

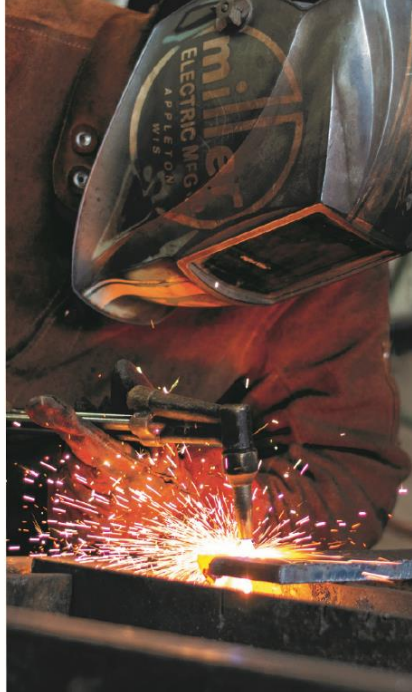


KWANTLEN
POLYTECHNIC
UNIVERSITY

Provost & Vice President, Academic

SURREY
MAIN
BUILDING





ABOUT KWANTLEN POLYTECHNIC UNIVERSITY

Kwantlen Polytechnic University is an innovative, transformative and ambitious post-secondary institution. As Canada's only polytechnic university, we take pride in combining academic excellence with practical, hands-on and experiential learning opportunities that prepare our graduates for successful and rewarding careers, while also providing them with the critical understanding necessary for good citizenship.

We ensure that our graduates are also prepared for a lifetime of learning and re-learning so they can adapt to the fast pace of change in the workplace and in society at large.

KPU has five campuses: three in Surrey, and one each in Richmond and Langley, nearly 1,500 employees, approximately 20,000 students and more than 57,000 alumni.

With programs delivered across seven Faculties – Arts, Business, Science and Horticulture, Health, Design, Trades and Technology, and Academic and Career Preparation – KPU has proudly served the South Fraser Region of the Lower Mainland since 1981.

KPU offers a diverse range of credentials – including certificates, citations, diplomas and bachelor's degrees – designed to successfully meet the evolving needs of regional and global employment markets. Students can also integrate theory with practical hands-on training in a variety of programs including Trades and Horticulture.

Our post-baccalaureate and graduate diplomas further enhance opportunities for working professionals to augment their knowledge and skills.

KPU's innovative style of education involves work-integrated and service learning, practical connection to industry, small class sizes and supportive learning environments.

The university's commitment to applied research and innovation with external partners enhances the quality of its teaching, and contributes to the economic development of the region.

As a university that allows for multiple interpretations of excellence, students define and design the path to success that's right for them. Their key to success is a KPU experience that transforms students into graduates who lead in their communities.

KPU honours its name, which the Kwantlen First Nation has so graciously shared with the university. The Kwantlen people are acknowledged historically as "tireless runners." The name has proven to be prophetic as KPU, the institution, runs tirelessly to expand its capacity to serve our communities locally and globally.

We work, study, and live in a region south of the Fraser River which overlaps with the unceded traditional and ancestral lands of the Kwantlen, Musqueam, Katzie, Semiahmoo, Tsawwassen, Qayqayt and Kwikwetlem peoples. We thank them for sharing their land and resources with us as we undertake our work as a polytechnic university.

Anticipating a future that will continue to change the way we work and live, KPU has developed a strategic plan that



ABOUT KWANTLEN POLYTECHNIC UNIVERSITY (continued)

responds to these challenges. This plan – VISION 2023 – is a unique polytechnic strategy focused on making the world a better place through access to lifelong, meaningful education.

MISSION

By thinking and acting together, we transform lives and empower positive change.

VISION

As Canada's only Polytechnic University, KPU is a learning ecosystem rooted in a culture of sustainability, creativity and quality that inspires our people and our communities.

GOALS

KPU's 12 goals, embedded in VISION 2023, are organized into four interconnected themes:

Experience: We will

- Enhance the experience of our students
- Enrich the experience of our employees
- Delight our friends in their KPU experience

Sustainability: We will

- Embrace all cultures and promote a renewed, authentic approach to Indigenization
- Foster environmental sustainability through our offerings, research and operations
- Integrate planning to ensure KPU operations are aligned with our resources, thus sustaining quality and institutional health

Creativity: We will

- Increase the levels of activity, funding and intensity of research and scholarship
- Increase innovation in teaching, learning and curriculum
- Embolden creative problem solving across KPU's operations

Quality: We will

- Ensure continuous improvement of all KPU programs and services
- Hold each other responsible for our promises and our expectations
- Be accountable to our partners, governments and communities

For more information about VISION 2023, please visit [KPU VISION 2023](#).



OUR CAMPUSES

KPU has five campuses in the South Fraser region of Metro Vancouver, each with a unique flair of its own.

KPU Surrey

Featuring an open courtyard nestled between six buildings, KPU Surrey includes a Gathering Place, conference centre, a large number of classrooms, library, computer labs, science labs and fine art studios, community garden, fitness studio, gymnasium, and more.

KPU Richmond

KPU Richmond is home to some of the university's most unique programs, such as an Acupuncture Diploma Program and Sustainable Food Systems Program which includes an organic seed lab and a research and teaching farm just steps away on land leased from the City of Richmond. KPU Richmond includes the Melville Centre for Dialogue, which provides conference and meeting space for the university and the wider community. The campus is also home to the renowned Wilson School of Design, which is housed in an architecturally stunning wood and glass building that features state-of-the-art graphic design studios, interior design studios, production and sewing labs, gallery space, and advanced technology.

KPU Langley

Horticulture programs are prominently featured at KPU Langley, along with the Institute for Sustainable Horticulture. Teaching and research greenhouses are integral to this campus, which is also home to British Columbia's only Brewery and Brewery Operations Diploma program, where students have already earned international awards for their craft beer. KPU's Faculty of

Health is located at this campus, along with an Environment Protection Technology program. The Langley campus setting is steeped in nature with a beautiful courtyard and a creekside walking trail. Students in horticulture classes use the campus as an outdoor classroom, and their gardens are part of the pastoral beauty that makes this campus so unique. The Langley Community Farmers' Market enlivens the campus each Wednesday from May to October and once a month throughout the winter.

KPU Tech (Cloverdale)

KPU's Cloverdale campus, known as KPU Tech, provides leading-edge trades and technology programs to students seeking opportunities in skilled trades. The campus also features Mechatronics and an Advanced Manufacturing Diploma program for those seeking careers in this fast-growing sector.

KPU Civic Plaza

Our most recent campus addition, KPU Civic Plaza opened in 2019. Located in the heart of Downtown Surrey, this campus is conveniently located next to SkyTrain and a bus loop, and is within walking distance of local restaurants, coffee shops and shopping. Occupying the first five floors of the 52-storey Civic Plaza mixed-use building, KPU's School of Business offers post-baccalaureate programs at this campus. KPU's Continuing and Professional Studies Division also offers professional development opportunities for working professionals seeking to upgrade their skills and advance their careers.



GOVERNANCE AND ADMINISTRATION

KPU is governed by the *University Act* which provides for a bicameral governance structure. Both the Board and the Senate are governing bodies of KPU. Bicameral governance delineates the strategic oversight of the Board from the academic responsibility of the Senate.

Board of Governors

The Board of Governors of Kwantlen Polytechnic University is governed by the *University Act* of British Columbia. The management, administration and control of the property, revenue, business and affairs of the university are vested in the Board. Members of the KPU Board of Governors are volunteers and serve the University without remuneration. The Board is comprised of 15 members.

For a complete list of current board members, please visit: <https://www.kpu.ca/governors/members>.

Senate

The Senate has a focused responsibility for the academic integrity of KPU, subject to the Board's involvement where academic matters interface with matters of business and the larger community. Senate is responsible for academic and curriculum-related matters, including setting curriculum content for courses, policies for examinations and evaluation of student performance and qualifications for admission.

For membership composition and complete list of current senators, please visit: <https://www.kpu.ca/senate>.

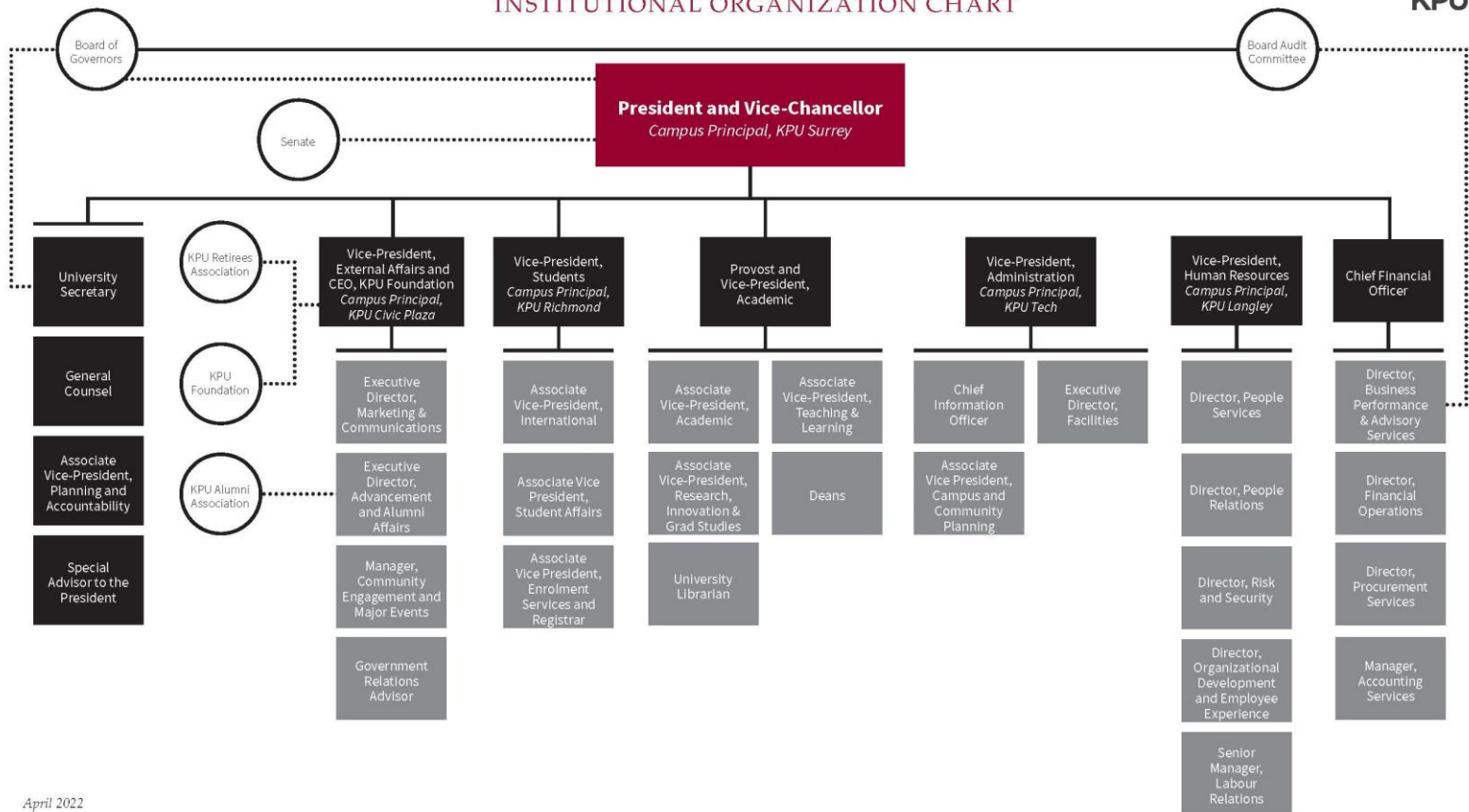
University Executive

The Polytechnic University Executive (PUE) provides leadership and direction to the University's planning, operations and accountability processes in an integrated and effective manner. The team works together to ensure divisional and shared goals and priorities are clearly articulated and assessed, makes decisions as required by KPU policies and procedures, and advises the President and each other on important issues facing KPU. The Provost & Vice President, Academic will be a member of the Polytechnic University Executive. Other members include:

- President & Vice Chancellor
- Vice President, Administration
- Vice President, External Affairs
- Vice President, Students
- Vice President, Human Resources
- Chief Financial Officer
- Associate Vice President, Planning and Accountability
- Associate Vice President, Academic
- General Counsel
- University Secretary and Executive Assistant to the President



KWANTLEN POLYTECHNIC UNIVERSITY INSTITUTIONAL ORGANIZATION CHART



April 2022



THE OPPORTUNITY

With a total operating budget for FY23 of \$ 262,733,000, KPU's stature continues to grow as one of the larger post-secondary institutions in British Columbia, serving B.C.'s fastest-growing region and offers a wide array of undergraduate degree programs, trades and technology programs, one and two-year certificate and diploma programs and post-baccalaureate programs. It boasts a dynamic and diverse student population comprised of various nationalities, ethnicities, genders, sexual identities, ideologies, and ages.

In support of this growth, KPU is searching for its next Provost & VP Academic who will bring vision and proven leadership and will work with a team of senior administrators and the multi-campus community to continue to move the University forward. The new Provost will meaningfully engage with KPU's commitment to Indigenous cultural safety and humility, reconciliation, and decolonization, and continue to strengthen the university's support for equity, diversity, and inclusiveness initiatives.

This role is an exceptional opportunity to provide strategic leadership in service of our mission to transform lives and empower positive change.

Primary Function

Reporting directly to the President, the Provost and Vice President Academic is responsible for the academic direction and stewardship of the university's academic programs. The Provost and Vice President Academic has a mandate to facilitate exceptional learning experiences for KPU students by providing leadership in the

development and implementation of a comprehensive education plan that is relevant to students' needs as well as KPU's external communities. The Provost and Vice President Academic ensures the integrity of academic affairs through collaborative work with faculty, deans, other Vice Presidents, and the Senate. The Provost and Vice-President is responsible for the development and implementation of the Academic Plan, evaluation of educational programming and services, ministry liaison, program innovation and academic policy and governance.

As a member of the senior leadership team, the Provost and Vice-President Academic has shared responsibility for the overall leadership of KPU in a manner that achieves its goals and objectives. The Provost contributes to the development, and has shared responsibility for, the successful implementation of a strategic plan that establishes goals, identifies key strategic issues and sets objectives and plans. In the context of KPU's Strategic and Academic plans, sets annual personal performance and competency goals with the President and reports on progress against those objectives semiannually and annually. The Provost works with the Senate, the President, and members of the senior team to set the annual academic goals and priorities of the University, aligning them with KPU's overall Vision and the Academic Plan

In fulfilling the duties of this role, the Provost and Vice President, Academic is also accountable for overseeing planning and administration across all academic units, while providing leadership for the broad areas of



research, faculty relations, student services, library services, and other matters that are core to the mission of the University. The Provost and Vice President Academic is normally for a five-year term with the possibility of renewal for an additional five years, subject to satisfactory review.

Reporting Relationship

Reports Directly to: President and Vice Chancellor

Works Closely With:

- University Executive
- Board of Governors
- Senate
- Members of President's Council
- Ministry of Advanced Education and Skills Training
- Other educational institutions
- Other external partners

Provost & VP, Academic Portfolio

The VPA portfolio includes seven Faculties (Science & Horticulture, Trades and Technology, Academic & Career Preparation, Arts, Health, Wilson School of Design and Melville School of Business) as well as the areas of Research and Scholarship, Teaching and Learning Commons, Open Education, and the Libraries.

Direct Reports

Deans of KPU's Schools and Faculties

Associate Vice President, Academic

Associate Vice President, Research

Associate Vice President, Teaching & Learning

University Librarian

THE CANDIDATE

The successful candidate will bring a blend of the following education, skills, knowledge, and experience, competencies and personal characteristics.

Education/ Certifications

- Doctorate degree is required.
- A minimum of ten (10) years of progressive relevant post-secondary leadership/administrative experience.
- Experience in a complex, unionized public sector organization is required.

Skills, Knowledge and Experience

- A proven track record as a provost, vice president, or dean and as a teacher of a well-regarded post-secondary institution, ideally within a unionized environment.
- Demonstrated experience with the range of responsibilities of provost, including (but not limited to) recruitment, budgeting and resource allocation, Senate, and academic planning.
- Demonstrated strong academic credibility as a result of a record of excellence in teaching and scholarship.
- A proven track record of leading cross-functional teams in planning and review, budget development, academic organization, and administration.
- Demonstrated experience in successfully implementing an Academic Plan.
- Demonstrated ability to lead significant change, mentor and develop others, and engage a broad range of people in pursuit of organizational vision and goals.
- Understanding of the value and supports needed to enhance the level of research activities at a teaching-focused Polytechnic University.
- Demonstrated knowledge and skills in pedagogy and educational leadership as well as educational practices, issues and trends. Attuned to current developments in advanced learning design and technology.
- Ability to foster a culture of excellence, continuous learning, inclusiveness and innovation.
- In-depth knowledge of the post-secondary organizational and policy environment, with relevant experience in academic administration.

- Must be familiar with academic organizational culture and administration, including human resources, policy development and implementation.
- Demonstrated superior written and verbal communication skills, including the ability to engage in the discussion, analysis and development of policy.
- Successful track record in working with others, either individually, as a team player or as a leader to accomplish goals, objectives, and desired outcomes through dialogue, collaboration and negotiation.
- Strong business and financial acumen and an ability to foster a culture of timely and evidence based decision making, accountability, and entrepreneurialism.
- Proven track record of working collaboratively in a multi-union environment.
- Superior listening skills with an accessible, consultative management style.
- A high degree of political acuity, diplomacy and tact is required to deal with all issues in a balanced and fair manner.
- A high level of integrity, credibility, sound judgment, and resourcefulness is required for decision making and problem-solving complex issues.
- Demonstrated understanding of Indigenous issues and perspectives as it relates to curriculum and policy.
- Demonstrated inter-cultural understanding and a commitment to equity and diversity.
- Proven track record of attracting and inspiring excellent faculty and employees.
- Demonstrated progressive thinker regarding education and training.
- Demonstrated commitment to students and their learning.
- Intercampus travel is required, possession of a valid driver's license and access to a vehicle is preferred.
- Willingness to travel domestically and internationally.



THE CANDIDATE (continued)

Competencies

Leadership

Inspiring, coaching, mentoring, and supporting students, employees, and KPU as a whole in achieving objectives.

Accountability

Taking ownership for one's own actions, decisions, and results.

Achievement Focused

Continuously persevering to accomplish objectives and make improvements in alignment with KPU's strategic plan.

Innovation

Taking a creative approach to opportunities and exploring unique ways to create optimal value for the KPU community.

Collaboration

Coming together in functional and cross-functional teams to solve complex issues and accomplish objectives that will benefit the KPU community.

People First

Involving, appreciating, valuing and respecting the community members KPU serves (i.e., students, employees, external stakeholders, etc.), creating a culture of high engagement and performance.



ABOUT METRO VANCOUVER

Metro Vancouver, the home of all five of KPU's campuses, is a dynamic, multicultural area situated in a spectacular natural environment including snowcapped mountains and sparkling ocean waters.

Comprised of 21 different municipalities and one Treaty First Nation, it has an area of 282,000 hectares and covers a distance of 96 km from Maple Ridge to Bowen Island.

Each municipality possesses a unique identity, presenting countless possibilities to suit any individual's ideal lifestyle. Metro Vancouverites are fortunate to have the best of many worlds at their fingertips, whether it be the convenience and buzz of an urban city or the relaxing, open space of a rural setting.

The population of Metro Vancouver is 2.6 million and growing. Surrey, the location of three of KPU's campuses, has the second largest population of all the Metro Vancouver municipalities with just over 580,000 citizens.

In addition to its breath-taking landscapes, mild climate, multitude of year-round outdoor adventure options, cultural diversity and vast economic potential, Mercer's 2019 Quality of Living Survey ranked Vancouver as one of the world's top three most livable cities. It is a truly dynamic place to live and build a rewarding career.

For more information on Metro Vancouver, please visit <http://www.metrovancouver.org/>.

HOW TO APPLY

To apply, please submit a cover letter and resume via the application process through the online KPU Career Centre.

For inquiries or recommendations, please contact:

Navneet Sidhu
Human Resources Business Partner
Email: navneet.sidhu4@kpu.ca