



University
of Victoria



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DEAN FACULTY OF HEALTH



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ABOUT THE UNIVERSITY OF VICTORIA

Established in 1963, the University of Victoria (UVic) is a leading research-intensive institution with internationally recognized research strengths that include climate and sustainability, health and wellness, Indigenous-led scholarship, social justice and equity, and technology. UVic is committed to being the Canadian research university that best integrates outstanding scholarship, engaged learning and real-life involvement to contribute to a better future for people and the planet.

UVic's academic programs are constantly evolving to provide high-quality education that will equip our 22,000 students for our rapidly changing world. UVic offers over 120 undergraduate and 160 graduate programs, as well as professional degrees and diplomas, within business, education, engineering and computer science, fine arts, graduate studies, humanities, law, science, social sciences, and continuing studies. UVic is a destination university as more than 75% of students come from outside of the Greater Victoria area creating a diverse and engaged community.

UVic is consistently ranked as one of Canada's leading research universities, demonstrating extraordinary depth and impact. In recent years, the Leiden Rankings has placed UVic in the top one per cent of universities in the world and among the top-ranked in Canada for scientific impact. Times Higher Education's (THE) Global University Employability Ranking identifies UVic as the best Canadian comprehensive university for preparing career-ready students.

THE Impact Rankings place UVic as 9th globally for supporting and achieving the UN's Sustainable Development Goals, and 3rd in the world and 1st in Canada for climate action. As well, UVic has been recognized for its leadership in a broad range of academic fields by QS World University Rankings, and UVic is listed as one of the top Canadian comprehensive universities and top school for promoting Indigenous visibility by Maclean's, Canada's national news magazine.

UVic takes pride in its inclusive and increasingly diverse community of students, faculty and staff who are committed to fostering a personally engaging and intellectually stimulating learning and working environment. We are listed as one of Canada's Best Diversity Employers as well as one of Canada's Greenest Employers, with approximately 5,000 employees, including 900 faculty members. We award about 5,000 degrees every year and have over 146,000 alumni worldwide. Campus events, including plays, concerts, ceremonies, art exhibitions, conferences, continuing studies programs, public lectures, films and athletic events attract a total audience of more than 500,000 annually.

UVic is also home to one of the largest and most successful co-operative education programs in Canada, integrating academic studies with relevant paid work experience in more than 50 academic areas. Further, a strong focus on civic and community engagement is reflected through community-based internships, field schools, research and clinical programs, continuing education, artistic collaboration, athletic opportunities and other knowledge transfer initiatives.

ABOUT THE UNIVERSITY OF VICTORIA

QUICK FACTS

- **Over 22,000** students (undergraduate and graduate)
- **900** faculty members
- **5,000** staff members
- **\$750M** in total annual revenue
- Operating revenue of over **\$500M**
- **\$3.3B** of provincial annual economic impact
- Sponsored Research Income of CAN **\$130 million**
- **37** Canada Research Chairs
- **98** Royal Society of Canada fellows
- **16** interdisciplinary research centres and entities
- **580** patents filed to date
- **1,276** invention disclosures to date
- **170** start-up companies to date

RANKINGS

The University of Victoria is recognized annually as one of Canada's top universities.

- #1 among Canadian comprehensive universities for preparing career-ready students. (2022 Times Higher Education Global University Employability Ranking)
- #2 in Canada and #5 in the world for climate action (2024 THE Impact Rankings)
- #4 university in the world for contributions to sustainable cities and communities
- #1 university in Canada for promoting Indigenous visibility (Maclean's 2022)
- #1 among comprehensive universities in medical/science grants per faculty (Maclean's 2023)
- #4 among all Canadian universities in citation impact per faculty member (2024 QS rankings)



ABOUT THE UNIVERSITY OF VICTORIA

UNIVERSITY PLANS

DISTINCTLY UVIC | A STRATEGY FOR THE UNIVERSITY OF VICTORIA

Effective September 2023, UVic's **Strategic Plan** urges us to be creative, innovative, collaborative and compassionate and brilliant—not on our own, but together. The plan articulates the strengths and priorities that make UVic distinct and guides us towards building a better tomorrow.

X̱w̱ḵw̱əṉə̱j̱sṯəl | W̱ẸNEṈISTEL | HELPING TO MOVE EACH OTHER FORWARD

UVic's **Indigenous Plan 2023** represents an essential foundation for UVic's future, alongside UVic's new Strategic Plan and other institutional plans. This plan weaves together our shared responsibilities to the local Nations, Indigenous students, staff and faculty through local laws and philosophies.

ASPIRATION 2030: A RESEARCH & CREATIVE WORKS STRATEGY

At UVic, we're driven by our curiosity, engagement and innovative spirit to help solve the world's biggest problems. As we list what we aspire to be and to do by 2030, we know that we are already well on our way. We're guided by our principles, our extraordinary natural and cultural environment and our deep respect for the learning that has come before. The **UVic Research and Creative Works Strategy** identifies UVic's research aspirations, actions, outcomes and impact areas.

EQUITY ACTION PLAN

The **Equity Action Plan's** goals provide UVic with strategic direction to advance equity, diversity and inclusion, and to create the conditions in which everyone feels a sense of belonging: as connected and respected parts of the university community.

CLIMATE & SUSTAINABILITY ACTION PLAN

The **Climate and Sustainability Action Plan 2030 (CSAP)** is a new and unique approach to sustainability and climate action at UVic. This Strategy brings all campus portfolios, academics and curriculum, research and innovation, external, Indigenous, international relations, community and government relations, communications, finance and operations together, to guide UVic as we address and adapt to global challenges faced by all universities.

ACADEMIC ACTION PLAN

UVic's **Academic Action Plan** is a roadmap and framework to support successful implementation of the university's Strategic Plan, other institutional plans and key external commitments through actions, goals and initiatives within the academic portfolio. It outlines our key initiatives, accountabilities and outcomes.

ACCESSIBILITY PLAN

UVic's **Accessibility Plan** includes guiding principles and existing resources to create a more inclusive and accessible environment for all. It summarizes consultations, barriers and priorities for the next three years to address those barriers.





ABOUT THE FACULTY OF HEALTH

RATIONALE & STRUCTURE OF THE FACULTY OF HEALTH

The Faculty of Health encompasses a balanced approach to health programming that includes biological and social determinants of health. This comprehensive new Faculty operational in May 2025, highlights our existing strengths in health and wellness education, training and research and provides a stronger external profile to attract and foster a diverse and talented community of students, faculty and partners committed to addressing systemic barriers to health care and creating healthier communities.

Through the Faculty of Health, UVic will innovate solutions and advance services that support healthy communities and address local and global health care issues. Students will engage in research-enriched undergraduate and graduate programs that include significant experiential learning opportunities, such as work-integrated learning in health care settings (e.g., co-op placements, practicums, and interdisciplinary team-based programs on campus).

Many of these programs have external accreditation requirements, qualifying students to work in health care settings upon completion of their program. Initial programs offered in the Faculty of Health are existing programs offered by academic units that move into the faculty and include undergraduate and graduate degree programs.

Future programming could include new undergraduate and graduate degrees, as well as micro-credentials, certificates, diplomas and professional master's programs related to health and wellness. Indigenous perspectives are to be embedded throughout the Faculty of Health, including through a distinctions-based approach. The Faculty of Health will prioritize Indigenous ways of knowing and scholarship, including by incorporating these perspectives into future programming, courses and curriculum related to health and wellness.

ABOUT THE FACULTY OF HEALTH

Members of the Indigenous Wellness Working Group will co-design an engagement approach that ensures that the unique rights, interests, needs, knowledge, and perspectives of Indigenous Peoples are acknowledged, affirmed, and implemented into the structure of the new Faculty of Health in a manner that embraces and continuously promotes Indigenous ways of knowing and being, with good hearts and minds. The working group will provide direction, share innovative ideas, and develop recommendations for a distinctions-based approach to health education and training at UVic as a foundational lens for a new Faculty of Health. The subcommittee's efforts will align with the recently launched X^wk^wənəjstəl | W̱ĀENENISTEL | Helping to move each other forward, UVic's Indigenous Plan 2023, purposefully aligning with the UVic Strategic Plan 2023.

The initial existing units that are intended to be included in the Faculty of Health include:

- School of Exercise Science, Physical and Health Education
- School of Health Information Science
- School of Medical Sciences
- School of Nursing
- School of Public Health and Social Policy
- School of Social Work.

The Department of Psychology will be located in both the Faculty of Health and Faculty of Social Sciences, with the clinical psychology graduate program offered through the Faculty of Health.

As well, the Faculty of Health will include the counselling psychology graduate program.



ABOUT THE FACULTY OF HEALTH

PROJECT TIMELINE

In 2018, the Offices of the Vice-President Academic and Provost and the Vice-President Research and Innovation launched the UVic Health Initiative (formally known as the Health Sciences Initiative) to enhance the quality and raise the profile of health research, programs and related activities at UVic. The resulting concept paper identified the importance of structures as catalysts for organizing activities, and recommended the creation of a new Faculty structure for interdisciplinary academic programs and research related to health.

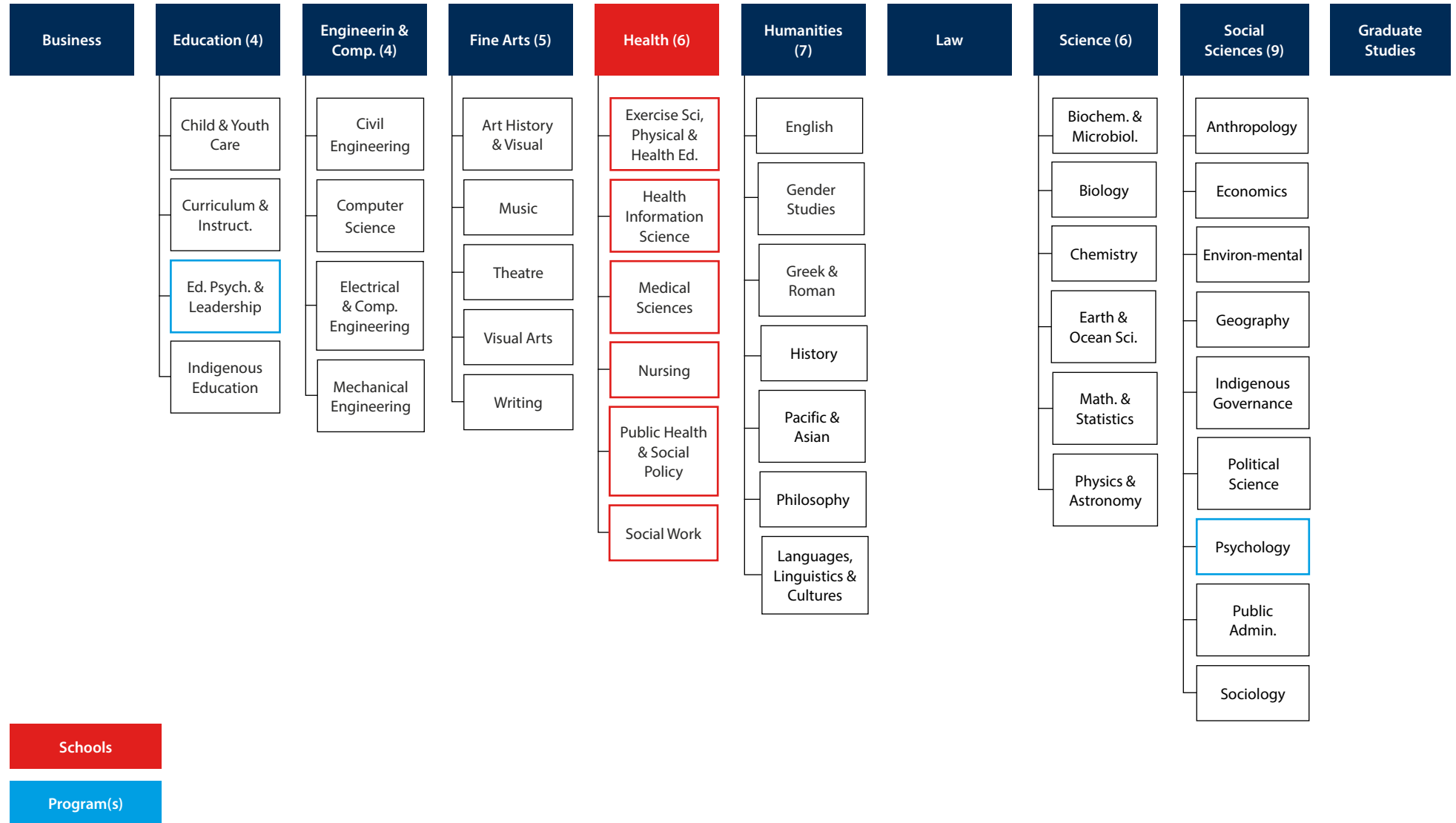
The BC Government is interested in expanding opportunities for health education to address urgent needs in BC communities across the province. A new health-related Faculty was proposed to raise the profile of health-related programs and advance and mobilize UVic's Aspiration 2030 impact areas—particularly “health and wellness”, and also “Indigenous-led scholarship,” “social justice and equity” and “technology and the human experience”—while supporting a diverse community of interdisciplinary health researchers to achieve excellence and address critical societal challenges.

In Spring 2023, a Senate committee was struck to explore potential new structures for a UVic health faculty. After extensive consultation, the committee drafted a proposal to establish a Faculty of Health that would comprehensively highlight our existing strengths in health and wellness education, training and research and provide a stronger external profile to attract and foster a diverse and talented community of students, faculty and partners committed to addressing systemic barriers to health care and creating healthier communities.

Senate and the Board of Governors unanimously approved the proposed structure establishing the Faculty of Health effective May 1, 2024, with approved academic units in the Faculty of Education, Faculty of Human and Social Development and the Division of Medical Sciences migrating to the Faculty of Health effective May 1, 2025. In anticipation of units moving to the Faculty of Health to become operational May 1, 2025, the search for the inaugural Dean of the Faculty of Health will be undertaken during the Summer and Fall of 2024 to ensure that the candidate can successfully transition into the role in 2025.



FACULTY ORGANIZATION - MAY 1, 2025





POSITION DESCRIPTION

Reporting to the Vice-President Academic and Provost, the Dean of the Faculty of Health is responsible for providing strategic and visionary leadership as the primary academic and administrative officer. As a member of the university's senior leadership team, the Dean works in collaboration with other Deans, academic leaders, senior administrators, and staff, as well as other key stakeholders, to implement and proactively advance UVic's Strategic Plan and objectives. The Dean will play a leadership role in shaping health education for the province and Canada.

STRATEGIC LEADERSHIP

- Lead and oversee the strategic planning, development, and implementation of academic programs and initiatives within the newly established Faculty of Health, encompassing diverse health-related disciplines and professional programs.
- Foster a culture of interdisciplinary collaboration and teamwork among faculty, staff, and students to address complex health challenges and promote holistic approaches to health and well-being.

- Work with Indigenous communities and stakeholders to integrate Indigenous ways of knowing, learning, and healing into the curriculum and research agenda of the Faculty of Health, fostering respectful and reciprocal partnerships grounded in principles of Indigenization and reconciliation.

ACADEMIC EXCELLENCE

- Provide visionary leadership to promote collaboration, innovation, and excellence in teaching, research, and community engagement across all schools within the Faculty of Health.
- Advocate for the recruitment and retention of diverse faculty, staff, and students, recognizing the importance of diverse perspectives and experiences in enriching teaching, learning, and research within the Faculty of Health.
- Foster a culture of interdisciplinarity both in research and teaching, including the development of new academic programs that leverage the Faculty's expertise and respond to evolving healthcare needs.
- Ensure curriculum development and delivery reflect current evidence-based practices and emerging trends in the respective fields of health sciences.

POSITION PROFILE

EXTERNAL ENGAGEMENT

- Enhance the reputation and visibility of the Faculty of Health through strategic partnerships, collaborations, and outreach activities with external stakeholders including healthcare organizations, government agencies, industry partners, and community groups.
- Serve as a key spokesperson and representative for the Faculty of Health, both internally and externally, advocating for the importance of health education, research, and practice in addressing pressing societal challenges and promoting population health and well-being.
- Facilitate opportunities for dialogue, reflection, and capacity-building around issues related to the social determinants of health, fostering a culture of continuous learning and improvement within the Faculty of Health, on Vancouver Island and beyond.

ADMINISTRATIVE ACCOUNTABILITIES

- Ensure the effective management of resources, including budgetary oversight, to support the academic and operational needs of the Faculty of Health, prioritizing investments that align with the mission and strategic priorities of the Faculty and UVic.
- Develop and implement policies and procedures that promote equity, diversity, inclusion and accessibility within the Faculty of Health.
- Ensure compliance with relevant accreditation standards and regulatory requirements for health education programs.
- Provide oversight for the maintenance of physical facilities, equipment, and technology infrastructure necessary to support teaching, research, and administrative functions within the Faculty of Health.





SELECTION CRITERIA

The following priority selection criteria are proposed by the Search Committee as key elements in an ideal candidate for Dean of Health. The Search Committee recognizes that no candidate for the position is likely to meet all the following criteria in equal measure; nevertheless, the following are seen to be highly desirable.

EXPERIENCE AND QUALIFICATIONS

- An experienced and visionary leader keen to provide strategic guidance to a newly created Faculty. They will bring a record of leadership in varied and complex contexts, demonstrating the ability to build strong relationships and act decisively, while respecting collegial and consultative approaches to governance.
- Demonstrated record of accomplishment as a champion of equity, diversity, inclusion, and accessibility together with commitment to effectiveness in championing a supportive and respectful environment for faculty, staff, and students in line with UVic's Equity Action Plan and Accessibility Plan.
- Demonstrated track record as an advocate for Indigenous faculty, staff and students, and commitment to actively pursuing the goals of decolonization, Indigenization, and reconciliation in line with UVic's Indigenous Plan (X̱w̱ḵənəṉj̱stəl | W̱ĪENEṈSTEL | Helping to Move Each Other Forward). Demonstrated commitment to leading change that supports the Indigenous Wellness Working Group, the TRC Calls to Action, and the UN Declaration on the Rights of Indigenous Peoples.
- Proficient in conceptualizing and nurturing institutional relationships, spanning internal stakeholders and external entities such as professional bodies, local health networks, government, and community partners.
- A track record in fundraising and networking, adept at both sustaining existing connections and expanding outreach efforts to mobilize support for the Faculty's future vision.
- Broad and direct experience in the development and teaching of graduate and undergraduate programs to a diverse cohort of students in health-related fields.
- A clear understanding of clinical and professional programs and the particular intricacies, budgetary or otherwise, of delivering those alongside a range of academic programs.
- A proven ability to provide effective administrative management, including the management of personnel, budgets, and application of university policies and procedures, towards the achievement of a complex set of competing strategic objectives in a highly interdisciplinary and complex university environment.
- Possession of requisite academic credentials, scholarly contributions, and commensurate with the expectations for a full professorship at UVic. Additionally, an understanding of the diverse disciplinary spectrum within the Faculty and, ideally, previous collaboration experience across disciplinary boundaries.



APPOINTMENT PROCESS AND HOW TO APPLY

An executive search is being undertaken by the University of Victoria search partner Perrett Laver. Perrett Laver will support the University in helping to identify the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the role.

Applications should consist of a full CV detailing academic and professional qualifications and relevant achievements and should be accompanied by a cover letter describing briefly how candidates meet the 'candidate criteria' listed above, why the appointment is of interest and what they believe they can bring to the role.

Further information, including details on how to apply, can be found at www.candidates.perrettlaver.com/vacancies/ quoting the reference number **6637**. The committee will begin reviewing applications in early August.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. Please indicate in your application package if you are a member of an equity seeking group.

In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity. Read our full equity statement here: www.uvic.ca/equitystatement.

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons who anticipate needing accommodation for any part of the application and hiring process should advise Perrett Laver of any accommodation needs. Any personal information provided will be maintained in confidence.

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR).

Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy-policy/>.



LIVING IN VICTORIA

CULTURE

Victoria is located on traditional lək̓ʷəŋən territory, and the Songhees, Esquimalt and W̱SÁNEĆ peoples have historical relationships with the land that continue to this day.

Victoria has a vibrant population of over 380,000 and the city is known for its great selection of activities. From international film, music, art, and literary festivals to museums and galleries, botanic gardens, sporting events and a wonderful food scene, there are countless opportunities to enjoy the city and Vancouver Island more broadly.

THRIVING ECONOMY

Victoria's diverse economy is driven by small and medium sized business. Advanced technology is the leading economic generator, with annual revenues exceeding \$3.15 billion. Greater Victoria is also a major tourism destination, and the tourism industry has a regional impact of about \$2 billion. Education, marine, construction, health, retail, and agriculture are other sectors steadily on the rise. As the capital city of the province and a Department of National Defence location, the public service is also a large part of our economy. ([Chamber of Commerce](#)).

OUTDOOR ACTIVITIES

The capital city is tied closely to both land and sea. Much of life in Victoria and across British Columbia and the Pacific Northwest is centred on the outdoors. Located at the southern tip of Vancouver Island, Victoria has a temperate Mediterranean climate with the warmest winters in Canada. There is easy access to outdoor activities such as sailing, kayaking, mountain biking and skiing.

GETTING HERE

Victoria is closely connected to Vancouver and Washington State via numerous travel options. Conventional flights depart from Victoria International Airport, with convenient short distance connections from downtown Victoria by sea plane or helicopter. Ferry and passenger boats are available from various terminals on the island or from downtown's inner harbour.

Helpful links for more information are listed below:

[Destination Victoria](#)

[Education Victoria magazine](#)



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