



Dean of the School of Education @ Bishop's University

Bishop's University sits on the unceded traditional territory of the Abenaki people, members of the Wabanaki Confederacy. Bishop's University (Sherbrooke, Quebec) is primarily an undergraduate university dedicated to interdisciplinarity consistent with its liberal education mission; commitment to undergraduate teaching is highly valued. Bishop's also has a vibrant and ever-growing research culture and a collegial style of institutional governance. The School of Education approaches education as a force for social transformation, combatting intersectional discrimination and social inequality. We are committed to building greater social equity, responding to the Truth and Reconciliation Commission's Calls to Action and to the Association of Canadian Deans of Education's Accord on Indigenous Education.

Bishop's scores among the highest in Canada for student engagement and quality of educational experience. Close interaction with students is a trademark of the Bishop's experience.

The University is seeking an innovative educational leader and engaged scholar to lead the School of Education, with nearly 300 students, ten full time faculty members and a strong and vibrant cadre of experienced and dynamic part-time instructors and practicum supervisors. Academic programming in the School of Education includes 4-5 year Bachelor of Education programs (elementary, secondary, creative arts, TESL) which lead to Quebec certification, as well as MEd and MA programs and graduate certificates which do not lead to teacher certification. The Dean will be responsible for supervising, supporting, growing, and enhancing the academic programs of the School of Education to ensure that the University meets accreditation requirements, as well as supporting professors' teaching and research. Reporting to the Vice-Principal Academic & Research on academic matters and the Principal on non-academic domains, the Dean will also participate, with other academic officers, in the coordination of the academic programs and research activities of the University.

We seek a devoted educator who demonstrates a commitment to the values of equity and social justice. The successful candidate will provide evidence of embracing and enacting a transparent leadership style and an ability to

bring a diverse group of colleagues together as a caring, committed, and respectful team. The successful candidate will also have experience with the successful development and administration of academic programs at both the undergraduate and graduate levels and a strong commitment to and vision for initial teacher preparation and life-long learning for educators across the career span. The School of Education has a commitment to faculty-led, research-informed, and practicum-based learning. Initial teacher education at Bishop's enacts a coherent program approach where courses and practica are integrated toward shared outcomes that we work toward collaboratively.

The ideal candidate will play a key role in putting those commitments into practice and will be supported to participate actively in faculty-led practicum research. The ideal candidate has a good working knowledge of English and French and can speak effectively in both official languages, given the external relations role of this position within the Quebec educational context.

The future Dean will also be committed to leading the implementation of the multiple accords on teacher education developed by the Canadian Association of Deans of Education, including but not restricted to the *Accord on Indigenous Education* (2010).

Bishop's University is committed to growing and strengthening the on-campus presence of qualified members of equity-seeking groups, including women, visible minorities, ethnic minorities, Indigenous peoples, people with diverse gender identities, and people with disabilities. We welcome candidates from diverse backgrounds and encourage members from equity seeking groups to self-identify in their application.

Our university is an advocate for equity and is committed to ensuring representation of qualified persons in underrepresented groups.

Although all qualified candidates are strongly encouraged to apply, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Candidates who anticipate needing accommodation for any part of the process may contact Human Resources at HR@ubishops.ca.

Key Responsibilities & Relationships

In collaboration with the Principal and the Vice-Principal Academic & Research, the Dean of the School of Education will:

- Participate as a supportive team member in the shared work related to the delivery of the variety of academic programs offered, and in particular, related to a team/program approach in the initial teacher preparation program (e.g., admissions, budgeting, timetable, teaching).
- Build and support innovation in students' practice teaching experiences by fostering a strong relationship between the School of Education, its Practice Teaching Office and the educational contexts where students complete their practice teaching.
- Maintain the School's high standards of excellence and continue to advance the School's reputation on the provincial, national and international scenes.
- Espouse open, transparent, and engaged relationships with and supports for students within the School of Education at the undergraduate and graduate levels.
- Academic Deans at Bishop's shall teach one 3-credit course per academic year.
- Maintain and strengthen relationships with English and French school boards and other partners across the province and represent the School of Education with the Quebec government and on provincial and national committees of deans of Education.
- Continue to support and promote the School's vibrant teaching and research cultures and aid in the development of its areas of excellence.
- Represent and champion the School in the administrative bodies of the University while engaging in and supporting the overall institutional mission of the University.

- Lead the ongoing evaluation and development of academic programs in the School of Education, including a renewal of vision and commitment to its initial teacher preparation program and a growth and enhancement of its graduate programs in order to effectively meet the needs and interests of educators and working professionals in the local community and of international students who chose Bishop's for their studies in Education. Moreover, the future Dean shall engage faculty in a discussion of current issues and practices in education/teacher education, particularly those directly connected to the complexities of programme sustainability and the challenges of delivering an accredited program in a small anglophone institution in Quebec, and the long-term sustainability of the School of Education.
- Work collaboratively with faculty to support programme planning including designing and setting up administrative support to balance new and established, graduate and undergraduate, research-based, and professional programmes.
- Support and optimize the response of the School of Education to the Principles of the Accord on Indigenous Education (2010) and the Truth and Reconciliation Commission's Calls to Action, including taking a leadership role among senior administrators in support of Bishop's overall efforts.
- Champion and promote the wide range of contributions made by the School, including pedagogical contributions, innovations in methodology and curriculum design to classroom teaching, and to applied and academic research.
- Proactively address the recruitment, retention and career and professional development of faculty and staff.
- Ensure that advancement activities with alumni and the community provide support for the School of Education, as well as for endowed Chairs, physical facilities, teaching excellence and research.

Qualifications

- An earned terminal degree (ie. PhD, EdD) in an educational discipline, with experiences of academic leadership; demonstrated excellence in the development and administration of academic programs with a strong background in teaching (undergraduate teacher education and graduate studies in Education) and research.
- Successful administrative/leadership experience and a commitment to undergraduate education with a demonstrated leadership style based on collaboration, consultation, transparency, mutual trust, and inclusion.
- Works effectively within a collegial system of governance, recognizing the roles and responsibilities of Bishop's University's faculty, students, Board of Governors and Senate in academic and institutional governance.
- A leadership style that reflects deep respect for academic collegiality, building a culture of trust and appreciation, that balances strong advocacy for the department vis-à-vis academic and professional responsibilities along with team building internally.
- An understanding of the range of academic disciplines within the University and an ability to support and further foster the engagement of the School's faculty and students with the larger institution.
- A genuine interest in students and a willingness to become personally and visibly involved in the campus community.
- An understanding of the issues surrounding faculty recruitment, retention, and development in an increasingly competitive environment.
- A demonstrated understanding of the realities of working in a unionized environment, including navigating and facilitating a variety of human resources issues.
- Familiarity with competency-based teacher education.
- Openness to representing the School on external bodies in both official languages and to lead its accreditation reviews with the provincial accreditation body.
- Familiarity with the Quebec school system and Ministry curriculum and teaching experience within a K-12 context would be assets.
- Commitment to the values of the School of Education, based on equity, social justice and sustainability, and on the inclusion of alternative perspectives on educational approaches.

- A high standard of personal integrity and a commitment to academic freedom and informed discussion that encourages diversity and allows for the expression of divergent opinions.
- Experience and willingness to representing and communicating the University's interests to external stakeholders including governments, community groups, and the public and private sectors.
- Demonstrated strategic abilities and excellent communication skills.

Interested candidates shall submit an electronic dossier consisting of an expression of interest, a curriculum vitae, a teaching and research dossier, and names and contact information for three referees to Sarah Cruz at sarah.cruz@criticalknowledge.com. Applicants are encouraged to submit their application by JANUARY 20, 2022.

The position will remain open until filled.

Please note that only candidates selected for an interview will be contacted.



Photo courtesy of S. Stoddard

About Bishop's University

Founded in 1843, Bishop's is a primarily undergraduate university offering an outstanding liberal education in a small, residential setting in Quebec's Eastern Townships region.

We offer our 2,700 full- and part-time undergraduate and graduate students over 100 majors within five academic divisions: humanities, natural sciences and mathematics, social sciences, business, and education.

The language of instruction at Bishop's is English.

Currently, 50% of our students are Quebecers, while 30% come from other parts of Canada. The remaining 20% are international students from 22 US states and 64 countries.

Our University has some of Canada's best university professors. Although many of our 110 full-time faculty members are involved in extensive research and publishing, they have all chosen to work at Bishop's because they love to teach undergraduate students. Great emphasis is put on personal contact between students and professors through small classes and frequent use of seminars, laboratories, and tutorials.

The residential aspect of the University and our small size encourage students to immerse themselves in the complete Bishop's experience. Over 95% of our students live within walking distance of campus, and a significant majority of students are active in clubs, varsity or intramural sports, and other extracurricular activities. Students engage with faculty, staff and alumni in structured and informal settings, both on campus and in the broader Sherbrooke community. This model fosters the development of the complete person while providing an excellent academic experience.

Bishop's has an operational budget of about \$54 million.

Our 550-acre campus contains 25 buildings including seven residences, two libraries, two theatres, outstanding classrooms, laboratory and athletic facilities, an arena, a historic chapel, a music recital hall, and a daycare centre. A duck pond and wildlife refuge, 10 tennis courts, an outdoor pool, and a golf course are also found on campus.

Bishop's has 19,000 alumni around the world. Our graduates are among the most engaged alumni groups in Canada. Alumni chapters worldwide host events throughout the year for graduates and friends of the University.