



Candidate Brief

Vice President, Research & Innovation

The University of Winnipeg

December 2023



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About The University of Winnipeg

Dating back 150 years, The [University of Winnipeg](#) is nestled within the core of Manitoba's capital city and located on original Treaty One land in the heart of the Métis homeland.

With a current annual operating budget of \$156.7 million, the UWinnipeg community includes 10,000 students, 340 full-time faculty, 323 instructional staff, and 489 support staff, working together to provide a suite of high-quality undergraduate degree programs, pre-professional programs, and graduate programs through its six faculties.

In addition to traditional degree offerings, the University of Winnipeg provides two unique programs that underscore its commitment to learners at all stages of life within the communities it serves: The Collegiate, which offers accelerated courses and opportunities for dual credit for students in Grades 9 through 12, as well as the Professional Applied and Continuing Education (PACE) program, which prepares learners for ongoing changes in the workplace.

Core to its Mission of providing excellence in post-secondary education through a longstanding tradition of outstanding academic scholarship, teaching, and research excellence is UWinnipeg's steadfast promotion of the values of Indigenization, human dignity, diversity, equality, belonging, and community.

The UWinnipeg is one of the only universities in Canada that has embedded an Indigenous course requirement for all newly enrolled undergraduate students, showcasing its strong commitment to Reconciliation and Indigenous perspectives.

UWinnipeg attributes its reputation of innovation, collaboration, and belonging to the people in its community: visionary faculty, committed staff, creative students,

dedicated alumni, and its neighbors and partners across Winnipeg and beyond – a unique culmination that showcases UWinnipeg's strong community spirit.

Its vibrant and growing research enterprise is bolstered by a cohort of eight Canada Research Chairs, more than \$15 million in annual research funding, and over 20 research centres and institutes that span across the sciences, liberal arts, Indigenous issues, humanities, and social economic impact research.

The UWinnipeg's [current strategic plan](#) outlines several key institutional priorities, including:

- Academic Excellence and Renewal
- Student Experience and Success
- Indigenization
- Research Excellence
- Knowledge Mobilization and Impact
- Financial and Institutional Resilience



The Role of Vice President, Research and Innovation

Overview of the Role

Reporting to the President and Vice-Chancellor, and serving as a member of the senior administration team, the Vice-President, Research and Innovation (VPRI) provides strategic leadership and a commitment to research excellence and to growing the research enterprise of the University. The research community at the University of Winnipeg includes scholars, scientists, and students who pursue research that inquires into fundamental questions in each of the academic disciplines. The Vice-President, Research and Innovation will have overall oversight related supporting faculty and student research, and to developing and implementing research policies and protocols, and accountability for equity, diversity and inclusion within the research ecosystem. The Research Office supports the UWinnipeg community with the leadership, tools, resources, and expertise to enable researchers to succeed in their various research endeavors across the institution.

The VPRI's scope and mandate encompasses the following pillars:

Research Leadership

- The VPRI serves as steward of the research mission and plan, and together with the President, Provost, Deans, and members of the senior executive team, ensures that research and academic programs, teaching and learning supports, student success initiatives, strong and cohesive faculty relationships, and strategic enrolment management activities align with short-term and long-term goals of the institution;
- Provides leadership to the University's growing research program including updating and implementing a strategic research plan; administering and overseeing university research activities and facilities; advocating for external and internal grant funding for research-related activities;

- Provides leadership in the area of knowledge mobilization and innovation initiatives on campus;
- Works collaboratively with the Deans of the various Faculties and academic units to support faculty and student research;
- Contributes actively as a senior leader across the institution, serving on various academic and administrative councils as well as Senate;
- Works in collaboration with the President, the Provost and other Vice-Presidents to identify opportunities and risks to the University including but not restricted to financial, operational, and reputational risks;
- Ensures the highest ethical standards for all research, teaching, and testing conducted by faculty;
- Oversees, develops, and manages research related policies at UWinnipeg;
- Oversees applications for, administration of, and reporting on, all research grants, including both individual and major institution-wide grants;
- Enhances both the University and external community's understanding of UWinnipeg's research;
- Plays a significant role in establishing strong relationships of collaboration and trust with faculty members, and staff, and by extension, their Associations;
- Supports faculty recruitment, retention, and development, recognizing unique needs and alignment with the academic and research mission of UWinnipeg.

University Leadership

- The VPRI also serves as a key member of the senior executive team and supports the University through



visionary leadership and participation in governance, in the development and monitoring of the institutional budget and budget process, creation and implementation of strategic objectives and annual priorities, and provides relevant information and advice to the Senate and Board of Regents on policy and procedure;

- In collaboration with the President, Vice-Presidents, and the senior leadership team, the VPRI will play an important role in the development of the next Strategic Plan and ensure that the priorities embedded throughout the plan are implemented, measured, and monitored;
- Works collaboratively with the President and members of the President's Council to provide collegial, innovative, and effective leadership for the institution. This includes identifying new opportunities, and effectively stewarding University resources in the best interests of the University as a whole;
- Works as part of the senior executive team to identify and lead initiatives that support the University's strategic directions, in particular research excellence and Indigenization;
- Serves as an advocate and champion for UWinnipeg to government, other universities, and in the many communities that UWinnipeg serves;
- Provides leadership in the development, implementation, promotion and support of significant Board and University policies and procedures;
- Supports the development of the next generation of University leadership by identifying talented individuals

and supporting and fostering their personal and professional growth;

- Undertakes an active role in fundraising with government, granting councils, the corporate sector and individual donors both independently and in collaboration with the President and other senior executives.

The VPRI Team and Portfolio

The VPRI is responsible for a budget of approximately \$14m and leads a team of 13 dedicated and skilled staff.

Current direct reports include the Associate Vice-President, Research and Innovation; Lead Program Officer, Research Partnerships; and a dedicated Executive Assistant.

The VPRI's Key Relationships

The VPRI reports to the President and Vice-Chancellor and relates internally to the Provost and other Vice-Presidents, Associate Vice-Presidents, Deans, Directors and Department Chairs, faculty, staff, students, the Board of Regents, Senate, employee associations and student representative associations and bodies.

Externally, the VPRI will interact regularly with Presidents, Vice-Presidents and other university officials from domestic and international universities and university organizations, local and international research organizations, officials from all levels of government, granting bodies, organizations and agencies, Indigenous communities, leaders of various partner organization, and the local community at large.



Candidate Qualifications

Although the Search Committee recognizes that no one individual possesses the sought-after qualifications in equal measure, it has developed a set of criteria to articulate the desired background, experience, and personal qualities of the successful candidate for the role of Vice President, Research and Innovation:

The VPRI will be a respected academic administrative leader, with an exemplary track record of teaching, research, scholarship and service, and senior leadership experience with responsibility for promoting research and innovation. They will bring a significant profile of scholarship consistent with appointment to the senior ranks, and a noteworthy presence on the local and national research community.

The VPRI will have in-depth knowledge of the current issues facing higher education in general and be well-versed in the culture of public research universities in particular. The successful candidate will provide effective leadership in a complex organization, foster an environment in which all individuals and groups can be successful in performing diverse kinds of research, and will embrace the pluralism of a research-intensive university located in a diverse, metropolitan centre.

Leadership

- A proven ability to develop, implement, and advance the University's research mission, lead institutional change, and engage the UWinnipeg community in the pursuit of research excellence;
- The vision, courage, judgement, and wisdom to make important decisions and to lead the research and academic mission of the University effectively to ensure successful measurement and attainment of identified priorities;
- Strong strategic planning skills, and sound experience in leading through complex planning processes – from the inception and creation of ideas and strategies to execution and implementation;
- A deep commitment to collegial governance and a willingness to embrace, listen, respect, and celebrate the diversity of views;

- An action-based commitment and genuine dedication to address systemic inequities and make matters of Indigeneity, equity, diversity, inclusion, anti-racism, and accessibility a priority across all facets of the University's practices, policies, procedures, and actions, but specifically as it relates to research;
- A hands-on approach and the ability and willingness to engage productively with faculty, staff, and students in working toward shared goals.

Scholarship

- Strong academic credentials sufficient to warrant appointment to the senior ranks, a track record of teaching and research excellence, and the skill to foster excellence and innovation within a post-secondary learning environment;
- A demonstrated commitment to the value of research and academic integrity and freedom, and to the pursuit of knowledge in all of its forms;
- An abiding commitment to strengthening the quality of the student experience and to fostering student success – both academically and as citizens of the communities in which they live and serve;
- A deep, action-based commitment to Reconciliation and the University's central role in decolonization and responding to the Truth and Reconciliation Commission's Calls to Actions.

Administration

- An outstanding track record as a university academic administrative leader;
- Experience in transformational change management, and in working with a diverse team of administrators and faculty to ensure research, academic and operational excellence;
- Experience in effectively managing complex financial information and budgetary decisions;



- A well-developed and demonstrated commitment to engaging, supporting, developing, managing, and celebrating people.

Internal and External Relations

- Experience in or the ability to build strong partnerships with government, industry, other educational institutions, community groups, and funding bodies;
- An appreciation for the unique nature of UWinnipeg and the knowledge, skills, and passion to advocate for and communicate the importance, significance, and strengths of the University effectively with governments, communities, other institutions, and external and community partners;

- The ability to communicate and work collaboratively and effectively with all members of the community.

Personal Attributes

- A genuine personal style that connects easily with others and demonstrates an authentic interest in supporting the success of students, faculty, and staff;
- A commitment to being a highly visible presence on campus and in the community;
- Integrity and character, and a leadership style that celebrates openness, collegiality, and transparency;
- An excellent listener, with superior public-speaking and communications skills;
- The ability to successfully advocate for the research and academic mission the UWinnipeg.



Additional Information

Key Dates

Following a search process that commences in the late Fall of 2023, the new Vice-President, Research and Innovation will take office in the summer of 2024.

How to Apply

Application, nominations and inquiries should be directed to Andrea Patrick and Nick Ketley of Odgers Berndtson at uwinnipeg@odgersberndtson.com.

Compensation

The University of Winnipeg provides a comprehensive compensation package including salary, group benefits, pension and other programs and services, designed to attract, retain, reward, and motivate employees' commitment and performance. This package is competitive with other educational institutions and recognizes the diversity and needs of the various employee groups.

Your Personal Information

At Odgers Berndtson, we have always respected the privacy and the confidentiality of the personal information provided to us in context with our executive search assignments. This has been a fundamental value in building trust with our candidates and clients. We are committed to keeping your information secure and managing it in accordance with our legal responsibilities wherever we operate in the world, including the Personal Information Protection and Electronic Documents Act ("PIPEDA") in Canada.

For more information on your rights and to find out much more about how we process your personal data, a copy of our Privacy Policy is available for your review on our [website](#).

By providing us with a copy of your resume and any subsequent personal information directly or from third parties on your behalf such as references, you understand that it has been furnished with your consent for the purpose

of possible disclosure to our client, who has agreed to comply with our Privacy Policy. We will not disclose your personal information to clients without your prior knowledge and consent.

Equity, Diversity, and Inclusion

The University of Winnipeg is committed to equity, diversity and inclusion and recognizes that a diverse staff and faculty benefits and enriches the work, learning and research environments, and is essential to academic and institutional excellence. Applications are welcomed from all qualified individuals and encourage women, racialized persons, Indigenous persons, persons with disabilities, and 2SLGBTQ+ persons to confidentially self-identify at time of application. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Please note: The University of Winnipeg will be taking additional steps to verify Indigenous identity for candidates who are invited to interview for this role and who self-identify as Indigenous.

The University of Winnipeg is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers Berndtson and the University of Winnipeg throughout the recruitment, selection and/or assessment process to applicants with disabilities.

Odgers Berndtson is deeply committed to diversity, equity, and inclusion in all the work that we do. As part of our efforts to monitor our goals, we would like to encourage you to take a moment to participate in our [Self-Declaration Form](#).



Appendix A: About Winnipeg, Manitoba



Winnipeg is one of the most affordable cities to live in across Canada, with a housing market that mirrors the city's stable and diverse economy. Winnipeg's unique historic neighbourhoods include century-old elm canopies and stately houses. The further you go from downtown in each direction you'll encounter new developments where the city has expanded into the surrounding prairie. Those living on the outskirts of the city enjoy spectacular prairie sunsets and expansive open spaces – including the chance to view the Northern Lights.

Winnipeg is surrounded by prairie, forest, and hundreds of lakes – including Lake Winnipeg, the world's 11th-largest freshwater lake. It is among the [top ten most bike friendly cities in Canada](#), thanks to its access to bike lanes, road connectivity, and flat terrain.

Winnipeg is also a global leader in technology, digital innovation and quality of life, and was designated one of the world's Most Intelligent Communities by the Intelligent Community Forum in 2021.

There is an abundance of interesting architecture, rich Indigenous culture, lively professional athletic organizations (football, hockey, soccer and baseball), and a wide range of unique shops, an abundance of exceptional restaurants, festivals, and concerts. The city is well known for its vibrant arts and culture.

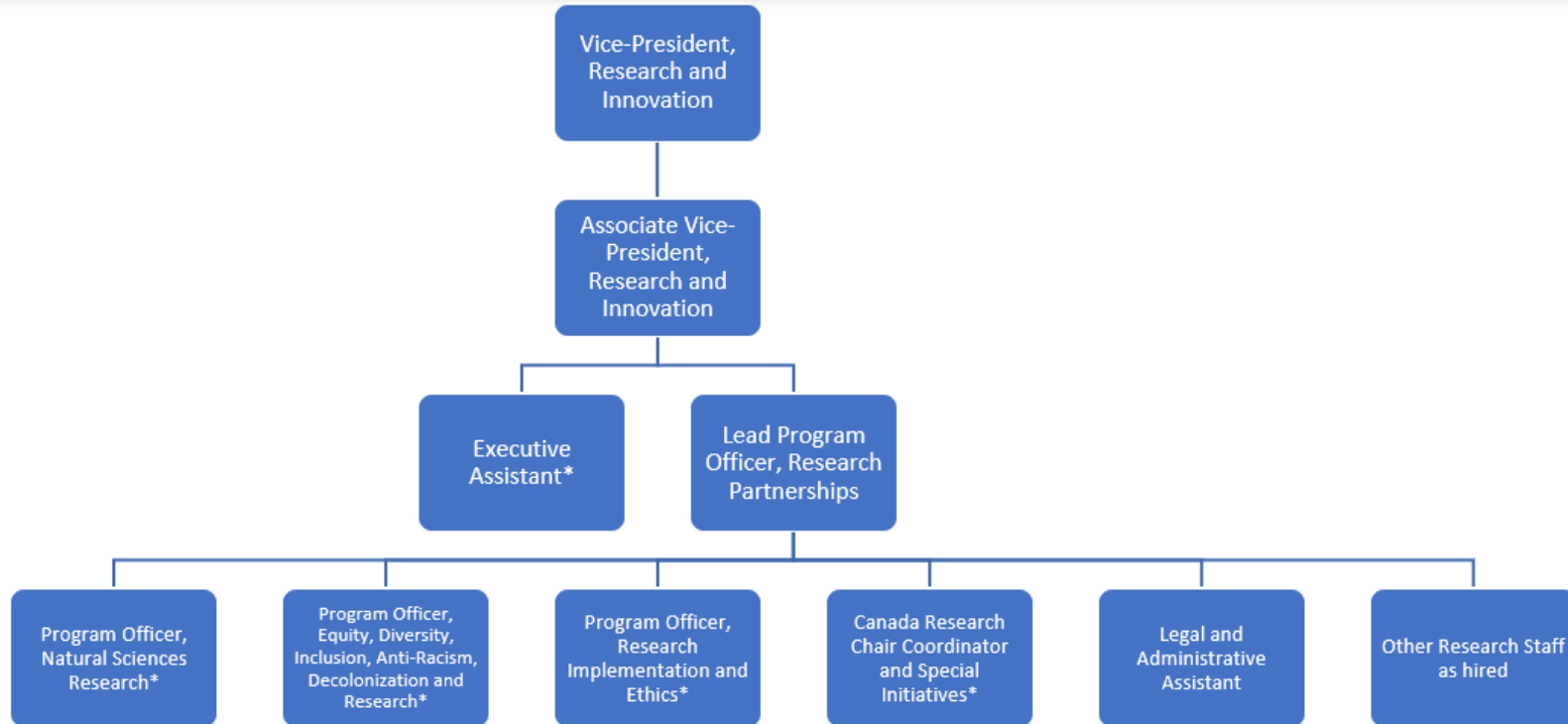
Winnipeg is home to the Royal Winnipeg Ballet; the Waumajuq Inuit Art Centre; the Manitoba Museum; the Winnipeg Symphony Orchestra, the Canadian Museum for Human Rights and many other venues that attract high caliber performers and exhibits, providing exceptional experiences at your doorstep. Community events, such as the Winnipeg Folk Festival, Folklorama, the Jazz Festival, the Children's Festival and the Fringe Festival, will immerse you in the friendly Manitoba culture.

Winnipeg is also a great place for gourmet food, with multitalented chefs offering authentic ethnic and regional cuisine at restaurants, patios, and food trucks across the city.

Winnipeg has a wide range of activities and attractions for every lifestyle. To learn more, please visit the [City of Winnipeg](#) and the [Province of Manitoba](#)



Appendix B: Organizational Chart



*Can supervise other Research Staff (term)





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