



POSITION PROFILE

DEAN, FACULTY OF SCIENCE CARLETON UNIVERSITY

Carleton University invites applications, nominations and expressions of interest for the position of Dean, Faculty of Science, with the appointment to be effective July 1, 2022. This is an exciting opportunity to lead a Faculty that prides itself on being a discovery and innovation leader. Carleton's Faculty of Science is committed to student success and encourages a culture of innovation, entrepreneurship and creativity. The Faculty of Science is actively developing new programs and initiatives as part of its ongoing commitment to increase the awareness and appreciation of science in society and to build connections between the fields of science and policy.

THE ROLE AND MANDATE

Reporting to the Provost and Vice-President (Academic), the Dean of the Faculty of Science is a member of Carleton's senior administration who provides visionary strategic direction, academic planning leadership and administrative oversight. The new Dean will lead the Faculty of Science to promote excellence in teaching and research and advance academic innovation and cross-disciplinary initiatives. The new Dean will collaborate closely with the four Associate Deans (Research and University Affairs; Graduate Affairs; Undergraduate Affairs; Recruitment and Retention), two Assistant Deans (Equity, Diversity, and Inclusion; and Academic Integrity) and a talented professional staff.

The following areas and items are considered to be key priorities and responsibilities for the new Dean:

Providing leadership within the Faculty:

- Articulating the mission, goals and core values of the Faculty, developing and implementing open and transparent academic and fiscal plans, and continuing to build cohesion and create a team environment that also acknowledges divergent interests;
- Ensuring a fiscal and physical infrastructure that will support excellence in teaching, research and student services, while building stronger relationships with alumni, advisory groups and other communities of supporters;
- Attracting and retaining diverse and superior faculty, students and staff while encouraging diversity and promoting a culture that is tolerant of differences.

Providing leadership in research:

- Continuing to build on the Faculty's increasing level of research activity by enhancing the pursuit of research opportunities at local, provincial, national and international levels and assisting in the generation of research funds from both traditional and non-traditional sources;
- Fostering both interdisciplinary and inter-institutional research and partnerships while promoting flexibility, productivity and creativity for all faculty members for producing high-impact research.

Providing leadership in education:

- Encouraging the development of quality, innovative programs while promoting and supporting teaching excellence at all levels while managing issues that impact teaching, such as faculty workload and class sizes;
- Creating interdisciplinary linkages and partnerships between units in the Faculty, the University and other postsecondary institutions that will enrich undergraduate and graduate program offerings.

Promoting and advocating for the Faculty:

- Generating recognition and opportunities for the Faculty of Science through working in a highly collegial manner with the Provost, Decanal colleagues and the senior administration of Carleton to ensure that the interests, profile and relevance of the Faculty remain visible and central within the greater university community;
- Collaborating with University Advancement to act as an effective fundraiser by promoting the Faculty as an excellent area for investment and donor generosity;
- Supporting and championing the Faculty's commitment to effective and innovative teaching, learning and excellence in research throughout the university, and locally, nationally and internationally with a variety of external stakeholders.

THE CANDIDATE

The successful candidate for Dean, Faculty of Science will be an accomplished researcher, educator and administrator who has demonstrated success in undergraduate, graduate and postgraduate education and innovative, collaborative research. The new Dean will be able to promote excellence, equity, diversity and inclusion amongst all faculty, staff and students, while relating successfully to a range of internal and external partners. With proven academic leadership experience and a record of building strong teams and promoting interdisciplinary activities, the new Dean will possess an open and collegial style, a creative approach to problem solving, the ability to identify new sources of funding, and outstanding management, communication and interpersonal skills.

While the Search Committee recognizes that no one candidate is likely to meet all of the qualifications in equal measure, they will be used in the assessment of candidates for the position:

- A PhD, or equivalent, and a strong record of accomplishment as a university teacher, scholar and administrator with eligibility for an academic appointment at the rank of Full Professor with tenure in one of the existing academic units within the Faculty;
- A record of involvement and advocacy for the sciences, combined with an understanding of federal and provincial funding opportunities, as well as experience with or willingness to participate in fundraising, alumni engagement and ongoing development;
- Demonstrated success in developing and implementing a vision, and in leading people to achieve exemplary performance through superior communication and interpersonal skills that will ensure effective relationships with a diverse group of stakeholders;
- The capability to recognize the distinct nature of the Faculty's academic units and to balance the autonomy of department and faculty members with the experience and commitment to build consensus around shared visions; and
- The skills to function as an effective negotiator on the Faculty's behalf, to gain support for its strategic plans and priorities and to interact in a collegial and constructive manner as

both a team member and leader with all its constituencies, including the senior administration of Carleton University.

THE FACULTY OF SCIENCE

“We are a thriving community of scholars, researchers and teachers with a passion for learning and exchanging ideas. Our mission is to create, disseminate and apply scientific knowledge. We innovate and excel in teaching and research, so as to advance the goals of the University and the development of society.”

Research-intensive, diverse and collegial, the Faculty of Science is committed to encouraging a culture of innovation, entrepreneurship and creativity. This active community is comprised of almost 6,500 students (including more than 600 at the graduate level), 206 faculty and 108 staff. More than 35% of the faculty were hired in the last 10 years. The Faculty of Science offers more than 50 areas of discovery-based learning at the undergraduate, graduate and doctoral levels and encompasses 11 departments, institutes and schools. These include:

- Department of Biology
- Department of Chemistry
- Department of Earth Sciences
- Department of Health Sciences
- Department of Neuroscience
- Department of Physics
- Institute of Biochemistry
- Institute of Environmental and Interdisciplinary Science
- School of Computer Science
- School of Mathematics and Statistics
- Technology, Society, Environment Studies

The student population has nearly doubled in the last 10 years. The Faculty’s challenging academic programs provide excellent preparation for success in today’s complex world. Many integrate advanced undergraduate and graduate scholarship with experiential learning and international exposure. Undergraduate degrees include a Bachelor of Science in 17 areas, a Bachelor of Computer Science in nine, and Bachelor of Health and Bachelor of Mathematics that each offer four areas. These include new and innovative programs such as Bioinformatics; Nanoscience; Neuroscience and Mental Health; Health Throughout the Lifespan; and Global Health. Master of Science degrees are offered in 11 areas and doctoral degrees in eight. New academic programs at the diploma and master’s levels have been added in science policy to address a growing need in the public health field to hire employees who can apply knowledge of policy-related issues in the health field to the workplace. The Faculty’s graduate students benefit from numerous collaborations and partnerships between the university and government departments, research institutions and industry partners.

The Faculty of Science is an important centre of research in the natural sciences, computer science, mathematics and statistics. With strong external funding, award-winning faculty and collaborative and engaged centres of research, discovery and innovation thrives across the Faculty. Faculty members are engaged in exciting fundamental and applied research that ranges from depression treatments to data science to dark matter, and collaborate with federal government research laboratories, museums, libraries and high-technology industries in the Ottawa area, nationally and internationally. The Faculty of Science has generated more than \$85 million in research funding in the last five years. It is home to 12 members of the Royal Society of Canada, seven Canada Research Chairs and three endowed chairs. Centres of research within

the Faculty of Science promote interdisciplinary collaboration and serve as points of entry for outside agencies seeking expertise or engaged in joint projects. Equipped with state-of-the-art facilities and directed by internationally-renowned researchers, the following centres provide top quality research and development services to clients in academia, government and industry:

- Canadian Health Adaptations, Innovation and Mobilization (CHAIM)
- Carleton Mass Spectrometry Centre (CMSC)
- Centre for Quantitative Analysis and Decision Support (CQADS)
- Institute for Data Science
- Isotope Geochemistry and Geochronology Research Facility (IGGRC)
- Nano-Imaging Facility (NIF)
- Ottawa Medical Physics Institute (OMPI)

Researchers in physics are leading efforts on large-scale projects to search for dark matter at SNOLAB and to upgrade detectors at the Large Hadron Collider (LHC) at CERN in Geneva. These initiatives are funded by the CFI innovation fund and the Canada First Research Excellence Fund (CFREF). Carleton recently boosted its innovation outreach by becoming a founding academic partner in Hub350, a new state-of-the-art global technology centre in Canada's largest tech park in Kanata North. This fall, the university also launched the Innovation Hub, a cross-Faculty venture to foster creativity and entrepreneurship and encourage students to collaborate on multidisciplinary solutions to societal challenges. Additional information about the Faculty of Science is available at science.carleton.ca.

THE UNIVERSITY

"Carleton University will leverage the power of higher education to be a force for good. We will pursue, mobilize and share knowledge in a reciprocal and responsible way. We will embed community engagement and partnership in our actions and culture. We will work to enhance the wellness of our people and our communities, and to play a leadership role in the wellness of our country and planet."

-Aspiration Statement, Carleton University Strategic Integrated Plan 2020-2025

Located in the nation's capital of Ottawa on a beautiful 62-hectare campus, Carleton University is a dynamic research and teaching institution with a national and international reputation as a leader in collaborative teaching and learning, research and governance. It is supported by a strong and collegial administration, with 965 academic faculty and over 1,400 staff members. Carleton has set some record highs in recent years, including an enrolment of more than 31,000 full- and part-time students from 150 countries around the world, annual research funding of \$95 million and a fundraising campaign completed in 2019 that reached its \$300-million goal, the largest ever in the Ottawa area.

Carleton is uniquely committed to developing solutions to real-world problems through encouraging creative risk-taking, discovery, and the generation of transformative knowledge. Carleton has long been known as a university that promotes research excellence and connectedness and is involved in partnerships around the globe. With strong leadership over the years, it enjoys a healthy financial position and its proximity to government and cultural institutions, media and a thriving knowledge economy make Carleton and Ottawa a great place to work, learn and live.

Carleton offers more than 100 programs of study within the following Faculties:

- Faculty of Arts and Social Sciences
- Faculty of Engineering and Design
- Faculty of Public Affairs
- Faculty of Science
- Sprott School of Business

Following extensive consultation, Carleton's Strategic Integrated Plan (SIP) 2020-2025 was approved in the spring of 2020. Inspired by the unique triangular shape of the beautiful Carleton campus bounded on one side by the World Heritage Site of the Rideau Canal, on another side by the natural environment of the Rideau River and the third side by an Ottawa suburb, the new Strategic Integrated Plan outlines three strategic directions:

- Share Knowledge, Shape the Future
- Serve Ottawa, Serve the World
- Strive for Wellness, Strive for Sustainability

The SIP lays out an ambitious vision for the future, fully anchored in Carleton's strengths and student-centric, community-engaged values. The SIP and other planning documents can be viewed on the [Office of the President and Vice-Chancellor's website](#).

The campus is highly accessible and Carleton's Paul Menton Centre for Students with Disabilities has been heralded as the gold standard for disability support services in Canada. The University's [Coordinated Accessibility Strategy](#) serves as a framework to guide Carleton's ongoing commitment towards a campus that is accessible for all students, employees and visitors.

Carleton's commitment to environmental sustainability earned top marks in the UI GreenMetric World University Rankings. Carleton ranked number one in Ontario and second in Canada in the worldwide rankings, which assessed nearly 1,000 universities. Globally, Carleton ranked an impressive 57th. The GreenMetric rankings assess each university's setting and infrastructure, energy and impact on climate change, waste, water, transportation, education and research. In November 2020, the University released its *Strive for Sustainability* strategic plan. It takes note of Carleton's \$70 million in research funding for sustainability from external sources, the University's 35-per-cent reduction in carbon emissions intensity since 2005 and improvements made on campus in grey water harvesting, renewable energy and sustainable transport.

THE LOCATION

Carleton University is located just south of the city centre of Ottawa and is bordered by the Rideau River, the historic Rideau Canal and pleasant residential neighbourhoods. A self-contained campus where most buildings are within minutes of each other, Carleton also has five kilometres of underground tunnels that conveniently link the university's buildings and help to make it the most accessible campus in the country.

Ottawa is renowned, both at home and abroad, for its natural beauty and quality of life. Located in the east of southern Ontario, near the city of Montréal and the U.S. border, Ottawa and the national capital region have a diverse population of approximately 1.2 million. Sitting on the Ottawa River, it has at its centre Parliament Hill, with grand Victorian architecture and museums such as the National Gallery of Canada, with noted collections of Indigenous and other Canadian art. The park-lined Rideau Canal is filled with boats in summer and ice-skaters in winter.

As the home of the Government of Canada, the Supreme Court of Canada, and many federal departments and agencies, Ottawa has more than 130 embassies and consulates, reflecting its status as a G7 capital city. As one of the world's top sites for research and development, Ottawa is home to more than 1,900 technology companies with some 75,000 employees, 44 national research and academic labs and 10 hospitals. With the highest concentration of scientists and engineers in Canada, Ottawa is also the country's most educated city—61% of workers have a post-secondary degree. The high concentration of federal government offices and technology companies makes Ottawa a significant centre for entrepreneurship and innovation.

Numerous national museums and cultural institutions, historic sites, major sports teams and a variety of festivals, seasonal activities and cultural events make Ottawa a vibrant and dynamic city in which to live. Ottawa also has a reputation as being one of the most picturesque capitals in the world—with lots of neighbourhood parks and tranquil green spaces, waterways that wind through the city and historical and architectural landmarks scattered throughout. Consistently ranked as one of Canada's most livable, safe and least congested cities, Ottawa is part big city, part small town. Additional information is available at ottawa.ca and ottawatourism.ca.

THE PROCESS

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our University including, but not limited to, women; visible minorities; First Nations, Inuit and Métis peoples; persons with disabilities; and persons of any sexual orientation or gender identity and expressions. All qualified candidates are encouraged to apply. Applications from Canadians and permanent residents will be given priority.

The search committee will begin consideration of candidates immediately and will continue until the role is successfully filled. Applications should include a letter of interest, curriculum vitae and the names of three references (who will not be contacted without the consent of the candidate) and be submitted electronically, in confidence, to:

Laverne Smith & Associates Inc.
CarletonScience@lavernesmith.com