while contributing solutions to society's biggest challenges. Their areas of expertise and focus include:

- Energy & Sustainability
- Biomedical Engineering
- Design
- ICT/IoT
- Infrastructure & Transportation
- Functional Materials
- Advanced Manufacturing/Robotics/Mechanics
- Data Analytics & Artificial Intelligence

Clusters: the following six research clusters tackle real-world problems by joining forces with leading organizations, from industry and hospitals to community and government institutions. These clusters enable research and resources across multiple disciplines to faculty, students, and industry/government sectors.



Centre for Engineering
Innovation & Entrepreneurship
(CEIE)



Centre for Urban Energy (CUE)



Institute for Biomedical Engineering,
Science & Technology (iBEST)



Toronto Metropolitan University
Aerospace Engineering Centre
(RAEC)



Toronto Metropolitan University
Institute for Aerospace Design &
Innovation (AERIAS)



Zones:

Biomedical Zone: Canada's leading incubator for medical startups.

Clean Energy Zone: At the forefront of Canada's energy transformation.

Design Fabrication Zone: Empowering community to transform early-stage ideas into tangible prototypes, installations, and businesses.

Innovation Boost Zone: Students path to innovation.

Engineering

Students can choose from nine undergraduate degree programs: aerospace, biomedical, chemical, civil, computer, electrical, industrial, mechanical, and mechatronics. Within each, there is a variety of specializations, along with co-op and other opportunities for students to broaden their horizons. All engineering students have extensive student support and extra-curricular experiences to partake in, ensuring a broad and diverse experience while at FEAS: academic support & counselling, career boost, campus life, career readiness, clusters & zones, and co-ops and internships, design teams, engineering and architectural science day, and entrepreneurship. In their first year, students have access to the first-year engineering support office which handles all academic and administrative matters associated with their first year including orientation, study groups, prep courses, engineering boost, handbooks, finances, and courses.

Architectural Science

Students of the [Department of Architectural Science](#) (DAS) have the opportunity to study at the only school in Canada with a unique interdisciplinary model that integrates across the disciplines: architecture, building science, and project management. Through the Faculty's partnerships, students can work directly with prominent professionals, government agencies, and developers, giving them hands-on, practical experience to bring to the real world. Students are encouraged to help better meet the future needs of a sustainable society and community. Students have access to well-equipped fabrication facilities and skilled technicians, an advanced computer modelling and simulation lab and individual studio workstations as well as a co-operative education and work-integrated learning Canada (CEWIL) accredited co-op program. DAS puts great emphasis on ensuring students have many extra-curricular opportunities such as global learning opportunities, creating a rich educational experience.

The Undergraduate program combined with the Master's program, forms a program of study that is accredited by the Canadian Architectural Certification Board.

Scope and Responsibilities

Reporting to the Provost and Vice President, Academic, the Dean of the Faculty of Engineering and Architectural Science is the chief academic, executive, and fiscal officer of FEAS. The Dean provides leadership and oversight for the strategic, academic, intellectual, and administrative affairs of the Faculty. Direct reports include Associate Dean, Graduate Studies and Postdoctoral Studies; Associate Dean, Undergraduate Programs and Student Affairs; Associate Dean, Research and External Partnerships; Associate Dean, Teaching and Outreach; Associate Dean, Cairo & International; Chief Administrative Officer, Director of Branding and Media Strategy, Manager of Administrative and a dotted line report of the Executive Director of Advancement. In addition to the role of senior officer of the Faculty, and a member of the Deans' Council, the Dean is a senior administrator of the University.

The Dean fosters an environment in which a community of engineers and architects as diverse as the problems they solve are fully supported in the lab, classroom, and beyond. They foster an environment in which world-leading research and excellence in teaching and engaged scholarship flourishes. As the face of FEAS, the Dean is the champion of curricular and pedagogical initiatives, research, scholarship, professional training, global outreach, and recruitment of high quality faculty and student talent. The Dean cultivates an environment in which students, faculty, and staff thrive.

Specific Responsibilities

This is a critical role in TMU's continued success and growth. The role is accountable for the following:



Leadership

- Demonstrating a high level of personal and professional integrity and commitment to the University and its values. Setting the appropriate “tone at the top” by modelling ethical, respectful and collegial conduct;
- Continuous advocacy and promotion of equity, diversity, inclusion, and accessibility (EDIA) principles;
- Inspiring a shared vision of the Faculty in support of the University’s Mission and Values;
- Through an inclusive consultation and decision-making process, is a leader in the academic planning process for the Faculty, initiating discussion, defining priorities, and developing and articulating the vision;
- Communicating the Faculty’s vision to the senior administration of the University to enhance understanding and build support for the Faculty’s unique place within the University community;
- Developing and leading a strong team of faculty and staff who support the development and implementation of frameworks, policies and initiatives that foster a culture of excellence, innovation, collaboration, engagement, commitment, responsibility, and accountability throughout the Faculty;
- Promoting opportunities for cross collaboration with other programs across the University to tailor multidisciplinary programs that serve regional needs, increase the commercialization of research and technology, and provide global access through distance education;
- Contributing to effective, collaborative relations with staff and student associations through regular scheduled meetings;
- Supporting the development of leadership skills and a culture of inclusiveness and respect within the Faculty; and,
- Providing strong leadership within a shared-governance structure. Building trust through openness and transparency while making difficult decisions needed to move the Faculty forward.

Scholarly, Research and Creative (SRC) Activity

- Promoting excellence, integrity, and security in SRC activity, and fostering a climate that encourages faculty and staff to creatively identify and pursue excellence;
- Working to increase funding support from international, federal, and provincial agencies, while demonstrating resourcefulness and creativity in identifying alternative funding sources in collaboration with the Vice-President, Research and innovation;
- Playing a key role in developing research contracts, exchanges, and collaborative initiatives with other local, provincial, national, and international institutions; and,
- Fostering and encouraging a high level of research productivity within the Faculty by further enhancing and developing research infrastructure and supporting faculty efforts to obtain and maintain sponsored research funding.

Teaching And Learning

- Leading the academic planning process for the Faculty and supporting curriculum development in line with the University's overall programming, which includes theory and practice and responds to societal need;
- Ensuring the quality of programming is current and in line with the Faculty’s accreditation;
- Demonstrating insightful leadership in teaching practices;
- Promoting excellence, innovation, and integrity in pedagogical activity;
- Supporting the scholarship of teaching and learning in engineering and architectural science education; and,
- Fostering a climate that encourages faculty and staff to creatively identify and pursue excellence in teaching.

Advocacy And Community Building

- Building effective relationships, promoting and advocating for FEAS to a broad spectrum of constituents, including senior administration, faculty members, students, other community leaders, agencies, and key institutions regionally, nationally, and internationally; and,
- Establishing meaningful mechanisms for engaged scholarship with the regional, national, and international scientific community in the development of academic programming, research initiatives, and student mentorship, guidance, and retention.



Faculty And Staff Relations

- Planning and prioritizing human resource needs for the Faculty and establishing strategies to enhance its ability to compete in the recruitment and retention of high caliber faculty and staff;
- Making initial appointments and re-appointments, and recommendations for tenure and promotion;
- Being accessible and fair in dealing with personnel issues, and follows effective, transparent processes; and,
- Building an environment of collegiality, respect, and inclusiveness, in which faculty, students and the broader community jointly participate in and benefit from the unique nature of the Faculty.

Administration

- Ensuring compliance with University policies and procedures;
- Overseeing the preparation, management, and monitoring of the planning and budgeting processes within the Faculty. Demonstrating financial acumen in preparing, managing, and balancing budgets; ensuring fiscally responsible use of funds and transparent financial processes;
- Ensuring the effective and efficient use of resources (human, financial, information, and material); and,
- Exercising good judgment in the management of change and risk.

University Relations and Advancement

- Attracting partnerships and resources by building stronger linkages with the national and international community, education and research institutions, governments, non-governmental organizations, and the private sector. Proactively looking for new challenges and funding sources to foster excellence; and,
- Attracting resources to the Faculty from government, philanthropy, and other programs. Working with the University's advancement professionals, leading the Faculty's fund development activities by leveraging existing partnerships, and creating and nurturing new ones. Acting as steward of gifts granted to the Faculty.

Desired Candidate Abilities, Background and Experience

Toronto Metropolitan University seeks a Dean with demonstrable knowledge of the postsecondary education environment, expertise in educational governance, and appropriate research and teaching accomplishments. Ideal candidates have experience collaboratively implementing successful strategic initiatives and can demonstrate a productive record of academic planning, managing budgets, and allocating resources across multiple departments. They demonstrate outstanding communication and relationship building skills, as well as passion for student success, nurturing collaborative teams, and engagement with external stakeholders. Further, they demonstrate strong commitment to equity, diversity, inclusion, accessibility, and recommendations of the Truth and Reconciliation Commission.

The role of FEAS Dean is critical to TMU's continued growth and success. While the Search Committee recognizes that no individual will possess all the following qualifications in equal measure, the ideal candidate should have the following attributes and experiences:

Education

- A PhD or other relevant terminal degree;
- A distinguished track record of academic and scholarly achievement that merits appointment as a full professor in one of FEAS academic areas; and,
- Must be licensed, or eligible to be licensed as a Professional Engineer in the Province of Ontario.

Experience

- Has encouraged interdisciplinary and cross-faculty collaboration and is able to embrace diverse research and teaching approaches;



- Experience in developing equitable, inclusive, and strong domestic and international relationships and partnerships with diverse communities, industry, government, and other institutions, as well as education, community development, and research funding agencies;
- A proven track record of effective academic leadership and administration in a university setting in more progressive senior roles;
- Demonstrated experience in active, student-centred teaching practices and incorporating experiential learning;
- An ability to articulate a vision that inspires faculty and staff, that promotes the Faculty's strengths in integrating research and teaching and creating practical experiential learning opportunities for students;
- Ability to conceptualize and operationalize processes with the entire Faculty in mind, developing best practices and procedures to support the growth and efficiency of the Faculty;
- Demonstrated leadership ability and decision-making at the executive level, combined with creative problem solving abilities;
- A high level of organizational savvy, with the ability to create synergies across units – the ability to influence and be persuasive as well as diplomatic and respectful;
- Strong and clear communicator with the capacity to influence, inspire, and highlight the vision of the Faculty to a wide audience of stakeholders internally and externally;
- Proven commitment to excellence in teaching, training, research, and innovation;
- Demonstrated commitment to student success;
- Strong scientific and research acumen. Appreciation for and experience in cultivating a strong research team;
- Demonstrated fundraising experience;
- Strong organization, business acumen, financial, and budgeting skills;
- Excellent planning skills and knowledge of current educational issues and trends;
- Demonstrated strong judgment and leadership in both managerial and educational matters;
- Ability to deal with ambiguity and tight deadlines while working effectively in a team environment;
- Ability to work as a team player, adept at working closely with educational leaders in their own milieu;
- High ethical standards to support professional codes of conduct;
- Ability to interpret, monitor, and control budgets; and,
- A commitment to excellence and innovation in support of learning and teaching in all programs and student services.

Personal / Professional Attributes

- A collegial and collaborative leadership style that fosters trust, respect, inclusion, and teamwork;
- Innate ability to read and manage perceptions and expectations;
- Energy, social competence, flexibility, and high levels of personal motivation and resilience;
- A natural connector, builds mutually beneficial relationships, networks and strategic alliances (internally and externally) in order to generate new opportunities;
- A multi-faceted leader with a strong focus on innovation and excellence;
- Engages in career-long learning while seeking out expertise in colleagues;
- Understands the importance of listening openly;
- A high level of integrity, accountability, transparency, and ethical conduct;
- Acceptance and comfort with working within both centralized and decentralized organizational structure; and,
- Welcomes a dynamic and changing environment.



Opportunity

This role provides an opportunity to be part of TMU's new chapter, informed by the pages that come before and open to the opportunities that lie ahead. To recommit to the values that define and shape TMU. The selected candidate will develop and implement a new strategic plan aligned with TMU's bold Academic Plan, ambitious research agenda, and Master Plan to revitalize the campus and surrounding neighbourhood.

TMU's Vibrant and Central Location: Toronto, Ontario

Toronto is Canada's largest city, the capital of the province of Ontario and is located along Lake Ontario's northwestern shore. With over 3 million residents, the city is the fifth largest city in North America. With more than half of its population born overseas, Toronto is one of the most multicultural cities in the world. Each year, tens of thousands of newcomers from around the globe choose Toronto as their new home. Their diverse cultures and communities have helped create Toronto's identity as a vibrant global city.

Positioned on the shore of Lake Ontario, Toronto has more than 1,600 public parks and 600 km of trails, many of which lie within a lush, green ravine system and along the shoreline. The Toronto Islands offer a relaxing getaway with more parkland and beaches in a unique car-free community, just a short ferry ride from downtown.

The city is known for its array of distinctive and dynamic neighbourhoods and a vibrant arts and entertainment scene. Foodies enjoy the best global cuisine with top-tiered restaurants and internationally renowned chefs. Toronto is a major league city – home to six major professional sports teams and thousands of adoring fans.

The city is positioned on the edge of some of the best farmland in Canada, with a climate favorable to growing a wide range of crops, thereby making Toronto a transportation, distribution, and manufacturing centre. The city has a mixed economy that is not dominated by one single industry or sector. The city's three largest industries are financial services, real estate, and wholesale and retail trade. Toronto is the largest centre of education, research, and innovation in Canada. The breadth and depth of Toronto's internationally-renowned educational institutions play an integral role in its ability to attract the best businesses and the brightest minds.





Recruitment Process

This is a five-year term position with an opportunity for renewal and an academic appointment with tenure. Toronto Metropolitan University has engaged the services of DHR Global, to whom applications should be sent by the closing date of **October 15, 2024**.

To apply, please send the following via email to deanFEAS@dhrglobal.com:

- a comprehensive curriculum vitae;
- a covering letter setting out your interest in the role, how you match the required criteria, and relevant successes as well as your eligibility to work in Canada; and,
- a statement of commitment to Equity, Diversity, Inclusion, Decolonization, Indigenization and Reconciliation and how this approach informs your leadership and academic program development.

All applications will receive an automated response and will be thoroughly reviewed by the committee. Only those selected for an interview will be contacted. We thank all applicants for their interest in this position.

Please note that once in this position, the successful candidate is an “associate member” of the Toronto Metropolitan University Faculty Association (TFA) (<https://www.tfanet.ca>). The TFA collective agreement can be viewed [here](#); a summary of TFA benefits can be found [here](#).

TMU welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us in expanding our capacity for diversity in the broadest sense. In addition, to correct the conditions of disadvantage in employment in Canada, we encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Métis and Inuit peoples, Indigenous peoples of North America, Black-identified persons, other racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+. TMU is committed to accessibility for persons with disabilities. To find out more about legal and policy obligations please visit the accessibility and Human Rights websites.

TMU recognizes that scholars have varying career paths and that career interruptions can be part of an excellent academic record. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.

TMU is an equal opportunity employer and is committed to [accessibility](#) for persons with disabilities. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided by both DHR Global and TMU throughout the recruitment, selection, and/or assessment process to applicants with disabilities.

Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority, in accordance with Canadian immigration regulations. Candidates must therefore indicate in their application if they are a permanent resident or citizen of Canada.

Please visit TMU on Twitter: [@torontomet](#), [@VPFAtorontomet](#) and [@TorontoMet HR](#), and their [LinkedIn](#) page and explore the [faculty and staff networks](#) at TMU.

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