



## Position Profile

# Dean, Faculty of Information (iSchool)

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UNIVERSITY OF  
**TORONTO**

# The Opportunity

The University of Toronto is conducting a search for a new Dean of the Faculty of Information (iSchool) to take office by July 1, 2023, and invites expressions of interest, applications, and nominations. This is an exciting opportunity to lead a Faculty that is one of the world's leading information and knowledge management schools—one that is transforming society through collaboration, innovation, and knowledge creation.

At this moment in the Faculty's history, the iSchool at the University of Toronto is in a favourable position for continued growth. Among other plans and work in development, the Faculty is embarking upon a capital campaign that will result in a new building for the iSchool; new faculty members will be appointed, adding to the dynamism and strengths of its existing faculty complement; and, as it relates to curriculum and research, conversations abound regarding pushing into new territory all while valuing and preserving traditional aspects of information studies. Given the size and scope of the University of Toronto—with peer units also excelling in their respective fields—the possibilities for collaboration across the tri-campus system are abundant signaling continued success for the next chapter of the iSchool's evolution. Overall, at this propitious time, the new Dean must be energized by the notion of leading the University of Toronto's iSchool community through an exciting period of renewal and change.



# The University

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

- The University of Toronto Mission

The University of Toronto (U of T) 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 offers courses and supports research across the city 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. This ecosystem attracts over \$1.4 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, over 95,000 students enrolled across the three campuses, and an annual operating budget of \$3.12 billion, the University of Toronto is one of Canada’s Top 100 Employers and one of Canada’s Best Diversity Employers.

## The University (cont'd)

Fully committed to teaching and research as complementary facets of scholastic achievement, U of T is consistently ranked among the top 20 universities in the world for teaching, research, and innovation by the *Times Higher Education*, and also leads in disciplinary excellence with top-ranked departments in fields ranging from neuroscience to geography to philosophy. The University of Toronto Libraries system is the largest academic library in Canada and is consistently ranked in the top ten among peer institutions in North America.

In 2021, 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 [www.utoronto.ca](http://www.utoronto.ca).



# The Faculty of Information (iSchool)

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 all areas of knowledge-related inquiry – creation, discovery, preservation, conservation, and policy – in a multitude of settings and environments, making it a leader in all aspects of information research. 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 Faculty of Information (iSchool) (cont'd)

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 Faculty of Information (iSchool) (cont'd)

The PhD in Information features advanced scholarly research in the theoretical basis of information, media, technology, and cultural studies. Graduates are equipped 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 (ICCI) 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:

- McLuhan Centre for Culture and Technology
- Digital Curation Institute
- Identity, Privacy & Security Institute
- Knowledge Media Design Institute
- Technoscience Research Unit
- Critical Making Laboratory
- Artificial Intelligence for Justice Lab

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



## The Role and Mandate

### Reports to:

Vice-President and Provost

### Key Duties and Responsibilities

The Dean of the Faculty of Information (iSchool) provides visionary strategic direction, academic planning, leadership, and administrative oversight to a Faculty that is home to approximately 1,200 students, 40 faculty members, and 40 members of staff. The new Dean will lead the Faculty to further excellence in teaching and research, and will work collaboratively with internal and external partners to continue to raise its achievements, reputation, and resources.

The Dean is the chief academic and administrative officer of the Faculty, and a member of the University's senior leadership team. 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 (ICCIT) 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 exceptional faculty, students, and staff while encouraging synergy, co-operation, 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 the Faculty of Information Alumni Association, and generating funds from alumni, the external community, granting agencies 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 scholar and administrator who has demonstrated excellence in professional and graduate education, transformative accomplishments in research, a firm commitment to the field of information studies, and dedication to the positive evolution of the field nationally and internationally.

With proven academic leadership experience as well as a record of building strong teams and engaging with the community, the new Dean will possess an open and collegial style, a creative approach to problem solving, and outstanding management, communication, and interpersonal skills.

The new Dean 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.

While the search committee recognizes that no one candidate is likely to meet all the following qualifications in equal measure, the following criteria 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, and successful senior academic administrative experience that includes leading through change and the optimization of finances and resources.

- 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.
- A consistently demonstrated sense of fairness, proven commitment to the values of inclusivity, diversity, equity, anti-racism and accessibility and sensitivity to the broad range of backgrounds, and viewpoints within a university Faculty.
- 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 that are required for effective change management.
- The ability to effectively engage and co-ordinate with related programs and faculty members on all three campuses of the University of Toronto. 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.
- 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.
- 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, teaching, and practice roles. Support for the transformation of the field, and the ability to mentor and encourage junior faculty members and staff.

# The City – Toronto, ON Canada

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 North America's fourth largest city, its 6.4 million residents contribute to Toronto's economic, social, and cultural life. Despite its size, Toronto is known for its characteristic friendliness, safety, and liveability. In 2021, [the Economist](#) rated Toronto as the second safest city in North America, and in its annual Quality of Life Ranking, [Mercer](#) rated Toronto 16th in 2019.

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 it is fast becoming a leading hub for technology startups. It is the third largest technology sector on the continent, and 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, Caribana, and the Toronto International Film Festival which collectively attract more than 2.5 million residents and tourists each year. The city's attractions include heritage sites, cultural centres, zoos, and seven professional sports teams. For more information about Toronto, please visit [Destination Toronto](#).

# Application Process

## How to Apply

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 Peoples of North America, persons with disabilities, LGBTQ+ persons, and others who may contribute to the further diversification of ideas. Please note that all qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority. In accordance with the AODA, accommodation will be provided to individuals with disabilities throughout the recruitment process.

The Search Committee will begin considering potential candidates immediately and will continue until the position is successfully filled. Applications (including a letter of interest and curriculum vitae) can be sent to Jessa Chupik or Jason Murray by emailing [jchupik@bipocsearch.com](mailto:jchupik@bipocsearch.com), or can be submitted through the BIPOC Executive Search mobile app.

## Candidate Personal Information

We respect your privacy as well as your personal information. Any materials received will be kept secure, and will be managed in accordance with the Personal Information Protection and Electronic Documents Act ("PIPEDA") of Canada. For more information about our Privacy Policy, please visit our website.

By providing us with application information (resume, letter, bio, self-identification, etc.) or access to other background information including references (written and/or verbal), you agree that these items were supplied by your consent for the purposes of the hiring process.

# Candidate Charter

## Our Commitment to Candidates:

We require from all team members at BIPOC Executive Search that they uphold the highest standards of *professionalism, fairness, respect, rigorousness, courtesy, light-heartedness, and decorum*. We consider these to be fundamental virtues in the workplace. We work tirelessly throughout the search process to treat all candidates as deserving of our time, energy, and support, approaching them with respect and courtesy, and ensuring—to the best of our abilities—that their experiences are positive. **We also provide an Interview Honorarium of \$100 to all candidates shortlisted for client interview(s) to honour the time spent in preparation for the meeting(s), to be accepted either as cash or donated to a charity of your choosing.**

We strive to:

- approach you from a place of openness, getting to know you as an individual and discussing with candour your interests and goals.
- guard your information securely and confidentially at all times in accordance with applicable acts, protecting your privacy and handling your information sensitively.
- respect your time and communicate outcomes as promptly as possible.
- represent you fairly and equitably to our clients based on the information you have provided and our interactions with you.
- support you through the whole recruitment process, which includes providing CV/resume and cover letter advice as applicable, interview coaching, as well as feedback on performance. If you are presented with an offer of appointment, we will ensure the offer extended by the client organization is fair and equitable.
- be available for regular touch-point meetings after placement to offer continued coaching and helpful resources.
- give honest advice and coaching in the event of any disappointments.
- listen carefully to your feedback about the recruitment process and incorporate the feedback received into our best practices.

## Our Expectations of Candidates:

We ask a few things from our candidates—that you:

- bring a sense of curiosity and openness to feedback opportunities.
- tend to questions or requests in a timely manner, while respecting your own boundaries and commitments.
- to the degree you feel comfortable, inform us of changes to your candidacy status and other search opportunities that you are simultaneously pursuing so that we can collaborate with integrity and authenticity.
- understand that we need time to investigate issues or find responses to questions.
- engage with any coaching or mentorship support with intentionality by taking time to reflect and process new learning.
- be open and forthright, providing us with true and factual information.
- attend meetings on time, to the best of your ability during these busy times.
- raise any issues with us regarding the process to allow us to rectify them.
- let us know about any access needs you have at any point in the candidate development process, to the degree you feel comfortable.
- as we want to ensure both you and the client come away with a win-win experience and outcome, share any possible barriers to accepting the position if offered before the process gets to the negotiation-phase of the search.



[Jason Murray](#)



Erica Ing



[Helen Mekonen](#)



[Urmilla Khan](#)



[Candice Frederick](#)



[Shirley Ley](#)



[Melissa Sumnauth](#)



[Taq Bhandal](#)



[Laurie Toulouse](#)



Jessa Chupik



[Stacy-Ann Buchanan](#)



Stephanie La



Chad Stauber



Zo Vandekas



Avery Jackman



Jessie Skinner



Olivia Shallow

THANK YOU