



Associate Vice-President, Faculty Affairs – York University

Founded in 1959 on the traditional territory of the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat, York University is Canada's third-largest university, and is a leading interdisciplinary research and teaching institution. York is a vibrant and exceptionally diverse community of over 60,000 faculty, staff and students building their own unique paths to success in their chosen fields. York's community also includes over 325,000 alumni worldwide.

Located in Toronto, Ontario, York University has an established international reputation for inclusive excellence and is committed to social justice, equity, inclusivity, and diversity. As a modern, multi-campus urban comprehensive university with 11 Faculties and Schools and 25 interdisciplinary and collaborative research centres, York is a vibrant intellectual community focused on the highest academic quality, outstanding teaching and learning and student experience, cutting-edge research, and engagement with local, national, and international communities. Home to one of the largest and most diverse student bodies in Canada, including 55,000 students, almost 18% of whom are international students (representing 178 countries), York University reflects the diversity and vibrancy of Toronto.

The Division of Equity, People and Culture fosters an environment where the York community experiences a strong sense of belonging, connection and well-being by investing in its people in order to create an inclusive and equitable environment for all. York University seeks an inspiring and innovative leader to serve in the inaugural role of Associate Vice-President, Faculty Affairs (AVP FA). The AVP FA will provide dynamic, visionary leadership to build upon the strengths of the Division of Equity, People & Culture, and develop new opportunities to support faculty recruitment, retention and development across the institution. This position requires an energetic and enthusiastic individual who will lead the development of a new portfolio through the creation of strategy, services, initiatives and projects. The role includes leading, managing, directing and monitoring the activities of faculty affairs to strengthen equity, diversity, inclusion and the quality of professional development.

Reporting to the Vice-President Equity, People & Culture, and with a dotted line relationship to the Office of the Provost & Vice-President Academic, the AVP FA will work closely to identify, implement and achieve the strategic objectives within the portfolio. The incumbent will work closely with other leaders across the University, including the Vice-Provost Academic, Associate Vice-President Teaching & Learning, Assistant Vice-President Labour Relations, Vice-President Research & Innovation, Vice-President Advancement and Deans to enhance the University's academic mission in ways that support and guide a diverse academic staff in their career development and relationships with students and the University community.

The Associate Vice-President, Faculty Affairs will oversee strategic planning for academic employment relations, provide leadership for the development and execution of faculty recruitment and retention strategies, provide leadership and direction in the development and implementation of strategies for the professional development of faculty and instructors and work collaboratively with the Division on matters related to academic equity, diversity and inclusion issues. The AVP FA will supervise a team of four.

The ideal candidate will have a terminal degree appropriate to the applicant's academic field of expertise and that qualifies for an academic appointment at rank of associate/full professor. Candidates will bring demonstrated competency in post-secondary teaching with commensurate experience and a record of research, scholarly and creative activity. Applicants will bring a record of successful administrative experience at or above the level of department chair or equivalent in a university environment, including a depth of experience in academic personnel administration, equity, diversity and inclusion strategies, policies and procedures in a collective bargaining environment. Experience in faculty development initiatives, academic governance, labour relations processes, and human resources planning is highly desired as is knowledge and background in faculty development and department leadership.

The inaugural Associate Vice-President, Faculty Affairs will be skilled at developing, interpreting and implementing complex faculty personnel policies and collective agreements. The AVP FA will be able to communicate effectively in a highly diverse campus community and will possess excellent interpersonal, oral and written communication skills, including exceptional skills in conflict resolution. The ideal candidate possesses impeccable consultative and collaborative decision-making, consensus-building, and teamwork acumen along with strong relationship management skills.

The appointment will begin January 1, 2022, for an initial term of three years, with the possibility for extension or renewal. The terms of the appointment will be agreed to with the Provost and Vice-President, Academic and are expected to include substantial release from other responsibilities for the duration of the appointment. Salary will be commensurate with qualifications and experience. All York University positions are subject to budgetary approval.

York University is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, within its community. The AA program can be found at <http://acadjobs.info.yorku.ca/affirmative-action> or by calling the AA office at 416-736-5713. Applicants wishing to self-identify as part of York University's Affirmative Action program can do so by downloading, completing and submitting the form found at: <http://acadjobs.info.yorku.ca/affirmative-action/self-identification-form>.

All qualified candidates are encouraged to apply; however, Canadian citizens, permanent residents and Indigenous peoples in Canada will be given priority. No application will be considered without a completed mandatory Work Status Declaration form which is available through the application process and can also be found at <http://acadjobs.info.yorku.ca/affirmative-action/work-authorization-form>.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), York University will provide support in its recruitment processes 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 or communicate your needs to the recruitment professional named in the job description.

Those interested in the position are invited to submit the following documentation:

- 1) Cover letter
- 2) Curriculum Vitae (CV)
- 3) Statement of approach to Faculty Affairs/Development
- 4) Equity, Diversity, Inclusion (EDI) Statement

Applications received by October 11th will receive full consideration although applications will continue to be accepted until the position is filled.

If you're interested in this opportunity, contact Amorell Saunders N'Daw at asaundersndaw@kbrs.ca or Debra Clinton at dclinton@kbrs.ca or submit your full application package online at: <https://www.kbrs.ca/Career/14826>