



**Dean, School of Business  
Kwantlen Polytechnic University  
Metro Vancouver, British Columbia**

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# 1. The Opportunity

Kwantlen Polytechnic University is a regionally focused, teaching-led institution. Situated in Metro Vancouver, and with an operating budget of approximately \$140 million, KPU is a multi-sector university offering a wide array of undergraduate degree programs, trades and technology programs, and one and two-year certificate and diploma programs to 18,000 students on campuses in Surrey, Richmond, Langley and Cloverdale.

Kwantlen's School of Business is the second largest business school in Western Canada—consisting of over 150 business faculty, 3,500 full-time students, and 9,000 total students annually who are enrolled in one of the 16 available program options. Awarded international accreditation by the Association of Collegiate Business Schools and Programs (ACBSP), Kwantlen's School of Business meets the rigorous educational standards established by ACBSP and stands as one of the few internationally accredited business schools in B.C.

As the Dean you will bring vision, energy and leadership to the School of Business and take its academic, international and community activities, scholarship and innovation to new heights. As the leader of one of KPU's largest Faculties, you will serve as a key member of the leadership team. Encouraging a collaborative approach, you will support academic excellence and promote originality and innovation in teaching, research, and scholarship. You will build an enhanced student experience, attract and support exceptional faculty members, and continue to build local, national and international opportunities and partnerships.

As an accomplished academic, a respected business person and an inspiring leader, you will have earned a doctorate in a relevant business discipline and have a reputation for excellent scholarship, teaching and student engagement. Consideration will be given to outstanding candidates with an MBA or related Master's degree. Drawing upon past successes at the level of Dean, Associate Dean, Chair, or as Director of an Institute or Centre, you will build upon the Faculty's ongoing success. A strategic and collaborative leadership style, proven administrative experience, and excellent communication and interpersonal skills are essential in this role.

## 2. Key Opportunities & Challenges

*The following opportunities and challenges are identified for the Dean, School of Business:*

### **Maintain and Enhance Teaching Excellence:**

As KPU experiences a shift to a Polytechnic University culture, it will be important to maintain and enhance the institution's longstanding focus on students and excellence in teaching. The Dean will play a pivotal role in making sure this distinguishing feature is not lost in the transition. Working with the new Vice Provost Teaching and Learning and with School of Business faculty, the Dean will lead a process to further enhance teaching and learning in the classroom, through the application of technology and through an expansion of experiential learning opportunities.

### **Build Research and Scholarship Capacity:**

Given Kwantlen's relatively new Polytechnic University status, the new Dean will work with the Provost and the AVP Research to continue to drive the shift toward "relevance" in research for the School of Business and ensure community connection and regional focus is maintained.

### **Continuing and Professional Studies:**

KPU is now in the process of developing a new strategic plan. The development and growth of Continuing and Professional Studies has already been identified as one of the institution's strategic goals for the next five years. Given that Continuing and Professional Studies activities are currently quite small within the School of Business, the challenge for the new Dean will be to build a shared vision for Continuing and Professional Studies and then work collaboratively with KPU's Executive Director Continuing and Professional Studies to implement that vision. This will require both strong entrepreneurial and relationship skills.

### **Change Management:**

As KPU lives into its polytechnic university mandate, the Dean of the School of Business will need to work with faculty to grow the School's programming to meet the needs of the region and to do so without significant new resources. He/She will be required to maintain and enhance existing programs at the degree, diploma and certificate level and to develop innovative new programs that will attract new domestic and international students.

**Fund Raising:**

Given the fiscal situation faced by KPU and the School of Business, the Dean will play an important role in developing relationships with the business community that will support student learning, faculty scholarship and in the end, significant donations to the School of Business. Opportunities include raising major gifts to support the development of a School of Business building and/or for the naming of the School of Business.

**Understand the Provincial Context:**

As in many jurisdictions, educational institutions in British Columbia are facing fiscal challenges. The Dean, School of Business will need to be attuned to evolving Government priorities and to develop programming in response to identified needs. Furthermore, the Dean will need to be innovative in investigating and pursuing traditional and non-traditional sources of funding.

# 3. Kwantlen Polytechnic University

## OVERVIEW



KPU has played an important role in the development and delivery of post-secondary education in British Columbia for over 30 years. During this time, KPU has educated more than 200,000 citizens, and made significant contributions, economically, socially and

culturally to the communities of Langley, Richmond, Surrey, Delta and beyond. Initially established by the government of British Columbia in 1981, KPU has undergone mandate changes from that of a college to that of a university college to one of British Columbia's new universities.

Known for the exceptional learning environment it offers, KPU delivers more than 135 programs across seven Faculties. This comprehensive range of ladder programs—vocational and preparatory through academic and professional areas—facilitates student progression from certificate and diploma credentials to degree programs. Campus life encompasses the social, athletic, and service-oriented experiences that are vital to students' personal growth and learning. With approximately 18,000 students, (11,000 full-time equivalents) KPU offers a balanced approach to education by providing teaching and learning excellence, co-operative work experiences, open access, ladder education programs, and vibrant scholarly environments that meet community and industry needs. The University is committed to innovation that is relevant to student learning; access and opportunity for individuals across diverse social and cultural groups; collaboration with community partners; responsiveness to local government, business, and industry needs; and civic responsibility.

To ensure ongoing responsiveness to the communities throughout its regions, KPU provides:

- 1 Programming relevant to individual learners, diverse social and cultural groups, and labour market need;
- 2 Practical educational experiences that prepare learners for careers as well as graduate study;
- 3 Experiential learning that engenders community leadership and civic responsibility.

One of the most significant factors contributing to a satisfying educational experience is the quality of teaching. KPU attracts faculty who are not only experts in their fields, but are also practicing professionals passionate about teaching and learning. KPU's faculty embrace and adhere to a diverse and eclectic concept of scholarly activity including the scholarship of discovery, integration, application, teaching and learning and creativity. Their innovative and supportive approach ensures KPU's courses and programs are engaging and challenging.

To support its growing communities and the need for additional post-secondary seats, KPU and the provincial and federal governments have invested over \$90 million for new facilities at KPU in the past few years. Construction of the 17,203 square metre purpose built space for trades and technology at the Cloverdale campus has a LEED Gold designation and offers an exceptional environment for learning. Expansions at the Surrey campus have provided 42% more space. In addition, the Library expansion at the Surrey campus provides 169% more space, including additional student support in a Learning Centre and a Math lab. Recently, KPU completed an Aboriginal Gathering Place at the Surrey campus in a location adjacent to a wooded area, pond and courtyard. Such space will support a phased plan to create an Aboriginal garden which will include species that would have been used for ceremonial, food and medicinal purposes. Finally, the Institute for Sustainable Horticulture at the Langley campus has received funding from the Canada Foundation for Innovation, the British Columbia Knowledge Development Fund and KPU for a research building and green house which has recently completed construction and is anticipated to achieve LEED Gold. The new facilities support three green technology themes, integrated pest management, green energy and climate control systems for horticulture greenhouses, and plant production systems and new crops for green energy horticulture greenhouses.

In December 2012, KPU announced the development of the Chip and Shannon Wilson School of Design – a \$36 million building that will support KPU to be a global leader in design education. Funded by an \$8 million gift from Chip and Shannon Wilson, a \$4 million gift from lululemon athletica, and a \$12 million contribution by the Province of British Columbia, this project will break ground in 2013 and will be completed within 3 years. Integral to this development will be the creation of new industry-driven post-graduate courses and programs and applied research that will support the growth of technical apparel industry in Vancouver so that it is a global leader in this area.

In recent years, the University has been recognized for its many achievements. The University has been consistently recognized as a Top Employer in BC every year for the past 6 years. In 2008, KPU was one of the only three recipients of the *BC Hydro Power Smart Excellence Award*. KPU was the only post-secondary institution ever nominated for this prestigious award.

For more information on KPU, please visit <http://www.kwantlen.ca/home.html>

## HISTORY

Kwantlen College was formed in 1981 after separating from Douglas College. Following a provincial government initiative designed to increase access to degree programs in British Columbia in 1988, KPU became one of five community colleges re-designated as university colleges with authority to offer baccalaureate degrees. In 1995, they were awarded the mandate to offer degrees under their own authority and name.

On April 22, 2008, the Provincial Government announced its intention to amend the *University Act* at the Legislative Assembly of British Columbia to re-designate Kwantlen University College as Kwantlen Polytechnic University, in recognition of its “versatility in providing academic, trades and horticultural training.” The legislation renaming the University College received Royal Assent on May 29th 2008. A link to this University Act can be found at:

[http://www.bclaws.ca/Recon/document/freeside/--%20U%20--/University%20Act%20RSBC%201996%20c.%20468/00\\_96468\\_01.xml](http://www.bclaws.ca/Recon/document/freeside/--%20U%20--/University%20Act%20RSBC%201996%20c.%20468/00_96468_01.xml)

On October 24, 2008, KPU became a member of the Association of Universities and Colleges of Canada (AUCC). The AUCC’s quality assurance benchmarks and requirements validate the professional practices and standards of member institutions and facilitate a student’s ability to progress from undergraduate to graduate programs and universities across Canada and the world.

Testament to KPU’s program quality is acknowledgement of the University by many national and international organizations. KPU’s Business, Nursing, Interior Design, and Environmental Protection programs are accredited nationally and / or internationally:

- Business—Association of Collegiate Business Schools and Programs
- Nursing—Canadian Association of Schools of Nursing
- Interior Design—Council for Interior Design Accreditation
- Environmental Protection—Canadian Council of Technicians and Technologists
- In addition, in 2009 KPU achieved exempt status from the Province’s Degree Quality Assessment Board

## UNIVERSITY MISSION & MANDATE

KPU offers a balanced approach to education by focusing on teaching and learning, community and industry need, work experience, and open access, as well as the university scholarly environment. Contributions by the University to society through knowledge production, cultural understanding, high level skills and information transfer, and advocacy proceed from the long-standing and enabling values of collegial governance, research and knowledge creation, and academic freedom. As a community-based, open access institution, KPU aims to increase community learning capacity through innovative educational options and approaches imbedded across a comprehensive range of ladder

programs—from vocational and preparatory through degree. The University is committed to theoretically rich and practical learning experiences:

- Responsive programming, research, and innovation relevant to individual students, diverse communities, and labour market need;
- Educational experiences that prepare learners for professional practice as well as post-graduate academic study; and,
- Experiential learning which fosters community leadership through civic engagement.

For more information regarding the University's mission and mandate please visit: [www.kwantlen.ca/mission/mission-mandate.html](http://www.kwantlen.ca/mission/mission-mandate.html)

## STRATEGIC PLAN

KPU is currently in the process of developing a vision and plan for 2018. An update to this work is available at:  
<http://www.kwantlen.ca/president/strategicplanning.html>

## KPU FACULTIES & DEPARTMENTS

Below is a summary of Faculties and departments at KPU:

- **Faculty of Business:** Accounting, Applied Business Technology/Legal Administration, Applied Communications, Business Management, Business Quantitative Methods, Computer Business Systems, Public Relations, Computing Science and Information Systems, Economics, Information Technology and Marketing Management.
- **Faculty of Design:** Fashion Design and Technology, Graphic Design for Marketing, Interdisciplinary Design Studies, and Interior Design.
- **Faculty of Community & Health Studies:** Psychiatric Nursing, Nursing, Graduate Nurse Internationally Educated Re-Entry, Graduate Nurse Qualifying, Graduate Nurse Re-entry, Health Unit Coordinator, Health Care Assistant Program, and Special Education Teacher Assistant.
- **Faculty of Arts:** Anthropology, Criminology, Geography/Geology, History Political Science, Journalism, Psychology, Sociology, Creative Writing, English, Fine Arts, Modern Languages, Philosophy, and Music.
- **Faculty of Science and Horticulture:** Biology, Chemistry, Environmental Protection Technology, Mathematics, Physics, and Horticulture.
- **Faculty of Academic and Career Advancement:** Access Programs for People with Disabilities; Academic and Career Preparation, Career



Choices and Life Success, English Language Studies, Family Childcare, and University Transitions.

- **Faculty of Trades and Technology:** Appliance Servicing, Automotive Service Technician, Computer Assisted Drafting, Electrical, Farrier, Masonry, Metal Fabrication, Millwright, Parts and Warehousing, Plumbing, Public Safety Communication, and Welding.

The provincial government has enhanced KPU's long-standing role as a socio-economic driver in the South Fraser region designating KPU as a Polytechnic University. The adjective "polytechnic" speaks to the integration of theoretical and applied learning that is a strong feature of many existing KPU programs, and the noun 'university' orients enhanced degree programs that build upon their strengths of providing flexible and innovative, career-focused university education. KPU's status as a polytechnic university distinguishes it from all other post-secondary institutions in BC.

In support of its new mandate, KPU has developed additional degree programs in Fine Arts, Nursing, and Applied Psychology, Health Science, Music, Asian Studies, Public Policy, Communications, Marketing, Public Relations, Product Design, Horticulture and Agro-Food Systems, Innovation and Technology, as well as additional Majors in Arts and Sciences.

## RESEARCH AND SCHOLARSHIP

The Office of Research and Scholarship is charged with building the knowledge generation, research and innovation capabilities for KPU.

### Guiding Principles

- 1 All forms of scholarship are equally respected, encouraged and recognized at KPU:
  - The Scholarship of Discovery
  - The Scholarship of Application
  - The scholarship of Teaching
  - The scholarship of Integration
  - The scholarship of Creative Artistry
- 2 Every plan, decision or action relating to research and scholarship at KPU has at least one, and ideally a combination of the following objectives:
  - Enhancement in the quality of the education of our students
  - Enrichment in the professional lives and reputation of the faculty
  - A valuable and valued contribution to the economic, social and cultural well-being of the communities we serve
  - Enhancement in the reputation of KPU
- 3 Faculty are able to pursue different combinations of teaching, research, and other forms of scholarship
- 4 Internal and external networking, consultation and collaboration are essential components of the practice of research and scholarship at KPU.
- 5 An undergraduate education at KPU includes training and experience in research and other forms of scholarship

- 6 Research and scholarship that is driven by the economic, social and cultural needs of the communities we serve will be emphasized
- 7 The efforts and accomplishments of our faculty, staff and students are recognized and celebrated.

### **Research Institutes**

#### *Center for Interdisciplinary Research: Community Learning and Engagement (CIR:CLE)*

CIR:CLE has been developing collaborative projects in five core areas of focus: Aboriginal Community Development; Addictions Research; Safe Communities; Urban Sustainability; and South Asian Community Development. In the CIR:CLE, community based research is practical and applied, leads to action, explores academic as well as non-academic research, and creates sustained relationships between KPU's researchers and our community partners.

#### *Institute for Sustainable Horticulture (ISH)*

ISH has been created to act as a hub and network that will benefit the horticulture sector. Through "third party" informed analysis as well as positioning on critical public policy, business innovation and community relations issues, ISH is creating substantive partnerships.

For more information on KPU's Research Institutes:

<http://www.kwantlen.ca/research/institutes.html>

### **KPU LIBRARY**

The Coast Capital Savings Library at KPU supports University programs and initiatives by providing streamlined access to a wealth of relevant scholarly resources in electronic and print formats. The Library is at the centre of academic learning and offers a wide range of services to help students achieve their learning goals. Librarians at each of the four campus libraries are available to offer expert assistance in teaching academic research skills, and provide general reference support or specialized-subject information services so students can locate what they need. Each library provides a wide array of print and electronic resources, designed to assist students with course studies and to encourage self-directed research and learning. Library resources are available to students, staff and faculty, as well as to community borrowers.

The purpose of the Library is to enable students to learn more about the subjects that are formally taught at KPU as well as to help our users learn more about library research skills and information literacy. To this end, the Library offers a variety of programs and services. No student graduates from KPU without having had an opportunity to be trained in Library research techniques so important today.

For more information about KPU Libraries, please visit:

<http://www.kwantlen.ca/library.html>

## 4. Governance & Management

### BOARD OF GOVERNORS

The Board of Governors is comprised of a dedicated and experienced group of professionals who provide governance to the organization. It is comprised of the individuals listed below:

#### Board Chair

Gord Schoberg	Government, Community and Aboriginal Relations for FortisBC
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#### Community Members

Kristan Ash	Director of Operations for the Healing Hands Rehabilitation Services Inc.
Lisa Skakun	General Counsel, Coast Capital Savings
Yuri Fulmer	President & Chief Executive Officer, FDC Brands
Shane King	CA & Partner, KNV Chartered Accountants
Launi Skinner	CEO of First West Credit Union
Kenneth Tung	President, BTI Technologies Inc.
Amrik Virk	Inspector, Royal Canadian Mounted Police

#### Faculty Representative

Kim Richter	Instructor, School of Business
Geoff Dean	Instructor, Faculty of Academic & Career Advancement

#### Professional Support Staff Representative

Sandra Hoffman	Assistant, University Space Administration
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#### Student Representatives

Iman Ghahremani	Student, Criminology
Jared Penland	Student, BBA

#### Ex-Officio

Alan Davis	President & Vice Chancellor
Arvinder Bubber	Chancellor

For more information on KPU 's Board of Governors and other corporate governance topics, please visit [www.kwantlen.ca/governors/members.html](http://www.kwantlen.ca/governors/members.html)

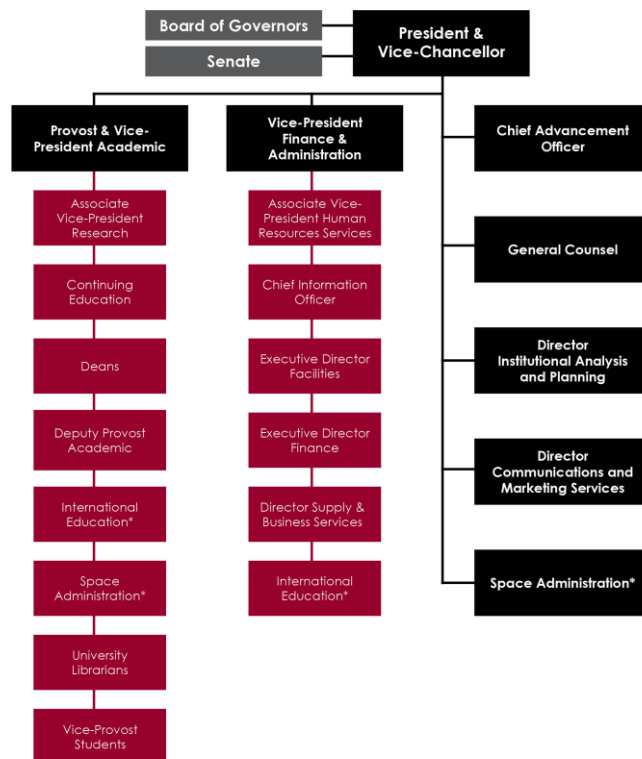
## SENIOR ADMINISTRATIVE TEAM

KPU's Senior Administrative Team consists of the following individuals:

Alan Davis	President & Vice Chancellor
Gordon Lee	Provost & Vice President, Academic
Harry Gray	Vice-President, Finance & Administration
Ron Maggiore	Vice Provost, Student Affairs
Jeff Norris	Chief Advancement Officer
Kathy Lylyk	Executive Director, Finance
Shelley Wrean	General Counsel
Jane Fee	Deputy Provost, Academic

## ORGANIZATIONAL CHART

KPU's Senior Administrative Team is organized as below:



## 5. School of Business

Kwantlen's School of Business is the second largest business school in Western Canada—consisting of over 150 business faculty, 3,500 full-time students, and 9,000 total students annually who are enrolled in one of the many available program options. Awarded international accreditation by the Association of Collegiate Business Schools and Programs (ACBSP), Kwantlen's School of Business meets the rigorous educational standards established by ACBSP and stands as one of the few internationally accredited business schools in B.C.

### **MISSION**

To provide students of diverse backgrounds, ages, and aspirations with quality business education that prepares them for success in the workplace and graduate school.

### **DEPARTMENTS**

Accounting  
Applied Communications  
Business Quantitative Studies  
Business  
Computer Business Systems  
Computer Science & Information Technology  
Economics  
Financial Services  
Entrepreneurial Leadership  
Human Resources Management  
Legal Administrative Studies  
Marketing  
Public Relations

### **BUSINESS PROGRAMS**

Bachelor of Business Administration in Accounting  
Bachelor of Business Administration in Entrepreneurial Leadership  
Bachelor of Business Administration in Human Resources Management  
Bachelor of Business Administration in Marketing Management  
Bachelor of Technology – Information Technology  
Bachelor of Arts, Minor in Economics  
Accounting Diploma and Certificate  
Business Administration Diploma  
Business Management – Diploma and Certificate  
Computer Information Systems – Diploma and Certificate  
General Business Studies – Diploma and Certificate  
Human Resources Management Post Baccalaureate Diploma  
Legal Administrative Studies Certificate  
Marketing Management Diploma and Certificate  
Public Relations Diploma

## 6. Academic Planning

KPU is developing an academic plan for 2013-2018, however the following areas are of continuing priority.

### 1 Knowledge & Skills Development

- Implement & support new programs, especially those that reflect community needs, labour market and broad societal education needs, and which are in keeping with KPU's values and mandate as a Polytechnic University by:
  - ♦ Maintaining and enhancing certificate, diploma, degree and trades programs.
  - ♦ Developing undergraduate programs that support KPU's values in academic areas where there is need.
  - ♦ Developing theoretical and practical learning opportunities to inform program design.
  - ♦ Considering the potential for new and existing non-degree programs to bridge into degree programs
- Provide opportunities that encourage faculty to develop new teaching interests and methodologies in keeping with the institution's mandate.
- Further develop continuing education and professional studies programs.
- Provide preparatory courses and support services that are responsive to the needs of all students.

### 2 Improved Student Experience

- Expand applied learning opportunities, including co-op education, service learning, practica, and international study.
- Additional programming and new students will create demands on service areas that will require sustained support.
  - ♦ Enhance advising and mentoring for students
  - ♦ Provide more support to students – upgrading and intervention
  - ♦ Develop a comprehensive student success and retention system
  - ♦ Expand and improve student life and engagement.

### 3 Quality Improvement

- Support and maintain regular, on-going educational program reviews.
- Implement regular and on-going service reviews.
- Promote scholarship of teaching and learning throughout the university that fosters collaboration between faculty and students.
- Define the responsibility of faculty to include a balance between teaching, scholarship, university service, and community involvement.
- Develop a wider diversity of rewards and incentives throughout the University structure to recognize and encourage service and dedication to the institution as well as excellence in teaching, research and service.
- Enhance the Library collection to match new program development and to support scholarly activity.

#### **4 Increased Enrolments**

- Implement a comprehensive and integrated Strategic Enrolment Management system to increase enrolments of domestic and international students. In particular, take steps to:
  - ♦ Ensure that entry policies and admission requirements will encourage enrolments;
  - ♦ Facilitate the transfer of students from other institutions;
  - ♦ Encourage students to take a greater number of courses each term; and
  - ♦ Encourage development of effective program retention strategies.
- Implement tracking systems to allow for reliable analysis of all issues related to success of enrolled students.
- Implement a research program to improve understanding of the impact of entrance requirements, admissions policies and retention strategies at KPU.

#### **5 Improved Collegial & Working Environment**

- Establish a mechanism that supports a culture of transparency, openness, dialogue, and mutual understanding regarding the purpose of the University through retreats, workshops, and other venues for the exchange of ideas.
- Explore the development of a structure that allows academic administrators to have faculty appointments.
- Foster faculty and department identities through the development of faculty colloquia and designated office and classroom space for individual departments.

#### **6 Growth of Innovation & Application**

- Support initiatives to increase scholarly and research activity within and across a range of Faculties (e.g., grant writing support, compliance awareness, intellectual property rights).
- Encourage and support development of new teaching interests and methodologies:
  - ♦ Direct support for teaching and learning innovation.
  - ♦ Support the use of enhanced/advanced technology in the delivery of program material as well as the evaluation of new student markets.
- Provide administrative and technical support for programs currently in development (approval and implementation are subject to Senate, ministerial and budget approval) and ensure resources exist to implement new programs.

#### **7 Improved Infrastructure**

- Develop and upgrade physical infrastructure to meet or exceed best practices; e.g. design and pedagogical efficiency, and sustainability.
- Develop physical infrastructure that fosters faculty, departmental and program identities.
- Maintain currency with technological advances to ensure KPU operates with the most cost effective modern infrastructure.

- Ensure that KPU maintains a modern highly effective e-business environment including all web and e-commerce instances.

## **8 Community Engagement & Outreach**

- Cultivate relationships with high schools at the faculty and student level including alumni support and liaison.
- Create campus community advisory committee
- Develop Continuing Education



## 7. About Metro Vancouver



The Metro Vancouver region is well known for its breath-taking landscape, cultural diversity and vast economic potential. In recent years, British Columbia's international profile has surged, thanks to the reputation the city of Vancouver has garnered as one of the world's top five livable cities. Vancouver's excellent quality of life helped BC win the honour of hosting the 2010 Olympic and Paralympic

Winter Games, and the city continues to develop at a rapid pace. With a population of nearly 2.2 million, Metro Vancouver is the largest metropolitan centre in Western Canada. It is a truly dynamic place to live and build a rewarding career.

The Metro Vancouver region consists of 21 municipalities, including: Abbotsford, Anmore, Belcarra, Bowen Island, Burnaby, Chilliwack, Coquitlam, Delta, Langley City, Langley Township, Lions Bay, Maple Ridge, New Westminster, North Vancouver City, North Vancouver District, Pitt Meadows, Port Coquitlam, Port Moody, Richmond, Surrey, Vancouver, West Vancouver, and White Rock, as well as several others. Each municipality possesses a unique identity, presenting countless possibilities to suit any individual's ideal lifestyle.

Most recently, the Economist Intelligence Unit conducted a worldwide study that named Vancouver *the world's most desirable place to live* (out of 127 cities worldwide) for its desirable level of stability, healthcare, culture, environment, education, and infrastructure.

For more information on Metro Vancouver, please visit [www.tourismvancouver.com](http://www.tourismvancouver.com)

KPU's three campuses are located in Surrey, Richmond and Langley.

### SURREY

Spread out between the south bank of the Fraser River and the Canada/US border crossing, Surrey is two-and-a-half times the geographic size of Vancouver and is BC's second most populous city. The fast growing municipality, consisting of the communities of Whalley, Fleetwood, Guildford, Newton, Cloverdale, and South Surrey, boasts a diverse array of cultures and truly has an international flavour.



Surrey's motto, "*The future lives here*" is meant to reflect the balance between the future of a progressive and dynamic city balanced in harmony with green spaces, parks, and open areas characterized by Surrey's rural landscape. Its former motto, "City of Parks" was derived from 5,400 acres (22 km<sup>2</sup>) of passive and active park land, 15 golf courses and driving ranges, including the Northview Golf & Country Club, home to the former Air Canada Championship. Surrey offers over 600 parks and greenbelts throughout the city as well as endless possibilities for outdoor adventure, which is just around the corner with activities such as nature walks, bird watching, golfing, biking, fishing, and much more. Approximately 35% of Surrey is designated agricultural land and is still actively farmed today, making U-pick blueberries, pumpkin patches, and a corn maze just some of the popular attractions in the area. Surrey is home to a large number of local farmers and producers, offering every variety of fruit and vegetable in season. There are rivers that run through Surrey, the Nicomekl and Serpentine which are both integral in preserving the natural habitat in the surrounding areas. In Surrey, the modern features and amenities of city life co-exist with the rural and the historic, giving Surrey its unique character and appeal.



Surrey's recreational facilities are home to numerous local, provincial, national and international sporting events, including the world famous Cloverdale Rodeo. More artistic endeavors, such as catching a live performance at the Bell Performing Arts Centre or viewing unique local art at the Surrey Art Gallery are easily accessible. Local families and

students enjoy close proximity to schools; Surrey is home to 99 elementary schools, 19 secondary schools, 23 independent schools, and two highly-renowned post-secondary institutions, Simon Fraser University and KPU. Strategically located on the United States border to the South and the Fraser River to the North, Surrey is part of the Gateway to the Pacific, making it a preferred destination for business meetings and conferences in today's dynamic business world. Surrey has numerous shopping opportunities for the discerning shopper, with everything from quaint specialty shops to Central City and Guildford Town Centre.

For more information on Surrey, please visit [www.surrey.ca](http://www.surrey.ca).



## **RICHMOND**

The City of Richmond is a diverse and geographically unique community, centrally located 20 minutes from Downtown Vancouver and 25 minutes from the US border. With the coastal mountain range as a backdrop, the city is home to over 188,100 people and consists of a series of fifteen islands nestled in the mouth of the Fraser River. Over the last several

decades, Richmond has undergone rapid growth and change, transforming from a rural, local community into an international city with a balance of urban, suburban, and rural areas. With a large part of its population growth attributed to immigration from Asia, the city is joining Vancouver as a mecca for international culture and cuisine.

Residents and visitors alike enjoy a variety of accommodations, excellent restaurants, shopping centres, unique historic sites, beautiful parks and gardens, excellent cultural and entertainment facilities as well as superb recreation facilities. Fishing trips, boating and whale watching tours are among the uniquely west coast experiences available in Richmond.

Several attractions of note include:

- Richmond Olympic Oval
- Gary Point and Minoru Park
- Murakami House
- Riverport Entertainment Complex
- Steveston Quay & Historic Fishing Village
- Richmond Centre
- Over 90 parks & a 80km perimeter trail system



Richmond prides itself of a comprehensive, convenient, and highly accessible transportation system. With around-the-clock bus services and the Canada Line sky train system, residents and visitors have easy and fast access to neighbouring cities. In addition, Richmond is home to the Vancouver International Airport (YVR), the country's second busiest airport.

Richmond strives to be to the most appealing, livable and well-managed community in Canada. The City has been the recipient of numerous awards for management and innovation. This is clearly reflected in the quality of life of Richmond's citizens. According to Statistics Canada, residents of Richmond have the greatest life expectancy in all of Canada. Longevity in Richmond is attributed to its moderate climate, a prosperous service sector economy, active lifestyles, low crime rates, and healthy diet.

For more information on Richmond, please visit [www.richmond.ca](http://www.richmond.ca)

## THE CITY OF LANGLEY

The City of Langley, comprised of six residential neighbourhoods, is located on the eastern portion of the Greater Vancouver Regional District, about a one-hour drive southeast from Vancouver. Since becoming a City in 1955, the City of Langley has managed to retain its small city atmosphere and community spirit while at the same time offering all the amenities and recreational opportunities of a major urban centre. The City continues to gain prominence as a world class wine-touring destination.

As part of the Lower Mainland, the City of Langley's growth and development is largely affected by regional trends. Climbing real estate prices in Vancouver has led many individuals and industries to take advantage of Langley's more affordable land offerings. The average price for a single-family detached home in Langley, as determined by the Fraser Valley Real Estate Board in November 2006 was \$519,783, comparable with similar real estate in other Canadian cities and substantially lower than prices in Vancouver and Richmond. Other factors making Langley an attractive area for investment and development include a favourable tax base and the proximity of Langley to Vancouver, Seattle, and the BC Interior market. In turn, the City's growing population and trade area has stimulated the development of various retail and service industries.



The Langley 2004 Community Survey conducted by the Ipsos-Reid Corporation (a professional polling firm) determined that the City of Langley has set a very high bar for itself and other municipalities in the province. Virtually every resident (96%) rates their overall quality of life in Langley to be "very good" (37%) or "good" (59%). Not only

is there a baseline perception that quality of life is good, but there is also a sense that it is improving. Three-in-ten (32%) of residents say the City's quality of life has improved over the past five years.

Nearly all residents (96%) say they are satisfied with "the overall level and quality of services provided by their local municipality", including four-in-ten (39%) who are "very satisfied." Eight-in-ten residents (82%) agree "Langley is a place where residents feel safe and secure." Comparing these results to those of other municipalities shows that the City of Langley is in the upper tier in terms of residents' perceived quality of life.

For more information on Langley, BC, please visit [www.city.langley.bc.ca](http://www.city.langley.bc.ca)

## 8. Position Description



### Dean, School of Business

#### GENERAL

The Dean of the School of Business is a member of the University leadership team, sharing responsibility with the President, Vice-Presidents, Deputy Provost, Vice Provosts, Associate Vice-Presidents, University Registrar and fellow Deans for the overall management of KPU.

#### SPECIFIC RESPONSIBILITIES

##### 1. Leadership

Functions as a key member of the University leadership team which has collective responsibility for achieving the Mission and Goals established in the University's Strategic Plan.

Establishes and fosters effective relationships and collaborations. Oversees planning and development of existing and new academic programmes, student, campus and funding development.

Promotes a culture of multi - and interdisciplinary education, research and scholarship.

Fosters innovation in teaching and learning and the development of advanced infrastructure to deliver education.

##### 2. Management

Oversees the evaluation of all programs in the School of Business, assuring superior quality, accountability, fiscal stability, and high standards of education.

Leads and supports relevant accreditation processes. Encourages high standards of teaching, methods of evaluating teaching effectiveness and grading practices.

Promotes collegiality and leads effectively in a complex unionized environment.

Actively engages in the recruitment, retention, and development of faculty and leaders in the faculty.



### **3. Faculty Affairs**

Leads and supports curriculum development and the initiation and development of undergraduate and graduate programs in line with the University's overall programming objectives. This includes the development of continuing and professional studies courses and programs offered in partnership with the Department of Continuing and Professional Studies.

Leads the Faculty in accordance with the powers and duties laid out in the University Act.

Supports excellence in teaching by providing professional development, mentoring and other related activities for faculty.

Fosters and encourages a high level of research and scholarship productivity within the Faculty by developing an excellent research infrastructure and supporting faculty efforts to obtain and maintain research funding.

Develops a budget for the administration of the Faculty that conforms to University practices and is responsible for ensuring that the budget is expended in keeping with the general objectives towards which the budget was developed.

### **4 External and Internal Affairs**

Maintains links between the Faculty and other Faculties, and with the Associate Vice-President.

Works with the Provost and Vice President, Academic to liaise with community, businesses, governments, non-governmental organizations, donor agencies, professional bodies and universities; identifying partners and developing linkages for collaborative efforts.

Leads School of Business major fund raising initiatives.

Establishes and maintains links with other institutions and academic bodies, provincial, national and international, in related fields.

### **REPORTING RELATIONSHIPS**

Reports Directly to: Provost & Vice President, Academic

Directly Manages: Associate Deans, Divisional Business Manager, Department Chairs, Program Coordinator(s), Faculty & Staff

Relates to: Deputy Provost, Deans of Faculties & Schools, University Librarian, Vice Provost Students, Vice Provost Teaching and Learning, Associate Vice President Research & Scholarship, Associate Vice President, Human Resource Services, University Registrar, Associate Vice President, International, Vice President Finance & Administration, President & Vice Chancellor, Students

## 9. Candidate Profile



### Dean, School of Business

#### KEY CRITERIA

**Academic Experience:** An exemplary record as an educator, scholar and administrator, leading diverse program areas with a broad understanding of scholarship in an applied business environment. Ideally brings experience in new degree program development.

**Education:** Possesses academic credentials to be eligible for appointment to a faculty position. Ideally possesses an earned doctorate in a relevant discipline.

**Administrative Experience:** Has demonstrated organizational leadership ability as a Dean, Associate Dean, Chair of a department, or as Director of an Institute or Centre of significant scope within a well-regarded post-secondary environment. Must bring experience managing budgets and engaging positively and collaboratively with faculty and staff. Experience with bicameral governance is desirable.

**Focus on Quality:** High academic standards; a relentless focus on quality. Driven to maintain and enhance academic excellence. Values research and scholarship, teaching and service and the important role each plays within the Faculty.

**Leadership Abilities:** Highly effective at bringing people together to focus on the vision and strategy of an organization. A positive, enthusiastic, collaborative and engaging leadership system with a demonstrated ability to lead a broad constituency effectively. Effective at leading significant change. Experience in a unionized environment is essential.

**Innovative:** A broad, innovative and creative thinker who is open to new opportunities and ideas. A progressive thinker regarding research and scholarship, education and learning including use of technology in teaching and learning; understands and promotes new forms of learning.

**Collaborative:** Has a demonstrated record of working across academic disciplines in a highly collaborative manner as a champion for the faculty; practices distributed leadership; values expertise from colleagues, empowering and offering ownership in achieving objectives; demonstrated ability to build relationships and partnerships with the business community.

**External Representation:** Has demonstrated an ability to actively engage stakeholders in the community; able to promote the value and relevance of the

Faculty's mission to external stakeholders. Able to act as a bridge to the community and within KPU.

**Learner Centred:** A demonstrated appreciation for students and for the role of a student-focused institution; a real affinity for students and for the elements that contribute to a rewarding campus life.

**Fundraising:** Understands the importance of the development of new and enhanced sources of funding for the Faculty and is committed to be personally engaged in fundraising activities.