



Briefing Document
Dean, Health and Wellness
Georgian College



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Organization Profile

Georgian is accelerating student learning, careers and futures and producing a new kind of graduate – leaders who can turn ideas into businesses, innovations into careers, and challenges into opportunities. Through extraordinary student work experience and cutting-edge curriculum, Georgian is preparing those graduates to meet the needs of employers today, while anticipating the jobs of tomorrow – jobs they may create.

Taught by industry-experienced and expert faculty, Georgian offers more than 125 full-time career-focused programs across seven locations in Central Ontario – Barrie, Midland, Muskoka (Bracebridge), Orangeville, Orillia, Owen Sound and South Georgian Bay (Collingwood). Each of our programs – including diplomas, graduate certificates and degrees – is designed in partnership with community and industry leaders and has an increasingly vital entrepreneurial edge. Georgian also delivers numerous apprenticeship and technical trade options, providing employers with highly skilled graduates to grow and sustain their operations.

Georgian is home to 11,000 full-time students – including more than 1,000 international students from countries all over the world. Each year, Georgian also have 28,000 Continuing Education registrations, with students studying part-time, online and through other flexible learning formats. Students are drawn to unique centres of excellence including the Henry Bernick Entrepreneurship Centre, Georgian College Skilled Trades Centre, Centre for Applied Research and Innovation, Sadlon Centre for Health and Wellness, Great Lakes International Marine Training and Research Centre, and the Automotive Business School of Canada.

Georgian College is proud to be student work experience trailblazers and experts in co-op education. Georgian partners with 6,200 employers and all programs emphasize hands-on learning. It's no surprise then that 87 per cent of graduates find work within six months of graduation and 91.5 per cent of employers are satisfied with our graduates (2013-2014 Key Performance Indicators).

Georgian continues to grow its University Partnership Centre, one-of-a-kind in Canada. The centre combines the best of college with university, offering cutting-edge programs such as Central Ontario's first engineering degree-diploma, in partnership with Lakehead University. By fall 2015, the centre will offer 19 degree programs, including six of Georgian's own bachelor programs. And with more than 500 articulation and transfer agreement with 47 institutions around the world, students are able to customize their learning in ways never imagined before.

While Georgian's core focus is student growth and success, they are also dedicated to the development of more than 62,000 graduates, employers, partners, economy and communities. Georgian operates three employment service locations in Barrie,

Orillia and Orangeville and the Kempenfelt Conference Centre in Barrie. Georgian has also undertaken a number of initiatives in partnership with the Anishnabe Education and Training Circle that focus on increasing the recruitment, retention and graduation of students of Aboriginal ancestry – including First Nations, Métis and Inuit.

Georgian is a catalyst for economic development, bringing innovation, opportunity and strong social and cultural benefits to the communities we serve. Figures from 2011 show an annual economic impact of \$157 million regionally and \$361 million provincially. Today, Georgian employs approximately 2,500 full-time and part-time staff members. Georgian was named one of Canada's Top 100 Employers seven times and one of Canada's Greenest Employers five years in a row.

College's Strategic Plan – Focus 2015

Focus 2015 is a refreshed strategic plan that builds on and strengthens Georgian's commitments.

The College recently surpassed the half-way mark of its current five-year strategic plan, creating an ideal opportunity to evaluate and reaffirm priorities. This plan is an important roadmap for Georgian's future.

Integral to the plan remains strong community, industry and international partnerships. Georgian's ongoing success will be based on these partnerships – and the success of its students and graduates will rest with Georgian's ability to provide relevant and innovative programs that meet their needs and the needs of employers.

Four key priorities will guide Georgian's work over the next two years:

- Pathways
- Extraordinary experiences
- Community connections and
- Operational excellence

Georgian will continue to advance student access, grow pathways through its University Partnership Centre, expand degree offerings, champion service and work-integrated learning, and leverage technology across its seven campus locations.

The College has also renewed its commitment to entrepreneurship and innovation. Its goal is to produce a new kind of graduate, one who is not just a job seeker, but a *job creator*. Georgian will achieve this by expanding its suite of applied learning experiences, creating more relevant and flexible pathways that are responsive to community and employer needs, honing its approach to student services and student success, and infusing the principles of entrepreneurship into each of its programs.

Georgian has already begun to integrate those principles into its own operations by taking a close look at where it can be more efficient and effective.

This is an exciting time at Georgian College, with more growth and opportunities than ever before. With the implementation of *Focus 2015*, Georgian will remain a leader in post-secondary education – continuing to inspire and transform the communities it serves.

To download a copy of Focus 2015, please visit:

<http://georgiancollege.ca/wp-content/uploads/Strategic-Plan-Vision-2015-updated.pdf>

For more information on Georgian College, please visit: www.georgiancollege.ca

Mission

To inspire innovation, transform lives and connect communities through the power of education.

Vision

Be the most personally connected learning organization in Canada – a catalyst for individual, organizational and community transformation.

Values

Our commitment to students and their success is guided by the following unwavering values:

- Excellence
- Entrepreneurial spirit
- Public accountability
- Fiscal and environmental sustainability
- Respect for all
- Community Connections

Opportunities and Challenges

The Health and Wellness Program has undergone a substantial period of growth. Given the large number of program offerings, the Dean will require an understanding of and appreciation for the various disciplines as well as partnerships that exist between the college and other post-secondary institutions, as well as industry. The incoming Dean will need to focus on providing strong representation both internally and externally. The Academic Plan was completed in 2014, and there is a need to align and implement the aspirational goals. The Dean should have intimate knowledge of curriculum development as well as teaching experience in order to gain the credibility and respect of the faculty. Strong leadership is needed not only to drive the academic plan forward, but to provide mentorship and training to faculty and provide awareness around professional development opportunities. Large-scale growth of this nature also requires strong leadership and change management to communicate Georgian's vision to the faculty and ensure that staff are informed and engaged. Georgian must remain focused on creating programs that attract students who are passionate about health and wellness.

Stable funding and the assurance of continuous enrolment and faculty engagement will remain critical goals. As government funding decreases, academic institutions are increasingly required to map out strategies to generate funding from innovative means within respective program areas. The ongoing success of the Health and Wellness program will require a balance of health care partnerships with the maintenance of the academic focus of the institution.

Dean, Health and Wellness

Primary Responsibilities

Reporting to the Vice President Academic and University Partnerships, the Dean Health & Wellness, is responsible for a cluster of programs within the school including Nursing Paramedic, Dental Assisting, Dental Hygiene, Esthetician, Massage Therapy, Medical Skin Therapies, Occupational Therapy, Opticianry, Personal Support Worker, Pharmacy Technician, Pre-Health Sciences, Therapeutic Recreation, and Veterinary. The Dean, Health and Wellness, is accountable for contributing to the academic well-being and growth of the college and for providing academic and administrative leadership, supervision, support and direction to the faculty, administrative staff (i.e. Associate Deans) and support staff in the division. The Dean is accountable for the planning, development, maintenance and ongoing review for a cluster of diverse programs and related activities that could include certificate, grad certificate, diploma and degree studies and applied research which may be on multiple campuses. The Dean is often the College point of contact for a variety of industry/sector relations and as such is required to maintain strong external partnerships. The Dean is responsible for ensuring that the course/program standards conform to external accreditation and licensing requirements,

are responsive/relevant to the needs of students and the community at large according to the College's Strategic Plan.

Academic Leadership and Direction for Academic Programs and Services

- As a member of the Academic Management Team, the Dean is responsible for developing and implementing strategic directions and vision for the school of Health and Wellness.
- Provides academic and administrative leadership for the school with staff such as the Associate Dean(s), Manager(s), faculty and support staff involved in the development and delivery of all courses and programs offered by the school.
- Contributes to the academic well-being of the College through effective planning, administration of the school's academic programs and services in the portfolio.
- Ensures that current and future training and educational needs of students are met by providing ongoing review of courses/programs. Determines the need for modification of existing courses/programs and the introduction of new courses/programs to reflect new technologies, economic and market influences, external partnerships and changing employment opportunities.
- Contributes to the development of College Policies and operating procedures to meet the needs of students, staff, client groups, community/industry partners, government ministries/agencies.
- Delivers on college retention, graduation and student success targets.
- Identifies areas to improve KPIs and implements strategies to ensure their improvement.
- Ensures all students have access to an experiential learning option as part of the studies.
- Ensures all programs develop and deliver on the entrepreneurship signature learning experience.
- Contribute to the college's mandate for Continuing Education & Workforce Development.
- Develops new programs for international students and ensures success of students and college wide international initiatives.
- Works collaboratively with administrative staff across the College in his/her academic leadership role to innovate and create new opportunities and to respond to a range of initiatives.
- Participates in the development of articulation agreements or partnerships with other educational institutions or industry.
- Promotes a culture of continuous improvement in all programs and services.

Human and Financial Planning and Management

- Ensures that managers, faculty and staff assignments are consistent with College policies, procedures and Collective Agreements.

- Ensures the effective use of fiscal, human and physical resources with the school through the coordination and consolidation of budget requests and the distribution of available funds.
- Accountable for financial planning that includes the development and ongoing monitoring of all budgets in the portfolio.
- Maintains a high level of staff performance through effective recruiting, selecting, training, developing and evaluating staff.
- Monitors opportunities for and directs applications for external funding sources. Negotiates agreements with external organizations to ensure most effective use of college resources and funds.

Advocacy

- Promotes community ventures by forming networks and linkages. Develops partnership arrangements with business/industry and community groups through program/service advisory committees, agreements and projects.
- Enhances the profile of Georgian College locally, provincially, nationally and globally through relationship building and advocacy.
- Assists the Office of the Development in securing external funding and in the development and implementation of the partnership agreements

Candidate Qualifications

Georgian College is seeking an experienced, visionary leader who will enhance the College's commitment to excellence and innovation in education, research, and service. While the search committee recognizes that no one individual will possess all of these qualifications in equal measure, the following are seen to be particularly important.

Essential Qualifications

- A strong record of scholarly achievement and a significant profile and relevant experience within the Health and Wellness sector;
- A minimum of a Master's degree (PhD preferred);
- A strong teaching record, and a demonstrated appreciation of the role of excellent teaching;
- The ability to promote and support the Health and Wellness program, and the knowledge to speak articulately and persuasively about them;
- A strong external orientation, and the skills and desire to be an active advocate for the Health and Wellness Programs.

Experience/Skills

- Several years experience providing academic leadership, demonstrated success in collaborative management, strategic planning & innovation as well as experience leading and managing change initiatives within a large unionized environment;
- Demonstrated understanding of and implementation of Strategic Enrolment Management initiatives including student recruitment and retention;
- Demonstrated management skills including managing budgets and human resources;
- Demonstrated success in establishing effective partnerships with external stakeholders;
- Demonstrated commitment to teaching excellence and quality education;
- Demonstrated understanding of the value of applied research, innovation and entrepreneurship;
- Demonstrated ability to work collaboratively and inclusively within the school and across schools for interdisciplinary programs and services.

Interpersonal and Personal Characteristics

- The ability to be persuasive in dealing with diverse constituents, both internally and externally, and to create a sense of common purpose that transcends individual interests;
- Excellent communication, listening, and relationship-building skills - including an ability to balance collegiality and the seeking of consensus with difficult decision-making;
- A commitment to equity and diversity in hiring, student recruitment, and educational programming.

Application Information

To confidentially explore these opportunities, please submit your application to Sarah Adams at georgiandeans@odgersberndtson.ca. Requests for additional information on the roles and/or confidential suggestions or nominations of suitable candidates may also be submitted to the email address above. The review of applications will commence immediately and will continue until the positions are successfully filled. There are a number of new job opportunities across Georgian's campuses – visit www.georgiancollege.ca/jobs/

Confidentiality

Odgers Berndtson respects the privacy and confidentiality of personal information provided by candidates in our search assignments. In accordance with the Personal Information Protection and Electronic Documents Act ("PIPEDA"), a copy of our Privacy Policy is available for your review on our website at: www.odgersberndtson.ca/index.php?id=1435&L=4

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.

Thank you for considering this important opportunity. This document is intended to provide the reader with information and is not a contractual document. Some of the material therefore may be subject to change. Please feel free to contact us should you have any questions.