Executive Brief

Dean, Faculty of Environment
Simon Fraser University

October 2018
Essence of the Opportunity

Ranked as Canada’s top comprehensive research university, and with a vision to be Canada’s leading engaged university, Simon Fraser University (SFU) is recognized globally for academic and research excellence. SFU has three vibrant campuses in British Columbia’s largest municipalities (Vancouver, Burnaby, and Surrey), and deep roots in partner communities throughout the province and around the world.

SFU today includes more than 150,000 alumni, 26,000 full-time equivalent students, 2,600 faculty and staff, and a $488-million operating budget.

The Faculty of Environment at SFU is a relatively new, unique and innovative academic unit that is already a national and international leader in research and environmental education. With programs in Archaeology, Geography, Environmental Science, Resource and Environmental Management, and Ecological Restoration, the Faculty is led by nearly 50 faculty members and 30 staff supporting 1,000 undergraduate and over 200 graduate students from around the world.

Drawing upon past successes at the level of Dean, Associate Dean, Chair, or as Director of an institute/centre, the new Dean will forge a strong sense of cohesion within the Faculty and promote links within SFU and with external partners. With a strong research and teaching record, the new Dean will be a collaborative leader with a demonstrated commitment to students, research, and community engagement.

This is an exciting opportunity for an academic leader whose passion, creativity, and strategic skills will lead the Faculty of Environment to its next level and enhance the impact the Faculty has on the broader community.

“Over its nearly 50-year history, Simon Fraser University has been characterized by its adventurous spirit, openness, and willingness to embrace bold initiatives. SFU’s unique educational programs, inspired research, and vibrant community relations have set it apart from other universities – in B.C. and in Canada. Now, we have captured that distinctiveness in a strategic vision that builds on these strengths and sets the stage for even greater accomplishments.”

Andrew Petter, President & Vice Chancellor, SFU
SFU at a Glance

This 3-minute video provides an introduction to SFU.

About Simon Fraser University

With its vision of being Canada's 'engaged university,' SFU is defined by its dynamic integration of innovative education, cutting-edge research and far-reaching community engagement. SFU was founded 50 years ago with a mission to be a different kind of university—to bring an interdisciplinary approach to learning, embrace bold initiatives, and engage with communities near and far.

With campuses in British Columbia's three largest cities—Vancouver, Surrey and Burnaby—SFU acknowledges the Squamish, Musquem, Tsleil-Waututh, Katzie, and Kwikwetlem peoples, on whose traditional territories Simon Fraser University’s campuses stand. By recognizing the Unceded Traditional Coast Salish territories, we aspire to create space for reconciliation through dialogue and decolonizing practices.

SFU has earned an international reputation for its strengths in the liberal arts and sciences, as well as for its innovative interdisciplinary and professional programs. Widely regarded as one of Canada's best and most innovative publicly funded universities, SFU remains committed to excellence in teaching and research.

SFU in 2018 was once again ranked #1 as Canada's best comprehensive university, a position it has held consistently over the last decade in the annual ranking of Maclean’s magazine. In the Times Higher Education world ranking of 100 universities under 50 years old, which aims to identify the rising stars of the global academy, SFU ranked 24th and 2nd in Canada.

SFU continues to set standards for innovative teaching, research, athletics, and community involvement. Employing approximately 950 accomplished tenure-track faculty
and 1,800 administrative and support staff, SFU is one of the largest employers within the City of Burnaby and has a substantial employment presence in downtown Vancouver and the City of Surrey. With its commitment to work-life balance and a challenging and innovative work environment, SFU has been recognized as one of the best employers in the country’s Top 100 Employers survey.
SFU’s Strategic Vision: The Engaged University

To be the leading engaged university defined by its dynamic integration of innovative education, cutting-edge research and far-reaching community engagement—this is the strategic vision that will guide Simon Fraser University’s actions and innovations in the years to come.

SFU’s Strategic Vision is intended to be both illuminating and aspirational. It seeks to capture the University’s strengths and to show how those qualities can be harnessed to distinguish SFU as the best university of its kind. The Strategic Vision seeks to help SFU realize its full potential; as an engaged university committed to enhancing the well being of current and future generations.

Engaging Students

Goal: To equip SFU students with the knowledge, skills, and experiences that prepare them for life in an ever-changing and challenging world.

- SFU will foster supportive learning and campus environments.
- SFU will provide students with diverse and transformative learning opportunities that enable them to gain the knowledge, critical capacities, research skills and civic understanding required to become engaged global citizens and to thrive and adapt in demanding and dynamic environments.
- Students will have opportunities to participate in advanced research, thereby sharing in the labour and joy of creating and applying knowledge while acquiring the skills for life-long learning.
- Students will have access to an unparalleled selection of experiential learning opportunities that allow them to apply knowledge, to grow as individuals, to engage with diverse communities, to develop entrepreneurial skills and to refine their sense of civic literacy.
Engaging Research:

Goal: To be a world leader in knowledge mobilization building on a strong foundation of fundamental research.

- SFU will leverage its fundamental research strengths, including interdisciplinary research, close community connections, and partnerships and collaborations to become a global leader in research mobilization.
- SFU will support and promote the full continuum of research, from the fundamental generation of knowledge, through the dissemination of that knowledge within the academic community and beyond, to the application of transformative ideas for the benefit of society.
- SFU will promote research excellence, supporting and encouraging all researchers, including undergraduates, graduate students, faculty, staff members and community partners who assist the research mission.
- SFU will seek opportunities to transfer the results of its research to the broader society, including policy-makers, civil society leaders, and the community.

Engaging Communities

Goal: To be Canada’s most community-engaged research university.

- SFU will maintain and expand its community connections as an integral part of its academic mission, creating opportunities for practical and experiential learning; informing and inspiring research; and contributing to its relevance and success.
- SFU will develop partnerships and maximize the capacities of its three campuses to enhance the social, economic, environmental and cultural well-being of communities both locally and globally.
- The university will build respectful and mutually beneficial community relationships.
- SFU will meet the lifelong learning needs of students, alumni and the community, and will respond with innovative programs and learning opportunities for academic, personal and professional development.
- SFU will be BC’s public square for enlightenment and dialogue on key public issues, and will be known as the institution to which the community looks for education, discussion and solutions.

For more information on SFU’s strategic vision, please visit:
http://www.sfu.ca/engage/background.html
SFU Faculty of Environment – At a Glance

Vision
To be leaders in innovative, community-engaged teaching and research that shape a just and sustainable world

Core Values
- Hope must accompany realism
- Both natural and built environments, past to present, matter
- Interdisciplinary means breadth and depth
- Learning means doing
- Education is life-affirming and academically rigorous
- Environmental justice includes care, respect, and equity

Strategic Objectives
The Faculty of Environment has identified six Strategic Objectives to frame its planning process. These objectives include the following:

- **Enhance Student Experience and Success**
  We are here first and foremost to support our students, each of whom deserve a rewarding set of opportunities at all levels of their learning experience.

- **Improve Academic Quality and Curriculum**
  Advancing learning and teaching are a priority within the Faculty. Changing environmental priorities invite both new curriculum opportunities, as well as fine-tuning current offerings.

- **Support Research and Innovation**
  The joy of discovery and change happens only through high-integrity research. We support world-class, leading-edge environmental innovation and research excellence.

- **Engage Communities**
  More than supporting ivory tower thinking, the Faculty of Environment strives to make meaningful environmental changes regionally, nationally and internationally in close communication with community partners. We engage the community in a meaningful and mutually supportive manner.

- **Advance Diversity and Interdisciplinary Collaboration**
  The Faculty of Environment aims to advance diversity, tolerance and respect for multiple voices, acknowledging that meaningful, interdisciplinary environmental dialogue is required to address ‘wicked’ environmental problems from a range of perspectives. We support diversity and interdisciplinary collaboration.

- **Optimize Operational Management and Faculty Renewal**
  Delivering educational opportunities in a way that is fiscally responsible, efficient and judicious is central to our publicly funded institution. We optimize operational
management of the Faculty, as we aim to attract and retain exemplary teaching and research faculty.
Faculty of Environment – Department/Program Overview

The Faculty of Environment at SFU offers undergraduate students a variety of options, including a Bachelor of Arts, Bachelor of Environment, and a Bachelor Science through the programs and departments below. Graduate students can also pursue MA, MSc, and PhD degrees. While the programs in the Faculty are currently delivered mostly out of the Burnaby campus, the opportunity exists to grow the Faculty’s presence in both Surrey and Vancouver. SFU recently approved a new School of Environmental Science, which will host both the Environmental Science program and the Ecological Restoration Program.

Archaeology
Founded in 1971, the Department of Archaeology has concentrated expertise in three areas – Archaeological and Environmental science, First Nations Heritage and Resource Management, and Biological Anthropology, including Forensic sciences. Housed within the Department are the SFU Museum of Archaeology and Ethnology, SFU Archaeology Press, the Human Evolutionary Studies Program, the Centre for Forensic Research (with Criminology), the joint SFU/Jilin University Centre for Bioarchaeology, and the SSHRC Major Collaborative Research Initiative on Intellectual Property Issues in Cultural Heritage (IPinCH). The Department was ranked 1st in Canada for QS Rankings on citations per paper and H-Index citations.

Environmental Science
This year SFU formally approved a School of Environmental Science, home to the Environmental Science program that fosters critical thinking about how the world works and teaches students to use science to resolve environmental problems. The Program offers both Major and Honours options leading to a Bachelor of Science (BSc) degree. Cooperative Education enhances academic studies with related paid workplace experience and is available to qualified students in the Faculty. The School offers concentrations in Applied Biology, Environmental Earth Systems, Environmetrics, and Water Science.

Ecological Restoration
Homed in the new School of Environmental Science, SFU offers a joint program in Ecological Restoration in partnership with the British Columbia Institute of Technology (BCIT). This MSc is the first master’s program specializing in Ecological Restoration in Canada, combining the strong technical and applied (experiential) knowledge at BCIT with SFU’s fundamental (contextual) basic science and community engagement expertise. The product is a unique joint-degree program that will fundamentally advance both the practice and science of ecological restoration.

Geography
The Department of Geography is a core environmental discipline at SFU, focusing on the spatial dimensions of human societies (Human Geography), the earth’s biogeophysical environments (Earth System Dynamics), and the ever more complex interactions that exist among the human and natural environments (Spatial Information Science). Geography was a founding member of the University back in 1965 and have since become one of the strongest Geography departments in North America. The department ranks 5th (2nd in citations per paper and 3rd in H-index citations) of all Geography departments in Canada, and 1st amongst Canadian comprehensive universities in the 2018 QS World Rankings.
Resource and Environmental Management (REM)
The School of Resource and Environmental Management (REM) at Simon Fraser University (SFU), founded in 1979, is widely recognized as Canada’s top graduate school in its field. With over 100 graduate students, REM offers thesis and course-intensive graduate degrees in various areas of resource and environmental management, including planning certification. It also offers undergraduate courses for its Bachelor of Environment (REM), currently at over 200 students.

About Metro Vancouver

Vancouver’s international profile has surged in recent years, thanks to the reputation it has garnered as one of the world’s most liveable cities. Vancouver has spent almost a decade as one of the top three cities on the Economist’s worldwide ‘most liveable cities’ list; has consistently placed in the top five in Mercer’s Quality of Life Survey; and has been recognized by Forbes as one of the world’s top ten cleanest cities.

Vancouver has one of the country’s most prosperous economies and is forecasted to have one of Canada’s fastest-growing metropolitan economies. Home of Canada’s largest port, Vancouver is a gateway for pan-pacific trade and many companies choose to headquarter here. Both Amazon and Microsoft have opened new 1,000+ person offices in downtown Vancouver as the city’s technology sector booms, while mining, forestry, film, tourism and many other sectors continue to thrive in the city.

Vancouver has also been ranked as one of North America’s healthiest cities. This can be attributed to the excellent lifestyle that “Vancouverites” enjoy, given their easy access to countless forms of recreation. Vancouver’s natural surroundings offer limitless opportunities for outdoor pursuits, such as hiking and mountain biking in the spring and summer, and skiing at nearby Whistler-Blackcomb Ski Resort in winter. Sport fishing, hockey, boating, world-class shopping, concerts and festivals are also regular features of the Vancouver lifestyle.

Situated between the North Shore and coastal mountains, and the edge of the Pacific Ocean, Vancouver is one of North America’s most beautiful cities, boasting breath-taking landscapes, cultural vibrancy, and vast economic potential. With a population of 2.3 million, Metro Vancouver is the largest metropolitan centre in Western Canada. It is a truly dynamic place to live and build a rewarding career.
About Burnaby

The City of Burnaby occupies 98.6 square kilometres and is located at the geographical centre of Metro Vancouver. Situated between the City of Vancouver on the west and Port Moody, Coquitlam and New Westminster on the east, the City is further bounded by Burrard Inlet and the Fraser River on the North and South respectively. The City of Burnaby, with a population of approximately 223,000 is the third-largest city in British Columbia by population, surpassed only by the cities of Surrey and Vancouver.

As home to SFU’s largest campus, Burnaby is an increasingly integrated community that is centrally located within a rapidly growing metropolitan area. Burnaby features one of the largest shopping centres in British Columbia (Metrotown Mall), major commercial town centres, rapid transit, high technology research and business parks, and countless award-winning restaurants; all of which attest to Burnaby as a model city of diversity.

About Surrey

Located between the south bank of the Fraser River and the Canada/US border crossing, Surrey is two-and-a-half times the geographic area of Vancouver and is BC’s second most populous city. One of the fastest growing municipalities in BC, consisting of the communities of City Centre, Fleetwood, Guildford, Newton, Cloverdale, and South Surrey, its boasts a diverse array of people, who choose to live, work and play in a dynamic environment. Surrey is home to SFU’s newest campus, located right in the heart of City Centre.

Surrey's motto “The future lives here” reflects the balance between the future of a progressive city in harmony with green spaces, parks, and open areas. Its former motto, “City of Parks” was derived from 6000 acres of passive and active park land. Surrey offers over 600 parks and greenbelts throughout the City as well as endless possibilities for outdoor adventure, with activities such as nature walks, bird watching, golfing, biking, fishing, boating, and much more.

For more information on the City of Vancouver, please visit: www.tourismvancouver.ca

To learn more about the City of Burnaby, please visit:
http://www.burnaby.ca/Home.html

For more information on Surrey, please visit: www.surrey.ca.
Position Description

Dean, Faculty of Environment

General
The Dean, Faculty of Environment is a member of the senior administration of the university, sharing responsibility with the President, Vice-Presidents, Associate Vice-Presidents and fellow deans for the overall management of the institution.

Specific Accountabilities

1. Chair the Faculty in accordance with the powers and duties laid out in the University Act.
2. Establish and maintain links with other institutions and academic bodies, provincial, national and international in related fields.
3. Foster and encourage a high level of research productivity within the Faculty by developing an excellent research infrastructure and supporting efforts to obtain and maintain research funding.
4. Develop a budget for the administration of the Faculty that conforms to university practices and be responsible for ensuring that the budget is expended in keeping with the general objectives towards which the budget was developed.
5. Maintain links between the Faculty and other faculties, and with the Associate Vice-President, Students and the Deans of Graduate Studies, Lifelong Learning, and Library.
6. Lead and support curriculum development and the initiation and development of undergraduate and graduate programs in line with the university's overall programming objectives.
7. Lead and support relevant accreditation processes.
8. Encourage high standards of teaching, methods of evaluating teaching effectiveness and grading practices.
9. Devote full-time attention to this highly responsible position and remain engaged in scholarly activity.
10. Serve on Senate and other university committees as required and report to the official bodies of the university and to university administrative officers on academic and administrative developments relating to the Faculty. Carry out such other duties as may be assigned by university bodies, the President, and the Vice-President, Academic.
11. Work cooperatively with the Vice-President Advancement and Alumni Engagement to establish fundraising activities.
Reporting Relationships

Reports Directly to:  Vice-President, Academic & Provost

Directors:  
- Archaeology
- Geography
- Environmental Sciences
- Resource and Environmental Management
- Ecological Restoration

Office of the Dean:  
- Associate Dean, Graduate & Research
- Associate Dean, Undergraduate
- Director of Administration
- Director, Professional Programs
- Director, Advancement
- Program Director, Community Economic Development
- Manager, Administration and Academic
- Manager, Recruitment and Professional Programs
- Manager, Community Engagement and Research
- Assistant to the Dean
- Budget Clerk/Office Assistant

Faculty:  
Approximately 50

Support staff:  
Approximately 33

Undergraduates:  
Approximately 1,000

Graduate Students:  
Approximately 228

Operating budget 16/17:  
$11.4 million

Research income 16/17:  
$2.8 million
Candidate Profile

Dean, Faculty of Environment

Priority Criteria

**Strategic Vision:** An intellectual leader in a related field, the new Dean will have a record of capitalizing on opportunities, developing a vision and harnessing the potential of a unit. Possess a demonstrated ability to garner support for an inspiring, shared vision that knits a world-class, diverse Faculty together in an exciting and dynamic way.

**Leadership Experience:** Has demonstrated exceptional leadership abilities in a discipline related to the Faculty as a Dean, Associate Dean, Chair, or as Director of an institute /centre. Record of success leading with openness, transparency, and creativity. Can balance contributing to a university-wide administrative perspective and direction while acting as a strong advocate and leader for the Faculty.

**Commitment to Research Excellence:** High academic standards with a demonstrated record of research excellence. Committed to advancing excellence in research through strategic decisions related to areas such as budget, recruitment, retention, promotion and tenure, together with generating adequate support to do so. Has encouraged interdisciplinary collaboration and is able to embrace diverse research approaches.

**Student Experience:** Has championed a culture where excellence in teaching and the learning environment is valued and rewarded. Values the importance of promoting the best student experience. Enjoys interacting with students and developing strategies to engage students in the life of the Faculty.

**Inter-cultural Understanding and Diversity:** Demonstrates inter-cultural understanding and a track record advancing equity, inclusion, and diversity in scholarship and teaching, as well as recruitment of faculty, students and staff, and community engagement. Experience advancing Indigenous initiatives is a definite asset.

**External Relationships:** Has engaged in productive relationships with a diverse range of communities such as environmental agencies, government, NGOs, First Nations, industry, and associations. Can effectively communicate the vision of the Faculty to the greater university and broader external community.

**Fundraising:** Will engage actively in fundraising in collaboration with the Advancement Office developing public and corporate partnerships/sponsorships on a global level and accessing community and endowment funds. Recognizes the untapped potential in this area and is excited to pursue.

**Communication and Interpersonal Skills:** Strong communicator. Able to listen actively and communicate effectively to individuals and groups. Builds trust through an open, respectful and collegial approach.

**Administrative Skills:** Possesses strong organizational, administrative, and financial skills having dealt with prioritizing a range of staffing and resourcing issues. Experience with student recruitment, nationally and internationally, a definite asset.

**Academic Qualifications:** Academic record commensurate with appointment as a
professor at SFU. Has a well-informed appreciation of interdisciplinarity and the natural science, social science, and humanities perspectives.
Overview of Search

Estimated Search Timeline

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

- Recruiting and Advertising: October-December
- Committee interviews: January/February
- Start Date: Ideally July 2019

About Boyden

Founded in 1946, Boyden was the first firm to focus entirely on retained executive search. Today Boyden remains a global leader in executive search, set apart by a client-centric approach and a consistent track record of recruiting high-calibre executive talent.

Boyden consists of an integrated global community of search professionals and industry specialists across more than 70 offices in 40 countries worldwide. With an intimate understanding of their local markets and a truly global perspective, Boyden Partners offer clients a decided advantage, both locally and internationally.

As one of the largest and most experienced executive search firms in the country, with more than 90 search professionals based in Calgary, Ottawa, Toronto, Montreal and Vancouver, Boyden Canada serves all of Canada’s key sectors and executive functions. The search professionals of Boyden Canada have a rich foundation of experience and knowledge, reflected in the insight we bring to each of our industry and functional practices.

For more information on this role and/or to apply for this position, please contact Danielle Conn, Alex Verdecchia or Brent Cameron in Boyden’s Vancouver office at 604-685-0261 or averdecchia@boyden.com