

NOTICE OF SPECIAL MEETING

**73rd Meeting of Faculty Council
Thursday, December 6, 2018
Vari Hall (VH) D
3:00 pm – 5:00pm**

Agenda

1. Call to Order and Approval of the Agenda
2. Chair's Remarks
3. Item for Information: Draft Statement of Policy on Free Speech.....1
4. Item for Information: Decanal Search Committee Membership
5. Discussion on the Decanal Position Profile.....2

2018- 2019 Liberal Arts & Professional Studies Faculty Council Meetings are normally on the second Thursday of the month at 3:00pm in the Senate Chamber, N940 Ross Building.

January 10, 2019
February 21, 2019**
March 14, 2019
April 11, 2019
May 9, 2019
June 13, 2019

**scheduled on the third Thursday due to a scheduling conflict

Draft Statement of Free Speech Policy

December (#4) 2018

ITEM FOR INFORMATION (1):

ITEM FOR INFORMATION:

The provincial government has asked that all Ontario universities and colleges have a freedom of speech policy in place by January 1, 2019. In response, a working group was established at York to consult with the University community and prepare a draft document for approval.

Senate Executive presented the [Draft Statement of Policy on Free Speech](#) to Senate for discussion on November 22, 2018.

Senate Executive encourages Faculty Councils to review the draft Statement and provide input into the University's policy by December 7th. There is [a form](#) available to share your thoughts with the working group about the draft statement.

The Statement of Policy will come forward to Senate for approval at the meeting of 13 December 2018.

York University
Dean, Faculty of Liberal Arts & Professional Studies



Position Profile: December 2, 2014

The Opportunity

The Faculty of Liberal Arts & Professional Studies (LA&PS) is looking for a Dean with outstanding academic qualifications and administrative experience, and a track record of vision, innovation and collaborative leadership. The new Dean will lead an already strong Faculty into the next phase of planning and development, building on strengths and advancing new directions, increasing support for, and enhancing research, the quality of teaching and learning, and the student experience.

York University

Founded in 1959, York University is Canada's third largest university, and is a leading interdisciplinary research and teaching institution. York is a vibrant community of over 60,000 faculty, staff and students, as well as over 250,000 alumni worldwide.

Located in Toronto and adjacent to one of North America's fastest growing regions, York reflects the multicultural diversity of its wider community in its four campuses: the 550-acre Keele campus in the northwest corner of the city; the smaller, bilingual Glendon campus at midtown; the Miles S. Nadal Centre; and the Osgoode Hall Law School Professional Development Centre - the latter two in downtown Toronto.

York University grants undergraduate and graduate degrees in a range of areas encompassing the humanities and social sciences, fine arts, environmental studies, education, sciences, engineering, health, and the professions in its eleven Faculties: Education, Environmental Studies, Arts, Media, Performance & Design, Glendon, Graduate Studies, Health, Lassonde School of Engineering, Liberal Arts & Professional Studies, Osgoode Hall Law School, Schulich School of Business, and Science. In addition, York's research centres bring together colleagues from across the University to explore a range of topics from an interdisciplinary perspective; please see <http://www.yorku.ca/research/about/centres.html>. York University ranks among the top four universities in Canada and in the top 100 universities in the world in the categories of Social Sciences (# 95) and Arts and Humanities (# 97) in the 2014 *Times Higher Education World University Rankings*.

For more information about the University, please visit the website: <http://www.yorku.ca>.

The Faculty of Liberal Arts & Professional Studies

Mission:

- *The Faculty of Liberal Arts & Professional Studies brings together internationally recognized research, a devotion to effective teaching, and a commitment to diversity, equity and social justice.*
- *The range, global sensitivity and intensity of disciplinary and interdisciplinary degree programs are mirrored by the diversity and engagement of its professors and students.*
- *The Faculty is dedicated to furthering its already strong research and service cultures and ensuring that all its many researchers bring their scholarship into the classroom and out into the community.*
- *The Faculty is particularly sensitive to the aspirations of its constituent communities and the challenges those communities face.*
- *To sustain and renew the ideals and practices of the modern university, the Faculty draws upon its own vibrant tradition of self-examination and reflection.*
- *Committed to providing access to qualified student applicants, including non-traditional and international students, the Faculty of Liberal Arts & Professional Studies melds access and excellence.*

On July 1, 2009, York's largest Faculty, the Faculty of Liberal Arts & Professional Studies came into existence. Building on the traditions of its York antecedents - the Faculty of Arts and the Atkinson Faculty of Liberal and Professional Studies - LA&PS provides a breadth and depth of disciplinary and interdisciplinary research and teaching spanning the humanities, the social sciences and selected professional programs. The Faculty is characterized by cutting-edge research and outstanding teaching and learning; central to the Faculty are commitments to these values: inclusivity and diversity, social justice and equity, interdisciplinary thinking, collegial governance and academic freedom. With an enrolment of more than 25,000 undergraduate and graduate students housed in twenty-one academic departments and schools, the Faculty is among the largest in Canada. In addition, the Faculty's programs are affiliated with the University's Colleges, which provide supports for student life through a smaller community environment. For further information on the Faculty's departments and professional schools, and the programs they offer, please see <http://www.yorku.ca/laps/schools/>.

The Faculty has 23 graduate programs offering the following graduate degrees: MA, MADEM, MAIST, MFAC, MHRM, MPPAL, MSc, MSW and PhD. The more than 650 full-time (tenure

stream and contractually limited) professors (including 2 Trudeau Fellows, 20 Distinguished Research Professors and 37 Fellows of the Royal Society of Canada) are dedicated to, and engaged in, innovative teaching and research that is collaborative, socially relevant, and internationally recognized. York's long-standing commitments to accessibility, innovative and effective teaching, high quality academic programs, experiential learning, Technology Enhanced Learning, excellence in research, community outreach and internationalization are not merely legacies of the past, but the foundation for this Faculty.

LA&PS' Strategic Plan, entitled *Making Choices for Our Future* (2010-2020), sets out the following goals:

1. A fully engaged student body committed to its own education;
2. A renewed faculty complement dedicated to teaching, research and university citizenship;
3. Diverse, innovative, adaptive, disciplinary and interdisciplinary programs serving equally individual students and the greater community while fostering new knowledge;
4. Strong, flexible, mutually supportive ties with local and global communities; and
5. A just, appropriate, and transparent distribution of resources to enable these strategic priorities.

Each goal has specific principles and recommendations. For more information on these, please see <http://yorku.ca/laps/strategy>.

The Position – Overview

The Deans/Principal play a crucial role in the shared academic leadership and governance of York University, as well as in the direction and administration of their Faculties and the promotion of excellence in teaching and research in those Faculties. This University faces challenges, experienced across the entire post-secondary system in Ontario, of providing a high-quality educational experience within a context of constrained funding and rapid technological change; and Deans must provide leadership in this environment.

Reporting to the Vice-President Academic and Provost, the Dean is the chief academic and administrative officer of the Faculty, and leads the Faculty in its mission in relation to teaching, research and scholarship, and service, as well as directing the Faculty's budget, general administration, and future development. This development will be shaped by two important initiatives being undertaken by the University – the Academic and Administrative Program Review (AAPR) and the development of a more transparent and decentralized budget model (SHARP – Shared Accountability and Resource Planning); and the Dean will play a key leadership role in these initiatives.

The Dean is an important member of York's senior leadership team, contributing to the future direction of the University and to the achievement of the institution's shared objectives, as articulated in York's major planning documents (the *University Academic Plan*, the *Strategic Research Plan*, and the *White Paper*). These objectives include: the promotion of collegial self-governance; fostering a strong research culture and research intensification; attracting and retaining outstanding faculty, staff and students; promoting high-quality teaching and learning and an outstanding student experience; developing and offering innovative, distinctive and relevant undergraduate and graduate programs; and broadening and deepening the University's engagement with local, national, and international communities. The position of Dean requires intellectual leadership, organizational creativity, and the ability to engage with all constituencies of the University.

Responsibilities of the Dean

The responsibilities of the Dean of LA&PS include the following:

Leadership

- Provide strong, collegial, proactive and progressive leadership to the Faculty, anticipating and taking into account financial, policy and other contexts;
- Lead, through inclusive, transparent, consultative, and accountable processes, in the development and achievement of priorities and plans in support of a clear and positive vision for the Faculty, in which all members of the community feel valued and respected;
- Recruit, retain and engage outstanding faculty, staff, and students;
- Foster an appreciation of York's traditional commitment to diversity (including gender, ethnicity, religion, age, marital status, sexual orientation, and disability) and champion initiatives to promote access for, effectively serve, and enrich the experience of the full diversity of the Faculty's community; and
- Support, build on, and effectively represent the strengths of the Faculty's diverse population of faculty, staff, and students, both individually and collectively.

Academic Administration and General Management

- Lead in strategic enrolment management, including responsibility for development of undergraduate and graduate enrolment plans (in collaboration with the Vice-Provost Academic, AVP Graduate, and other senior planners), recruitment and admissions, and retention initiatives;
- Develop hiring priorities and complement plans consistent with Faculty and institutional priorities and directions, and promote the implementation of those plans; and

- Oversee financial planning and resource allocation in accordance with academic priorities, effectively managing a balanced operating budget.

Teaching, Learning and Student Success

- Develop and implement initiatives to increase tenure track appointments and to gradually increase the share of Faculty teaching done by full-time tenure track faculty;
- Develop and implement initiatives to attract outstanding students to the Faculty and to support their transition and success, including their development as engaged and contributing citizens of their communities, both local and global;
- Encourage the continuing assessment and enhancement of academic programs in order to ensure their academic quality, their responsiveness to the evolution of the discipline(s) and student interests, and the effectiveness of their delivery to students, specifically technology-enhanced learning;
- Promote an appreciation of the diversity of the Faculty's student population and the resulting responsibility to provide a range of learning opportunities to support student success, including accessibility, flexibility of program offerings, and increased opportunities for funding; and
- Encourage the thoughtful and consultative development and implementation of strategies to support the integration of experiential education opportunities into students' learning.

Faculty and Staff Relations

- Establish strategies to enhance the Faculty's ability to compete in the recruitment and retention of outstanding faculty and staff;
- Promote an environment of collegial openness, engagement and equity in the Faculty, addressing personnel issues in an accessible and fair manner, and adopting effective, transparent and collegial processes consistent, as appropriate, with relevant collective agreements;
- Understand, respect, and provide effective leadership in a unionized environment; and
- Pursue opportunities to create more tenure track positions, while promoting the inclusion of, and respect for, contract faculty, their concerns, and their contributions to their units and the Faculty.

Research and Scholarship

- Support research as a core activity of the Faculty and its members;
- Recognize and support the importance of graduate education to the Faculty, including opportunities for graduate students' engagement in research;
- Ensure that faculty have adequate supports to accommodate research intensification;
- Promote excellence and integrity in research;
- Facilitate, support and advocate for the diverse range of research represented in faculty and student work;

- Promote and enhance the Faculty's research activity and profile and initiate new strategies for support of research dissemination, and opportunities for the Faculty to lead and contribute to understanding and addressing key "real world" issues ;
- Explore and support initiatives to increase research funding, working with the Vice-President Research & Innovation; and
- Promote the integration of research and teaching, including opportunities for undergraduate and graduate students to engage in research and discovery.

Relationships Within the University

- Effectively represent and advocate on behalf of the Faculty and its members in institutional bodies;
- Advocate on behalf of the Faculty for tenure track appointments and for centrally-allocated funds, as well as opportunities to access external funding sources, in support of the Faculty's research and teaching; and
- Seek opportunities for new and beneficial collaborations within York.

Relationships Outside the University:

- Promote and raise the Faculty's profile outside of York University, including with government, media, and the public;
- Seek opportunities for community outreach and new and beneficial collaborations and partnerships beyond York, including locally, nationally and internationally, consistent with institutional autonomy and trust reposed by the public;
- In collaboration with the Vice-President Advancement, foster network-building, contribute to coordination and enhancement of York's external profile, and participate in fundraising in support of research, student support, capital projects, and other initiatives; and
- Foster fundraising among the Faculty's alumni, and promote ongoing alumni engagement in the Faculty.

Internationalization:

- Encourage the enhancement of international engagement and opportunities for international experiences for faculty and students across the Faculty;
- Explore opportunities to increase the number and diversity of international students in the Faculty;
- Working in collaboration with other relevant offices on campus, lead in the identification and provision of supports appropriate to the needs of international students, including orientation, advising, and ESL support; and
- Pursue international opportunities for collaboration and partnerships in support of the Faculty's teaching and research objectives.

Qualifications, Skills and Personal Qualities

The successful candidate will bring outstanding academic qualifications in teaching and research, and significant leadership and administrative experience, as well as exemplary interpersonal skills. The ideal candidate will present:

Experience and Qualifications:

- Academic qualifications appropriate to a senior appointment in the Faculty, including demonstrated excellence in research and an understanding of, and commitment to, research as a core activity of faculty members and an ability to advocate for the scholarly enterprise;
- Demonstrated commitment to the importance of teaching and to promoting quality and innovation in teaching;
- Demonstrated capacity for and relevant experience in academic leadership, ideally in a large, diverse and complex institution;
- An understanding of the broader context for higher education in Ontario and beyond and the challenges facing Ontario's universities in this environment, including financial constraints; government directives around differentiation and accountability; declining demand and increasing competition; and the casualization of the faculty complement resulting from increased reliance on contract faculty - together with the capacity to foster creative strategies to address these challenging issues;
- Demonstrated record of visionary and decisive leadership, with proven experience in strategic planning and implementation, while respecting collegial and consultative approaches;
- Proven ability to inspire respect and trust, and to promote engagement with the various communities and constituencies both within and outside the Faculty;
- Understanding of, and commitment to, the goal of recruiting, hiring, supporting and retaining a diverse faculty;
- Proven ability to provide effective administrative management, including the management of personnel, budgets (including an understanding of the budgetary impact of enrolments, class sizes, teaching formats, etc.), and application of university policies and procedures, towards the articulation and achievement of a complex set of strategic objectives in a dynamic environment;
- Understanding of what it means to work in a unionized environment;
- Track record of successful advocacy on behalf of academic units encompassed within a Faculty, combined with a record of, and commitment to, working successfully with a range of disciplines across the liberal arts and professional studies and promoting intersections and synergies across disciplines, and an appreciation of the importance of interdisciplinary research and teaching units;

- Commitment to the importance of the student experience; broad and direct experience in relation to graduate and undergraduate programs and students, including initiatives to enhance student recruitment, integration, learning and retention;
- Experience and capacity in fostering and building relationships with external communities, professional organizations, governments, etc., ideally including fundraising experience;
- A record as a champion of equity issues and inclusion, together with a commitment to diversity and effectiveness in fostering a supportive and respectful environment; and
- Commitment to academic freedom.

Skills and Personal Qualities

- Ability to appreciate and gain familiarity quickly with the complexity of the Faculty and its units, as well as an understanding of the external context;
- Skill in engaging a range of audiences, both within and beyond the institution;
- Effective listening and communication skills, combined with skills in problem-solving, negotiation, and mediation;
- Commitment to accessibility, openness and transparency in hearing a range of perspectives and opinions, and thence to establishing common ground and a clear sense of direction;
- Ability to handle rapid change and stressful situations and to effectively prioritize tasks;
- Comfort with interdisciplinary and collaborative approaches;
- Political astuteness; and
- Diplomacy, fairness, and the highest ethical standards.

The Appointment

The appointment is for a five-year term, commencing on July 1, 2015. Consideration of candidates will begin in November 2014 and will continue until the position is filled.

York University is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, within its community. The AA Program, which applies to Aboriginal people, visible minorities, people with disabilities, and women, can be found at www.yorku.ca/acadjobs or by calling the AA office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Expressions of interest, applications and nominations will be held in confidence and may be sent to Dr. Janet Wright or Dr. Marie Owens at Janet Wright & Associates Inc., 174 Bedford Road, Toronto, Ontario, M5R 2K9, phone: (416) 923-3008, E-mail: yorkdeanlaps@jwasearch.com.