



## Position Profile for the President and Vice-Chancellor of the University of Saskatchewan

### The Position

Under The University of Saskatchewan Act, the President and Vice-Chancellor (“the President”) is responsible for supervising and directing the academic work and business affairs of the University, its faculty members and student body, officers and employees, and for exercising additional powers and duties that are conferred on or assigned to the President by the Board of Governors. Key accountabilities include the following:

### Leadership and Stewardship

- Provide vision and leadership in shaping and promoting the mission, values and goals of the institution;
- Cultivate positive and respectful relationships among all members of the university community, promoting and modeling accountable behaviour and conduct based on the values of inclusiveness, transparency, open dialogue and a commitment to the sustainable future of the institution;
- Develop and direct a strong, effective, collaborative and cohesive senior administrative team;
- Stimulate and promote excellence and integrity in the university’s teaching, research, scholarly, artistic and service activities, and foster a climate that encourages faculty, staff and students to pursue innovation in these activities;
- Foster a heightened sense of pride in, and recognition of accomplishments among students, faculty, staff and alumni;
- Advance and improve the financial resources of the university through fundraising and development initiatives;
- Oversee the prudent management and sustainability of the university’s budget and operations.

### Governance

- Support and nurture each of the university’s governing bodies in fulfilling its role in accordance with the requirements of The University of Saskatchewan Act and the principles of good governance;
- Participate as an effective member of the Board of Governors, the University Council and the Senate, providing each of these governing bodies with a window into the leadership of the work of the other governing bodies.

### Aboriginal Engagement and Involvement

- Build upon the university’s previous engagement with Aboriginal communities in Saskatchewan with the aim of becoming honourable partners;
- Ensure the representation of Aboriginal faculty and staff throughout the broad range of university programs



- Further develop meaningful academic programs, services, and opportunities for Aboriginal students, faculty, staff and stakeholders across the institution;
- Provide leadership in the university's service to the Aboriginal community.

### **Engagement with the University's Communities**

- Act as an articulate and effective advocate for, and ambassador of, the university within the local, provincial, national and international arenas, maintaining and enhancing the reputation of the university's programs and seeking recognition for its achievements;
- Communicate the achievements and vision of the university to the people of Saskatchewan, and interpret to the university community the aspirations of the people of Saskatchewan for their university;
- Maintain and foster positive, consultative linkages with the university's faculty, staff, students, unions and alumni;
- Enhance external relations with key officials in government at the municipal, regional, provincial and federal levels, in order to further the university's interests;
- Forge effective links with other educational partners at the provincial, national and international levels, for the purposes of curriculum development and delivery, and research and policy collaboration;
- Engage with the Canadian academic community to address such common issues as post-secondary funding, accreditation, quality assessment and access;
- Continue to develop and encourage business, industry, government and community partnerships to serve the teaching and research goals of the university.

### **Position Criteria**

The President must be able to demonstrate evidence of the following skills, capabilities and experience at levels sufficient to advance the economic, intellectual, social and cultural growth of the University of Saskatchewan within the province, across Canada and globally.

### **Leadership and Vision**

- Exceptional leadership ability, with an accomplished track record in articulating a compelling vision and successfully leading institutional change while responding to diverse challenges and interests;
- Demonstrated passion to build the university's reputation, both nationally and internationally;
- Established financial and administrative experience in a complex environment of a similar scale to the U of S, including fundraising and partnership development;
- A commitment to a genuinely consultative approach and recognition of the strengths of tri-cameral governance;
- Outstanding capacity to encourage and inspire all members of the university community and to support a sense of cohesion and common mission.



### **Academic Experience and Understanding**

- Academic credentials and professional experiences, sufficient to ensure credibility in an institution of higher learning and possessing an understanding of the research climate in Canada;
- Demonstrated understanding of, and respect for, a broad range of academic disciplines, research and programming;
- A deep commitment to students and to the quality of their experience, with a dedication to ensuring that their voices are heard;
- An understanding of and enthusiasm for the opportunities that exist in the provision of university education to Saskatchewan's and Canada's Aboriginal population.

### **Management and Administration**

- An appreciation of the fiscal challenges in the public sector, combined with the entrepreneurial spirit to encourage new ideas and opportunities while sustaining and building upon existing strengths;
- Demonstrated managerial, budgetary and financial skills, as well as a commitment to fiscal transparency and accountability;
- Experience in building and motivating effective teams, and working with them to establish and achieve institutional goals through appropriate delegation and accountability processes.
- Demonstrated success in working effectively with a governing body.

### **External and Government Relations**

- Experience in advocacy and in building effective partnerships with important public and private sector entities, such as governments, industry and higher education institutes;
- Demonstrated experience and/or the ability and motivation to work with Aboriginal communities with the aim of becoming honourable partners;
- Demonstrated experience and/or ability to succeed in media and government relations;
- Demonstrated ability to engage in and provide leadership to all aspects of institutional advancement, from building strong relationships with alumni, friends and benefactors, to fundraising and donor stewardship;
- Ability and motivation to advocate for post-secondary education and communicate the benefits of investing in it to government and the public.

### **Communications**

- The capacity to enhance the reputation of the university by promoting its achievements locally, nationally and internationally;
- Must communicate with many different stakeholder groups both internal and external to the university; therefore, the individual must be able to flex their communication style appropriately;



- The ability to demonstrate the university's importance as a key partner in the economic, social and intellectual vibrancy of Saskatchewan to government, businesses and the public;
- The skills to be both a powerful and engaging speaker and an attentive and intuitive listener.

### **Personal Qualities**

- A demonstrated commitment to diversity, equity, fairness, collaboration, and respect;
- A reputation for integrity, decisiveness, diplomacy and sound judgment, as well as a courageous and self-aware mode of operation;
- An eloquent advocate for the U of S, showing pride in and passion for the success of the University of Saskatchewan, and for the president's role as an active and committed member of the university;
- A willingness and desire to appreciate and immerse oneself in the culture of the U of S and the province of Saskatchewan;
- A global perspective and high standards combined with a personal style that is service oriented, insightful, collegial, and personable with an empathy, awareness and respect for the interests of others.