



UNIVERSITY OF  
TORONTO



# Position Profile

Dean, Faculty of Information (iSchool)  
University of Toronto

## The Opportunity

The University of Toronto is conducting an extensive search for Dean of the Faculty of Information (iSchool), to take office by July 1, 2021, and invites expressions of interest, applications, and nominations. This is an exciting opportunity to join one of the world's leading information and knowledge management schools that is transforming society through collaboration, innovation, and knowledge creation.

## The University

*"The University of Toronto is committed to being an internationally significant research university, with undergraduate, graduate, and professional programs of excellent quality."*

- Mission

Established in 1827, the University of Toronto (U of T) has evolved into Canada's leading institution of learning, discovery, and knowledge creation and is one of the world's top research-intensive universities. It 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. Located in the vibrant and 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 truly global institution, with an extensive alumni network of over half a million people in over 190 countries and territories.

The University of Toronto encompasses 20 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, and Scarborough, and in the acclaimed clinical and research centres of its nine fully affiliated teaching hospitals. Together, they attract over \$1.2 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. U of T has more than 21,500 faculty and staff, some 90,000 students enrolled across the three campuses, and an annual operating budget of \$2.7 billion.



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Fully committed to teaching and research as complementary facets of scholastic achievement, the University of Toronto is consistently ranked among the top 25 universities in the world for innovation, teaching, and research impact. U of T was recently ranked 15th in the world for graduate employability, and U of T's alumni include distinguished researchers, teachers, decision-makers, prominent politicians, global business leaders, and eminent philanthropists. The University supports a renowned commercialization program through a network of entrepreneurial accelerators and is located in one of the most diverse, vibrant, and inviting cities in the world. U of T is also recognized as one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers.

President Meric Gertler has identified City-Building, International Partnerships, and Transformative Education as the University's top three strategic priorities. These are the University's commitment to achieving the goals set out in its Towards 2030 plan – to enhance and strengthen U of T's standing as a globally ranked research powerhouse and leader in research-intensive education. Additional information about the University is available at [www.utoronto.ca](http://www.utoronto.ca).

## The Faculty of Information

The Faculty of Information (iSchool) is one of the world's most important information and knowledge management schools. It is a Tier One Member of iSchool, an international association of universities that lead and promote programs for the information field worldwide. The Faculty excels at educating the next generation of professional and academic leaders in information, communications, and technology. The Faculty is leading the way in shaping and transforming these fields through ground-breaking interdisciplinary research and teaching.

The iSchool at the University of Toronto is a research-intensive Faculty active in areas of information-related inquiry – creation, organization, storage, access and retrieval, dissemination, preservation, conservation, and policy – in a multitude of settings and environments. The Faculty is proud to have maintained its internationally recognized American Library Association (ALA) accreditation since 1937, and it was the first Faculty in Canada to create a PhD program in Information Studies.

The Faculty aims to provide leadership in the rapidly evolving role of information and technology in society by being flexible and adaptive to new circumstances, and by continuing to draw from established strengths in the stewardship of cultural heritage – libraries, archives, and museums. The Faculty of Information approaches its mandate from the perspective of inclusive excellence, and is reflective of Canada's role in the global community. It is dedicated to the social dimensions of information and technology access, and to the ethics of the changing fields of information, communications, and technology.

The Faculty of Information is a transformative leader in the broad field with a distinct profile of innovative programs and offerings that bridge the social sciences, applied sciences, and humanities. In 2019, the Faculty launched a new Bachelor of Information (BI) – a second-entry professional undergraduate program. Integrating design thinking, critical scholarship, and experiential learning, the BI considers the interactions between information technologies and social worlds, providing students



with the conceptual tools and practical techniques necessary to understand and affect change in a data-intensive society.

The innovative, multi-disciplinary Master of Information (MI) explores information and knowledge management in all its breadth, depth, and richness. The MI offers coursework-only, co-op, and thesis options and has the following concentrations:

- Archives and Records Management
- Critical Information Policy Studies
- Culture and Technology
- Human Centred Data Science
- Information Systems and Design
- Knowledge Management and Information Management
- Library and Information Science
- User Experience Design

Integrating museological theory with experience, the Master of Museum Studies (MMSt) is the only English-speaking master's program of its kind in Canada. With a focus on risk-taking to inspire leadership and innovation in the profession and among students, the MMSt creates graduates who will contribute to communities by improving the relevance of cultural institutions and encouraging social responsibility in a rapidly evolving world. Collaborative specializations within the MI and the MMSt include:

- Aging, Palliative and Support Care Across the Life Course
- Book History and Print Culture
- Environmental Studies
- Food Studies
- Jewish Studies
- Knowledge Media Design
- Sexual Diversity Studies
- Women & Gender Studies

The PhD in Information features advanced scholarly research in the theoretical basis of information, media, technology, and cultural studies, equipping graduates to take on leadership roles in information, communications, and technology environments, including universities, government, non-profit, and private sector industries. Since 2018, the PhD program has offered a concentration in Media,



Technology and Culture (MTC) that provides critical approaches and methods in analyzing the cultural, material, social, and economic foundations of media and information technology. The Faculty of Information also offers a Diploma of Advanced Study in Information Studies for professionals who wish to advance their professional standing, develop a specialization, or redirect their career.

Faculty members at the iSchool participate in diverse, ground-breaking, interdisciplinary research that investigates information in its many manifestations and are leading the way in shaping the information field. Many graduate faculty members are also appointed to the Institute of Communication, Culture, Information and Technology (ICCIT) at the University of Toronto Mississauga and the Department of Arts, Culture and Media at the University of Toronto Scarborough. The Faculty is home to the following innovative institutes and laboratories:

- The McLuhan Centre for Culture and Technology
- The Digital Curation Institute
- The Identity, Privacy & Security Institute (IPSI)
- The Knowledge Media Design Institute
- The Technoscience Research Unit
- Critical Making Laboratory
- Artificial Intelligence for Justice
- Technologies for Aging Gracefully
- Critical Games
- Sensory Information Processing

For more information about the Faculty of Information (iSchool), please visit [www.ischool.utoronto.ca](http://www.ischool.utoronto.ca).

## The Role and Mandate

The Dean of the Faculty of Information will provide dynamic national and international leadership to enhance the Faculty's endeavours, promote excellence and inclusion amongst all faculty, staff, and students, and relate successfully to a wide range of internal and external partners. Reporting to the Vice-President and Provost, the Dean will be a part of the senior leadership of the University of Toronto and will provide visionary strategic leadership in academic planning, creating an environment that promotes research innovation and excellence, and in the development and delivery of outstanding academic programs and services that meet the changing needs of students.

As the Faculty's academic leader, the Dean works with its distinguished faculty members to foster innovation, enhance its research and teaching, and its international impact. The Dean is responsible for fundraising, advancing, and promoting the Faculty and its capabilities to new and existing networks of



governments, universities, libraries and cultural institutions, community partners, corporations, foundations, and non-governmental organizations. The Dean will be expected to provide leadership in the following areas:

- Ensuring and promoting excellence in the Faculty's academic, research, partnership, and public engagement activities as an information, communications, and technology school.
- Articulating the vision of the Faculty and developing, implementing, and adapting ideas and visions as the Faculty and University meet the needs of faculty, staff, students, and the community.
- Encouraging and fostering the development and delivery of high quality and innovative undergraduate, graduate, and professional programs, and ensuring the Faculty's student growth and availability of quality experiential and practicum opportunities are developed and supported.
- Championing the Faculty's collaborations and multidisciplinary initiatives, and actively seeking out these opportunities within the University of Toronto and elsewhere.
- Continuing to develop the Faculty as a centre of learning that is diverse, inclusive, accessible, welcoming, responsible, and supportive.
- Collaborating with the Institute of Communication, Culture, Information and Technology (ICCI) at the University of Toronto Mississauga and the Department of Arts, Culture and Media at the University of Toronto Scarborough.
- Attracting and retaining diverse and superior faculty, students, and staff while encouraging synergy, co-operation, and collegiality, and promoting integration among all areas and programs within the Faculty.
- Serving as an advocate for the Faculty and the University by interacting effectively with other educational institutions, libraries, businesses, and government, while continuing to build strong relationships with, and generate funds from alumni, the external community, and other supporters.
- Ensuring a world-class infrastructure by effectively managing the Faculty's budget and resources, while continuing to update physical facilities and information technology.

## The Candidate Qualifications

The successful candidate will be an accomplished and visionary scholar and administrator who has demonstrated transformative accomplishments in education and research, and has a history of academic leadership that reflects a commitment to inclusive excellence. The new Dean will possess an open and collegial style, a creative approach to problem solving, outstanding management, communication, and interpersonal skills, and a record of building strong teams and engaging with the community. The ideal candidate will have demonstrated intellectual and ethical leadership as a



convener, ambassador, collaborator, and catalyst in mobilizing institutional and community stakeholders to promote equity, diversity, and inclusion. The ideal candidate will further demonstrate empathy and first-hand experience engaging with the wide range of disciplines, interests, and people represented at the University of Toronto.

While the search committee recognizes that no one candidate is likely to meet all of the following qualifications in equal measure, they are desirable and will be used in the assessment of candidates for the position:

- A high level of scholarship and intellectual acumen, a distinguished record in teaching and research that will allow for appointment at the rank of full Professor, and successful senior academic administrative experience.
- The ability to articulate the vision of the Faculty of Information and appreciate its history and evolution in terms of its strengths in both cultural heritage and information studies.
- A commitment to promoting excellence in both traditional and emerging areas of information studies research, teaching, public engagement, and innovative partnerships, and to continue expanding the Faculty's research capacity, international exposure, public profile, and fundraising capabilities.
- The patience, resolve, and flexibility to deliver academic leadership by example, build consensus, resolve conflict, and bring about constructive change, with all the required consulting, listening, planning, persuading, explaining, and implementing skills.
- The ability to effectively engage and co-ordinate with related programs and faculty members on all three campuses of the University of Toronto.
- A partnership maker with entrepreneurial skills, new ideas, energy, and public presence who can build bridges and develop positive and sustainable relationships, both within the Faculty and the University and between the academic world and the local community.
- Strong communication skills in listening, speaking, and writing, and the ability to interact successfully with multiple constituencies and stakeholders and promote the Faculty both internally and externally.
- Supportiveness and the ability to mentor and encourage junior faculty members and staff.
- A consistently demonstrated sense of fairness and commitment to equity, diversity, and inclusion, and sensitivity to the broad range of personalities, backgrounds, and viewpoints within a university Faculty. The Dean will create an environment that is welcoming and supportive to all and will lead in promoting equity, diversity, and inclusion in all of the Faculty's internal and external relationships.



- A genuine interest in students, including a commitment to the student-centred environment of the University of Toronto, enhancing the student experience, and the Faculty’s research and teaching roles.
- Energy, inner strength, and optimism, with a personal style that honours collegiality, values listening, fosters consensus, and inspires respect and trust from students, staff, and faculty.

## The City

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. As Canada’s largest urban centre, its 2.5 million residents contribute to Toronto’s economic, social, and cultural life. Despite its size, Toronto is known for its characteristic friendliness, safety and liveability. Toronto’s economy is one of the most diverse in North America and its pace of residential and commercial building projects reflects the city’s rapid rate of growth.

Toronto is Canada’s financial and business capital. As 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 its pace of residential and commercial building projects reflects the city’s rapid rate of growth. The Greater Toronto Area has become a leading hub for technology start-ups—it is the third largest technology sector on the continent, including more than 15,000 companies and over 400,000 employees in areas ranging from artificial intelligence to quantum computing and more.

Toronto also boasts a wealth of creative talent and is home to more than 70 film festivals and internationally recognized performing arts companies, including the Toronto Symphony Orchestra, the National Ballet of Canada, and the Canadian Opera Company. Toronto boasts more than 200 professional performing arts organizations, countless commercial and not-for-profit galleries and museums, and 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.

## The Process

As 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. In accordance with the AODA, accommodation will be provided to individuals with disabilities throughout the recruitment process. Please note that all qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.



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The Search Committee will begin considering potential candidates immediately and will continue until the positions are successfully filled. Applications should include a letter of interest, a curriculum vitae, and the names of three references (who will not be contacted without consent of the applicant), and may be submitted in confidence, electronically, to the University's executive search consultants:

**Laverne Smith & Associates Inc.**

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