



Role Profile

Director, School of Cities
University of Toronto

Vision

The School of Cities will be a world-leading centre for innovative interdisciplinary urban research, education, and engagement. It is where diverse communities will come together to spark new insights and design creative ways for cities and their citizens to thrive.

Mission

The University of Toronto School of Cities convenes urban-focused researchers, educators, students, practitioners, and the general public to explore and address complex urban challenges, with the aim of making cities and urban regions more sustainable, prosperous, inclusive, and just.

Introduction

The School of Cities is a new academic unit at the University of Toronto that brings together scholars – from across a wide range of disciplines across the University’s three Toronto-region campuses – to explore and address complex urban challenges. The School builds upon the University’s extraordinary community of urbanists and urban-oriented [faculty](#) to create a rich, multidisciplinary hub for students and researchers.

The School is focused on addressing critical issues facing cities and their citizens, across Canada and around the world. It provides an intellectual home for faculty, students, and visitors interested in city-focused teaching and research that leverages a cross-disciplinary approach to urban issues. The School has begun forging new partnerships within the University and with external organizations, and aspires to create an urban lab where undergraduate and graduate students, faculty, community and industry partners, and government entities can collaborate on emerging urban problems.



Why a School of Cities?

- More than half of humanity lives in cities
- Global urban population growth tops 60 million annually
- Cities are economic engines, but also focal points of social inequality
- The success of cities – in this century – will determine our collective future

Cities are key to our ability to:

- *ameliorate poverty*
- *generate jobs*
- *raise living standards*
- *address climate change*
- *use energy sustainably*
- *end inequality*
- *address crime and violence*
- *promote sustainable development*
- *generate shared prosperity*

The School's Three Pillars: Research, Education, Outreach

Research

Using a team-based approach that spans disciplines at the University, and involving partners from leading international institutions, the School's large-scale, long-term projects will tackle the most vexing urban challenges by seeking to understand a city's fundamental components and the ways in which they interact. The projects seek not only to develop the underlying theories but also to demonstrate their relevance in urban and community laboratories.

The School's [Urban Pilot Lab](#) is bringing together faculty, students, cities, and communities. Inter-disciplinary undergraduate teams will work with community organizations (including on undergraduate capstone projects), graduate fellows will be placed at city departments or community organizations, and the School will collaboratively develop interdisciplinary research projects that address critical urban issues with private, public, and/or civil society partner organizations.

The School convenes urban-focused researchers, educators, students, practitioners, institutions, and the general public to explore and address complex [Urban Challenges](#), with the aim of making cities, urban regions, and communities more sustainable, prosperous, and just. [Research Grants](#) support long-term, multi-phase projects that include the participation of urban and community organizations, and represent multiple disciplines, Faculties, and departments.



Education

The School of Cities acts as a connective and intellectual hub for students, faculty, and visitors. The School provides opportunities for students to gain first-hand experience in urban research, community-engaged learning, [professional development](#), and extra- and co-curricular activities.

At U of T, city-focused research and teaching are unmatched. The School will contribute to curricular innovation, exposing students and visitors to the latest cross-disciplinary thinking on urban life, and will host a series of [Tri-Campus Conversations](#) and a [Methods Atelier](#).

The School of Cities' [Student Academy](#) is a tri-campus interdisciplinary academic platform dedicated to fostering student academic and social engagement, together with leadership in city-building and urban scholarship. It is a student-led intellectual hub for collaborative learning, professional development, and the pursuit of critical and ethical analysis of complex urban challenges and urban education in the Greater Toronto Area, Canada, and globally.

[Student Fellowships](#) enable current U of T students with strong interest in and passion for urban issues and critical challenges to lead an innovative and impactful project. As part of its mission, [the School of Cities Student Fellowship Award](#) provides a forum for urban-focused interdisciplinary and collaborative learning.

The School offers [International Visiting Postdoctoral Fellowships](#) to international scholars working on cutting-edge, urban-focused research projects. Fellows are required to actively participate in the School of Cities activities and programs, interact with faculty and students, give a seminar, and participate in colloquia to communicate the results of their research during their residency.

The School supports a range of [educational initiatives and curricular innovations](#).

Outreach

The School's outreach and partnerships seek to dissolve the boundaries between the University and the city. The School is a place for inspired, thoughtful, rigorous, and meaningful engagement across a broad spectrum of urban issues. The School supports a wide range of urban-focused research, education, and outreach initiatives.

The School of Cities leverages and amplifies the University's strengths in urban talent, knowledge, ideas, and networks. It advances the role of the University as a city-builder by developing collaborative partnerships and programs with governments, industry, non-profits, and community organizations.

In addition, [by developing partnerships and providing funding](#), the School of Cities supports opportunities to engage in meaningful conversations about the future of urban life.

[Public events](#) are held throughout the year. These include book launches, debates, film screenings, keynote speakers, and panel discussions. These events engage educators, institutions, practitioners, and the public in examining ways in which we can make our cities more sustainable, prosperous, inclusive, and just.



Statement on Institutional Culture and the Practice of Equity, Diversity, and Inclusion

The School embraces equity, diversity, and inclusion as a source of creativity and inspired scholarship. These values are embedded in the School's leadership, institutional culture, and governance structures, manifested across its pillars of research, education, and partnerships/outreach, and foregrounded in its activities. The School aims to reflect the diversity of people and communities of the local urban region, and is especially committed to the active participation of Indigenous peoples and equity-seeking groups.

The School is dedicated to the exploration of urbanism, with attention to the interplay between local and global contexts, and the relationships and networks that shape a sense of place. Locally, its scope will include the cities and metropolitan areas that comprise the Greater Toronto Area. Internal and external partnerships and engagement will be the bedrock of the School, core to each of its three foundational pillars. The School's core values will inform its partnerships and its collaborations with partners, recognizing that communities and their members are not sites or objects of research, but actors and collaborators in knowledge creation and sharing.

The Opportunity

Title: Director, School of Cities

Reports to: Dean, Faculty of Arts & Science (the successful candidate will be appointed to a division/department within that individual's discipline)

Direct Reports: 3 Associate Directors, 3 Senior Staff members

Location: Toronto

The School of Cities is a new, extra-departmental academic locus within the University of Toronto, bringing together scholars from across a wide range of disciplines to explore and address the challenges and potential of our rapidly urbanizing world. The School is building upon the University's extraordinary community of hundreds of urbanists across its three campuses to create a rich, multidisciplinary hub for students and researchers. An extra-departmental unit, the School will not grant degrees, but it will become an important transdisciplinary centre that will have a profound effect on urban life around the world.

A recognized urban scholar, you are highly regarded for your administrative leadership, adaptability, and track record of connecting and collaborating with multiple stakeholders. You will assume responsibility for the growth of a transdisciplinary and boundary-dissolving approach to research, education, and outreach. Collegial, visionary, and politic in equal measure, you will ensure that the School of Cities motivates academics across the University's three campuses to engage with peers to realize the potential of collective exchange. Your ability to inspire meaningful collaborations within the University,



together with public participation and powerful partnerships beyond the academy, will create a vibrant platform for understanding and serving the real needs of urban society around the world.

You embody the ideals of scholarship, research, collaboration, and outreach, and are personally committed to the principles of equity, diversity, and inclusion. You will foster an open and harmonious environment in which faculty, students, and practitioners will excel and the public will be heard. Your goal as Director will be to champion the creation of the world's leading centre of research and applied scholarship dedicated to helping cities become places where all citizens thrive.

Responsibilities

The School of Cities has been operating for one year with an Interim Director and a small team. The next Director will have an opportunity to lead and develop the organization beyond its current nascent state. Recognizing that the nature of a start-up is that roles and responsibilities are still loosely defined, the Director of the School of Cities can be expected to be responsible for:

- Working with stakeholders involved in the establishment of the School, with the Dean of the Faculty of Arts & Science, with the School's advisory boards, with colleagues across the University's three campuses, and with the team to identify and define strategic and operational goals
- Leading the School's community of faculty, staff, students, and practitioners in pursuit of its vision and mission
- Motivating academics across the University's three campuses to engage with peers to realize the potential of collective exchange and meaningful collaborations
- Inspiring bold new paradigms for research planning and applied scholarship – paradigms that not only transcend faculty and division boundaries, but also go beyond the academy and into civil life, urban reality, and the political sphere
- Fostering public participation and powerful partnerships beyond the academy, to create a vibrant platform for understanding and serving the needs of urban society in the Greater Toronto Area and around the world
- Collaborating with University Advancement to meet with donors – corporate, individual, government, and foundations – in order to raise funds for the School
- Ensuring that the School is characterized by a welcoming environment, excellence in research, education, and outreach, and an external focus – all underpinned by collaborative approaches, free exchange, creativity, and applied scholarship
- Coaching and mentoring team members



- Establishing and maintaining the School's internal and external reputation, and acting as a spokesperson on behalf of the School
- Building, maintaining, and strengthening relationships with urban-focused leaders in academia, civic life, industry, and community services in the Greater Toronto Area and in cities around the world, in order to identify/advance opportunities for the School
- Reporting to funders, fellow academics and practitioners, civic and government leaders, and corporate and community organizations on the efficacy of the School's initiatives
- Establishing appropriate policies and procedures for the School while maintaining the strengths of its start-up culture, including its ability to be nimble in identifying, pursuing, and/or responding to opportunities
- Overseeing the operations of the School – allocating resources and establishing policies, structures, and systems as appropriate and required.

Education and Experience

The Director of the School of Cities will be:

- A full professor and a recognized urban scholar and thought leader
- A leader with a track record of executive academic and operational leadership roles commensurate with the scale of the role of Director of the School of Cities
- An entrepreneurial individual who ideally has worked in or led a new institute, unit, or department
- Experienced in leading a research unit or department that has engaged in research involving multiple Faculties or schools
- A leader with experience in undertaking and supporting public engagement and knowledge mobilization, especially in complex environments
- Experienced in working collaboratively with community, business, and/or government partners/participants (both local and international)
- Ideally experienced in fundraising.



Competencies and Attributes

The Director of the School of Cities will be:

- A champion of collaboration
- An inspiring, energetic leader who encourages innovation
- An entrepreneurial builder who has led teams through change
- Able to develop and successfully implement strategies and operating plans
- Committed to fostering applied research that crosses disciplinary boundaries
- A trustworthy and compelling communicator across all dimensions – a motivating speaker and an active listener
- An energetic, enthusiastic, participative leader who builds and actively maintains relationships of trust and respect with students, faculty, staff, advisors, peers, and internal and external partners and stakeholders
- A leader who supports and empowers the team, mentors and develops the capabilities of faculty, staff, and students, and celebrates collective achievements
- Able to navigate complex situations and collaboratively identify solutions
- Willing and able to ask prospective funders and donors to support the work and projects of the School
- At ease with new people – open and authentic
- Diplomatic, objective, and fair, with excellent convening and facilitation skills
- Embodying values of community, equity, diversity, inclusiveness, and environmental stewardship
- Wise, with sound judgment and high emotional intelligence
- Values-driven – always operating with transparency and integrity.



University of Toronto

The University of Toronto is committed to being an internationally significant research university, with undergraduate, graduate, and professional programs of excellent quality. – U of T Mission

The University of Toronto is consistently ranked as one of the world's leading institutions of higher learning, and is renowned for its excellence in teaching, research, innovation and entrepreneurship, which drives economic growth and promotes social well-being around the globe. The quality and range of the University's programs – undergraduate, graduate, and professional – span all disciplines and professions and attract top faculty and students from across Canada and around the world every year.

Located in the vibrant, diverse city of Toronto, U of T is also renowned for its leadership in professional education, its pre-eminence in graduate education, its three historic federated universities (Victoria, Trinity, and St. Michael's); and its tradition of strong senior leadership. U of T is a global institution, with an extensive alumni network of over half a million people in over 190 countries and territories.

The University of Toronto encompasses 18 faculties and schools, more than 100 departments, and 170 research centres and institutes across three campuses. The University spans the cosmopolitan city of Toronto, with courses offered at campuses in downtown Toronto (St. George), Mississauga (UTM), and Scarborough (UTSC), and in the acclaimed clinical and research centres of its nine fully affiliated teaching hospitals. Together, they attract over \$1.3 billion in research grants and contracts each year. U of T also supports a vigorous program of commercialization and entrepreneurship through its nine incubators and accelerators, and is known as one of North America's leading universities in the creation of start-up companies. With more than 20,000 faculty and staff, some 90,000 students enrolled across the three campuses, and an annual operating budget of \$2.7 billion, the University of Toronto is one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers.

Fully committed to teaching and research as complementary facets of scholastic achievement, U of T is consistently ranked among the top 25 universities in the world for teaching, research, and innovation, and also leads in disciplinary excellence with top-ranked departments in fields ranging from neuroscience to geography to philosophy. The Association of Research Libraries (ARL) ranks the U of T Libraries third in North America, after Harvard and Yale.

Recently, U of T was ranked 12th in the world for the employability of its graduates. U of T alumni are major economic drivers, having founded 190,000 ventures across all major industries, generating hundreds of billions in annual revenues, and employing millions of people globally. U of T graduates also include many thousands of distinguished researchers, teachers, creative artists, decision-makers, and persons of influence, including prominent federal, provincial, and municipal politicians, global business leaders, and eminent philanthropists.

President Meric Gertler has identified enhancing undergraduate education, deepening international collaboration, and leveraging the University's position in the Greater Toronto Area – one of the world's most diverse urban regions – as the University's top three strategic priorities. Additional information is available at utoronto.ca.



Location: Toronto, Ontario

The School of Cities is ideally situated in a global, multicultural city that serves as its local laboratory. Located on the University of Toronto's St. George campus in Toronto, the School of Cities will engage faculty and students across all three of the University's campuses: St. George, UTM, and UTSC.

St. George

Toronto is one of the world's most diverse cities, with more than 100 dialects and languages spoken, and representation from across all cultural groups. North America's fourth largest city, Toronto has 6.4 million residents contributing to its economic, social, and cultural life. Despite its size, Toronto is known for its characteristic friendliness, safety, and liveability. The [Economist](#) rates Toronto as the safest city in North America, and in its annual Quality of Life Ranking, [Mercer](#) rated Toronto 16th in 2017.

Toronto is Canada's financial and business capital. A dynamic, diverse, and expanding city, Toronto makes an ideal location for companies looking for a competitive edge. Toronto's economy is one of the most diverse in North America, and it is fast becoming a leading hub for technology start-ups – it is the third-largest technology sector on the continent, which includes more than 15,000 companies and over 400,000 employees in areas ranging from artificial intelligence to quantum computing and more. The pace of residential building projects reflects the city's rapid rate of growth; Toronto leads all North American municipalities in new, large-scale development projects, with 185 high-rise buildings currently under construction.

Toronto also boasts a wealth of creative talent and is home to more than 70 film festivals, including the annual Toronto International Film Festival. It is also home to internationally recognized symphony, ballet, and opera companies – the Toronto Symphony Orchestra, the National Ballet of Canada, and the Canadian Opera Company. Toronto boasts more than 200 professional performing arts organizations, including the famous Mirvish Productions, and countless commercial and not-for-profit galleries and museums.

Toronto is a city of festivals, including Nuit Blanche, Winterlicious, Pride Week, and the Cavalcade of Lights Festival and Exhibit, which collectively attract more than 2.5 million residents and tourists each year. The city has over 50 major attractions including heritage sites, cultural centres, and zoos, and is home to seven professional sports teams. Additional information is available at [City of Toronto](#) and [Toronto Now](#).

UTM

UTM, one of three U of T campuses and the University's second-largest division, was established in 1967. The campus is the leading provider of university education in the western Greater Toronto Area through its 15 academic departments; an Institute for Management and Innovation with a distinct emphasis on sector-oriented interdisciplinary management education; and an Institute of Communication, Culture, Information and Technology. UTM's 147 programs cover 90 areas of study. The campus is



also home to the Mississauga Academy of Medicine – a medical education and research facility involving collaboration among UTM, the Faculty of Medicine, and three major hospitals. The campus population numbers approximately 13,700 undergraduate students and 575 graduate students, along with 2,300 full- and part-time employees, including 915 permanent faculty and staff. In accordance with the University’s strategic vision outlined in *Towards 2030*, UTM is expected to see substantial further growth in undergraduate and graduate programs and enrolment within a differentiated campus model.

UTM offers learning opportunities within a research-intensive environment – a defining feature of U of T’s undergraduate experience – and places strong emphasis on student success. The latter is aided by a series of curricular and co-curricular transition programs through the Office of Student Transition, language and academic-culture bridging through ACE@UTM, and Facilitated Study Groups through Robert Gillespie Academic Skills Centre and numerous other initiatives. I-CUBE, a business incubator to support student entrepreneurship, was established in 2014.

The campus is located in the city of Mississauga on 225 acres of protected greenbelt along the Credit River, 33 kilometres west of U of T’s downtown Toronto campus. The modern campus boasts a number of award-winning facilities, including the Hazel McCallion Academic Learning Centre (library and information complex), and the Recreation, Athletics and Wellness Centre. Additional information is available at utm.utoronto.ca.

Mississauga is Canada’s 6th largest city, with a culturally diverse population of approximately 750,000, a vibrant economy, and excellent educational and recreational facilities. Mississauga is consistently rated as one of the safest cities in Canada, has a diversified high-tech and knowledge economy, and hosts the Canadian headquarters of approximately 60 Fortune-500 companies. Additional information is available at mississauga.ca.

UTSC

Located in the Highland Creek area of Scarborough, UTSC is both a green and growing campus. Undergraduate enrolment now exceeds 12,000 students. Seventeen per cent are international, representing 81 countries. UTSC faculty and students take an active role in their urban environment through more than 40 community partnerships. The campus enjoys a vibrant association with the eastern Greater Toronto Area by providing access to art exhibitions, theatrical and musical presentations, conferences, public lectures, and sporting events.

UTSC programs are research-intensive and encompass a broad range of disciplines in the arts, humanities, management, sciences, and social sciences. The campus is acclaimed for pedagogical innovation, including 46 cooperative programs that place undergraduates in work positions as part of their studies. UTSC comprises 15 autonomous academic departments and centres; cross-appointments foster a culture of cooperation with other campuses.



The recently completed LEED Gold Environmental Science and Chemistry Building combines state-of-the-art laboratories with flexible teaching spaces. The LEED Gold Toronto Pan Am Sports Centre, built for the 2015 Pan Am & Parapan American Games, provides students, faculty, and staff with exceptional facilities for recreational and co-curricular sport and physical activity, as well as research. UTSC students demonstrated their commitment to outstanding facilities by contributing \$30 million to the construction of TPASC through a levy. Additional information is available at utsc.utoronto.ca.

Acknowledgement of Traditional Land

For thousands of years, the land on which the University of Toronto operates has been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and the University is grateful to have the opportunity to work on this land.

Application Information

Regularly named one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers, the University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons/persons of colour, women, Indigenous/Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas. Please note that while all qualified candidates are encouraged to apply, applications from Canadians and permanent residents will be given priority. In accordance with the Accessibility for Ontarians with Disabilities Act, accommodation will be provided to individuals with disabilities throughout the recruitment process.

The Director of the School of Cities will take office in 2020; consideration of candidates will begin immediately. Please direct confidential inquiries and/or applications to Project 190408 at caldwellpartners.com/apply.php or via email to hiring@caldwellpartners.com.

Caldwell Partners Team

Our goal is to ensure you have a positive experience with our client, the University of Toronto, and with us. Should you have any questions at any time during this confidential process, please feel free to be in touch with us.

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