

## Stakeholder Consultation Schedule - Dean, Faculty of Science

Consultation Meetings			
Stakeholders	Date	Location	Facilitator(s)
Science Department Heads (Computer Science, Biochemistry)	January 31, 2024; 9:00am – 9:45am	IIC2015P (IIC2015 to unlock)	<ul style="list-style-type: none"> <li>• Shauna Quinlan</li> <li>• Tom Chapman</li> <li>• Erika Merschrod</li> </ul>
Staff (Dean's Office) (Invite included: Senior Development Officer, Decanal Assistant, Administrative Officer, Secretary/Front Desk, Grants Facilitation Officers, Interdisciplinary Assistant, Communications Advisor, Graduate Academic Program Officer, Outreach Coordinator) <i>*SAO provided contact list to invite.</i>	February 1, 2024; 10:00am – 11:15am	Core Science Facility; CSF-3201	<ul style="list-style-type: none"> <li>• Shauna Quinlan</li> <li>• Amy Todd</li> </ul>
Science Department Heads (Biology, Chemistry, Earth Science, Mathematics and Statistics, Physics and Physical Oceanography, Psychology, Ocean Sciences)	February 1, 2024; 3:00 – 4:30pm	Core Science Facility; CSF-3201	<ul style="list-style-type: none"> <li>• Shauna Quinlan</li> <li>• Oscar Meruvia-Pastor</li> <li>• Tom Chapman</li> </ul>
Interim Dean of Science; Dr. Travis Fridgen	February 2, 2024; 2:30pm – 3:15pm	Dean of Science Boardroom; C-2001	<ul style="list-style-type: none"> <li>• Shauna Quinlan</li> <li>• Kate Smith</li> </ul>
Associate Dean, Research and Graduate; Dr. Jacqueline Blundell	February 6, 2024; 1:00pm – 2:00pm	IIC2015 or Dean of Science Boardroom; C-2001 (To be confirmed)	<ul style="list-style-type: none"> <li>• Shauna Quinlan</li> <li>• Oscar Meruvia-Pastor</li> </ul>
Acting Associate Dean, Administration and Undergraduate; Dr. Suzanne Dufour			
Senior Administrative Officer; Gina Jackson			
Students (Science Student Society representatives) - <i>*Invite included Psychology (Holly Butt), Earth Sciences (Maria O'Neill), Biology (Sarah Hawkins), Computer Science (Ethan Denny), Ocean Sci (Mary Londero), Biochemistry (Claire Langille), Chemistry (Chloe Penney), Mathematics (Benjamin Robinson), Physics (Galina Sherren)</i>	February 6, 2024; 12:00pm – 12:50pm*  <i>*Pending RSVP confirmation of number of attendees</i>	Microsoft Teams (Virtual)	<ul style="list-style-type: none"> <li>• Shauna Quinlan</li> <li>• Kate Smith</li> <li>• Erika Merschrod</li> </ul>

<b>Consultation Online/Qualtrics Survey</b>			
<i>*Survey approval granted from Institutional Survey Oversight Committee (ISOC) on January 23, 2024</i>			
<b>Stakeholder(s)</b>	<b>Date</b>	<b>Location</b>	<b>Facilitator(s)</b>
Interdisciplinary Stakeholders - Head of School of Fisheries, MI - Interim Dean, School of Science and the Environment, Grenfell - Interim Dean Engineering - Dean of Medicine - Dean of Pharmacy - Interim Dean of Nursing - Garden Director and/or Research Liaison, Botanical Gardens	January 23 <sup>rd</sup> – February 6 <sup>th</sup>	Qualtrics Survey Link	Not Applicable
- Science Faculty (Departmental mailing lists) - Science Staff (Departmental mailing lists) (Including Co-op Program Administrator**) - Science ASMs-CE (Departmental mailing lists)	January 23 <sup>rd</sup> – February 6 <sup>th</sup>	Qualtrics Survey Link	Not Applicable
- Undergraduate Science Society, Departmental Science Societies	January 23 <sup>rd</sup> – February 6 <sup>th</sup>	Qualtrics Survey Link	Not Applicable
- Graduate Student science society	TBD – Seeking contact person to distribute	Qualtrics Survey Link	Not Applicable

*\*\*Invited for meeting, opted preference for survey.*



### Draft Advertising Plan Dean, Faculty of Science Search

Source	Cost*	Posting Length*	Media Type	About
[Redacted content]				

s. 29(1)(a)



s. 29(1)(a)



Source	Cost*	Posting Length*	Media Type	About
[REDACTED]				

s. 29(1) (a)



**Other Potential Ad Sources**

Can include upon request:

Source	Cost*	Posting Length*	Media Type	About
[REDACTED]				

s. 29(1) (a)



NEWFOUNDLAND &  
LABRADOR, CANADA

## Draft Advertising Plan (February 14<sup>th</sup>, 2024)

### Dean, Faculty of Science Search

Source	Cost*	Posting Length*	Media Type	About
[Redacted content]				

s. 29 (1) (a)



NEWFOUNDLAND &  
LABRADOR, CANADA

Source	Cost*	Posting Length*	Media Type	About
[Redacted content]				

s. 29 (1) (a)



NEWFOUNDLAND &  
LABRADOR, CANADA

**Other Potential Ad Sources**

Can include upon request:

Source	Cost*	Posting Length*	Media Type	About
[Redacted]				

s. 29 (1) (a)



**Office of the Provost and Vice-President (Academic)**

P.O. Box 4200, St. John's, NL, Canada A1C 5S7  
 Tel: 709 864 8246 Fax: 709 864 2074 Email: [vpacad@mun.ca](mailto:vpacad@mun.ca)  
[www.mun.ca/vpacademic](http://www.mun.ca/vpacademic)

**CONFIDENTIAL**

**Search Committee Meeting  
 Dean, Faculty of Science**

**February 14<sup>th</sup>, 2024; 11:00am – 12:30pm**

**A3047 (Provost's Office) / Microsoft Teams**

**Agenda**

1. Welcome – Land acknowledgement – J. Lokash  
*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*
2. Overview and Discussion:
  - Stakeholder Consultation Feedback (Document #2) – S. Quinlan
  - Draft Ad (Document #3) – S. Quinlan
  - Draft Advertising Plan (Document #4) – S. Quinlan
  - Draft Timeline (Document #5) – S. Quinlan
3. Next Steps
  - Committee to provide feedback on materials
    - Draft Ad, Draft Advertising Plan, Draft Candidate Brief (Pending)
  - Set next committee meeting
4. Other Business/ Questions

**Search Committee:**

- Dr. Tom Chapman, associate professor, biology, Faculty of Science
- Dr. Oscar Meruvia-Pastor, associate professor, computer science, Faculty of Science
- Dr. Yolanda Wiersma, professor, biology, Faculty of Science
- Dr. Erika Merschrod, professor, chemistry, Faculty of Science
- Dr. Amy Todd, assistant professor, biochemistry, Faculty of Science
- Dr. Pamela Osmond-Johnson, dean, Faculty of Education
- Ms. Roxanne Millan, director, resource allocation and planning
- Dr. Anne-Marie Sullivan, interim dean, School of Human Kinetics and Recreation
- Ms. Kate Smith, student representative, MUNSU
- Dr. Jennifer Lokash, provost and vice-president (academic) pro tempore, chair



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[www.mun.ca/vpacademic](http://www.mun.ca/vpacademic)

**CONFIDENTIAL**

**Search Committee Meeting  
 Dean, Faculty of Science**

**June 3<sup>rd</sup>, 2024; 3:30pm – 4:30pm**

**Provost Office Boardroom A3047 or Microsoft Teams**

**Agenda**

1. Welcome – Land acknowledgement – D. Peters  
*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*
2. Introductions and Opening Remarks – D. Peters
3. Discuss Presentation/Preparation of Candidate Materials – S. Quinlan and D. Peters
  - Follow up on discussion on redacting CVs
  - Self-ID information (Appendix A)
4. Next Steps – S. Quinlan and D. Peters
  - Next Meeting(s)
  - Tentative Interview Dates
5. Other Business/ Questions – S. Quinlan and D. Peters
  - Student replacement

**Search Committee:**

- Dr. Tom Chapman, associate professor, biology, Faculty of Science
- Dr. Oscar Meruvia-Pastor, associate professor, computer science, Faculty of Science
- Dr. Yolanda Wiersma, professor, biology, Faculty of Science
- Dr. Erika Merschrod, professor, chemistry, Faculty of Science
- Dr. Amy Todd, assistant professor, biochemistry, Faculty of Science
- Dr. Pamela Osmond-Johnson, dean, Faculty of Education
- Ms. Roxanne Millan, director, resource allocation and planning
- Dr. Anne-Marie Sullivan, interim dean, School of Human Kinetics and Recreation
- TBD, student representative, MUNSU
- Dr. Dennis Peters, interim associate vice-president (academic), chair



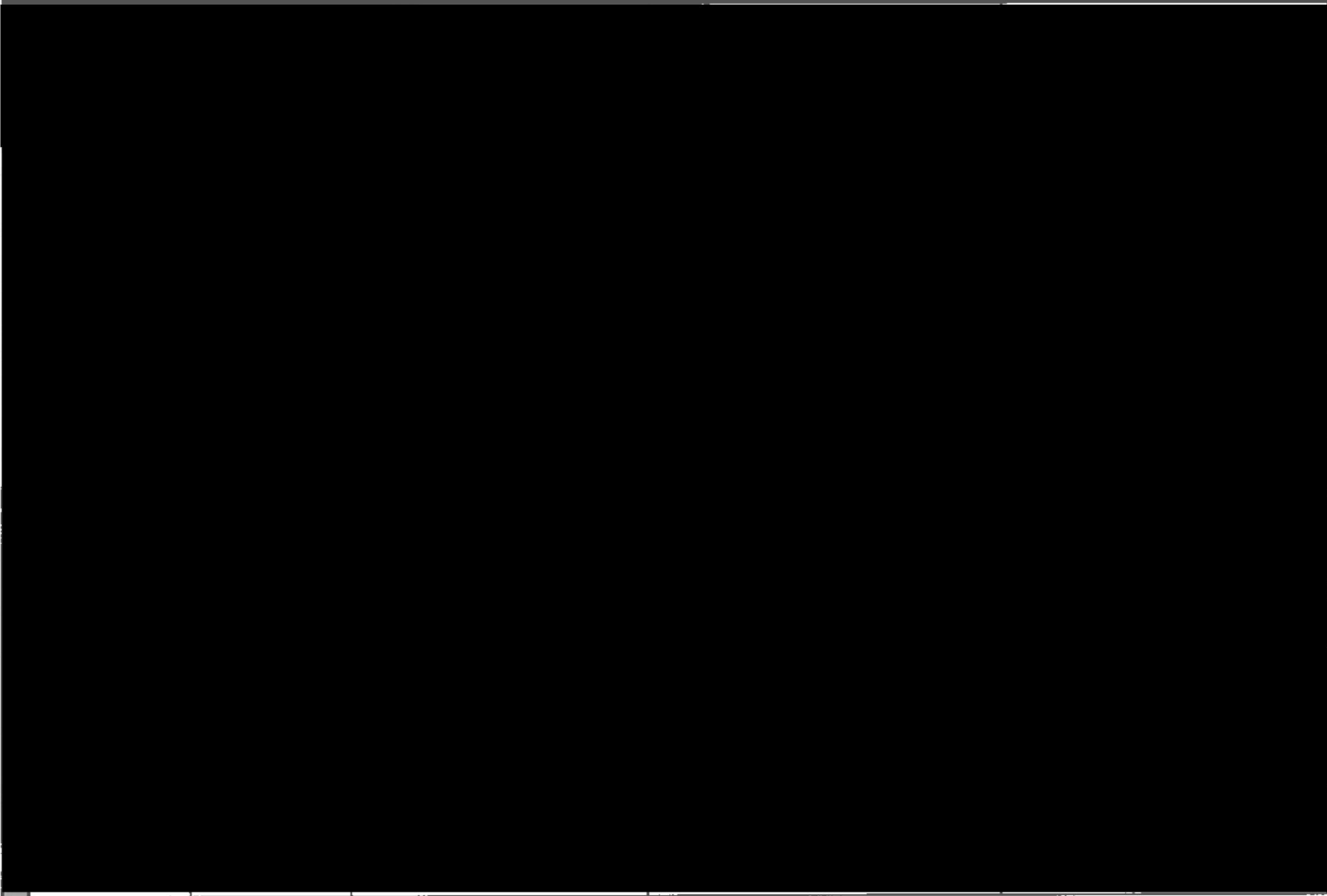
CONFIDENTIAL: Dean, Faculty of Science (Candidate List A) - June 15th

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
[Redacted Content]						

s. 40 (1)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
					Survey not completed	
					Survey not completed	
					Survey not completed	
					Survey not completed	

s. 40 (1)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
					Survey not completed	
					Survey not completed	
					Survey not completed	
					Survey not completed	

s. 40 (1)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
[REDACTED]						
[REDACTED]						

s. 40 (1)

Survey not completed

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
[REDACTED]					Survey not completed	[REDACTED]
[REDACTED]					[REDACTED]	[REDACTED]

s. 40 (1)

CONFIDENTIAL

CONFIDENTIAL: Dean, Faculty of Science (Candidate List B) - June 15th

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity-deserving group?	Canadian / Permanent Resident? (Y/N)	Comments
[Redacted content]							

Survey not completed

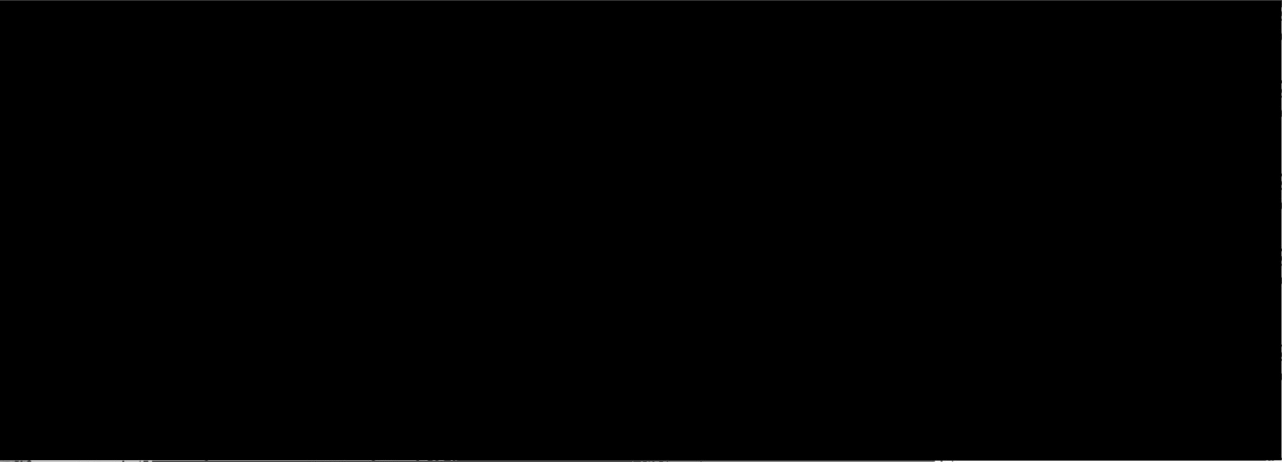

s. 40 (1)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Comments
[REDACTED]						Survey not completed	[REDACTED]
[REDACTED]						Survey not completed	[REDACTED]

s. 40 (1)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Comments
[REDACTED]						Survey not completed	[REDACTED]
Non Canadian or Permanent Resident of Canada							
[REDACTED]						Survey not completed	[REDACTED]
[REDACTED]						Survey not completed	[REDACTED]
[REDACTED]						Survey not completed	[REDACTED]
[REDACTED]						Survey not completed	[REDACTED]
[REDACTED]						Survey not completed	[REDACTED]

s. 40 (1)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Comments
					Survey not completed		
					Survey not completed		
					Survey not completed		
					Survey not completed		
					Survey not completed		

s. 40 (1)

s. 40 (1)



CONFIDENTIAL: Dean, Faculty of Science (Self-ID Summary) June 15

Candidate Last Name	Candidate First Name	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
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Self Identified as Member of Equity Deserving Group			
[Redacted]			

Did not Self Identify as a Member of Equity Deserving Group

[Redacted]			
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s. 40 (1)

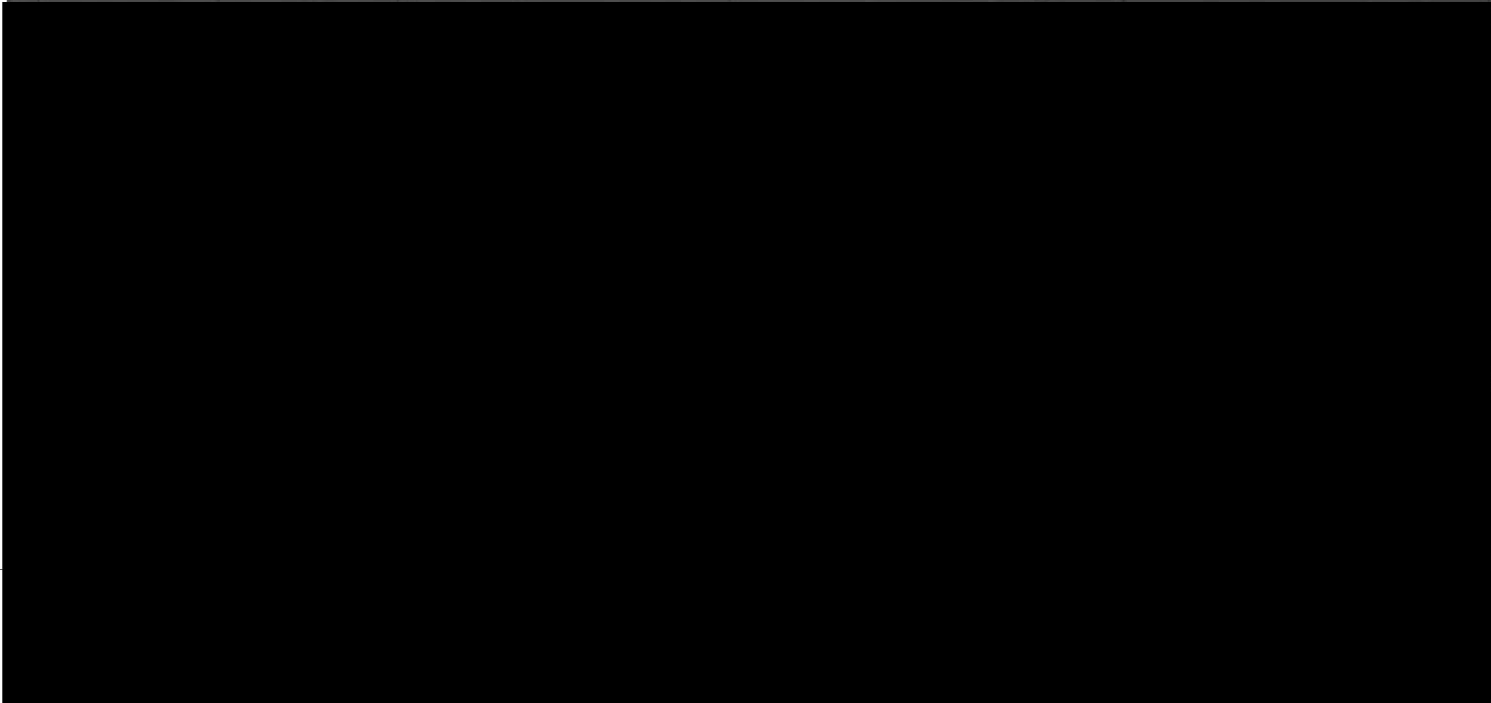
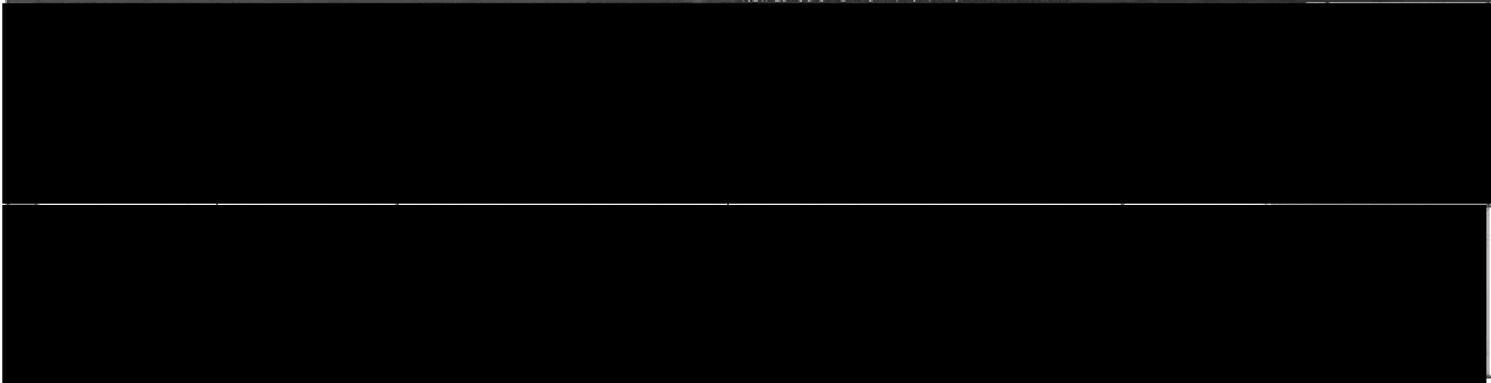
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[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
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[Redacted]		Survey not yet completed	
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[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
[Redacted]		Survey not yet completed	
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[Redacted]		Survey not yet completed	

CONFIDENTIAL: Dean, Faculty of Science (Candidate List A)

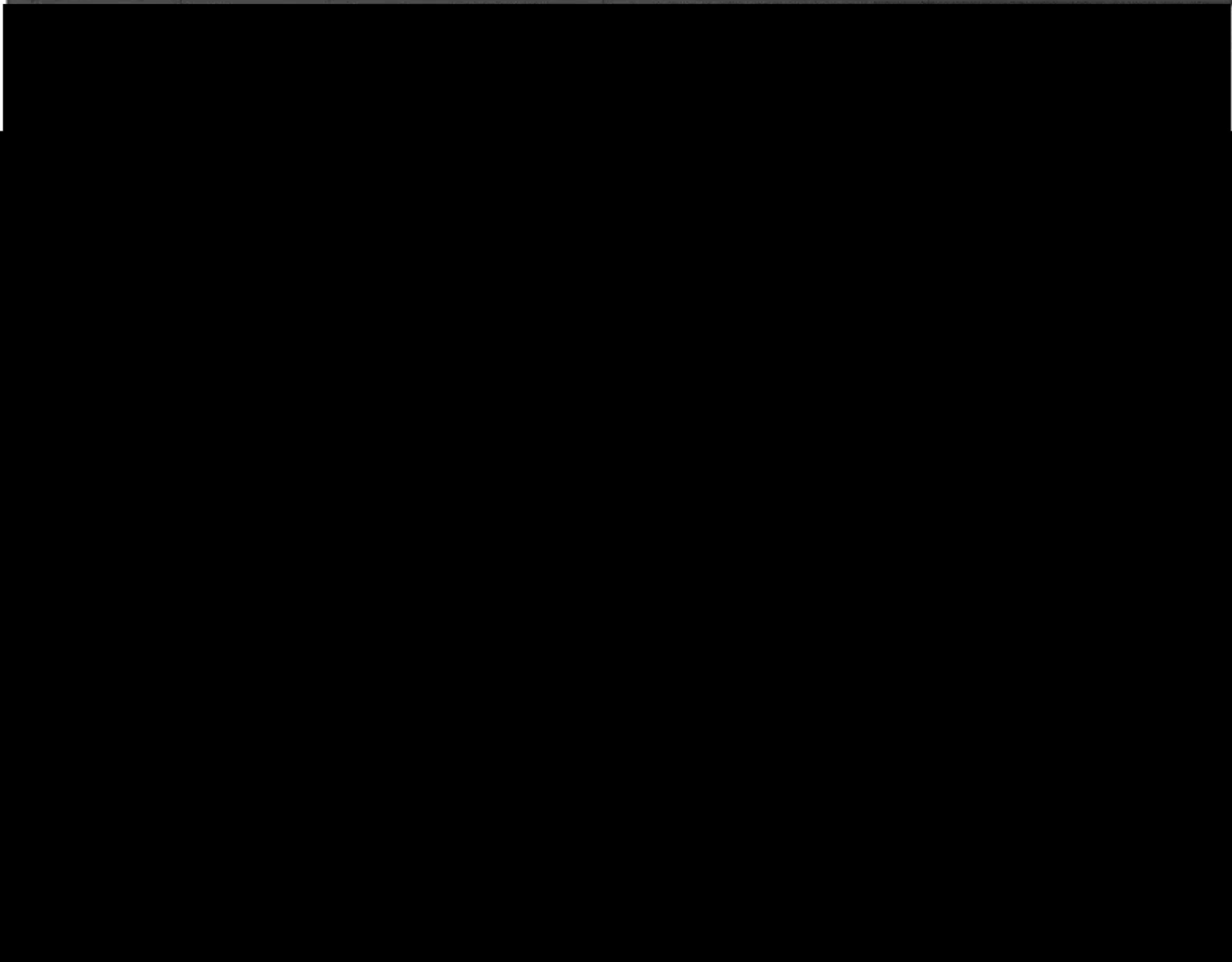
Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
[Redacted Content]						

s. 40 (1)

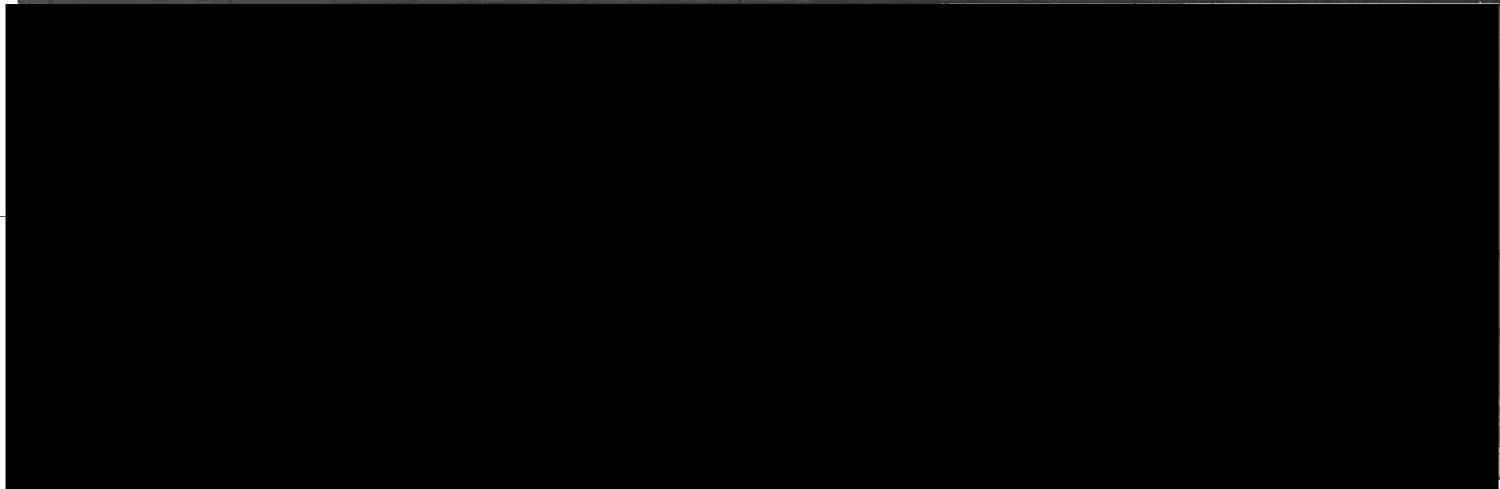

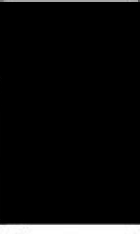
Survey not completed

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
					Survey not completed	
					Survey not completed	
					Survey not completed	
					Survey not completed	
Not Canadian or Permanent Resident of Canada						
					Survey not completed	

s. 40 (1)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degree*	Did the candidate self identify as a member of an equity-deserving group?	Canadian / Permanent Resident? (Y/N)
					Survey not completed	

s. 40 (1)

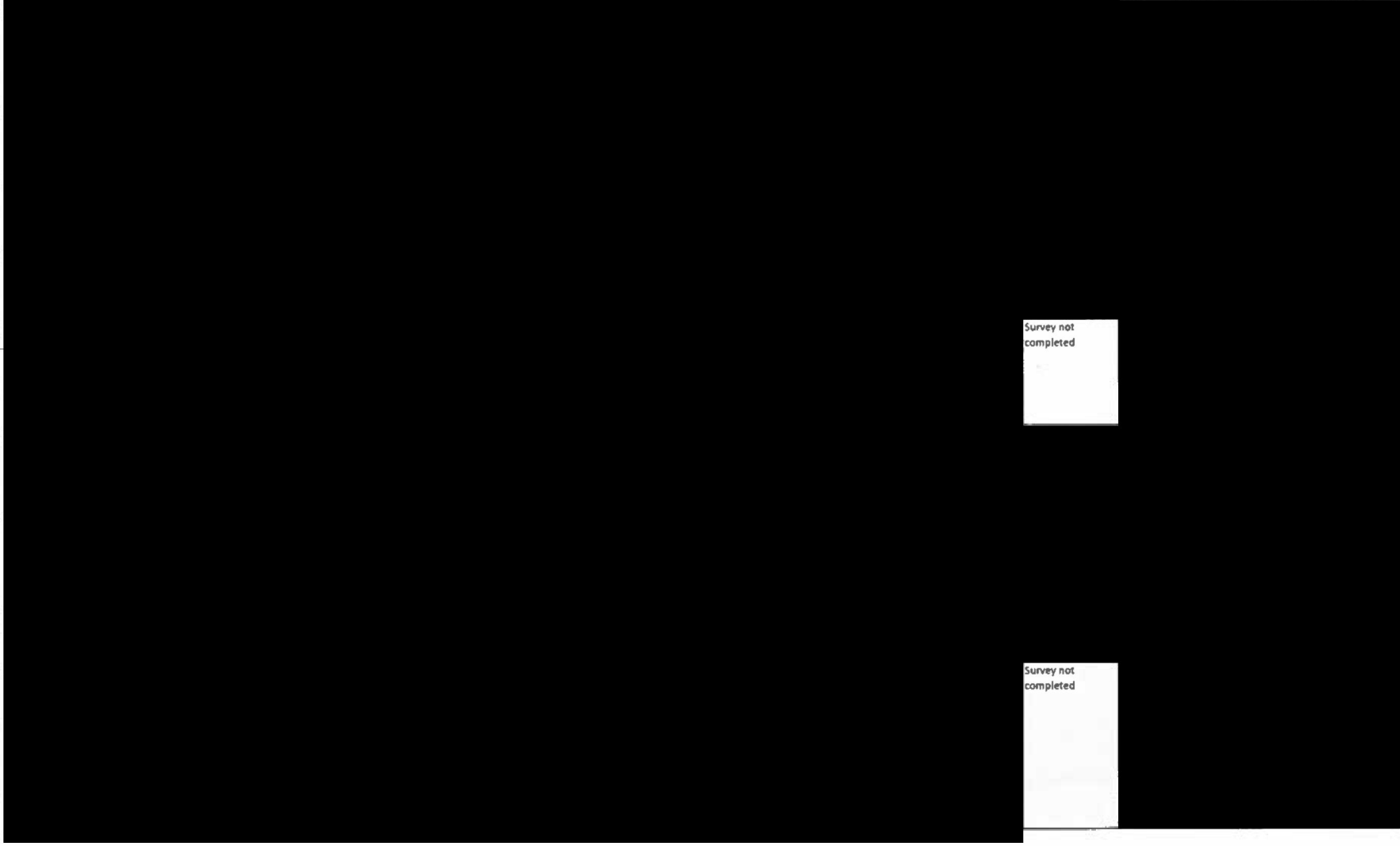
Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)
					Survey not completed	
					Survey not completed	

s. 40 (1)

CONFIDENTIAL

CONFIDENTIAL: Dean, Faculty of Science (Candidate List B)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Comments
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s. 40 (1)

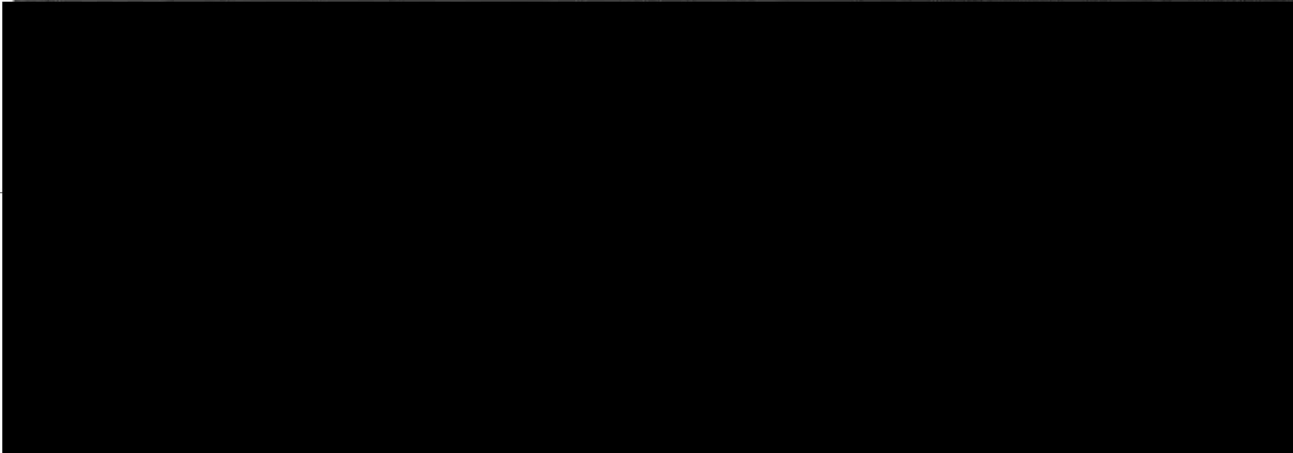
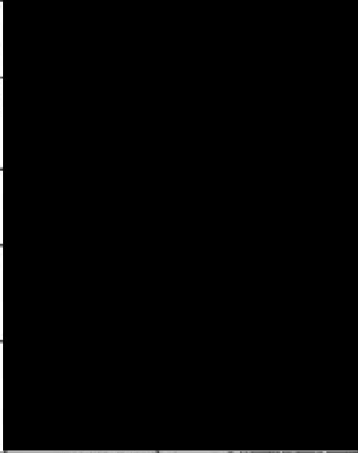
Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Comments
[REDACTED]							

s. 40 (1)

Survey not completed

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Comments
[Redacted]							
Non Canadian or Permanent Resident of Canada							
[Redacted]					Survey not completed	[Redacted]	[Redacted]
[Redacted]					Survey not completed	[Redacted]	[Redacted]
[Redacted]					[Redacted]	[Redacted]	[Redacted]
[Redacted]					Survey not completed	[Redacted]	[Redacted]
[Redacted]					Survey not completed	[Redacted]	[Redacted]
[Redacted]					Survey not completed	[Redacted]	[Redacted]

s. 40(1)

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity-deserving group?	Canadian / Permanent Resident? (Y/N)	Comments
					Survey not completed		
					Survey not completed		
					Survey not completed		
					Survey not completed		
					Survey not completed		

s. 40 (1)

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**Office of the Provost and Vice-President (Academic)**

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[www.mun.ca/vpacademic](http://www.mun.ca/vpacademic)

**CONFIDENTIAL**

**Search Committee Meeting  
 Dean, Faculty of Science**

**June 19<sup>th</sup>, 2024; 2:00pm – 4:00pm**

**A3047 (Provost Office Boardroom) / Microsoft Teams**

**Agenda**

1. Welcome – Land acknowledgement

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

2. Introductions and Opening Comments

- New Student Representative (Hannah Stapleton, replacing Kate Smith)
- Confidentiality and Conflict of Interest

3. Candidate Review and Discussion

4. Next Steps

- Committee Meeting June 25<sup>th</sup>, 1-3pm
- EDI-AR Advisory Committee
- Interview Dates
- Draft Interview Guide

5. Other Business/ Questions

**Search Committee:**

- Dr. Tom Chapman, associate professor, biology, Faculty of Science
- Dr. Oscar Meruvia-Pastor, associate professor, computer science, Faculty of Science
- Dr. Yolanda Wiersma, professor, biology, Faculty of Science
- Dr. Erika Merschrod, professor, chemistry, Faculty of Science
- Dr. Amy Todd, assistant professor, biochemistry, Faculty of Science
- Dr. Pamela Osmond-Johnson, dean, Faculty of Education
- Ms. Roxanne Millan, director, resource allocation and planning
- Dr. Anne-Marie Sullivan, interim dean, School of Human Kinetics and Recreation
- Hannah Stapleton, student representative, MUNSU
- Dr. Dennis Peters, interim associate vice-president (academic), chair

CONFIDENTIAL: Dean, Faculty of Science (Candidates of Interest) - June 19th

Original Number	Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Count
[REDACTED]						Survey not completed	[REDACTED]	[REDACTED]
[REDACTED]						Survey not completed	[REDACTED]	[REDACTED]
[REDACTED]						Survey not completed	[REDACTED]	[REDACTED]
[REDACTED]						Survey not completed	[REDACTED]	[REDACTED]

s. 40 (1)

Original Number	Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Count
[REDACTED]							Survey not completed	
							Survey not completed	

s. 40 (1)

Original Number	Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Count
[Redacted]								
Non Canadian or Permanent Resident of Canada								
[Redacted]							Survey not completed	[Redacted]
[Redacted]							Survey not completed	[Redacted]
[Redacted]							Survey not completed	[Redacted]

s. 40 (1)

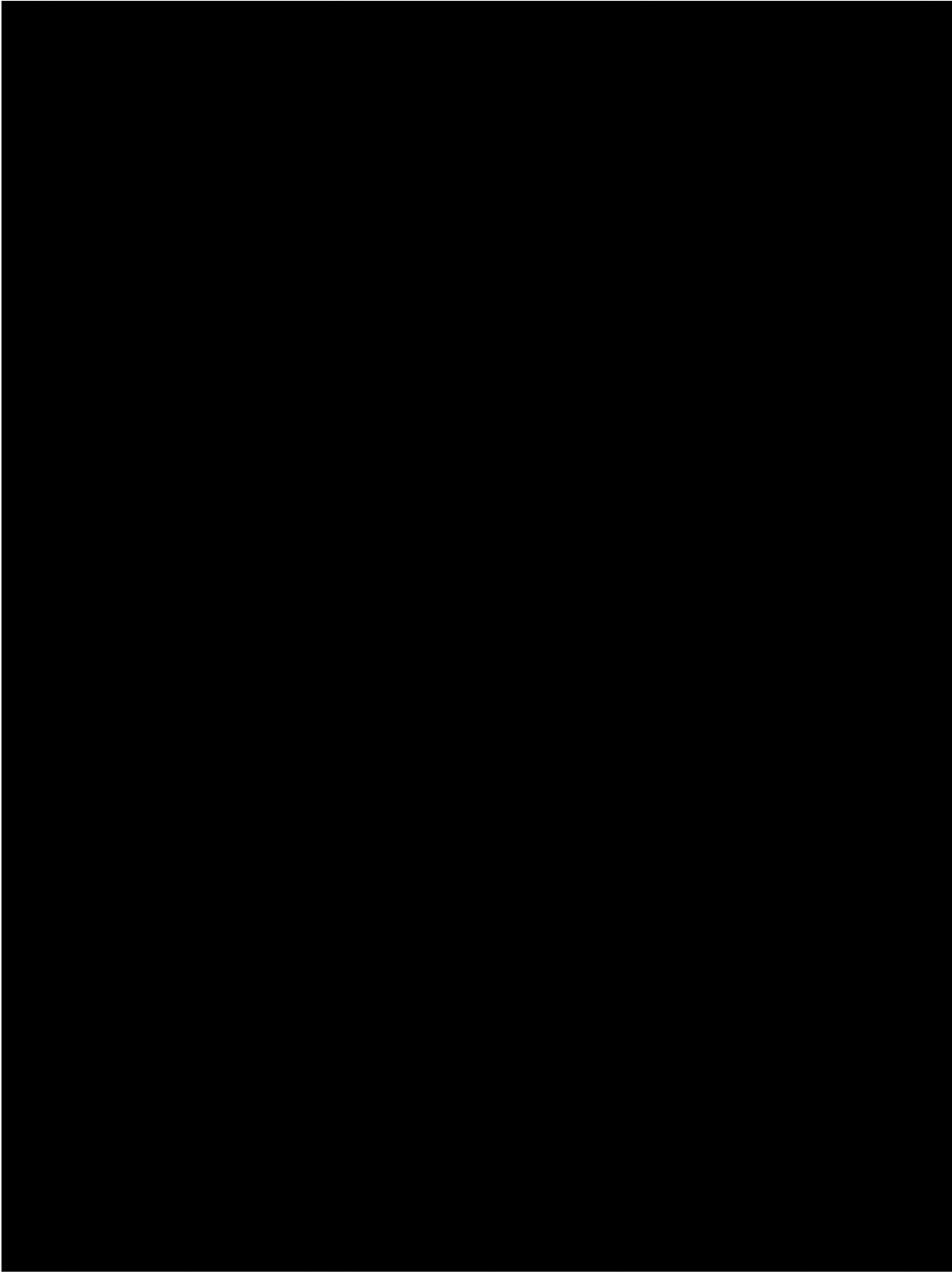
Original Number	Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Count
[Redacted]								

s. 40 (1)

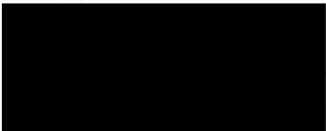
Shauna - DoS search  
Jul 04, 2024, 15:51

- Looks like EDI is clear
- Set up long list interviews [REDACTED] s. 29(1) (a)
- Option A - [REDACTED]
- Option B - [REDACTED] s. 29(1) (a)

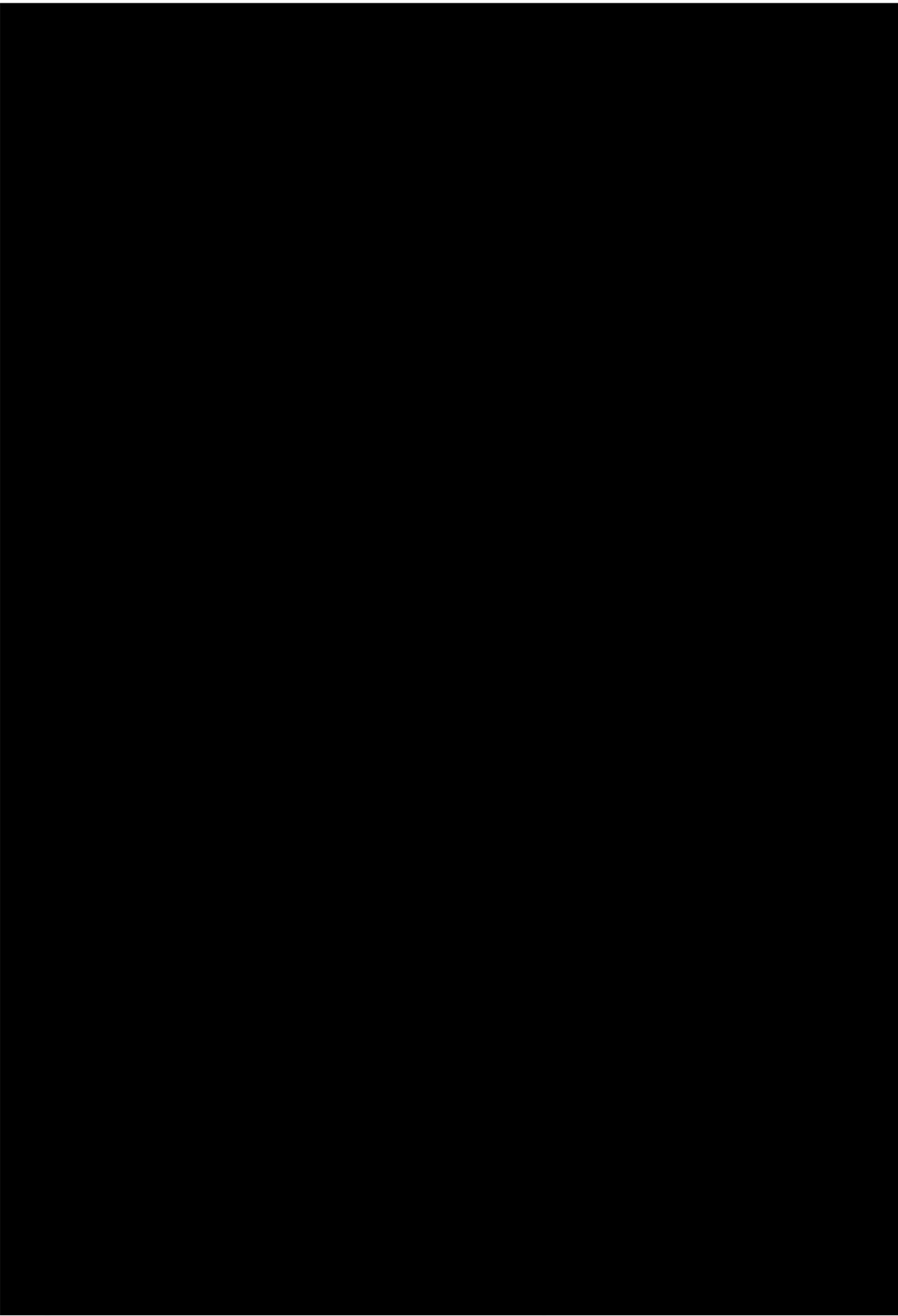
Seach DoS



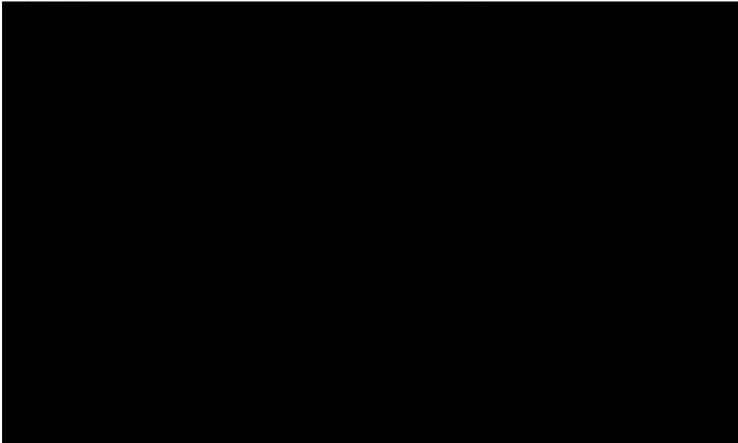
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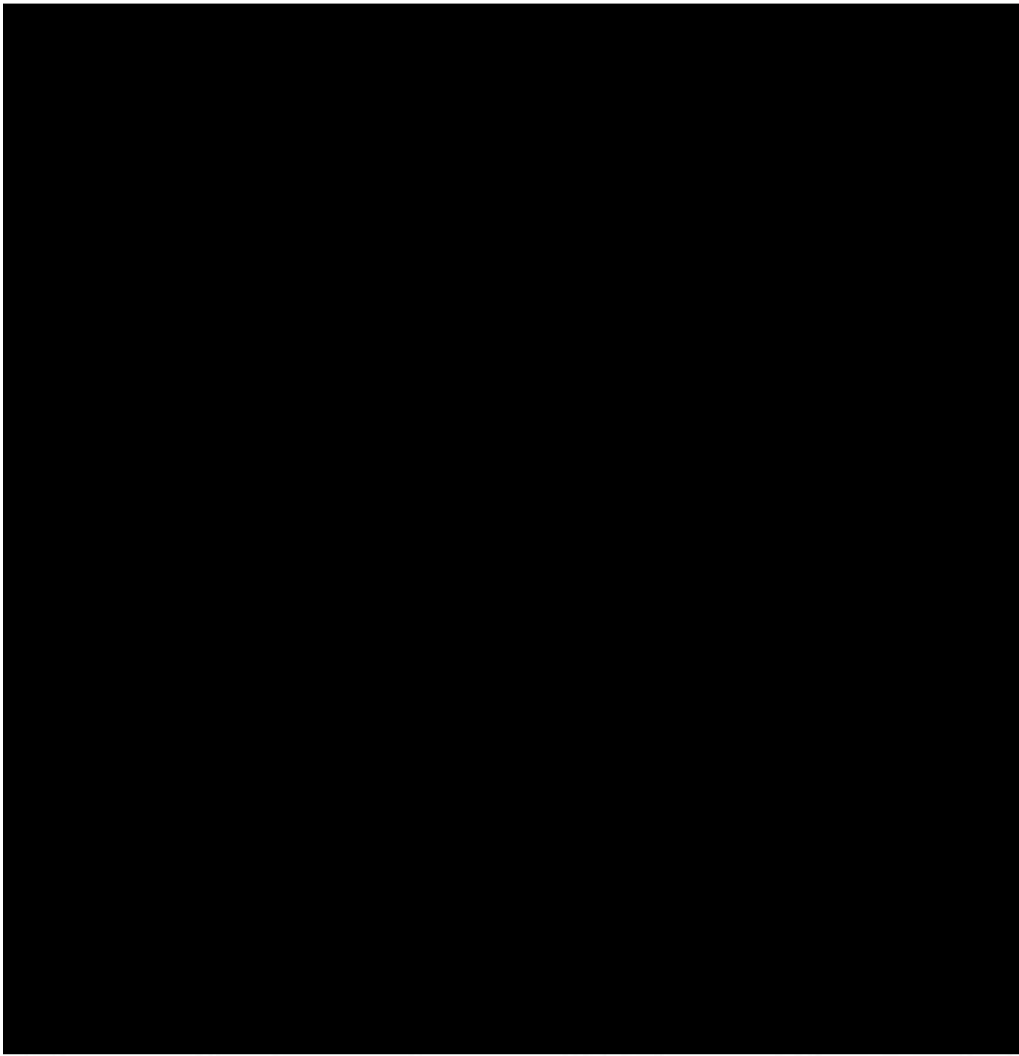
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s. 40 (1)



s. 40 (1)



s. 40 (1)

Dean FoS search  
Aug 21, 2024, 15:46

s. 29 (1) (a), s. 40 (1)



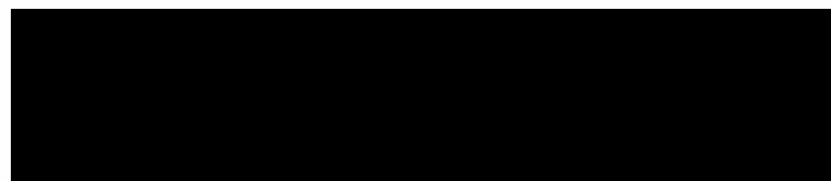
Committee meeting - review of first interviews  
Sep 09, 2024, 13:00

Shortlist: Alison Thompson, Eleni Stroulia, James Gauld

19-09-2024 15:30



s. 29 (1) (a), s. 40 (1)



s. 29 (1) (a), s. 40 (1)

**CONFIDENTIAL**  
**First Interview Schedule**  
**Dean, Faculty of Science**

**Monday, August 19<sup>th</sup>**

- 10:30am – 10:45am: Committee Preparation Discussion
- 10:45am – 11:45am: **Candidate #1 Alison Thompson**
- 11:45am – 12:00pm: Committee Debrief
- **12:00pm – 2:00pm: BREAK**
- *NOTE no pre-meeting before 2pm, please join on time or a couple minutes early if possible*
- 2:00pm – 3:00pm: **Candidate #2** [REDACTED] s. 40 (1)
- 3:00pm – 3:15pm: Committee Debrief
- 3:15pm – 4:15pm: **Candidate #3 James Gauld**
- 4:15pm – 4:30pm: Committee Debrief

**Tuesday, August 20<sup>th</sup>**

- 9:00am – 9:15am: Committee Preparation Discussion/Reconvene
- 9:15am – 10:15am: **Candidate #4** [REDACTED] s. 40 (1)
- 10:15am – 10:30am: Committee Debrief
- 10:30am – 11:30am: **Candidate #5** [REDACTED] s. 40 (1)
- 11:30am – 11:45pm: Committee Debrief
- **11:45pm – 1:30pm: BREAK**
- 1:30pm – 1:45pm: Committee Preparation Discussion/Reconvene
- 1:45pm – 2:45pm: **Candidate #6 Eleni Stroulia**
- 2:45pm – 3:00pm: Committee Debrief

**Monday, August 26<sup>th</sup>**

- 1:00pm – 1:15pm: Committee Preparation Discussion/Reconvene
- 1:15pm – 2:15pm: **Candidate #7** [REDACTED] s. 40 (1)
- 2:15pm – 2:30pm: Committee Debrief

**Tuesday, August 27<sup>th</sup>**

- 1:00pm – 1:15pm: Committee Preparation Discussion/Reconvene
- 1:15pm – 2:15pm: **Candidate #8** [REDACTED] s. 40 (1)
- 2:15pm – 2:30pm: Committee Debrief
- 2:30pm – 3:00pm: Committee Discuss Next Steps / *Plan for full debrief*

**Date(s) TBD**

- (1.5 – 2 hours): Full Committee Debrief



**CONFIDENTIAL**  
**First Interview Schedule**  
**Dean, Faculty of Science**

**Monday, August 19<sup>th</sup>**

- 10:30am – 10:45am: Committee Preparation Discussion
- 10:45am – 11:45am: **Candidate #1 Alison Thompson**
- 11:45am – 12:00pm: Committee Debrief
- **12:00pm – 2:00pm: BREAK**
- *NOTE no pre-meeting before 2pm, please join on time or a couple minutes early if possible*
- 2:00pm – 3:00pm: **Candidate #2** [REDACTED] s. 40 (1)
- 3:00pm – 3:15pm: Committee Debrief
- 3:15pm – 4:15pm: **Candidate #3 James Gauld**
- 4:15pm – 4:30pm: Committee Debrief

**Tuesday, August 20<sup>th</sup>**

- 9:00am – 9:15am: Committee Preparation Discussion/Reconvene
- 9:15am – 10:15am: **Candidate #4** [REDACTED] s. 40 (1)
- 10:15am – 10:30am: Committee Debrief
- **10:30am – 1:30pm: BREAK**
- 1:30pm – 1:45pm: Committee Preparation Discussion/Reconvene
- 1:45pm – 2:45pm: **Candidate #5 Eleni Stroulia**
- 2:45pm – 3:00pm: Committee Debrief

**Monday, August 26<sup>th</sup>**

- 1:00pm – 1:15pm: Committee Preparation Discussion/Reconvene
- 1:15pm – 2:15pm: **Candidate #6** [REDACTED] s. 40 (1)
- 2:15pm – 2:30pm: Committee Debrief

**Tuesday, August 27<sup>th</sup>**

- 1:00pm – 1:15pm: Committee Preparation Discussion/Reconvene
- 1:15pm – 2:15pm: **Candidate #7** [REDACTED] s. 40 (1)
- 2:15pm – 2:30pm: Committee Debrief
- 2:30pm – 3:00pm: Committee Discuss Next Steps / *Plan for full debrief*

**Monday, September 9<sup>th</sup>**

- 1:00pm – 3:30pm: Full Debrief & Decisions on Next Steps

**Withdrew**

s. 40 (1)

- [REDACTED] s. 29 (1) (a)



Office of the Provost and Vice-President (Academic)

P.O. Box 4200, St. John's, NL, Canada A1C 5S7  
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## MEMORANDUM

26 September 2024

TO: Faculty, staff and students in the Faculty of Science

s. 40 (1)

FROM: Jennifer Lokash, provost and vice-president (academic) *pro tempore*

SUBJECT: Candidates for the role of dean, Faculty of Science

I am pleased to share that the search committee for the role of dean of the Faculty of Science has shortlisted the following candidates.

Each candidate will give a public presentation to the university community; the times, dates and locations are noted below.

Dr. Alison Thompson  
 Monday, Oct. 7, 2024  
 9:00-10:00 a.m.

Dr. James Gauld  
 Wednesday, Oct. 9, 2024  
 9:00-10:00 a.m.

Dr. Eleni Stroulia  
 Monday, Oct. 21, 2024  
 9:00-10:00 a.m.

The selection process included consultation to gather feedback from the university community on the opportunities, challenges and priorities for the Faculty of Science, as well as the profile for the next dean. The committee received many strong applications. The committee selected a long list of applicants who were interviewed and assessed against criteria for the position of dean. Following initial interviews and deliberations the committee identified the above shortlisted candidates.

All presentations will take place in person in the Core Science Facility (CSF-1302) with an option to participate virtually. Candidate CVs and information for virtual participation will be available in Brightspace [here](#). MUN login credentials will be needed to access the CVs and presentation links on the Brightspace page. Details will be shared with the university community via Newsline.

As part of the search process, each candidate will have a formal interview, offer a public presentation, and hold meetings with faculty, staff, students and others. Following these visits, the search committee will seek input on the candidates' suitability for the role via Qualtrics feedback form.

To accommodate individuals who would like to participate in the process but cannot attend the public presentations at the scheduled times, recordings will be made available after all campus visits and presentations are complete. To access the recordings, please contact [academicsearches@mun.ca](mailto:academicsearches@mun.ca).

Thank you for your input and continued support as we search for the next dean of the Faculty of Science.

DoS Search discussion  
Oct 09, 2024, 10:12



s. 40 (1)



s. 29 (1) (a)



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**DRAFT CANDIDATE ITINERARY  
DEAN, FACULTY OF SCIENCE**

**October 7<sup>th</sup> and 8<sup>th</sup>, 2024; October 9<sup>th</sup> and 10<sup>th</sup>, 2024; October 21<sup>st</sup> and 22<sup>nd</sup>, 2024**

**DAY ONE**

8:30-8:40 am Candidate will be picked up at the [redacted] and brought to [redacted] Core Science Facility [redacted]

*Unless otherwise noted, the below meetings will be held in [redacted] Core Science Facility, yet also offered virtually*

9:00 – 10:00 am **Public Presentation (20 minutes) and Q&A Session (40 minutes)**  
Presentation Topic: *Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.*  
[redacted]

10:00 – 10:30 am *Candidate Break (refreshments will be provided for candidate)*

10:30 – 11:30 am Faculty Members, Faculty of Science [redacted]

11:35 – 12:05 pm All Staff, Faculty of Science [redacted]

12:10 – 12:25 pm Senior Administrative Officer, Faculty of Science [redacted]

12:30 – 1:00 pm *Candidate Lunch (will be provided for candidate)* [redacted]

1:05 – 1:35 pm Associate Deans & Department Heads, Faculty of Science [redacted]

1:40 – 2:40 pm Undergraduate and Graduate Students, Faculty of Science [redacted]

2:45 – 3:15 pm Candidate Break [redacted]

3:15 – 4:15 pm **Interview with Search Committee [Yolanda, Anne-Marie & Hannah unavailable]**

4:15 pm Candidate returns to the [redacted]

7:30 pm **Dinner with three Search Committee members –** [redacted]

**DAY TWO**

**Unless otherwise noted, the below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047**

8:45-8:55 am Candidate will be picked up at the [redacted] and brought to Room A3047, Arts and Administration Building

[redacted]

9:15 – 9:45 am Vice-Presidents

[redacted]

9:50 – 10:20 am Keith Matthews, Director, Centre for Institutional Analysis and Planning

[redacted]

10:20 – 10:50 am *Candidate Break (refreshments will be provided for candidate)*

10:50 – 11:35 am Campus Tour

[redacted]

11:40 – 12:10 am Kelly Anne Butler, Interim Director, Indigenous Engagement and Reconciliation Office of Indigenous Affairs

[redacted]

[redacted]

12:10 – 12:20 pm Return to Office of the Provost and Vice-President (Academic)

12:30 – 1:30 pm Lunch Meeting with Academic Leadership/Deans, St. John's

[redacted]

1:30 – 1:45 pm Candidate returns to the [redacted]

[redacted]



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**CANDIDATE ITINERARY: Dr. Alison Thompson  
DEAN, FACULTY OF SCIENCE  
October 7<sup>th</sup> and 8<sup>th</sup>, 2024**

**DAY ONE**

- 8:30-8:40 am Candidate will be picked up at the Sheraton Hotel Newfoundland, and brought to (Room CSF 1302), Core Science Facility (Tom Chapman)
- 9:00 – 10:00 am **Public Presentation (20 minutes) and Q&A Session (40 minutes)** (Room CSF 1302 and virtual) Presentation Topic: *Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.* (Erika Merschrod will deliver the Land Acknowledgement, introduce the candidate and monitor Q&A)
- 10:00 – 10:30 am Candidate Break (refreshments will be provided for candidate) (Room CSF 2342)
- 10:30 – 11:30 am Faculty Members of the Faculty of Science (Room CSF 1302) (Erika Merschrod)
- 11:35 – 12:35 pm All Staff, Faculty of Science (Room CSF 2342) (Erika Merschrod)
- 12:35 – 1:20 pm Candidate Lunch (will be provided for candidate) (Room CSF 2342)
- 1:20 – 2:20 pm Associate Deans and Department Heads, Faculty of Science (Room CSF 2342)  
[Redacted]
- 2:25 – 3:25 pm Undergraduate and Graduate Students, Faculty of Science (Room CSF 2342) (Oscar Meruvia will introduce candidate and monitor Q&A then accompany back to break room) (Dennis Peters is available this time but not 1:20 – 2:20 as originally scheduled)
- 3:25 – 3:40 pm Candidate Break (Room CSF 2342)
- 3:40 – 4:40 pm **Interview with Search Committee** (Room CSF 2342)
- 4:45 pm Candidate returns to the Sheraton Hotel Newfoundland (Tom Chapman)
- 7:30 pm Dinner with three Search Committee members – Oliver's Restaurant (Oscar Meruvia, Dennis Peters)  
[Redacted]

**DAY TWO**

**The below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047**

- |                         |  |
|-------------------------|--|
| 8:45 – 8:55 am          | Candidate will be picked up at the Sheraton Hotel Newfoundland and brought to Room A3047, Arts and Administration Building<br>(Tom Chapman)  |
| 9:00am – 10:15am        | Campus Tour<br>(Erika Merschrod)   |
| <u>10:15 – 10:45 am</u> | <u>Candidate Break (refreshments will be provided for candidate)</u>   |
| 10:45 – 11:15am         | Vice-Presidents<br>(Erika Merschrod will introduce the candidate to the vice-presidents)   |
| 11:20 – 11:50 am        | Keith Matthews, Director, Centre for Institutional Analysis and Planning<br>(Erika Merschrod will introduce the candidate to Keith Matthews) |
| 12:00 – 1:00 pm         | <b>Lunch Meeting</b> with Academic Leadership/Deans, St. John's<br>(Jennifer Lokash, Provost and Vice-President (Academic) pro tempore)      |
| 1:00 – 1:15 pm          | Candidate returns to the Sheraton Hotel Newfoundland<br>(Erika Merschrod)  |



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**CANDIDATE ITINERARY: Dr. Alison Thompson  
 DEAN, FACULTY OF SCIENCE  
 October 7<sup>th</sup> and 8<sup>th</sup>, 2024**

**DAY ONE**

8:30 – 8:40 am	Candidate will be picked up at the Sheraton Hotel Newfoundland, and brought to (Room CSF 1302), Core Science Facility (Tom Chapman)
9:00 – 10:00 am	<b>Public Presentation</b> (20 minutes) and <b>Q&amp;A Session</b> (40 minutes) (Room CSF 1302 and virtual) Presentation Topic: <i>Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.</i> (Erika Merschrod will deliver the Land Acknowledgement, introduce the candidate and monitor Q&A)
<u>10:00 – 10:30 am</u>	<u><i>Candidate Break (refreshments will be provided for candidate) (Room CSF 2342)</i></u>
10:30 – 11:30 am	Faculty Members of the Faculty of Science (Room CSF 1302) (Erika Merschrod)
11:35 – 12:35 pm	All Staff, Faculty of Science (Room CSF 2342) (Erika Merschrod)
<u>12:35 – 1:20 pm</u>	<u><i>Candidate Lunch (will be provided for candidate) (Room CSF 2342)</i></u>
1:20 – 2:20 pm	Associate Deans and Department Heads, Faculty of Science (Room CSF 2342) (Oscar Meruvia will introduce candidate and monitor Q&A then accompany back to break room)
2:25 – 3:25 pm	Undergraduate and Graduate Students, Faculty of Science (Room CSF 2342) (Dr. Dennis Peters will introduce candidate and monitor Q&A then accompany back to break room)
<u>3:25 – 3:40 pm</u>	<u>Candidate Break (Room CSF 2342)</u>
3:40 – 4:40 pm	<b>Interview with Search Committee</b> (Room CSF 2342)
4:45 pm	Candidate returns to the Sheraton Hotel Newfoundland (Tom Chapman)
7:30 pm	Dinner with three Search Committee members – Oliver's Restaurant (Oscar Meruvia, Dennis Peters and Amy Todd) (Reservation is under Dennis Peters)

**DAY TWO**

***The below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047***

- 8:45 – 8:55 am                      Candidate will be picked up at the Sheraton Hotel Newfoundland and brought to Room A3047, Arts and Administration Building  
(Tom Chapman)
  
- 9:00am – 10:15am                  Campus Tour  
(Erika Merschrod)
  
- 10:15 – 10:45 am                  *Candidate Break (refreshments will be provided for candidate)*
  
- 10:45 – 11:15am                   Vice-Presidents  
(Erika Merschrod will introduce the candidate to the vice-presidents)
  
- 11:20 – 11:50 am                  Keith Matthews, Director, Centre for Institutional Analysis and Planning  
(Erika Merschrod will introduce the candidate to Keith Matthews)
  
- 12:00 – 1:00 pm                    **Lunch Meeting** with Academic Leadership/Deans, St. John’s  
(Jennifer Lokash, Provost and Vice-President (Academic) pro tempore)
  
- 1:00 – 1:15 pm                      Candidate returns to the Sheraton Hotel Newfoundland  
(Erika Merschrod)



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**CANDIDATE ITINERARY: Dr. Alison Thompson  
 DEAN, FACULTY OF SCIENCE  
 October 7th and 8th, 2024**

**DAY ONE**

8:30-8:40 am	Candidate will be picked up at the Sheraton Hotel Newfoundland, and brought to (Room CSF 1302), Core Science Facility <div style="background-color: black; height: 15px; width: 100%;"></div>
9:00 – 10:00 am	<b>Public Presentation (20 minutes) and Q&amp;A Session (40 minutes)</b> (Room CSF 1302 and virtual) Presentation Topic: <i>Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.</i> (Search Committee member, Erika Merschrod will deliver the Land Acknowledgement, introduce the candidate and monitor Q&A)
10:00 – 10:30 am	<i>Candidate Break (refreshments will be provided for candidate) (Room CSF 2342)</i>
10:30 – 11:30 am	Faculty Members of the Faculty of Science (Room CSF 1302) <div style="background-color: black; height: 15px; width: 100%;"></div>
11:35 – 12:35 pm	All Staff, Faculty of Science (Room CSF 2342) <div style="background-color: black; height: 15px; width: 100%;"></div>
12:35 – 1:20 pm	<i>Candidate Lunch (will be provided for candidate) (Room CSF 2342)</i>
1:20 – 2:20 pm	Associate Deans & Department Heads, Faculty of Science (Room CSF 2342) <div style="background-color: black; height: 15px; width: 100%;"></div>
2:25 – 3:25 pm	Undergraduate and Graduate Students, Faculty of Science (Room CSF 2342) <div style="background-color: black; height: 15px; width: 100%;"></div>
3:25 – 3:40 pm	Candidate Break (Room CSF 2342)
3:40 – 4:40 pm	<b>Interview with Search Committee (Room CSF 2342)</b>
4:45 pm	Candidate returns to the Sheraton Hotel Newfoundland <div style="background-color: black; height: 15px; width: 100%;"></div>
7:30 pm	<b>Dinner with three Search Committee members –</b> <div style="background-color: black; height: 15px; width: 100%;"></div>

**DAY TWO**

**Unless otherwise noted, the below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047**

8:45 – 8:55 am Candidate will be picked up at the Sheraton Hotel Newfoundland and brought to Room A3047, Arts and Administration Building

[Redacted]

9:15 – 9:45 am Vice-Presidents

[Redacted]

9:50 – 10:20 am Keith Matthews, Director, Centre for Institutional Analysis and Planning

[Redacted]

10:20 – 10:50 am *Candidate Break (refreshments will be provided for candidate)*

10:50 – 11:50 am Campus Tour

[Redacted]

11:50 – 12:00 pm Return to Office of the Provost and Vice-President (Academic)

12:00 – 1:00 pm Lunch Meeting with Academic Leadership/Deans, St. John's

[Redacted]

1:00 – 1:15 pm Candidate returns to the Sheraton Hotel Newfoundland.

[Redacted]



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**CANDIDATE ITINERARY: Dr. James Gauld  
 DEAN, FACULTY OF SCIENCE  
 October 9<sup>th</sup> and 10<sup>th</sup>, 2024**

**DAY ONE**

8:30 – 8:40 am	Candidate will be picked up at the Sheraton Hotel Newfoundland, and brought to (Room CSF 1302), Core Science Facility (Oscar Meruvia will pick up candidate)
9:00 – 10:00 am	<b>Public Presentation</b> (20 minutes) and <b>Q&amp;A Session</b> (40 minutes) (Room CSF 1302 and virtual) Presentation Topic: <i>Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.</i> (Erika Merschrod will deliver the Land Acknowledgement, introduce the candidate and monitor Q&A)
10:00 – 10:30 am	<u>Candidate Break (refreshments will be provided for candidate) (Room CSF 2205)</u>
10:30 – 11:30 am	Faculty Members of the Faculty of Science (Room CSF 1302) (Erika Merschrod will introduce candidate and monitor Q&A)
11:35 – 12:35 pm	All Staff, Faculty of Science (Room CSF 1302) (Anne-Marie Sullivan will introduce candidate, monitor Q&A, then accompany back to room 2205)
12:35 – 1:20 pm	<u>Candidate Lunch (will be provided for candidate) (Room CSF 2205)</u>
1:20 – 2:20 pm	Associate Deans and Department Heads, Faculty of Science (Room CSF 1302) (Amy Todd will introduce candidate and monitor Q&A)
2:25 – 3:25 pm	Undergraduate and Graduate Students, Faculty of Science (Room CSF 1302) (Amy Todd will introduce candidate and monitor Q&A then accompany back to room 2205)
3:25 – 3:40 pm	<u>Candidate Break (Room CSF 2205)</u>
3:40 – 4:40 pm	<b>Interview with Search Committee</b> (Room CSF 1302)
4:45 pm	Candidate returns to the Sheraton Hotel Newfoundland (Tom Chapman will bring candidate to hotel)
7:30 pm	Dinner with three Search Committee members (Erika Merschrod, Amy Todd and Oscar Meruvia. [REDACTED]) and will pick candidate up at the Sheraton Hotel Newfoundland and bring them to/from dinner)

s. 29(1)(a)

**DAY TWO**

*The below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047*

- 8:50 – 9:10 am Candidate will be picked up at the Sheraton Hotel Newfoundland and brought to Room A3047, Arts and Administration Building  
(Erika Merschrod will pick up candidate)
- 9:10 – 9:40 am Keith Matthews, Director, Centre for Institutional Analysis and Planning  
(Erika Merschrod will introduce the candidate to Keith Matthews)
- 9:45 -10:15 am Vice-Presidents  
(Pamela Osmond-Johnson will introduce the candidate to the Vice-Presidents)
- 10:15 – 10:45 am Break Candidate Break (refreshments will be provided for candidate)
- 10:45 – 11:45 am Campus Tour  

- 12:00 – 1:00 pm Lunch Meeting with Academic Leadership/Deans, St. John’s  
(Dennis Peters will introduce the candidate)
- 1:00 – 1:15 pm Candidate returns to the Sheraton Hotel Newfoundland.  
(Oscar Meruvia will bring candidate to hotel)



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**CANDIDATE ITINERARY: Dr. James Gauld  
 DEAN, FACULTY OF SCIENCE  
 October 9<sup>th</sup> and 10<sup>th</sup>, 2024**

**DAY ONE**

8:30 – 8:40 am	Candidate will be picked up at the Sheraton Hotel Newfoundland, and brought to (Room CSF 1302), Core Science Facility (Oscar Meruvia will pick up candidate)
9:00 – 10:00 am	<b>Public Presentation (20 minutes) and Q&amp;A Session (40 minutes)</b> (Room CSF 1302 and virtual) <b>Presentation Topic: <i>Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.</i></b> (Erika Merschrod will deliver the Land Acknowledgement, introduce the candidate and monitor Q&A)
<u>10:00 – 10:30 am</u>	<u><i>Candidate Break (refreshments will be provided for candidate) (Room CSF 2205)</i></u>
10:30 – 11:30 am	Faculty Members of the Faculty of Science (Room CSF 1302) (Erika Merschrod will introduce candidate and monitor Q&A)
11:35 – 12:35 pm	All Staff, Faculty of Science (Room CSF 1302) (Anne-Marie Sullivan will introduce candidate, monitor Q&A, then accompany back to room 2205)
<u>12:35 – 1:20 pm</u>	<u><i>Candidate Lunch (will be provided for candidate) (Room CSF 2205)</i></u>
1:20 – 2:20 pm	Associate Deans and Department Heads, Faculty of Science (Room CSF 1302) (Amy Todd will introduce candidate and monitor Q&A)
2:25 – 3:25 pm	Undergraduate and Graduate Students, Faculty of Science (Room CSF 1302) (Amy Todd will introduce candidate and monitor Q&A then accompany back to room 2205)
<u>3:25 – 3:40 pm</u>	<u><i>Candidate Break (Room CSF 2205)</i></u>
3:40 – 4:40 pm	<b>Interview with Search Committee</b> (Room CSF 1302)
4:45 pm	Candidate returns to the Sheraton Hotel Newfoundland (Tom Chapman will bring candidate to hotel)
7:30 pm	Dinner with three Search Committee members (Erika Merschrod, Amy Todd and Oscar Meruvia. <span style="border: 1px solid black; padding: 2px;">s. 29(1)(a)</span> and will pick candidate up at the Sheraton Hotel Newfoundland and bring them to/from dinner)

**DAY TWO**

The below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047

- 8:50 – 9:10 am Candidate will be picked up at the Sheraton Hotel Newfoundland and brought to Room A3047, Arts and Administration Building (Erika Merschrod will pick up candidate)
- 9:10 – 9:40 am Keith Matthews, Director, Centre for Institutional Analysis and Planning (Erika Merschrod will introduce the candidate to Keith Matthews)
- 9:45 -10:15 am Vice-Presidents (Pamela Osmond-Johnson will introduce the candidate to the Vice-Presidents)
- 10:15 – 10:45 am Break Candidate Break (refreshments will be provided for candidate)
- 10:45 – 11:45 am Campus Tour  

s. 29 (1) (a)


- 12:00 – 1:00 pm Lunch Meeting with Academic Leadership/Deans, St. John’s (Dennis Peters will introduce the candidate)
- 1:00 – 1:15 pm Candidate returns to the Sheraton Hotel Newfoundland. (Oscar Meruvia will bring candidate to hotel)



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**CANDIDATE ITINERARY: Dr. James Gauld  
 DEAN, FACULTY OF SCIENCE  
 October 9<sup>th</sup> and 10<sup>th</sup>, 2024**

**DAY ONE**

8:30 – 8:40 am	Candidate will be picked up at the Sheraton Hotel Newfoundland, and brought to (Room CSF 1302), Core Science Facility (Oscar Meruvia will pick up candidate)
9:00 – 10:00 am	<b>Public Presentation</b> (20 minutes) and <b>Q&amp;A Session</b> (40 minutes) (Room CSF 1302 and virtual) Presentation Topic: <i>Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.</i> (Erika Merschrod will deliver the Land Acknowledgement, introduce the candidate and monitor Q&A)
<u>10:00 – 10:30 am</u>	<u><i>Candidate Break (refreshments will be provided for candidate) (Room CSF 2205)</i></u>
10:30 – 11:30 am	Faculty Members of the Faculty of Science (Room CSF 1302) (Erika Merschrod will introduce candidate and monitor Q&A)
11:35 – 12:35 pm	All Staff, Faculty of Science (Room CSF 1302) (Anne-Marie Sullivan will introduce candidate, monitor Q&A, then accompany back to room 2205)
<u>12:35 – 1:20 pm</u>	<u><i>Candidate Lunch (will be provided for candidate) (Room CSF 2205)</i></u>
1:20 – 2:20 pm	Associate Deans and Department Heads, Faculty of Science (Room CSF 1302) (Amy Todd will introduce candidate and monitor Q&A)
2:25 – 3:25 pm	Undergraduate and Graduate Students, Faculty of Science (Room CSF 1302) (Amy Todd will introduce candidate and monitor Q&A then accompany back to room 2205)
<u>3:25 – 3:40 pm</u>	<u><i>Candidate Break (Room CSF 2205)</i></u>
3:40 – 4:40 pm	<b>Interview with Search Committee</b> (Room CSF 1302)
4:45 pm	Candidate returns to the Sheraton Hotel Newfoundland (Tom Chapman will bring candidate to hotel)
7:30 pm	Dinner with three Search Committee members (Erika Merschrod, Amy Todd and Oscar Meruvia. [REDACTED]) and will pick candidate up at the Sheraton Hotel Newfoundland and bring them to/from dinner)

s. 29(1)(a)

**DAY TWO**

**The below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047**

8:50 – 9:10 am Candidate will be picked up at the Sheraton Hotel Newfoundland and brought to Room A3047, Arts and Administration Building

[Redacted]

9:10 – 9:40 am Keith Matthews, Director, Centre for Institutional Analysis and Planning

[Redacted]

9:45 -10:15 am Vice-Presidents

[Redacted]

10:15 – 10:45 am Break Candidate Break (refreshments will be provided for candidate)

10:45 – 11:45 am Campus Tour

[Redacted]

12:00 – 1:00 pm Lunch Meeting with Academic Leadership/Deans, St. John’s (Dennis Peters will introduce the candidate)

1:00 – 1:15 pm Candidate returns to the Sheraton Hotel Newfoundland.

[Redacted]



Office of the Provost and Vice-President (Academic)

P.O. Box 4200, St. John's, NL Canada A1C 5S7  
 Tel: 709 864 8246 Fax: 709 864 2074 Email: vpacad@mun.ca  
[www.mun.ca/vpacademic](http://www.mun.ca/vpacademic)

**CANDIDATE ITINERARY: Dr. James Gauld**  
**DEAN, FACULTY OF SCIENCE**  
**October 9<sup>th</sup> and 10<sup>th</sup>, 2024**

**DAY ONE**

- 8:30 – 8:40 am Candidate will be picked up at the Sheraton Hotel Newfoundland, and brought to (Room CSF 1302), Core Science Facility (Oscar Meruvia will pick up candidate)
- 9:00 – 10:00 am **Public Presentation (20 minutes) and Q&A Session (40 minutes)** (Room CSF 1302 and virtual)  
 Presentation Topic: *Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.*  
 (Erika Merschrod will deliver the Land Acknowledgement, introduce the candidate and monitor Q&A)
- 10:00 – 10:30 am Candidate Break (refreshments will be provided for candidate) (Room CSF 2205)
- 10:30 – 11:30 am Faculty Members of the Faculty of Science (Room CSF 1302)  
 (Erika Merschrod will introduce candidate and monitor Q&A)
- 11:35 – 12:35 pm All Staff, Faculty of Science (Room CSF 1302)  
 (Anne-Marie Sullivan will introduce candidate, monitor Q&A, then accompany back to room 2205)
- 12:35 – 1:20 pm Candidate Lunch (will be provided for candidate) (Room CSF 2205)
- 1:20 – 2:20 pm Associate Deans and Department Heads, Faculty of Science (Room CSF 1302)  
 (Amy Todd will introduce candidate and monitor Q&A)
- 2:25 – 3:25 pm Undergraduate and Graduate Students, Faculty of Science (Room CSF 1302)  
 (Amy Todd will introduce candidate and monitor Q&A then accompany back to room 2205)
- 3:25 – 3:40 pm Candidate Break (Room CSF 2205)
- 3:40 – 4:40 pm **Interview with Search Committee** (Room CSF 1302)
- 4:45 pm Candidate returns to the Sheraton Hotel Newfoundland  
 (Tom Chapman will bring candidate to hotel)
- 7:30 pm Dinner with three Search Committee members at Gian's Kitchen, Marriott (Erika Merschrod, Amy Todd and Oscar Meruvia. [REDACTED] and will pick candidate up at the Sheraton Hotel Newfoundland and bring them to/from dinner)

s. 29-(1) (a)

**DAY TWO**

The below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047

- 8:50 – 9:10 am                      Candidate will be picked up at the Sheraton Hotel Newfoundland and brought to Room A3047, Arts and Administration Building  
(Erika Merschrod will pick up candidate)
  
- 9:10 – 9:40 am                      Keith Matthews, Director, Centre for Institutional Analysis and Planning  
(Erika Merschrod will introduce the candidate to Keith Matthews)
  
- 9:45 -10:15 am                      Vice-Presidents  
(Pamela Osmond-Johnson will introduce the candidate to the Vice-Presidents)
  
- 10:15 – 10:45 am                      Break Candidate Break (refreshments will be provided for candidate)
  
- 10:45 – 11:45 am                      Campus Tour  
(Tom Chapman will give tour and return to Office of the Provost and Vice-President (Academic))
  
- 12:00 – 1:00 pm                      Lunch Meeting with Academic Leadership/Deans, St. John’s  
(Dennis Peters will introduce the candidate)
  
- 1:00 – 1:15 pm                      Candidate returns to the Sheraton Hotel Newfoundland.  
(Oscar Meruvia will bring candidate to hotel)



**Office of the Provost and Vice-President (Academic)**

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[www.mun.ca/vpacademic](http://www.mun.ca/vpacademic)

**CANDIDATE ITINERARY: Dr. Eleni Stroulia  
 DEAN, FACULTY OF SCIENCE  
 October 21<sup>st</sup> and 22<sup>nd</sup>, 2024**

**DAY ONE**

- 8:30 – 8:40 am** Candidate will be picked up at the JAG Hotel and brought to (Room CSF 1302), Core Science Facility  
 (Erika Merschrod will pick up candidate)
- 9:00 – 10:00 am** **Public Presentation (20 minutes) and Q&A Session (40 minutes)** (Room CSF 1302 and virtual)  
 Presentation Topic: *Please share your vision for the Faculty of Science and how you would implement your vision over the coming 5 years.*  
 (Erika Merschrod will deliver the Land Acknowledgement, introduce the candidate and monitor Q&A)
- 10:00 – 10:30 am** **Candidate Break (refreshments will be provided for candidate) (Room CSF 2205)**
- 10:30 – 11:30 am** Faculty Members of the Faculty of Science (Room CSF 1302)  
 (Amy Todd will introduce candidate and monitor Q&A)
- 11:35 – 12:35 pm** All Staff, Faculty of Science (Room CSF 2342)  
 (Oscar Meruvia will introduce candidate, monitor Q&A, then accompany back to lunchroom)
- 12:35 – 1:20 pm** **Candidate Lunch (will be provided for candidate) (Room CSF 2205)**
- 1:20 – 2:20 pm** Associate Deans and Department Heads, Faculty of Science (Room CSF 2342)  
 (Tom Chapman will introduce candidate and monitor Q&A)
- 2:25 – 3:25 pm** Undergraduate and Graduate Students, Faculty of Science (Room CSF 2342)  
 (Tom Chapman will introduce candidate and monitor Q&A then accompany back to break room)
- 3:25 – 3:40 pm** **Candidate Break (Room CSF 2205)**
- 3:40 – 4:40 pm** **Interview with Search Committee** (Room CSF 2342)
- 4:45 pm** Candidate returns to the JAG Hotel  
 (Roxanne Millan will bring candidate to hotel)
- 7:30 pm** **Dinner with three Search Committee members**  
 (Three Search Committee members (Oscar Meruvia, Roxanne Millan, and Dennis Peters).  
 s. 29 (1) (a) [REDACTED] Dennis will also pick up the candidate at the JAG Hotel Newfoundland and bring them to/from dinner)

**DAY TWO, October 22**

**The below meetings will be held in the Office of the Provost and Vice-President (Academic), Room A3047**

- 9:30 – 9:50 am                      **Candidate will be picked up at the JAG Hotel and brought to Room A3047, Arts and Administration Building**  
(Erika Merschrod will pick up candidate)
- 10:00 – 11:15 am                  **Campus Tour**  
(Tom Chapman and Oscar Meruvia will give tour and return to Office of the Provost and Vice-President (Academic))
- 11:20 – 11:50 am                  **Roxanne Millan, Director, Resource Allocation and Planning**  
(Dennis Peters will introduce the candidate)
- 12:00 – 1:00 pm                      **Lunch Meeting with Academic Leadership/Deans, St. John's**  
(Dr. Jennifer Lokash will introduce the candidate)
- 1:15 – 1:45 pm                      **Vice-Presidents**  
(Dennis Peters will introduce the candidate)
- 1:45 – 2:00 pm                      **Candidate returns to the JAG Hotel**  
(Tom Chapman will bring the candidate to hotel)



NEWFOUNDLAND &  
LABRADOR, CANADA

## Projected Search Timeline 2023 - 2024

### Dean, Faculty of Science

*Note: The projected timeline is subject to change based on numerous factors (e.g. review/approval of search materials calendar availability for meetings, candidate availability for interviews, if additional time is required to expand candidate pool, items the committee chooses to add/remove from process etc.)*

Search Activity	Dates
<p><b><u>Search Committee Meeting</u></b></p> <p>Initial Meeting</p>	December 20th, 2023, 9:30-10:30, A3047/Microsoft Teams
Stakeholder Consultations	January 23 <sup>rd</sup> – February 8 <sup>th</sup>
<p><b><u>Search Committee Meeting</u></b></p> <p>Review of consultation feedback &amp; debrief with committee; review draft advertisement; draft ad plan; projected timeline</p>	Wednesday, February 14 <sup>th</sup> ; 11:00am – 12:30pm, A3047/Microsoft Teams
Draft candidate brief to be shared with Search Committee via Teams	By Friday, February 16 <sup>th</sup>
<p>Committee to share edits on draft advertisement and draft ad plan</p> <p>Revised ad and ad plan documents shared back with committee and ad shared with EDI-AR Advisory Committee</p>	<p>By Friday, February 23<sup>rd</sup></p> <p>By Friday, March 1<sup>st</sup></p>
Committee to share edits on draft candidate brief	By Friday, March 1 <sup>st</sup>
<p>EDI-AR Advisory Committee to review posting*</p> <p><i>*Dependent on schedule/availability of EDI-AR Advisory committee.</i></p>	By Friday, March 8 <sup>th</sup>



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Commence posting of advertisements, research potential candidates & begin proactive outreach	Week of March 11 <sup>th</sup> / March 18 <sup>th</sup>
<p><b><u>Search Committee Meeting</u></b></p> <p>Debrief meeting – debrief on candidate list; decision on confidential 1<sup>st</sup> interviews</p>	Date TBD: May 2024
<p><b><u>Search Committee Meeting</u></b></p> <p>First round of interviews - Interview confidential short list candidates; and select finalist(s)</p>	Dates TBD: June 2024
<p><b><u>Search Committee Meeting</u></b></p> <p>Second round of interviews; preliminary references if applicable; presentation to the Faculty community &amp; meetings with university community</p>	~ July – September 2024
Collect community feedback	~ July – September 2024
<p><b><u>Search Committee Meeting</u></b></p> <p>Debrief meeting and candidate decision</p>	TBD
<p>Final references</p> <p>Negotiation of offer</p>	TBD
Appointment Announced	TBD
Projected start date of Dean, Faculty of Science	TBD



Office of the Provost and Vice-President (Academic)

**Search Committee for the  
Dean of the Faculty of Science  
CONFIDENTIALITY STATEMENT**

As a member of this Search Committee for the Dean of the Faculty of Science at Memorial University of Newfoundland (and Labrador) (Memorial), you will have access to confidential, personal information about identifiable individuals. Memorial considers all aspects of the search process to be confidential in nature, including any materials, rankings, questions/responses, comments and discussions, and recommendations made in connection with the search.

Memorial University, as a public body, has a statutory obligation, pursuant to section 3 of the *Access to Information and Protection of Privacy Act, 2015*, to protect the privacy of individuals with respect to personal information about themselves held and used by public bodies.

Because of the confidentiality and sensitivity of the screening/interview selection process, you have a responsibility not to discuss or disclose any information relating to this search to persons or parties who are not authorized to be privy to this information. This includes keeping confidential all matters relating to the search, and not discussing or disclosing any information about the screening/interview selection process itself, the candidates, their rankings, committee decisions or recommendations, or any discussions relating to the search to those not authorized to be privy to such information, i.e., to anyone who is not a member of the search committee, except for the chair of the committee (if not a voting member). This confidentiality extends to access to the search website and to any printed or electronic materials distributed in confidence to the committee, a committee member, or the chair.

You are expected to return all printed material including personal notes made during the search process or a summary thereof to the chair at the last committee meeting or the following business day, unless permission is granted in writing by the chair for later return; and you are expected to delete all electronic material distributed during the search process.

A real, potential, or perceived conflict of interest situation may arise for a committee member at any time during the search process, from the time of formation of the committee until the last meeting or activity of the committee. Committee members are bound by Memorial's Conflict of Interest Policy <http://www.mun.ca/policy/site/policy.php?id=180> under which a committee member has a responsibility to disclose a conflict of interest situation. Sometimes conflict of interest situations can be resolved at the committee level and thus disclosure to the chair and/or the committee is a recommended first approach. If the situation cannot be resolved readily at the committee level, the conflict would then need to be disclosed to the Conflict of Interest Committee which will determine whether or not the conflict can be managed.

Candidate	Interview Date	Interview time	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Sum	Formula rank	Comments
[Redacted]														

s. 32 (1) (a)



# EMPLOYMENT EQUITY CONSIDERATIONS FOR SEARCH COMMITTEE MEMBERS

## Understanding & Mitigating Bias

Should you feel you may benefit from implicit bias training or consultation on a specific selection process, please contact the Employment Equity Officer at [equity@mun.ca](mailto:equity@mun.ca) or 709-864-2548.

### Body Language

Body language is the way people communicate without words.<sup>6</sup>

### Stereotyping

Stereotyping takes place when opinions of people are formed based on their race, gender, religion or other characteristics – leading to assumptions regarding how they will think, act or respond.<sup>5</sup> At Memorial, the six identified employment equity groups are women, members of a racialized group, black persons, Indigenous peoples, persons with disabilities, and those identifying as 2SLGBTQIA+.

### Implicit Bias

Implicit Bias is defined as negative associations people unknowingly hold, and that they express automatically and without conscious awareness. Also known as unconscious or hidden bias.<sup>3</sup> Our implicit biases come from direct experiences we've had with people, events, and situations as well as through indirect experiences learned through stories, books, media and culture.<sup>5</sup>

### Nonverbal Bias

Nonverbal bias occurs when a positive or negative observation is made of someone based on their body language, personal appearance, or style of dress.<sup>5</sup> Aspects may include hair length, tattoos, weight, mannerisms, or how a candidate is dressed.

### Impacts of Bias on the Hiring Process

Everyone makes assumptions based on biases that can have an impact on the hiring process should appropriate measures not be taken to mitigate their affects.<sup>7</sup> Implicit biases have real-world implications as they can affect individuals' attitudes and actions that counter their explicitly stated beliefs and attitudes.<sup>3</sup> Be mindful of your own biases and the potential biases other interviewers may have. Interviewers might not be aware that they are judging candidates based on appearance, body language, or other factors rather than skills.<sup>8</sup> Biases can result in rejecting qualified candidates due to unjust reasoning. Committee members may be especially at risk to falling victim to nonverbal bias when assumptions are made regarding neurodivergent candidates or candidates from cultures that do not share the same body language and communication preferences as the predominate culture.<sup>8</sup> For example, a person from a culture that defers to authority may look down as someone is talking; someone with autism may also not maintain eye contact, use self-stimulating behaviors of "stims" to keep themselves calm, or display other body language that seems different.<sup>8</sup>

## TIPS FOR INTERVIEWS

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### Before the Interview

1. **Ensure human rights considerations are incorporated in every step of the hiring process.**
  - a. Understand the prohibited areas of questioning relating to human rights before interacting with candidates.<sup>3</sup>
  - b. Identify bona fide requirements of the role prior to developing interview questions or screening out applicants.
2. **Form a diverse search committee with multiple interviewers.**
  - a. Broadening the interview panel and including individuals from diverse backgrounds (e.g., gender, ethnicity, socio-economic background, and age) can provide diverse perspectives and mitigate affinity bias.<sup>9</sup>
  - b. Committee members are recommended to complete implicit bias training before conducting interviews.
3. **Create a respectful, consistent, structured process focused on the criteria of the job.**
  - a. Design interviews and site visits to prompt and assess the specific requirements and competencies of the role.<sup>3</sup>
  - b. Implement a structured interview format. Use an interview guide<sup>10</sup> to ensure candidates are asked the same questions in the same order, allowing for clear evaluation and equitable comparisons between them.<sup>1</sup>
  - c. Ensure questions are open-ended, probing, and behavioural-based to avoid making assumptions.
  - d. All candidates should be given the same amount of time for their interview, unless they require an accommodation, such as extra time.
  - e. Send instructions to all candidates prior to the interview (at least 48 hours beforehand). The information provided to everyone must be consistent to prevent unfair advantages.
  - f. Impart respectful and equal treatment to all candidates. Interact in a warm, friendly, and professional manner.<sup>2</sup>
4. **Provide to accommodations to candidates.**
  - a. Ask all candidates if they require any accommodations. Do not inquire into the specifics of individual circumstances – trust them and do your best to accommodate.<sup>2</sup>
  - b. Should a candidate request to receive the questions prior to the interview for accommodation purposes, ensure all candidates receive a copy.
5. **Meet as a search committee prior to interviews to coordinate and prepare.**
  - a. Provide a rubric or consistent method of evaluating candidates' responses to search committee members prior to the commencement of interviews. Continue to use the rubric and criteria throughout the evaluation process.
  - b. Become familiar with interview technology being used (e.g., Teams, Webex, etc.).

- c. Determine how questions will be asked (e.g., who asks which questions, when to move on to the next question, when will candidates get to ask questions, etc.).<sup>2</sup>

**6. Assign an Equity Monitor leadership role to the search committee.**

- a. Identify a senior member or search committee Chair to inform members of the emergence of bias to protect the committee from compromising the equity of the process.<sup>2</sup>
- b. The role should not be automatically assigned to a member who may identify as an employment equity group member.<sup>2</sup>

## Conducting and Evaluating the Interview

**7. Make introductions and provide clear information on what to expect from the interview.**

- a. Introduce each panel member and advise who will be asking questions.
- b. Provide candidates with an estimate of expected duration, schedule, components of the interview, and the number of questions that will be asked.<sup>2</sup>
- c. Advise that notes will be taken throughout the process to assist with evaluations.
- d. Let candidates know if it is encouraged they ask for questions to be restated to ensure full understanding. Upon request, written copies of the questions can be provided.
- e. Inform the candidates if they can ask questions throughout the interview or if they should hold them for the end.

**8. Take steps to mitigate bias in the interview process.**

- a. Enhance the accuracy of assessments by taking notes to evaluate responses as they are given and score answers immediately following each interview.<sup>1</sup>
- b. Have search committee members independently evaluate each candidate. Assessments should be submitted or recorded prior to discussing applicants' performances with the group.<sup>1</sup>
- c. Compare candidate responses horizontally, one question at a time (e.g., compare each candidates' answers to question one, then question two, and so on).<sup>1</sup> Discuss reasonings for eliminating candidates in full and address potential biases.
- d. Candidates with assessments scoring above a certain threshold should advance for further consideration.<sup>1</sup>
- e. Keep good documentation of the process that stands up to scrutiny. Remember a candidate may request your notes under an Access to Information request. Be careful what you write.
- f. Complete reference checks to help confirm candidates' skills or short-comings and provide context to supplement the data collected in the interview, allowing for the panel to make an informed decision.<sup>5</sup>

**9. Separate "style" from "content."**

- a. Be aware and open to diverse ways in which candidates respond to questions and present their qualifications and competencies; focus on the content.<sup>3</sup>
- b. Cultural differences, wellbeing levels, comfort with technology, response to interruptions, and physical settings may have a significant impact on style and how a candidate is perceived.<sup>2</sup>

**10. Maintain healthy skepticism towards the concept of "fit" and "gut feelings."**

- a. Consider “stretch” instead of “fit.” Look for candidates whose values are aligned with your department, but who may also provide a healthy intellectual, methodological, or cultural extension to your team that can enrich the department and its people.<sup>2</sup>
- b. Gut instincts are biases mistaken for intuition. Committee members should be able to provide a quantifiable answer as to who is the best candidate.<sup>8</sup>

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## Conducting Virtual Interviews

### 11. Choose the most accessible remote technology and provide applicable instructions to candidates before the interview.

- a. If interviewers have preferences for use (e.g., raising your hand in Zoom should they have a question) inform candidates before the interview.<sup>2</sup>
- b. Invite candidates to try the software ahead of the interview and be understanding of technical issues. Do not allow technical issues to impact the interview evaluation.<sup>2</sup>

### 12. Consider privacy issues and necessity of recording.

- a. If some sections should not be recorded due to privacy concerns, consider pausing the recording or using a standard phone call for some sections of the interview.<sup>2</sup>

### 13. Do not make assumptions based on interview location.

- a. Not everyone has a private room to take an interview. Do not create biases based on someone’s virtual environment.<sup>2</sup>
- b. Interviews can cause anxiety, which can be increased when one is providing a search committee access to their home. Steps to mitigate this may include sending candidates a digital background to use or conducting some interview sections without video.<sup>2</sup>

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## References

1. Bohnet, I. (2016). *How to take the bias out of interviews*. Harvard Business Review. <https://hbr.org/2016/04/how-to-take-the-bias-out-of-interviews>
2. *Equity Considerations in Virtual Interviews - UBC Equity & Inclusion Office*. (2020). UBC Equity & Inclusion Office. <https://equity.ubc.ca/resources/equity-considerations-in-virtual-interviews/>
3. *Equity, diversity, inclusion and anti-racism glossary*. (2024). Memorial University of Newfoundland. <https://www.mun.ca/education/resources/glossary/>
4. *Key Equity Practices in Different Stages of a Search*. (2019). University of Victoria. <https://www.uvic.ca/equity/assets/docs/equitypractices.pdf>
5. University of Florida. *Identifying and Avoiding Interview Biases*. [https://training.hr.ufl.edu/resources/LeadershipToolkit/transcripts/Identifying\\_and\\_Avoiding\\_Interview\\_Biases.pdf](https://training.hr.ufl.edu/resources/LeadershipToolkit/transcripts/Identifying_and_Avoiding_Interview_Biases.pdf)
6. Peak, M. (2024). Decode your applicant’s body language during the interview. <https://www.peakperformers.org/decode-applicant-body-language-interview/>
7. Veremark. (2024). Bias in the hiring process: identifying and eliminating unconscious biases <https://www.veremark.com/blog/bias-in-the-hiring-process-identifying-eliminating-unconscious-biases#:~:text=Implementing%20a%20standardised%20set%20of,questions%20that%20confirm%20your%20biases.>
8. Verlinden. 11 Ways to Avoid Interviewer Bias in Your Selection Process. <https://www.aihr.com/blog/interviewer-bias/>
9. Walters. (2024). How to remove unconscious bias from your hiring process. <https://www.robert-walters.ca/insights/hiring-advice/blog/how-to-remove-unconscious-bias-from-your-hiring-process.html>
10. Verlinden. The interview guide: 7 key elements – AIHR. <https://www.aihr.com/blog/interview-guide/>

# Equity Diversity Inclusion and Anti-Racism (EDI-AR) Advisory Committee Terms of Reference

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## **Purpose:**

An Equity Diversity Inclusion and Anti-Racism (EDI-AR) Advisory Committee (the “Committee”) is established to provide EDI-AR advice to Search Committees for Academic Administrator Positions.

## **Membership:**

Following a process of consultation among academic administrators, the EDI-AR Advisory Committee shall consist of five (5) voting members who shall be appointed by the Provost and Vice-President (Academic). All members shall be current academic administrators, at least three of whom shall be members from equity-deserving groups from across academic disciplines and campuses.

The University Employment Equity Officer shall be appointed as a non-voting member of the Committee.

One (1) of the voting Committee members shall be elected by the Committee to serve as Chair.

All members shall sign confidentiality agreements.

All members shall disclose any real, perceived or anticipated conflicts of interest prior to reviewing files from each search. Link to COI Policy: <https://www.mun.ca/policy/browse-or-search/browse-policies/university-policy/?policy=322>.

## **Duration of Appointment:**

To allow for continuity for the inaugural Committee, members will be appointed for staggered terms. Three members shall be appointed for three years and two members for one year. All subsequent appointments shall be for three-year terms and may be renewed.

## **Responsibilities of the Committee:**

Reporting to the Provost & Vice-President (Academic), and in the case of appointments at Grenfell Campus and Marine Institute reporting to Vice-President (Grenfell Campus) or Vice-President (Marine Institute) as appropriate, the EDI-AR Advisory Committee for the Appointment of Academic Administrators shall:

- Review the job ad prior to posting to ensure inclusive language and strategy align with EDI-AR and Indigenization principles;
- Review the applications of all long-listed candidates provided by the Search Committee;

- Ensure that all work (including job ad reviews, review of applications, making of recommendations, etc.) is completed not more than five (5) business days from the day of receiving the work request/file;
- Review procedures, actions, and outcomes related to recruitment and appointment of academic administrators to ensure that due emphasis is given to increasing the proportion of equity-deserving groups serving in these roles;
- Make recommendations concerning the implementation of the University's commitment to non-discrimination, Indigenization and EDI-AR in appointing equity-deserving members;
- Once appointments have been made, the Committee shall annually review progress made in appointing administrative equity-deserving-group members and prepare a report that will include the total number of files reviewed, timelines and appointments of equity-deserving groups, which shall be submitted to the Vice-Provost, EDI-AR who will transmit to the President's Executive Council (PEC).

After an appointment has been made, the appropriate Vice-President (Provost/Vice-President (Grenfell Campus) or Vice-President (Marine Institute)) shall make available to the Chair of the EDI-AR Committee, the name of the person appointed.

### **Responsibilities of the Employment Equity Officer:**

The University Employment Equity Officer (EEO) shall serve as the non-academic resource to the Committee by assisting with the preparation and review of candidates' files. This preparation will include compiling a summary of the candidates who have completed the self-identification survey. Providing the EDI-AR Advisory Committee with statistical data, subject to their availability, concerning the implementation of the University's commitment to EDI-AR and Indigenization in the recruitment and retention of equity-deserving group members.

The EEO will be the primary communication contact between the search committee and the EDI-AR Advisory committee. The EEO will provide other administrative supports and resources as requested by Committee members.

### **Meetings**

- The Committee shall meet at the call of the Chair when files are ready for review during a Search Process.
- All members shall sign confidentiality agreements.
- Formal minutes will not be taken.

### **Quorum**

- The Committee shall have a minimum of three (3) members to review each search file.

### **Review**

These Terms of Reference shall be reviewed one year following the effective date.

December 2023



013-39-01-24

EDI-AR Advisory Committee  
Candidate Review for Academic Administrator Positions

Academic Unit Faculty of Science Ref/Search # VPA 02720

Position Title Dean, Faculty of Science

Total number of applicants 56 Total number of employment equity surveys returned 33

Total number of applicants who identified as an equity deserving group member in the employment equity survey: 16

Is at least one member of the search committee an equity-deserving group member? Yes  No

Please list the names of all search committee members:

- Dr. Tom Chapman – Associate Professor, Biology (Faculty of Science)
- Dr. Oscar Meruvia-Pastor – Associate Professor, Computer Science (Faculty of Science)
- Dr. Yolanda Wiersma – Professor, Biology (Faculty of Science)
- Dr. Erika Merschrod – Professor, Chemistry (Faculty of Science)
- Dr. Amy Todd – Assistant Professor, Biochemistry (Faculty of Science)
- Dr. Pamela Osmond-Johnson – Dean (Faculty of Education)
- Ms. Roxanne Millian – Director, Resource Allocation and Planning
- Dr. Anne-Marie Sullivan – Interim Dean (School of Human Kinetics and Recreation)
- Hannah Stapleton – Student Representative (MUNSU)
- Dr. Dennis Peters – Interim Associate Vice-President (Academic), Chair

Where was the position advertised?

- Academic Careers Group
- University Affairs
- AcademicWork.ca (CAUT)
- The Chronicle of Higher Education
- HigherEdJobs
- Times Higher Education (THEunijobs)
- Academic Keys
- Science Careers (American Association for the Advancement of Science – AAAS)
- Society for Canadian Women in Science and Technology (SCWIST)
- Senior Women Academic Administrators (SWAAC)
- Insight into Diversity
- Indigenous Careers
- BIPOC Jobs.ca
- Memorial University Website
- LinkedIn (promoted through MUN LinkedIn page + shared via other applicable pages + job slot)

Please indicate efforts made to attract equity-deserving group members.

- Ad was reviewed by EDI-AR Advisory Committee.
- Extensive advertising to ensure broad national and international exposure.
- Society for Canadian Women in Science and Technology (SCWIST); Senior Women Academic Administrators (SWAAC); Indigenous Careers; and BIPOC Jobs.ca are examples of venues specifically targeted to equity deserving groups.

Please list candidates the committee plans to interview as well as whether they identified as an equity deserving group member in the employment equity survey.

	Name	Did this candidate self-id as an equity deserving group member? (Y/N)
1	s. 40 (1)	
2		
3		
4		
5		
6		
7		
8		

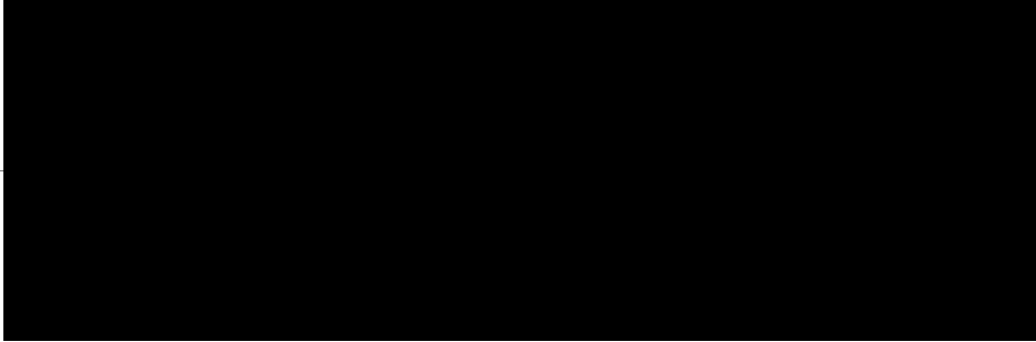
For future reference, please identify which candidates, if any, who are short-listed and are not Canadian Citizens or permanent residents of Canada. Unless a non-Canadian or permanent resident candidate for a position is demonstrably more qualified than a Canadian or permanent resident candidate, the Search Committee shall recommend that the Canadian or permanent resident be appointed.

- None – not applicable.



Contact information of senior experienced researchers

s. 40 (1)



**Guideline for Host of Candidate Presentation:**

- Welcome everyone to the public presentation meeting and thank them for being part of this important process.
- Remind everyone the meeting will be recorded.
- Land acknowledgement
  - *We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*
- Provide overview of proceedings:
  - Mention candidate has prepared a presentation and will be sharing a PowerPoint screen
  - Candidate will have ~20 minutes to present followed by ~40 minutes Q&A.
- Introduce the candidate:
  - E.g. [REDACTED]

s. 40 (1)

Read the question the candidate was asked to address in their presentation:

- *Please share your vision for the Faculty of Science at Memorial University and how you would implement your vision over the coming 5 years.*
- Turn it over to the candidate
- *Note: Host to give a notice/signal if going over 5+ minutes over 20-minute time limit*
  - After presentation:
    - Thank candidate & open floor to questions and call on hands in turn (virtual and in person)
    - Shauna/Host will moderate the Teams chat and alert when a question is posed there
  - After Q&A:
    - Remind attendees that a survey link is available for feedback (within Brightspace) – feedback welcomed until 5 p.m. on October 28.

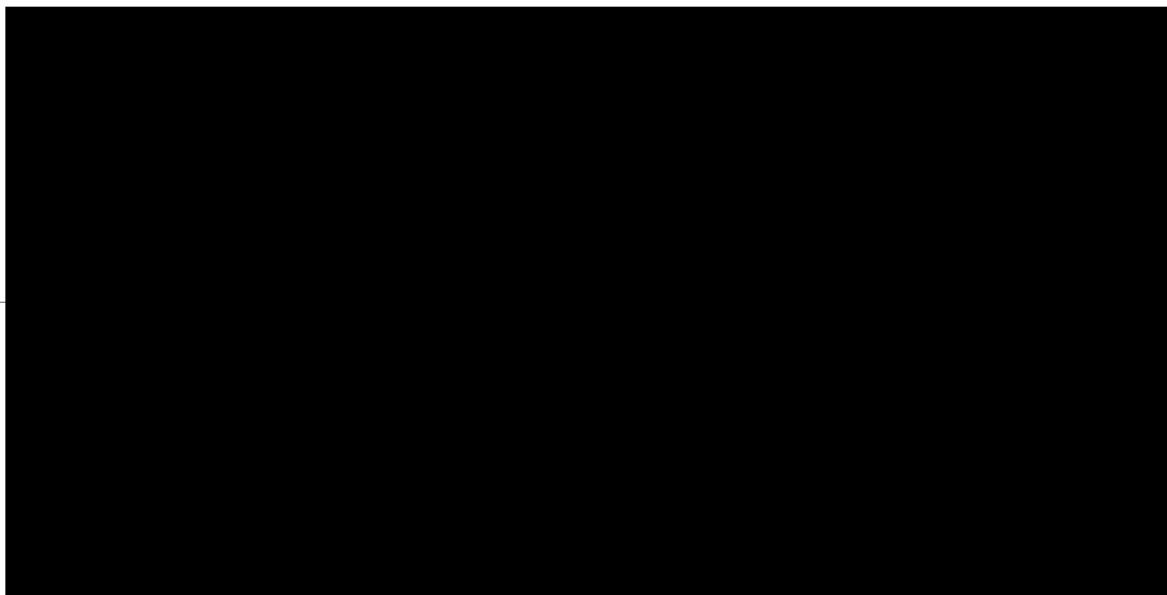
**Guidelines for Hosts of Other Candidate Meetings**

- Land acknowledgement: *We acknowledge that the lands on which Memorial University’s campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi’kmaq, Innu, and Inuit of this province.*
- Thank everyone for taking the time to meet with the short-listed candidate and thank candidate.

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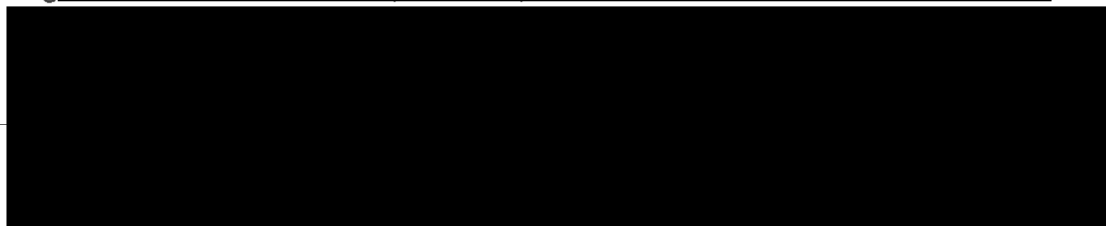


- Overview of proceedings (optional sample points):



s. 29 (1) (a)

- E.g. [redacted]



s. 40 (1), s. 29 (1) (a)

- Host to open/ensure continued discussion
  - Host to probe for discussion if any quiet periods (e.g. what the group sees as important for the next Dean to know about (student experience, etc.). for the Faculty of Science). Or probe the candidate to see if they have any questions for the group etc.
  - Ensure the group avoids asking personal questions about the candidate including human rights protected grounds: marital status, religion, age, sexual orientation, medical history etc. Or about other candidates in the process.

Dean, Faculty of Science – Site Visit – [REDACTED] s. 40 (1)

- **After meeting: Thank candidate and participants. Remind attendees that a survey link is available within Brightspace for feedback – feedback welcomed until 5 p.m. on October 28.**

**Guideline for Host of Candidate Presentation:**

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- Remind everyone the meeting will be recorded
- Land acknowledgement
  - *We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*
- Provide overview of proceedings:
  - Mention candidate has prepared a presentation and will be sharing a PowerPoint screen
  - Candidate will have ~20 minutes to present followed by ~40 minutes Q&A.
- Introduce the candidate:
  - Introduce the candidate: [REDACTED]

s. 40 (1)

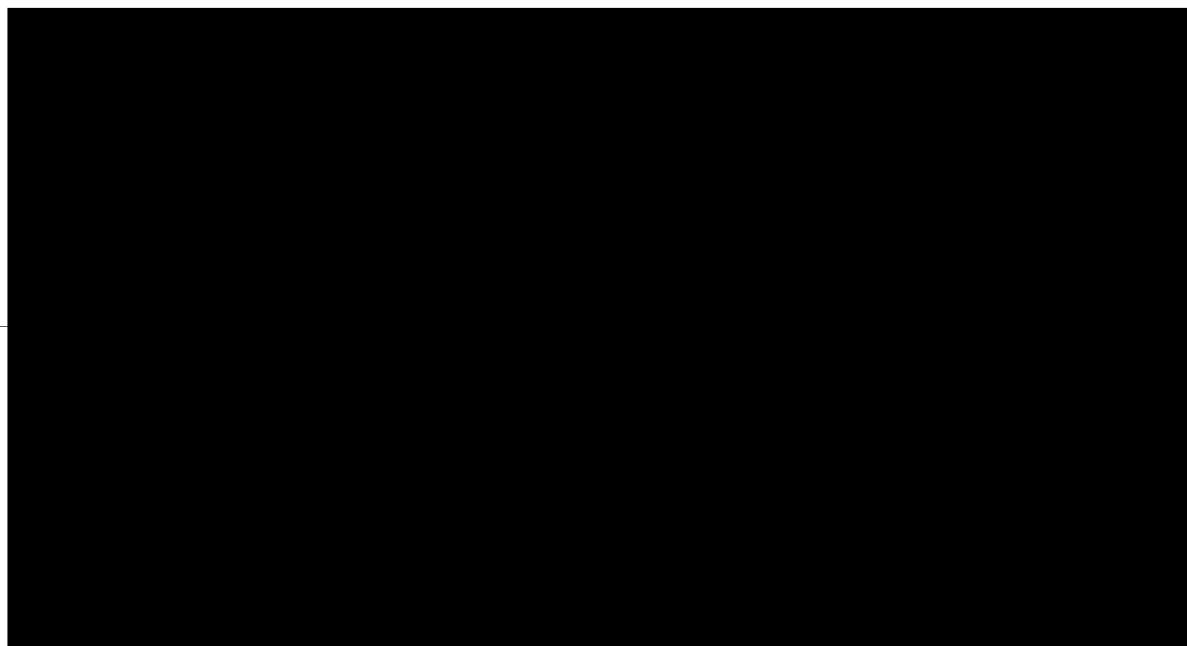
Read the question the candidate was asked to address in their presentation:

- *Please share your vision for the Faculty of Science at Memorial University and how you would implement your vision over the coming 5 years.*
- Turn it over to the candidate
- *Note: Host to give a notice/signal if going over 5+ minutes over 20-minute time limit*
  - After presentation:
    - Thank candidate
    - Open floor to questions and call on hands in turn (virtual and in person)
    - Shauna/Host will moderate the Teams chat and alert when a question is posed there
  - After Q&A:
    - Remind attendees that a survey link is available for feedback – feedback welcomed until 5 p.m. on October 28.

### Guidelines for Hosts of Other Candidate Meetings

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- Thank everyone for taking the time to meet with the short-listed candidate and thank candidate.
- Overview of proceedings (optional sample points):

s. 29 (1) (a)



- Introduce the candidate: [REDACTED]
- [REDACTED]
- Host to open/ensure continued discussion
    - Host to probe for discussion if any quiet periods (e.g. what the group sees as important for the next Dean to know about (student experience, etc.). for the Faculty of Science). Or probe the candidate to see if they have any questions for the group etc.
    - Ensure the group avoids asking personal questions about the candidate including human rights protected grounds: marital status, religion, age, sexual orientation, medical history etc.
  - After meeting: Thank candidate and participants. Remind attendees that a survey link is available for feedback – feedback welcomed until 5 p.m. on October 28.

s. 40 (1)

**Guideline for Host of Candidate Presentation:**

- Tell candidate not to touch the mic cord
- Welcome everyone to the public presentation meeting and thank them for being part of this important process.
- Remind everyone the meeting will be recorded
- Land acknowledgement
  - *We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*
- Provide overview of proceedings:
  - Mention candidate has prepared a presentation and will be sharing a PowerPoint screen
  - Candidate will have ~20 minutes to present followed by ~40 minutes Q&A.
- Introduce the candidate:
  - Introduce the candidate [REDACTED]

s. 40 (1)

Read the question the candidate was asked to address in their presentation:

- *Please share your vision for the Faculty of Science at Memorial University and how you would implement your vision over the coming 5 years.*
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- After presentation:
  - Thank candidate
  - Open floor to questions and call on hands in turn (virtual and in person)
  - Shauna/Host will moderate the Teams chat and alert when a question is posed there

- After Q&A:
  - Remind attendees that a survey link is available for feedback – feedback welcomed until 5 p.m. on October 28.

*Will stop recording*

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- Thank everyone for taking the time to meet with the short-listed candidate and thank candidate.

s. 29 (1) (a)

- Overview of proceedings (optional sample points):

s. 29 (1) (a)

- Introduce the candidate

s. 40 (1)

- Host to open/ensure continued discussion
  - Host to probe for discussion if any quiet periods (e.g. what the group sees as important for the next Dean to know about (student experience, etc.). for the Faculty of Science). Or probe the candidate to see if they have any questions for the group etc.
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- After meeting: Thank candidate and participants. Remind attendees that a survey link is available for feedback – feedback welcomed until **5 p.m. on October 28.**



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## DEAN, FACULTY OF SCIENCE

APPLY HERE

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Memorial University [redacted] vibrant Faculty is home to a diverse and engaged student body, including [redacted] undergraduates and over x graduate students. Supported by a [redacted] dedicated team of [redacted] staff and 200 faculty positions, the Faculty of Science is well-positioned as a mainstay for academic excellence and innovation. The successful candidate will be an accomplished leader, recognized for advancing research, teaching and outreach. A commitment to fostering [redacted] equity, diversity, inclusion and anti-racism is paramount.

The Faculty of Science [redacted] boasts a wide array of [redacted] undergraduate and graduate programs [redacted] spanning nine departments, including (Biochemistry, Biology, Chemistry, Computer Science, Earth Sciences, Mathematics and Statistics, Ocean Sciences, Physics and Physical Oceanography, and Psychology). It has recently expanded academic offerings to include leading-edge programming in [redacted] Human Biosciences and Data Science at the undergraduate level, as well as [redacted] Data Science, Artificial Intelligence and Software Engineering at the graduate level. [redacted] Memorial's Faculty of Science also has six interdisciplinary graduate programs in Data Science, Sustainable Aquaculture, Cognitive and Behavioural Ecology, Environmental Science, Scientific Computing and Theoretical Physics. In 2021, [redacted] three of the Faculty's departments have moved into the state-of-the art Core Science facility which [redacted] serves as a catalyst for collaboration and [redacted] research, while also housing a [redacted] our state-of-the-art teaching labs [redacted]

Reporting to the Provost and Vice-President (Academic), and as a senior member of Memorial's leadership team, the Dean of Science is responsible for academic and administrative leadership, fostering excellence and innovation in teaching, research, academic and professional service, and creating a culture within the Faculty that promotes EDI-AR. The Dean will also actively engage in promoting undergraduate and graduate education, fundraising and advancement, and community engagement. The Dean will ensure curriculum that offers [redacted] cutting-edge, experiential learning opportunities for students and actively link teaching and [redacted] research within the Faculty. Memorial is seeking a visionary and consultative leader who will engage effectively with all senior leaders, faculty, staff, students, alumni and external partners to define a



clear strategic direction and be the Faculty's foremost ambassador to creatively advance priorities of the Faculty and university while ensuring fair and equitable administration of resources and financial sustainability.

The ideal candidate for Dean will possess a record of successful academic administrative leadership experience [redacted]. The candidate will possess a PhD and bring a demonstrated academic record as a scientific educator and researcher, with preference for qualifications commensurate with an appointment at the rank of Professor. The ideal candidate will have proven skills in developing and executing strategic directions: a visionary and consultative leadership style characterized by excellent communication and interpersonal skills, as well as budget management skills. They will demonstrate a commitment to excellence and innovation in teaching and research, while fostering an environment of teamwork, collaboration and creativity. The Dean will have a commitment to increasing accessibility, diversity, inclusion and the ability to maintain an inclusive climate that reflects Memorial's goals of EDI-AR and Indigenization. The Dean will demonstrate passion for ensuring success of their Faculty, with the ability to find a [redacted] creative solutions in financial [redacted] human and infrastructure resource management, building relationships with key stakeholders internally and externally through integrity and transparency and making decisions that enhance the strategic priorities of the Faculty.

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**ABOUT MEMORIAL**

Memorial University is home to more than 18,000 students and 3,600 faculty and staff from more than 127 countries who learn, teach, research, create and engage. Memorial has teaching and learning facilities across Newfoundland and Labrador, and abroad, and offers more than 300 program options. From the Classics to advanced technology, Memorial offers certificate, diploma, undergraduate, graduate and postgraduate programs across six campuses and online. A global network of more than 100,000 accomplished alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement. For more information about this dynamic institution, visit <https://www.mun.ca>.

**TO APPLY**



Consideration of candidates will begin in May 2024 and continue until the position is filled. To submit your application including your letter of interest and CV, please click the "apply here" button at the top of this advertisement. The appointment, which is renewable, is for five years and is to take effect on a mutually agreed date. Please reach out to [AcademicSearches@mun.ca](mailto:AcademicSearches@mun.ca) or Senior Consultant, Senior Leadership Recruitment at [Shauna.Quinlan@mun.ca](mailto:Shauna.Quinlan@mun.ca) if you have any questions.

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents of*

NOTE TO APPLICANT: All redactions on this page have been applied pursuant to s.29(1)(a).

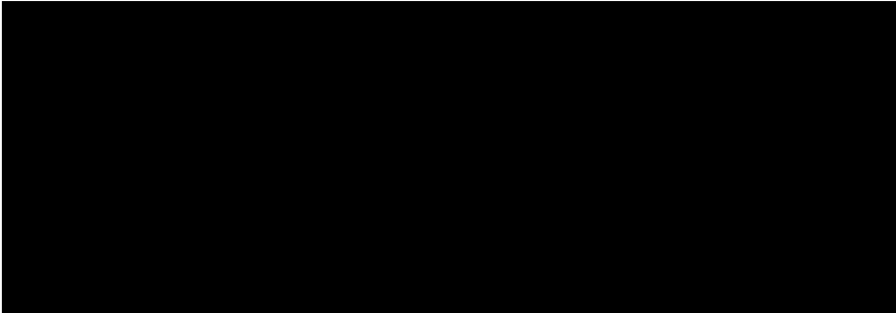
IAP Office



Canada will be given priority. Memorial University is committed to employment equity, diversity, inclusion and anti-racism, and encourages applications from all qualified candidates, including: women; people of any sexual orientation, gender identity, or gender expression; Indigenous Peoples; visible minorities, and racialized people; and people with disabilities. All applicants are invited to identify themselves as a member of an equity-deserving group(s) as appropriate. Applicants cannot be considered as a member of an equity-deserving group(s) unless they complete an employment equity survey. Memorial is committed to providing an inclusive learning and work environment. If there is anything we can do to ensure your full participation during the application process please contact equity@mun.ca directly and we will work with you to make appropriate arrangements.

Your Personal Information

Memorial University [redacted] respects the privacy and confidentiality of the personal information provided to us in the application process. All personal information is collected under the authority of the Memorial University Act (RSNL 1990 c M-7) for the purpose of identifying and recruiting candidates; assessing applicant qualifications; and maintaining records pertaining to the administration of employment with Memorial University [redacted]





## DEAN, FACULTY OF SCIENCE

[APPLY HERE](#)

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province. Learn more about the territory acknowledgement [here](#).*

Memorial University invites applications, nominations and expressions of interest for the position of Dean, Faculty of Science. The Faculty of Science currently has a diverse student population of [REDACTED] undergraduates and over [REDACTED] graduate students, as well as a dedicated team of [REDACTED] staff and 200 faculty positions. The [Faculty of Science](#) offers premier undergraduate and graduate programs across nine departments (Biochemistry, Biology, Chemistry, Computer Science, Earth Sciences, Mathematics and Statistics, Ocean Sciences, Physics and Physical Oceanography, and Psychology). Newly established program offerings for the Faculty include undergraduate programs in Human Biosciences and Data Science as well as graduate programs in Data Science, Artificial Intelligence and Software Engineering. Committed to innovative and collaborative program offerings and research, Memorial's Faculty of Science has six interdisciplinary graduate programs in Data Science, Sustainable Aquaculture, Cognitive and Behavioural Ecology, Environmental Science, Scientific Computing and Theoretical Physics. In 2021, several of the Faculty's departments have moved into a state-of-the art [Core Science](#) facility which is a catalyst for collaboration, research, and a rich experiential learning environment for students.

Reporting to the Provost and Vice-President (Academic), and as a senior member of Memorial's leadership team, the Dean of Science is responsible for academic and administrative leadership, fostering excellence and innovation in teaching, research, academic and professional service, undergraduate and graduate education, fundraising and advancement and community engagement. The Dean will ensure curriculum offers modern, experiential learning opportunities for students and ensure a rich vibrant culture of research within the Faculty. Memorial is seeking a visionary and consultative leader who will engage effectively with all senior leaders, faculty, staff, students, alumni and external partners to define a clear strategic direction and be the Faculty's foremost ambassador to creatively advance priorities of the Faculty and university while ensuring fair and equitable administration of resources and financial sustainability.

The ideal candidate for Dean will possess a record of successful academic administrative leadership experience with proven budget management skills. The candidate will possess a PhD and bring a demonstrated academic record as a scientific educator and researcher, with preference for qualifications commensurate with an appointment at the rank of Professor. The ideal candidate will have proven skills in developing and executing strategic directions: a visionary and consultative leadership style characterized by excellent communication and interpersonal skills. They will demonstrate a commitment to excellence and innovation in teaching and research, while fostering an environment of teamwork, collaboration and creativity. The Dean will have a commitment to



increasing accessibility, diversity, inclusion and the ability to maintain an inclusive climate that reflects Memorial's goals of EDI-AR and Indigenization. The Dean will demonstrate passion for ensuring success of their Faculty, with a history of finding creative solutions in financial and human resource management, building relationships with key stakeholders internally and externally through integrity and transparency and making decisions that enhance the strategic priorities of the Faculty.

## ABOUT MEMORIAL

Memorial University is home to more than 18,000 students and 3,600 faculty and staff from more than 127 countries who learn, teach, research, create and engage. Memorial has teaching and learning facilities across Newfoundland and Labrador, and abroad, and offers more than 300 program options. From the Classics to advanced technology, Memorial offers certificate, diploma, undergraduate, graduate and postgraduate programs across six campuses and online. A global network of more than 100,000 accomplished alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement. For more information about this dynamic institution, visit <https://www.mun.ca>.

## TO APPLY

Consideration of candidates will begin in May 2023 and continue until the position is filled. To submit your application including your letter of interest and CV, please click the "apply here" button at the top of this advertisement. The appointment, which is renewable, is for five years and is to take effect in Fall 2024 or as mutually agreed. Please reach out to [academicsearches@mun.ca](mailto:academicsearches@mun.ca) if you have any questions.

Your Personal Information

*Memorial University of Newfoundland and Labrador respects the privacy and confidentiality of the personal information provided to us in the application process. All personal information is collected under the authority of the Memorial University Act (RSNL 1990 c M-7) for the purpose of identifying and recruiting candidates; assessing applicant qualifications; and maintaining records pertaining to the administration of employment with Memorial University of Newfoundland.*

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*All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Memorial University of Newfoundland and Labrador is committed to employment equity and diversity and encourages applications from all qualified candidates, including women, people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; visible minorities and racialized people; and people with disabilities.*

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## DEAN, FACULTY OF SCIENCE

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Memorial University's vibrant Faculty of Science is home to a diverse and engaged student body, including undergraduates and over x graduate students. Supported by a dedicated team of staff and over 200 faculty, the Faculty of Science is well-positioned as a mainstay for academic excellence and innovation. The successful candidate will be an accomplished leader, recognized for advancing research, teaching and outreach. A commitment to fostering equity, diversity, inclusion, anti-racism and Indigenization is paramount.

The Faculty of Science boasts a wide array of undergraduate and graduate programs spanning nine departments, including Biochemistry, Biology, Chemistry, Computer Science, Earth Sciences, Mathematics and Statistics, Ocean Sciences, Physics and Physical Oceanography, and Psychology. It has recently expanded academic offerings to include leading-edge programming in Human Biosciences and Data Science at the undergraduate level, as well as Data Science, Artificial Intelligence and Software Engineering at the graduate level. Committed to innovative and collaborative program offerings and research, Memorial's Faculty of Science also has six interdisciplinary graduate programs (Data Science, Sustainable Aquaculture, Cognitive and Behavioural Ecology, Environmental Science, Scientific Computing and Theoretical Physics). In 2021, three of the Faculty's departments moved into the state-of-the art Core Science facility which serves as a catalyst for collaboration and research, while also housing our state-of-the-art teaching labs.

Reporting to the Provost and Vice-President (Academic), and as a senior member of Memorial's leadership team, the Dean of Science is responsible for academic and administrative leadership, fostering excellence and innovation in teaching, research, academic and professional service, and creating a culture within the Faculty that promotes equity, diversity, inclusion, anti-racism (EDI-AR) and Indigenization. The Dean will also actively engage in promoting undergraduate and graduate education, fundraising and advancement, and community engagement. The Dean will ensure curricula that offer cutting-edge, experiential learning opportunities for students and actively link teaching and research within the Faculty. Memorial is seeking a visionary and consultative leader who will engage effectively with all senior leaders, faculty, staff, students, alumni and external partners to define a clear strategic direction and be the Faculty's foremost ambassador to creatively advance priorities of the Faculty and University while ensuring fair and equitable administration of resources and financial sustainability.



The ideal candidate for Dean will possess a record of successful academic administrative leadership experience. The candidate will possess a PhD and bring a demonstrated academic record as a scientific educator and researcher, with preference for qualifications commensurate with an appointment at the rank of Professor. They will have proven skills in developing and executing strategic directions with a visionary and consultative leadership style. With excellent communication and interpersonal skills, the Dean will have the ability to build relationships with key stakeholders internally and externally through integrity and transparency. They will demonstrate a commitment to excellence and innovation in teaching and research while fostering an environment of teamwork, collaboration and creativity. The Dean will bring demonstrated success and commitment to incorporating EDI-AR and Indigenization principles in leadership, teaching and/or scholarship and have experience promoting an inclusive and accessible culture for students, staff and faculty members. The Dean will demonstrate a passion for ensuring success of the Faculty and the ability to find creative solutions in: financial/budget, human and infrastructure resource management, and make decisions that enhance the strategic priorities of the Faculty.

#### **ABOUT MEMORIAL**

Memorial University is home to more than 18,000 students and 3,600 faculty and staff from 127 countries who learn, teach, research, create and engage in a vibrant and diverse academic community. As the only university in the province of Newfoundland and Labrador, Memorial has five campuses throughout the province and one in England, with a special obligation to provide teaching, learning and research opportunities that are locally relevant and internationally significant. From classics to advanced technology, Memorial offers more than 300 certificate, diploma, undergraduate, graduate and postgraduate program options. A global network of more than 100,000 accomplished alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement. For more information about this dynamic institution, visit <https://www.mun.ca>.

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women; people of any sexual orientation, gender identity or gender expression; Indigenous Peoples; visible minorities and racialized people; and people with disabilities. All applicants are invited to identify themselves as a member of an equity-deserving group(s) as appropriate. Applicants cannot be considered as a member of an equity-deserving group(s) unless they complete an employment equity survey. Memorial is committed to providing an inclusive learning and work environment. If there is anything we can do to ensure your full participation during the application process please contact [equity@mun.ca](mailto:equity@mun.ca) directly and we will work with you to make appropriate arrangements.

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APPLY HERE

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Memorial University's vibrant Faculty of Science is home to a diverse and engaged student body, including 1500 undergraduates declared in science programs and more than 700 graduate students. Supported by a dedicated team of over 12 staff and approximately 200 faculty positions, the Faculty of Science is well-positioned as a mainstay for academic excellence and innovation. The successful candidate will be an accomplished leader, recognized for advancing research, teaching and outreach. A commitment to fostering equity, diversity, inclusion and anti-racism is paramount.

s. 29(1) (a)

The Faculty of Science boasts a wide array of undergraduate and graduate programs spanning nine departments, including Biochemistry, Biology, Chemistry, Computer Science, Earth Sciences, Mathematics and Statistics, Ocean Sciences, Physics and Physical Oceanography, and Psychology. It has recently expanded academic offerings to include leading-edge programming in Human Biosciences and Data Science at the undergraduate level, as well as Data Science, Artificial Intelligence and Software Engineering at the graduate level. Committed to innovative and collaborative program offerings and research, Memorial's Faculty of Science also has six interdisciplinary graduate programs in Data Science, Sustainable Aquaculture, Cognitive and Behavioural Ecology, Environmental Science, Scientific Computing and Theoretical Physics. In 2021, three of the Faculty's departments moved into the state-of-the art Core Science facility which serves as a catalyst for collaboration and research, while also housing our state-of-the-art teaching labs.

Reporting to the Provost and Vice-President (Academic), and as a senior member of Memorial's leadership team, the Dean of Science is responsible for academic and administrative leadership, fostering excellence and innovation in teaching, research, academic and professional service, and creating a culture within the Faculty that promotes equity, diversity, inclusion, and anti-racism (EDI-AR). The Dean will also actively engage in promoting undergraduate and graduate education, fundraising and advancement, and community engagement. The Dean will ensure curricula that offer cutting-edge, experiential learning opportunities for students and actively link teaching and research within the Faculty. Memorial is seeking a visionary and consultative leader who will engage effectively with all senior leaders, faculty, staff, students, alumni and external partners to define a clear strategic direction and be the Faculty's foremost ambassador to creatively advance priorities of the Faculty and university while ensuring fair and equitable administration of resources and



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## Appendix A

### CONFIDENTIAL: Dean, Faculty of Science Candidate List A

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)

### CONFIDENTIAL: Dean, Faculty of Science Candidate List B

Candidate Last Name	Candidate First Name	Current/Recent Position*	Sample Previous Position(s)*	Post-Secondary Degrees*	Did the candidate self-identify as a member of an equity deserving group?	Canadian / Permanent Resident? (Y/N)	Reason on Candidate List B

s. 40 (1)

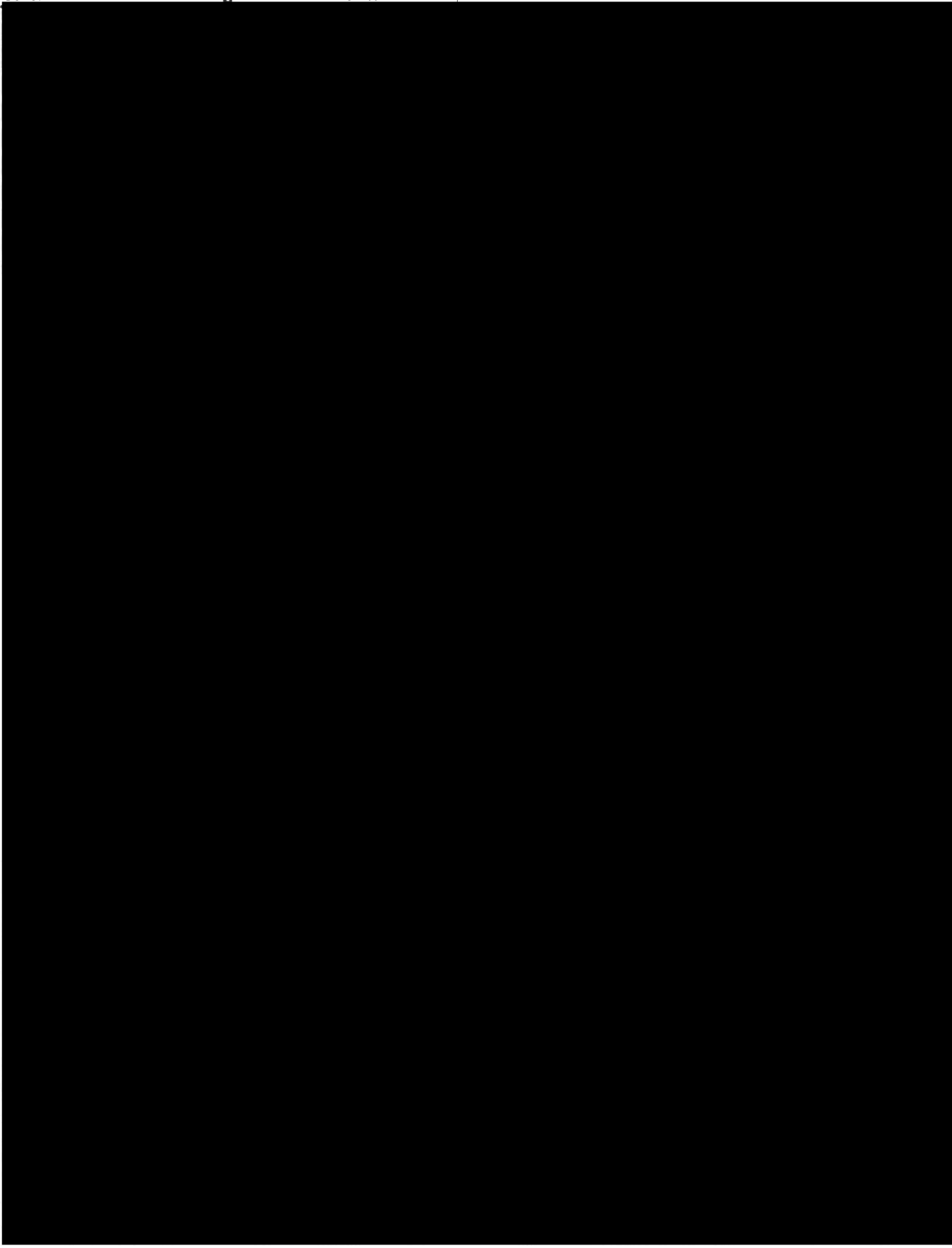
LastName	FirstName	Self-ID	Canadian
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		survey not completed	[REDACTED]
[REDACTED]		survey not completed	[REDACTED]
		survey not completed	[REDACTED]
		survey not completed	[REDACTED]
[REDACTED]		no data survey not completed	[REDACTED]

s. 40 (1)

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	survey not completed	
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	survey not completed	

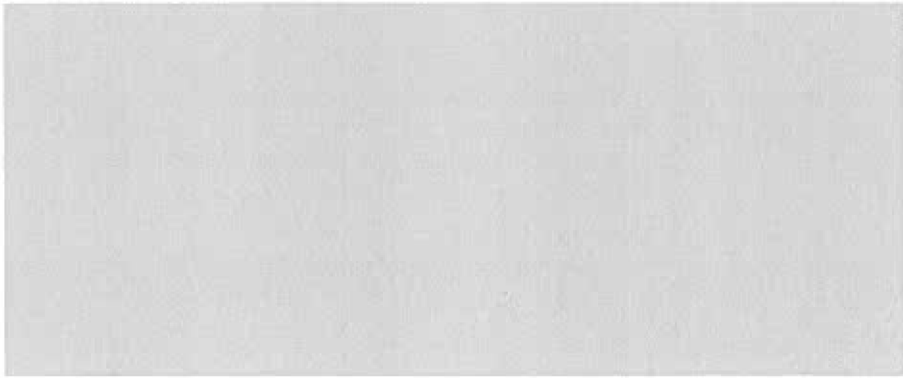
s. 40 (1)

Suitable Rank LongList Comments



s. 40 (1)





s. 40 (1)

*[Faint, illegible text visible through the page, possibly bleed-through from the reverse side.]*

