



## CANDIDATE BRIEF

DEAN, FACULTY OF SCIENCE



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# CONTACT INFORMATION

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## Faculty of Science

*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.*

Memorial University's Faculty of Science is committed to the delivery of excellent undergraduate and graduate programs of study as well as the pursuit of internationally competitive research in all major scientific disciplines and a growing number of interdisciplinary fields. With over 17,500 alumni, the Faculty of Science currently has a diverse student population of **undergraduates** and over **graduate students**, as well as a dedicated team of **x staff** and 200 faculty positions. The Faculty is dedicated to fostering creativity, innovation and excellence through teaching and learning and to the pursuit of high-quality research, promoting economic development through cooperative research and technology transfer with the private sector. The Faculty of Science encompasses nine departments:

- [Biochemistry](#)
- [Biology](#)
- [Chemistry](#)
- [Computer Science](#)
- [Earth Sciences](#)
- [Mathematics and Statistics](#)
- [Ocean Sciences](#)
- [Physics and Physical Oceanography](#)
- [Psychology](#)

## Undergraduate and Graduate Programming

The Faculty of Science offers undergraduate ~~b~~achelor of ~~s~~cience (B.Sc.) degree programs at the St. John's campus with major programs offered in all departments as well as in the Departments of Economics and Geography. The ~~b~~achelor of ~~s~~cience honours (B.Sc. Hons.) is available in each of the major subject areas and co-op education opportunities are available in Biology, Behavioral Neuroscience, Psychology, Computer Science, and Economics.

Each of the Faculty's departments also offer dedicated graduate programs at both the Masters and Ph.D. levels (Food Science, Marine Biology, Chemistry, Artificial Intelligence, Software Engineering, Geology, Geophysics, Geography, Mathematics, Statistics, Applied Statistics, Marine Biology, Physics and Physical Oceanography, Experimental Psychology, Applied Psychological Science, and Doctor of Psychology). The Master of Applied Psychological Science (MAPS) in the Department of Psychology and the Master of Science (Computer Science) in the Department of Computer Science are co-op graduate level programs in the Faculty of Science.

IAP Office

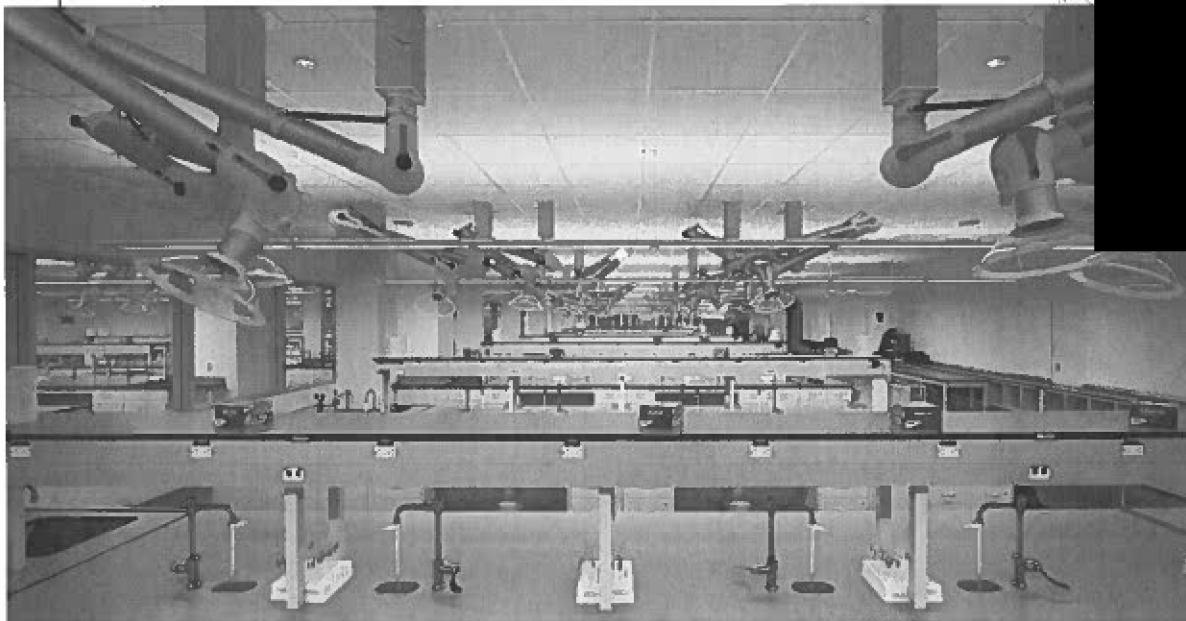
Furthermore, the Faculty of Science offers graduate studies in six innovative interdisciplinary graduate programs (Data Science, Sustainable Aquaculture, Cognitive and Behavioural Ecology, Environmental Science, Scientific Computing, Theoretical Physics). Co-op graduate degrees are available in the interdisciplinary programs of Scientific Computing (formerly Computational Science) and Environmental Science offered by the Faculty of Science.

The Faculty is proud to offer its newest programs in Human Biosciences (Undergraduate), and jointly offered programs in Data Science (Graduate and Undergraduate), Artificial Intelligence (Graduate) and Software Engineering (Graduate).

## Research

The Faculty of Science is highly [redacted] productive in terms of research funding and activity [redacted] [redacted], with research grants to the Faculty during time period [redacted] averaging [redacted] % of the total external research funding to the University. Significant numbers of the faculty are funded by the Natural Sciences and Engineering Research Council of Canada (NSERC), the Canada Foundation for Innovation (CFI), the Canadian Institutes of Health Research (CIHR), the Department of Fisheries and Oceans (DFO) and through additional sources of funding.

Several dedicated faculty hold Canada Research Chairs, such as Tier I Senior Chairs in Biological Oceanographic Processes and Chair in Boreal Biogeochemistry; Tier II Chair in Numerical Analysis and Scientific Computing, Chair in Marine Geology, and Chair in Chemistry of the Ocean and Atmosphere. [redacted]



To learn more about the established research strengths of Departments within the Faculty of Science, visit: [Research by Department](#).

## In the Community

Memorial University's Faculty of Science is active in the community, connecting the experience of science to the public in a variety of exciting ways, including:

- [Marine Biodiversity Lab Program](#) The Department of Ocean Sciences offer this hands-on, lab-based program to give high school students and teachers a unique opportunity to discover the fascinating world of ocean science.
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- [Let's Talk Science](#) Partnership committed to reaching all youth in the province, especially those in remote and rural areas of Newfoundland and Labrador.
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- [Blundon Contest](#) Named for the late Professor W.J. Blundon, the first head of the Department of Mathematics and Statistics at Memorial University. The first place winner is presented with the Blundon Shield at the Blundon Seminar, a two-day event for selected high school students held each May on our St. John's campus.

## Facilities

In 2021, three of the Faculty's departments have moved into a state-of-the-art [Core Science Facility](#) which serves as a catalyst for collaboration and research, including state-of-the-art teaching labs which allow Memorial to continue to compete on a global platform for research, faculty and students. Current occupants for the Faculty of Science include the Departments of Biochemistry, Biology, Chemistry, Ocean Sciences (yet primary location is in Ocean Sciences Centre), Procurement Services and Stores, with plans to integrate the Department of Psychology.

Other science departments are located in established buildings across campus:

- Computer Science: S.J. Carew Engineering and Alexander Murray Earth Sciences

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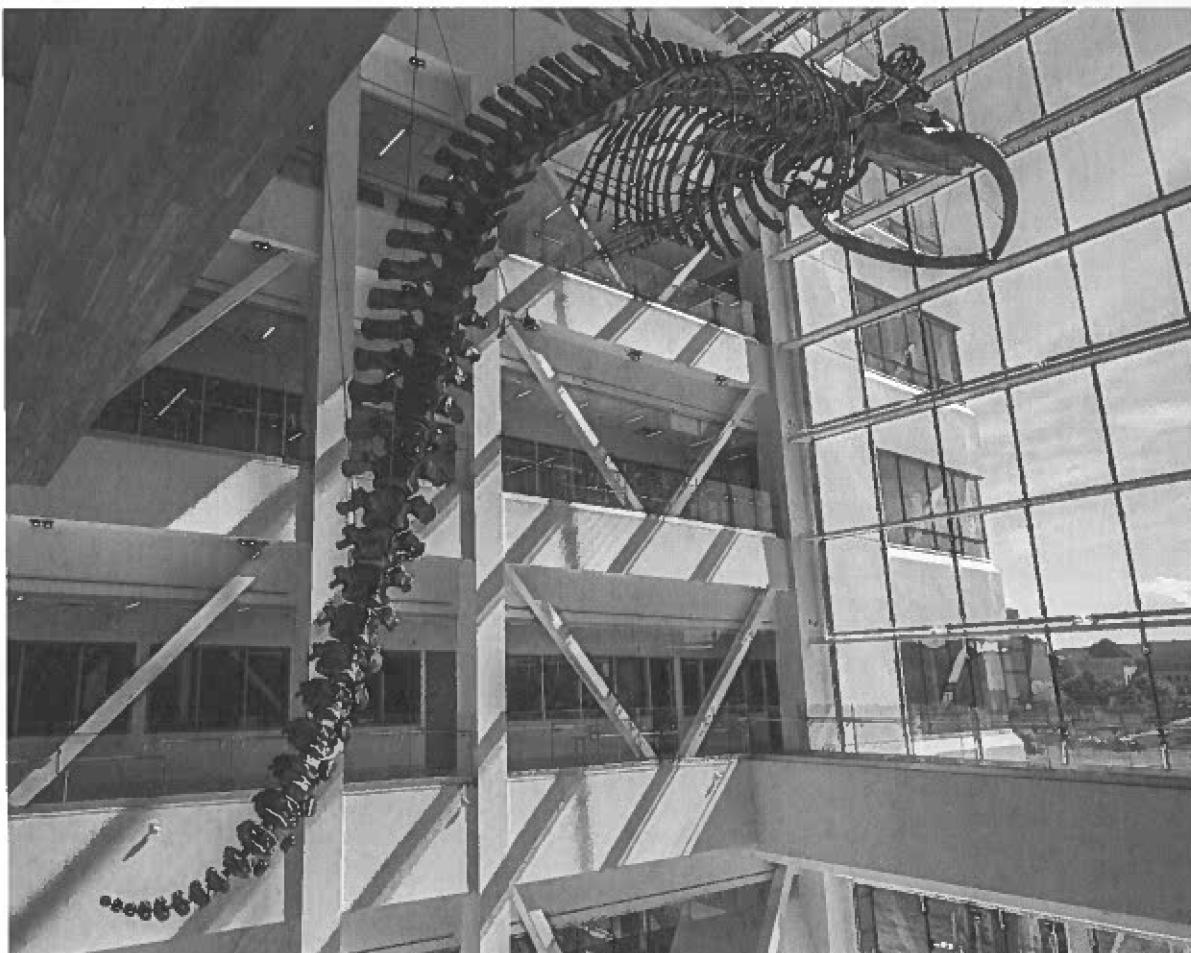
- Earth Sciences: Alexander Murray Earth Sciences
- Mathematics and Statistics: Henrietta Harvey Mathematics
- Physics and Physical Oceanography: Chemistry-Physics
- [Ocean Sciences Centre](#) (Logy Bay, NL)

Within the Faculty of Science, there are several outstanding research facilities including the Centre for Earth Resources Research, and The Ocean Sciences Centre (OSC) at Logy Bay. Research within the Faculty also benefits from the presence of the Bonne Bay Marine Station in Gros Morne National Park (part of Grenfell Campus), Atlantic Computational Excellence Network (ACENET), the Core Research Equipment and Instrument Training ([CREAIT](#)) Network, the University's Technical Services Division, a helium and nitrogen liquefier facility, and Memorial University of Newfoundland Botanical Garden.

While separate from the St. John's Faculty of Science, with a core program different from the degree regulations governing science degrees on the St. John's campus, undergraduate science programming is also offered on [Grenfell campus](#) in Corner Brook on the west coast of Newfoundland and Labrador.

For more information about the Faculty, please visit:

- [Memorial Faculty of Science](#)
- [Faculty of Science Strategic Plan \(2022 – 2027\)](#)



## The Opportunity

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 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.

## Key Responsibilities

### *Administrative Leadership*

- Ensure the effective and efficient allocation of resources (human, financial, information and infrastructure) and collaborate to establish strategies to compete in the recruitment and retention of high caliber faculty and staff who excel in teaching, research, and service.
- Be invested in understanding and listening to the needs of the Faculty with the aim of effectively advocating for Science to ensure the Faculty is able to maintain high standard accredited programs and meet needs of faculty, staff, students.
- Through consultative leadership, oversee the financial budget requirements of the Faculty while actively and creatively engaging in advancement, fundraising, alumni, industry, and community relations and partnership opportunities to establish new sources of funding in support of the Faculty of Science's priorities.
- Lead and advocate for the Faculty in accreditation processes, ensuring efficiency and high standards.
- Demonstrate good judgement and critical thinking in the management of change and risk and ensure compliance with University policies, procedures and Collective Agreements.
- Make appointments and re-appointments, and recommendations for tenure and promotion and manage personnel issues with fairness and respect.

Dean, Faculty of Science

### *Collaborative, Visionary, Transparent Leadership*

- Work collaboratively with the decanal team, Associate Deans, faculty, staff and students to advance the strategic goals of the Faculty; actively listening, consulting, and building trust through openness and transparency while making difficult decisions in the interest of identified priorities.
- Develop and inspire a collegial vision within the Faculty of Science and ensure the vision is aligned with the University's strategic plan and avails of timely opportunities within Memorial, the province, and in the broader industrial community.
- Collaborate, engage and lead the Faculty of Science by promoting an exemplary workplace culture whereby excellence and integrity in teaching, research, university service and engagement is championed.

### *EDI-AR and Indigenization*

- Champion an environment of inclusivity, advocating for matters related to equity, diversity, inclusion, anti-racism (EDI-AR), accessibility, and Indigenization.
- Increase awareness and promote education related to EDI-AR issues.
- Implement concrete steps to embed EDI-AR into the Faculty's policies and practices and support faculty, staff, and students from underrepresented groups.

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### *Relationship Building*

- Build new and deepen existing relationships, strategic alliances, and partnerships with diverse stakeholders internally and externally that are pivotal to enhancing the goals of the Faculty.
- Liaise with businesses, industry partners, professional bodies, and work with the Faculty to further develop experiential learning opportunities for students.
- Foster collaborations among science faculty, staff and students to enhance cohesiveness and sense of belonging to the Faculty of Science.

### *Research and Scholarly Activity*

- Foster a high level of research productivity, innovation and excellence within the Faculty and encourage an environment that celebrates science scholarship, and embraces diversity of thought and perspectives across a wide range of science disciplines.
- Promote the excellent scientific research of the Faculty, leverage opportunities of new state-of-the-art facilities.

### Dean, Faculty of Science

- Identify and support research funding opportunities, including working to increase federal and provincial research funding support, student research funding and individual faculty grants.

### *Teaching and Learning*

- Lead the academic planning process for the Faculty and support curriculum development in line with the overall programming of the University.
- Champion the student experience by providing oversight and direction for all undergraduate and graduate programming in the Faculty of Science via leadership and collaboration with faculty, staff, and students.
- Ensure curricula that offers cutting-edge, experiential learning opportunities for students and actively link teaching and research within the Faculty.
- Provide thoughtful leadership in supporting the innovation, collaboration, and interdisciplinarity in new or existing programming, while fostering a culture of teaching excellence and integrity.
- Advocate for and promote Indigenous education and decolonization in the classroom and curriculum.
- Display and instill an understanding of pedagogical and technical advances in Science education, professional accreditation requirements, and frameworks for learning outcomes and degree expectations for undergraduate and graduate programs.
- Facilitate regular evaluation of degree programs with a view to maintaining excellence and full accreditation.

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## Candidate Qualifications

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

**Academic Record:** An earned doctorate/PhD with a demonstrated academic record as a scientific educator and researcher. Preference for qualifications commensurate with an appointment at the rank of a tenured full professor.

**Administrative Leadership:** Successful academic administrative leadership experience as a department chair, program director, associate dean, dean, or other academic or administrative leadership role or similar proven transferable skills in a professional setting. Must bring demonstrated success in supporting academic productivity, strategic planning, as well as an understanding of university policies, procedures, collective agreements and accreditation processes. Will have skills in budget management with the ability to creatively and effectively allocate financial, human and infrastructure resources, attract/steward funds, and generate revenue from diverse sources to support and advance the Faculty of Science. Skilled in advocacy, the ideal candidate will demonstrate passion for ensuring success of their Faculty.

**Commitment to Equity, Diversity, Inclusion, Anti-Racism and Indigenization:** A track record of leading with a commitment to and

prioritization of equity, diversity, inclusion, anti-racism (EDI-AR) and accessibility with proven leadership in addressing inequities. Is an advocate for creating and improving initiatives that emphasize the importance of Indigenization, decolonization and reconciliation in an academic environment.

**Communication Skills, Collaboration and Consultation:** Excellent communication skills and the keen ability to actively listen and interact in a respectful, trustworthy, open, approachable, compassionate and professional manner. Superb interpersonal and team building skills and commitment to collaborative, collegial consultation with faculty, staff, and students. Has a demonstrated ability to articulate clear directions, build consensus and present ideas with influence and transparency to a variety of stakeholders while serving as the chief spokesperson and advocate for the Faculty.

**Dedication to Research:** Research oriented with a passion for supporting and expanding research productivity and innovation. Demonstrates a familiarity with current research standards and trends in science and understands research support needs. Brings an understanding of the academic and applied aspects of research, including

## Dean, Faculty of Science

funding and grants, the importance of interdisciplinary collaboration, and the relationships of research to teaching and service. Is able to energetically promote the successes of science research stemming from the Faculty.

***Dedication to Teaching and Learning:*** Commitment to excellence in teaching and learning and champion of all disciplines within the Faculty of Science. Demonstrates innovative, bold, collaborative and interdisciplinary thinking in program design and promotes modern pedagogical practices in the sciences. Is able to speak persuasively about the wide range of scholarly activity in science and its valued impact. Brings experience enhancing the quality of the student experience, both inside and outside the classroom and is willing to invest in the development of faculty, staff and students.

***Inspirational, Strategic, Visionary Leadership:*** Proven skills in developing and executing strategic directions with resourcefulness, resilience and confidence. An inspirational, strategic, visionary leader able to motivate

faculty, staff, and students around the Faculty's goals. A natural tendency to set high standards, be highly ethical, fair, consultative yet decisive, and inspire creative, courageous, bold and innovative ideas and a culture of teamwork and collaboration. Is solution focused and has the ability to delegate and make thoughtful decisions in the best interests of the Faculty and the University.

***Relationship Builder:*** Demonstrates success and significant experience building partnerships and engaging with stakeholders both internal and external to the university (staff, faculty, community and industry partners, donors, alumni, students, government and other Faculties and universities) to support teaching, research, and service excellence goals. Is a team player with the ability to earn trust and respect while advocating for the Faculty. Demonstrated commitment to finding strategic opportunities to engage in collaborative interdisciplinary partnerships where there is alignment with the goals and vision of the Faculty.

Dean, Faculty of Science

## The Appointment

### Key Dates

The Search Committee will begin consideration of candidates in May 2024. The appointment, which is renewable, is for five years.

### How to Apply

Applications including your letter of interest and CV can be submitted in confidence via <https://careers.mun.ca/academic/apply/advertisements/XXXX>.

Please reach out to [shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca) or [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.

### Equal Opportunity

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.

Memorial University of Newfoundland and Labrador respect people's different needs and therefore will take all reasonable steps to ensure accommodation for applicants throughout the recruitment and hiring process. If you require accommodation to participate in these processes, please inform us via [equity@mun.ca](mailto:equity@mun.ca) or [shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca).

Dean, Faculty of Science

## Search Committee

The following individuals have been appointed to the Dean, Faculty of Science 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  
[Search Committee Chair]

*Thank you for considering this important opportunity. This document is intended to provide candidates with information and is not a contractual document. Contents therefore may be subject to change. Please feel free to connect with us regarding any questions.*



Dean, Faculty of Science

## Appendix A: Memorial University of Newfoundland

As one of the largest postsecondary institutions in Atlantic Canada, Memorial University aims to be one of the most distinguished public universities in Canada and beyond. Memorial enjoys national recognition, while fulfilling its social mandate to provide access to university education for the people of the province, and to contribute to the social, cultural, scientific, and economic development of Newfoundland and Labrador and beyond. This includes the university's commitment to Indigenous students and peoples, as well as the almost 5,000 international students that join its vibrant community.

Across its six campuses and in other locations, more than 18,000 students from 127 countries and 3,800 faculty and staff 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 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

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**Vision** Memorial University will be one of the most distinguished public universities in Canada and beyond, and will fulfill its special obligation to the people of Newfoundland and Labrador.

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**Mission** Memorial University is an inclusive community dedicated to innovation and excellence in teaching and learning, research, scholarship, creative activity, service and public engagement. Memorial University welcomes and supports students and scholars from all over the world and contributes knowledge and expertise locally, nationally and internationally.

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## Dean, Faculty of Science

alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement.

Memorial University is at a pivotal time in its trajectory: a time for thinking boldly about the future of the institution and new strategic directions to navigate through the province's fiscal challenges, a time for positioning the university as a leader in teaching and research, and, a time to deepen community ties and bolster its commitment to the North. Memorial's strategic plan 'Transforming our Horizons' identifies the institution's priorities and actions through 2026, capitalizing on its greatest strengths – people and place.

As Newfoundland and Labrador's only university, Memorial University has a special obligation to the people of the province. Established as a living memorial to the Newfoundlanders and Labradorians who lost their lives during the First World War and subsequent conflicts, Memorial University draws inspiration from the sacrifices of the past to build a better future for the province, country, and the world. Because of its unique place within the province, the university plays an unparalleled role in the continuing development of the region.

Memorial University is a medical/doctoral comprehensive university with 19 faculties and schools offering more than 100 degree programs. Undergraduate and graduate teaching and research opportunities are offered across a wide range of disciplines, including the humanities and social sciences, health disciplines, sciences, fine arts, education and business.



## Dean, Faculty of Science

Total sponsored research funding was more than **\$143 million** in 2022-2023, and the university's nationally and internationally recognized faculty includes more than 40 chairs and fellows in a variety of disciplines and its first Canada Excellence Research Chair. The university supports dynamic research in units such as that ignite the imagination, such as The Craig L. Dobbin Genetics Research Centre, the Research Centre for the Study of Music, Media, and Place and the Ocean Sciences Centre. Additionally, Memorial University's Labrador Campus, the newest campus of Memorial, is home to the School of Arctic and Subarctic Studies and the Pye Centre for Northern Boreal Food Systems, and is providing Northern-focused and Indigenous-led education and research opportunities in the North and by the North.

Memorial University's multi-campus dynamic reflects the changing population demographic in Newfoundland and Labrador as well as the University's sustained commitment to a diversified student body with differing needs. Three campuses are located in St. John's, including the St. John's Campus, Fisheries and Marine Institute and Signal Hill Campus as well as campuses in Corner Brook, Happy Valley-Goose Bay (Labrador) and Harlow (England).

More information about the university and its campuses and above facilities can be found at the following links:

- [Memorial Homepage](#)
- [Transforming our Horizons](#)
- [Fast Facts](#)
- [Grenfell Campus](#)
- [Fisheries and Marine Institute](#)
- [Labrador Campus](#)
- [Harlow Campus](#)
- [Signal Hill Campus](#)



## Appendix B: St. John's, Newfoundland and Labrador

St. John's - situated on the northeast Avalon Peninsula of Newfoundland and Labrador - is the province's capital and its largest city, home to 40% of the province's population. Founded more than 400 years ago, it is one of the oldest cities in North America. Today, St. John's perfectly combines tradition with sophistication and is a **safe, cosmopolitan city** with increasing diversity.

Its proximity to the Atlantic Ocean heavily influences the **climate**. It can be windy, rainy or foggy in St. John's on any given day—but that can change quickly to blue skies and sunshine. Winters are generally mild, with sometimes cool and brisk temperatures, but are great for your favourite outdoor activities. The city is widely recognized as a vibrant hub for arts and culture, and has a flourishing music, theatre, and dance scene, with productions available to theatregoers all year round. St. John's is home to The Rooms, the province's art gallery, archives and museum which showcases the deep history of the province, and George Street, with 21 bars offering the best in entertainment. Ski or jog the trails in Pippy Park. Hike Signal Hill and the East Coast Trail. Check out the St. John's Farmers Market.

Besides indulging in **cultural experiences**, there are numerous activities to engage in across St. John's and the province, including biking, bird watching, boat tours, camping, food and dining, golfing, hiking and walking, iceberg viewing, kayaking, shopping, skiing and snowboarding, and whale watching. The landscape is vast and varied, comprising of mountain ranges, boreal forests, and rugged ocean coastlines, providing residents with a diversity of outdoor activity.

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### Population

City of St. John's (2021): 110,525

St. John's Census Metropolitan Area (2021): 212,579

Province of Newfoundland & Labrador (2021): 510,550

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St. John's is the perfect combination of big-city luxury and traditional small-town charm, offering visitors and residents an intriguing blend of history, culture, and natural experiences, all within an urban setting. Newfoundland and Labrador is known for its incredibly friendly people and hospitality.

Newfoundlanders and Labradorians are often described as real, genuine, warm, welcoming, fun-loving, and funny, and they are admired for their creativity, unique dialect, and their storytelling.

By plane, St. John's is approximately three hours from Toronto, three hours from New York, and five hours from London, England.

For more information about St. John's, please visit:

- [www.stjohns.ca](http://www.stjohns.ca)
- <https://destinationstjohns.com/>
- [www.downtownstjohns.com](http://www.downtownstjohns.com)
- [www.newfoundlandlabrador.com](http://www.newfoundlandlabrador.com)



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- Psychology

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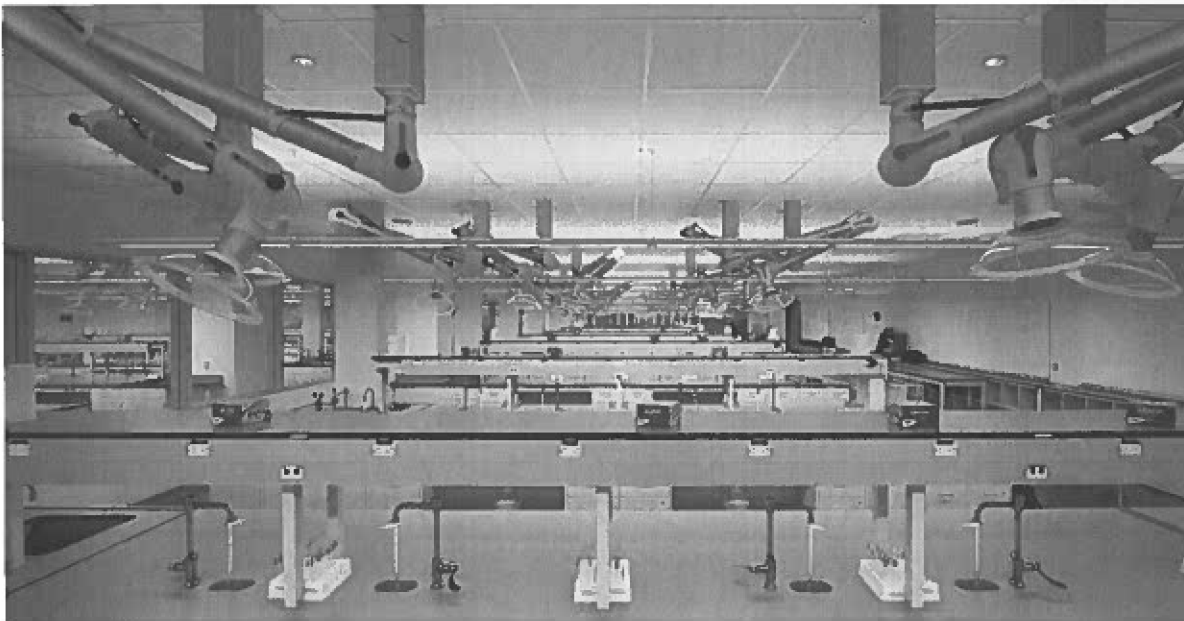
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- [Shad Canada](#) offers a widespread STEAM and entrepreneurship program for grade 10 & 11 students. Memorial University and the Faculty of Science is proud to be a partner in delivering the Shad program.

## Facilities

In 2021, three of the Faculty's departments moved into a state-of-the-art [Core Science Facility](#) which serves as a catalyst for collaboration and research, including state-of-the-art teaching labs which allow Memorial to continue to compete on a global platform for research, faculty and students. Current occupants for the Faculty of Science include the Departments of Biochemistry, Biology, Chemistry. The building also houses a secondary location for Ocean Sciences [REDACTED]

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- Earth Sciences: Alexander Murray Earth Sciences
- Mathematics and Statistics: Henrietta Harvey Mathematics
- Physics and Physical Oceanography: Chemistry-Physics
- Ocean Sciences: Ocean Sciences Centre (Logy Bay, ██████████)

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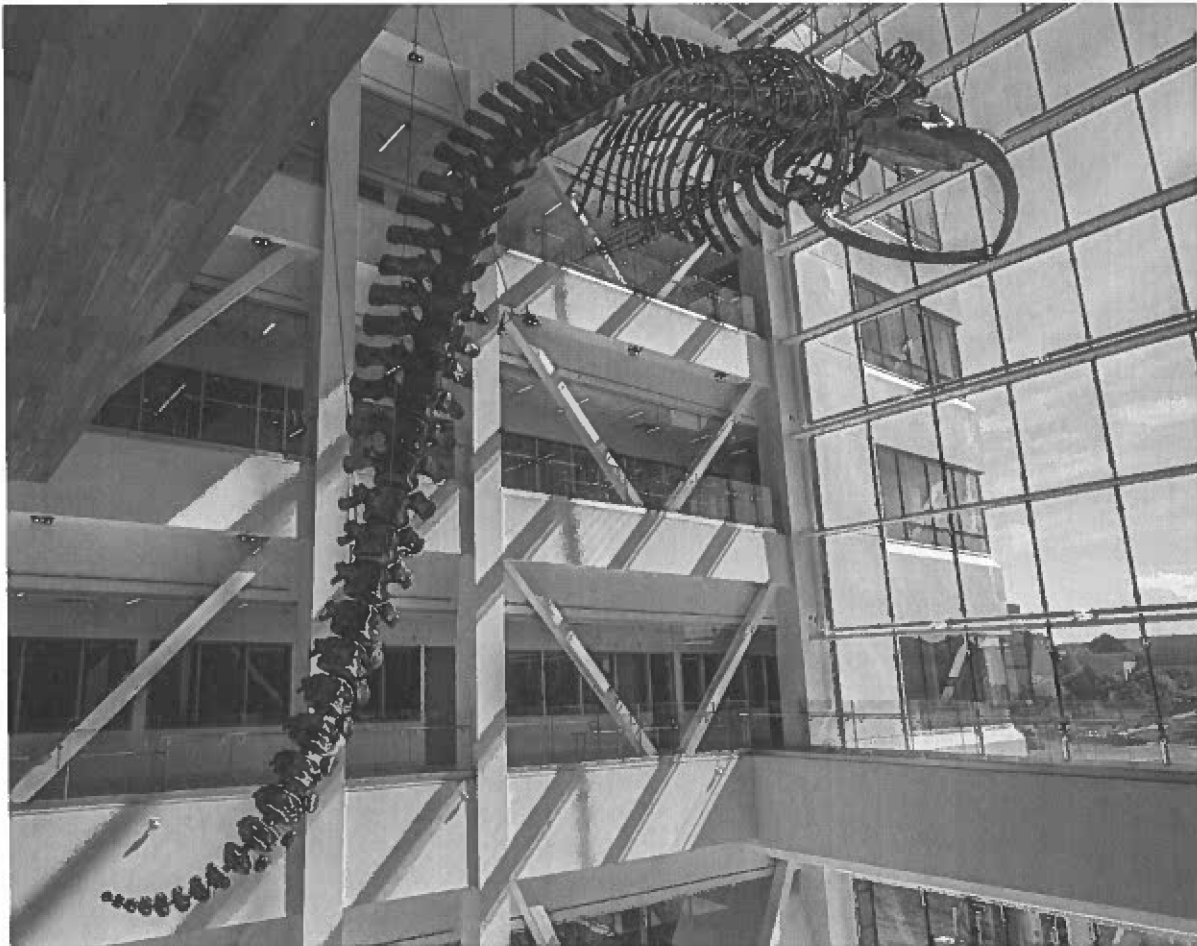
While separate from the St. John's Faculty of Science, with a core program different from the degree regulations governing science degrees on the St. John's campus, undergraduate science programming is also offered on Grenfell campus in Corner Brook on the west coast of Newfoundland and Labrador.

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For more information about the Faculty, please visit:

- Memorial Faculty of Science

- [Faculty of Science Strategic Plan \(2022 – 2027\)](#)



## The Opportunity

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 financial sustainability.

## Key Responsibilities

### *Administrative Leadership*

- Ensure the effective and efficient allocation of resources (human, financial, information and infrastructure) and collaborate to establish strategies to compete in the recruitment and retention of high caliber faculty and staff who excel in teaching, research, and service.
- Be invested in understanding and listening to the needs of the Faculty with the aim of effectively advocating for Science to ensure the Faculty is able to maintain high standard accredited programs and meet needs of faculty, staff, students.
- Through consultative leadership, oversee the financial budget requirements of the Faculty while actively and creatively engaging in advancement, fundraising, alumni, industry, and community relations and partnership opportunities to establish new sources of funding in support of the Faculty of Science's priorities.
- Lead and advocate for the Faculty in accreditation processes, ensuring efficiency and high standards.
- Demonstrate good judgement and critical thinking in the management of change and risk and ensure compliance with University policies, procedures and Collective Agreements.
- Make appointments and re-appointments, and recommendations for tenure and promotion and manage personnel issues with fairness and respect.

## Dean, Faculty of Science

### *Collaborative, Visionary, Transparent Leadership*

- Work collaboratively with the decanal team, Associate Deans, faculty, staff and students to advance the strategic goals of the Faculty; actively listening, consulting, and building trust through openness and transparency while making difficult decisions in the interest of identified priorities.
- Develop and inspire a collegial vision within the Faculty of Science and ensure the vision is aligned with the University's strategic plan and avails of timely opportunities within Memorial, the province, and in the broader industrial community.
- Collaborate, engage and lead the Faculty of Science by promoting an exemplary workplace culture whereby excellence and integrity in teaching, research, university service and engagement is championed.

### *EDI-AR and Indigenization*

- Champion an environment of inclusivity, advocating for matters related to equity, diversity, inclusion, anti-racism (EDI-AR), accessibility, and Indigenization.
- Increase awareness and promote education related to EDI-AR issues.
- Facilitate collaboration with Indigenous groups on the island (Miakpukek First Nation, Qalipu First Nation) and in Labrador (Nunatsiavut, Innu Nation, Nunatukavuk).
- Implement concrete steps to embed EDI-AR into the Faculty's policies and practices and support faculty, staff, and students from underrepresented groups.

### *Relationship Building*

- Build new and deepen existing relationships, strategic alliances, and partnerships with diverse stakeholders internally and externally that are pivotal to enhancing the goals of the Faculty.
- Liaise with businesses, industry partners, professional bodies, and work with the Faculty to further develop experiential learning opportunities for students.
- Foster collaborations among science faculty, staff and students to enhance cohesiveness and sense of belonging to the Faculty of Science.

### *Research and Scholarly Activity*

- Foster a high level of research productivity, innovation and excellence within the Faculty and encourage an environment that celebrates science scholarship and embraces diversity of thought and perspectives across a wide range of science disciplines.
- Promote the excellent scientific research of the Faculty, leverage opportunities of new state-of-the-art facilities.

### Dean, Faculty of Science

- Identify and support research funding opportunities, including working to increase federal and provincial research funding support, student research funding and individual faculty grants.

### *Teaching and Learning*

- Lead the academic planning process for the Faculty and support curriculum development in line with the overall programming of the University.
- Champion the student experience by providing oversight and direction for all undergraduate and graduate programming in the Faculty of Science via leadership and collaboration with faculty, staff, and students.
- Ensure curricula that offers cutting-edge, experiential learning opportunities for students and actively link teaching and research within the Faculty.
- Provide thoughtful leadership in supporting the innovation, collaboration, and interdisciplinarity in new or existing programming, while fostering a culture of teaching excellence and integrity.
- Advocate for and promote Indigenous education and decolonization in the classroom and curriculum.
- Display and instill an understanding of pedagogical and technical advances in Science education, professional accreditation requirements, and frameworks for learning outcomes and degree expectations for undergraduate and graduate programs.
- Facilitate regular evaluation of degree programs with a view to maintaining excellence and full accreditation.

Dean, Faculty of Science

## Candidate Qualifications

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

**Academic Record:** An earned doctorate/PhD with a demonstrated academic record as a scientific educator and researcher. Preference for qualifications commensurate with an appointment at the rank of a tenured full professor.

**Administrative Leadership:** Successful academic administrative leadership experience as a department chair, program director, associate dean, dean, or other academic or administrative leadership role or similar proven transferable skills in a professional setting. Must bring demonstrated success in supporting academic productivity, strategic planning, as well as an understanding of university policies, procedures, collective agreements and accreditation processes. Will have skills in budget management with the ability to creatively and effectively allocate financial, human and infrastructure resources, attract/steward funds, and generate revenue from diverse sources to support and advance the Faculty of Science. Skilled in advocacy, the ideal candidate will demonstrate passion for ensuring success of their Faculty.

**Commitment to Equity, Diversity, Inclusion, Anti-Racism and Indigenization:** Will bring

demonstrated success and commitment to incorporating EDI-AR and Indigenization principles in leadership, teaching, and scholarship; with experience promoting an inclusive and accessible culture for students, staff and faculty members. Is an advocate for creating and improving initiatives that emphasize the importance of Indigenization, decolonization and reconciliation in an academic environment.

**Communication Skills, Collaboration and Consultation:** Excellent communication skills and the keen ability to actively listen and interact in a respectful, trustworthy, open, approachable, compassionate and professional manner. Superb interpersonal and team building skills and commitment to collaborative, collegial consultation with faculty, staff, and students. Has a demonstrated ability to articulate clear directions, build consensus and present ideas with influence and transparency to a variety of stakeholders while serving as the chief spokesperson and advocate for the Faculty.

**Dedication to Research:** Research oriented with a passion for supporting and expanding research productivity and innovation. Demonstrates a familiarity with current research standards and trends in science

## Dean, Faculty of Science

and understands research support needs. Brings an understanding of the academic and applied aspects of research, including funding and grants, the importance of interdisciplinary collaboration, and the relationships of research to teaching and service. Is able to energetically promote the successes of science research stemming from the Faculty.

***Dedication to Teaching and Learning:***

Commitment to excellence in teaching and learning and champion of all disciplines within the Faculty of Science. Demonstrates innovative, bold, collaborative and interdisciplinary thinking in program design and promotes modern pedagogical practices in the sciences. Is able to speak persuasively about the wide range of scholarly activity in science and its valued impact. Brings experience enhancing the quality of the student experience, both inside and outside the classroom and is willing to invest in the development of faculty, staff and students.

***Inspirational, Strategic, Visionary Leadership:***

Proven skills in developing and executing strategic directions with resourcefulness,

resilience and confidence. An inspirational, strategic, visionary leader able to motivate faculty, staff, and students around the Faculty's goals. A natural tendency to set high standards, be highly ethical, fair, consultative yet decisive, and inspire creative, courageous, bold and innovative ideas and a culture of teamwork and collaboration. Is solution focused and has the ability to delegate and make thoughtful decisions in the best interests of the Faculty and the University.

***Relationship Builder:*** Demonstrates success and significant experience building partnerships and engaging with stakeholders both internal and external to the university (staff, faculty, community and industry partners, donors, alumni, students, government and other Faculties and universities) to support teaching, research, and service excellence goals. Is a team player with the ability to earn trust and respect while advocating for the Faculty. Demonstrated commitment to finding strategic opportunities to engage in collaborative interdisciplinary partnerships where there is alignment with the goals and vision of the Faculty.


Dean, Faculty of Science

## The Appointment

### Key Dates

The Search Committee will begin consideration of candidates in May/June 2024. The appointment is for five years (renewable upon review) and is to take effect on a mutually agreed date.

### How to Apply

Applications including your letter of interest and CV can be submitted in confidence via <https://careers.mun.ca/academic/apply/advertisements>,  **s. 29 (1) (a)**

Please reach out to [shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca) or [academicsearches@mun.ca](mailto:academicsearches@mun.ca) if you have any questions.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents of 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](mailto:equity@mun.ca) directly and we will work with you to make appropriate arrangements.

### 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.

Dean, Faculty of Science

## Search Committee

The following individuals have been appointed to the Dean, Faculty of Science Search Committee:

**s. 29 (1) (a)**

- 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                 Science Student Representative, MUNSU
- Dr. Jennifer Lokash             Provost and Vice-President (Academic) pro-tempore  
[Search Committee Chair]

*Thank you for considering this important opportunity. This document is intended to provide candidates with information and is not a contractual document. Contents therefore may be subject to change.*



Dean, Faculty of Science

## Appendix A: Memorial University of Newfoundland

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As one of the largest postsecondary institutions in Atlantic Canada, Memorial University aims to be one of the most distinguished public universities in Canada and beyond. Memorial enjoys national recognition, while fulfilling its social mandate to provide access to university education for the people of the province, and to contribute to the social, cultural, scientific, and economic development of Newfoundland and Labrador and beyond. This includes the university's commitment to Indigenous students and peoples, as well as the almost 5,000 international students that join its vibrant community.

Across its six campuses and in other locations, more than 18,000 students from 127 countries and 3,800 faculty and staff 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 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

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**Vision** Memorial University will be one of the most distinguished public universities in Canada and beyond, and will fulfill its special obligation to the people of Newfoundland and Labrador.

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**Mission** Memorial University is an inclusive community dedicated to innovation and excellence in teaching and learning, research, scholarship, creative activity, service and public engagement. Memorial University welcomes and supports students and scholars from all over the world and contributes knowledge and expertise locally, nationally and internationally.

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## Dean, Faculty of Science

alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement.

Memorial University is at a pivotal time in its trajectory: a time for thinking boldly about the future of the institution and new strategic directions to navigate through the province's fiscal challenges, a time for positioning the university as a leader in teaching and research, and, a time to deepen community ties and bolster its commitment to the North. Memorial's strategic plan *'Transforming our Horizons'* identifies the institution's priorities and actions through 2026, capitalizing on its greatest strengths – people and place.

As Newfoundland and Labrador's only university, Memorial University has a special obligation to the people of the province. Established as a living memorial to the Newfoundlanders and Labradorians who lost their lives during the First World War and subsequent conflicts, Memorial University draws inspiration from the sacrifices of the past to build a better future for the province, country, and the world. Because of its unique place within the province, the university plays an unparalleled role in the continuing development of the region.

Memorial University is a medical/doctoral comprehensive university with 19 faculties and schools offering more than 100 degree programs. Undergraduate and graduate teaching and research opportunities are offered across a wide range of disciplines, including the humanities and social sciences, health disciplines, sciences, fine arts, education and business.



## Dean, Faculty of Science

Total sponsored research funding was more than \$143 million in 2022-2023, and the university's nationally and internationally recognized faculty includes more than 40 chairs and fellows in a variety of disciplines and its first Canada Excellence Research Chair. The university supports dynamic research in units that ignite the imagination, such as The Craig L. Dobbin Genetics Research Centre, the Research Centre for the Study of Music, Media, and Place and the Ocean Sciences Centre. Additionally, Memorial University's Labrador Campus, the newest campus of Memorial, is home to the School of Arctic and Subarctic Studies and the Pye Centre for Northern Boreal Food Systems, and is providing Northern-focused and Indigenous-led education and research opportunities in the North and by the North.

Memorial University's multi-campus dynamic reflects the changing population demographic in Newfoundland and Labrador as well as the University's sustained commitment to a diversified student body with differing needs. Three campuses are located in St. John's, including the St. John's Campus, Fisheries and Marine Institute and Signal Hill Campus as well as campuses in Corner Brook, Happy Valley-Goose Bay (Labrador) and Harlow (England).

More information about the university and its campuses and above facilities can be found at the following links:

- [Memorial Homepage](#)
- [Transforming our Horizons](#)
- [Fast Facts](#)
- [Grenfell Campus](#)
- [Fisheries and Marine Institute](#)
- [Labrador Campus](#)
- [Harlow Campus](#)
- [Signal Hill Campus](#)



## Appendix B: St. John's, Newfoundland and Labrador

St. John's - situated on the northeast Avalon Peninsula of Newfoundland and Labrador - is the province's capital and its largest city, home to 40% of the province's population. Founded more than 400 years ago, it is one of the oldest cities in North America. Today, St. John's perfectly combines tradition with sophistication and is a **safe, cosmopolitan city with increasing diversity**.

Its proximity to the Atlantic Ocean heavily influences the climate. It can be windy, rainy or foggy in St. John's on any given day—but that can change quickly to blue skies and sunshine. Winters are generally mild, with sometimes cool and brisk temperatures, but are great for your favourite outdoor activities. The city is widely recognized as a vibrant hub for arts and culture, and has a flourishing music, theatre, and dance scene, with productions available to theatregoers all year round. St. John's is home to The Rooms, the province's art gallery, archives and museum which showcases the deep history of the province, and George Street, with 21 bars offering the best in entertainment. Ski or jog the trails in Pippy Park. Hike Signal Hill and the East Coast Trail. Check out the St. John's Farmers Market.

Besides indulging in cultural experiences, there are numerous activities to engage in across St. John's and the province, including biking, bird watching, boat tours, camping, food and dining, golfing, hiking and walking, iceberg viewing, kayaking, shopping, skiing and snowboarding, and whale watching. The landscape is vast and varied, comprised of mountain ranges, boreal forests, and rugged ocean coastlines, providing residents with a diversity of outdoor activity.

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### Population

City of St. John's (2021): 110,525

St. John's Census Metropolitan Area (2021): 212,579

Province of Newfoundland & Labrador (2021): 510,550

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St. John's is the perfect combination of big-city luxury and traditional small-town charm, offering visitors and residents an intriguing blend of history, culture, and natural experiences, all within an urban setting. Newfoundland and Labrador is known for its incredibly friendly people and hospitality.

Newfoundlanders and Labradorians are often described as real, genuine, warm, welcoming, fun-loving, and funny, and they are admired for their creativity, unique dialect, and their storytelling.

By plane, St. John's is approximately three hours from Toronto, three hours from New York, and five hours from London, England.

For more information about St. John's, please visit:

- [www.stjohns.ca](http://www.stjohns.ca)
- <https://destinationstjohns.com/>
- [www.downtownstjohns.com](http://www.downtownstjohns.com)
- [www.newfoundlandlabrador.com](http://www.newfoundlandlabrador.com)



## CANDIDATE BRIEF

DEAN, FACULTY OF SCIENCE



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# CONTACT INFORMATION

Search Consultant	Shauna Quinlan, Senior Consultant, Senior Leadership Recruitment <a href="mailto:Shauna.Quinlan@mun.ca">Shauna.Quinlan@mun.ca</a>
General Inquiries	<a href="mailto:AcademicCareers@mun.ca">AcademicCareers@mun.ca</a>

## Faculty of Science

*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.*

Memorial University's Faculty of Science is committed to the delivery of excellent undergraduate and graduate programs of study as well as the pursuit of internationally competitive research in all major scientific disciplines and a growing number of interdisciplinary fields. With over 17,500 alumni, the Faculty of Science currently has a diverse student population of ~~17,500~~ undergraduates and over x graduate students, as well as a dedicated team of ~~175~~ staff and 200 faculty positions. The Faculty is dedicated to fostering creativity, innovation and excellence through teaching and learning and to the pursuit of high-quality research, promoting economic development through cooperative research and technology transfer with the private sector. The Faculty of Science encompasses nine departments:

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- [Biochemistry](#)
- [Biology](#)
- [Chemistry](#)
- [Computer Science](#)
- [Earth Sciences](#)
- [Mathematics and Statistics](#)
- [Ocean Sciences](#)
- [Physics and Physical Oceanography](#)
- [Psychology](#)

## Undergraduate and Graduate Programming

The Faculty of Science offers undergraduate Bachelor of Science (B.Sc.) degree programs at the St. John's campus with major programs offered in all departments as well as in the Departments of Economics and Geography. The Bachelor of Science honours (B.Sc. Hons.) is available in each of the major subject areas and co-op education opportunities are available in Biology, Behavioral Neuroscience, Psychology, Computer Science, and Economics.

Each of the Faculty's departments also offer dedicated graduate programs at both the Masters and Ph.D. levels (Food Science, Marine Biology, Chemistry, Artificial Intelligence, Software Engineering, Geology, Geophysics, Geography, Mathematics, Statistics, Applied Statistics, Marine Biology, Physics and Physical Oceanography, Experimental Psychology, Applied Psychological Science, and Doctor of Psychology). The Master of Applied Psychological Science (MAPS) in the Department of Psychology and the Master of Science (Computer Science) in the Department of Computer Science are co-op graduate level programs in the Faculty of Science.

Furthermore, the Faculty of Science offers graduate studies in six innovative interdisciplinary graduate programs (Data Science, Sustainable Aquaculture, Cognitive and Behavioural Ecology, Environmental Science, Scientific Computing, Theoretical Physics).

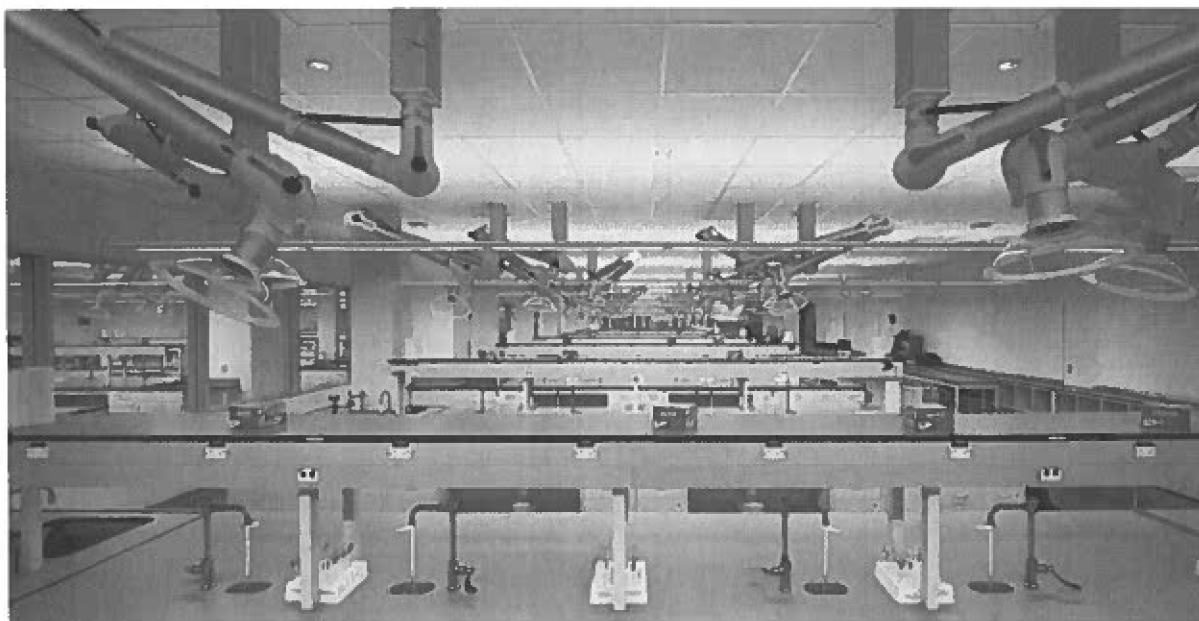
The Faculty is proud to offer its newest programs in Human Biosciences (Undergraduate), and jointly offered programs in Data Science (Graduate and Undergraduate), Artificial Intelligence (Graduate) and Software Engineering (Graduate).

## Research

The Faculty of Science is highly productive in terms of research funding and activity. Significant numbers of the faculty are funded by the Natural Sciences and Engineering Research Council of Canada (NSERC), the Canada Foundation for Innovation (CFI), the Canadian Institutes of Health Research (CIHR), the Department of Fisheries and Oceans (DFO) and through additional sources of funding.

Several dedicated faculty hold Canada Research Chairs, such as Tier I Senior Chairs in Biological Oceanographic Processes and Chair in Boreal Biogeochemistry; Tier II Chair in Numerical Analysis and Scientific Computing, Chair in Marine Geology, and Chair in Chemistry of the Ocean and Atmosphere.

To learn more about the established research strengths of Departments within the Faculty of Science, visit: Research by Department.



## In the Community

Memorial University's Faculty of Science is active in the community, connecting the experience of science to the public in a variety of exciting ways, including:

- [Marine Biodiversity Lab Program](#) The Department of Ocean Sciences offer this hands-on, lab-based program to give high school students and teachers a unique opportunity to discover the fascinating world of ocean science.
- [FOSTER Science Program](#) Involves the combined efforts of the departments of Biochemistry, Biology and Chemistry in the development of an educational outreach program within Memorial University's Faculty of Science aimed at increasing hands-on experimental science learning opportunities, designed to complement curriculum objectives, for students at all grade levels across the Province of Newfoundland and Labrador.
- [Let's Talk Science](#) Partnership committed to reaching all youth in the province, especially those in remote and rural areas of Newfoundland and Labrador.
- [Genovus Energy Eastern Newfoundland Science and Technology Fair](#) Sponsored in part by the Faculty of Science, is an annual event that brings together grades 7-12 students from Eastern Newfoundland in a unified celebration of science.
- [Blundon Contest](#) Named for the late Professor W.J. Blundon, the first head of the Department of Mathematics and Statistics at Memorial University. The first place winner is presented with the Blundon Shield at the Blundon Seminar, a two-day event for selected high school students held each May on our St. John's campus.
- [Shad Canada](#) offers a widespread STEAM and entrepreneurship program for grade 10 & 11 students. Memorial University and the Faculty of Science is proud to be a partner in delivering the Shad program.

## Facilities

In 2021, three of the Faculty's departments moved into a state-of-the-art [Core Science Facility](#) which serves as a catalyst for collaboration and research, including state-of-the-art teaching labs which allow Memorial to continue to compete on a global platform for research, faculty and students. Current occupants for the Faculty of Science include the Departments of Biochemistry, Biology, Chemistry, Ocean Sciences (secondary location), Procurement Services and Stores, with plans to integrate the Department of Psychology.

Other science departments are located in established buildings across campus:

- Computer Science: S.J. Carew Engineering and Alexander Murray Earth Sciences

- Earth Sciences: Alexander Murray Earth Sciences
- Mathematics and Statistics: Henrietta Harvey Mathematics
- Physics and Physical Oceanography: Chemistry-Physics
- Ocean Sciences Centre (Logy Bay, [REDACTED]) s. 29 (1) (a)

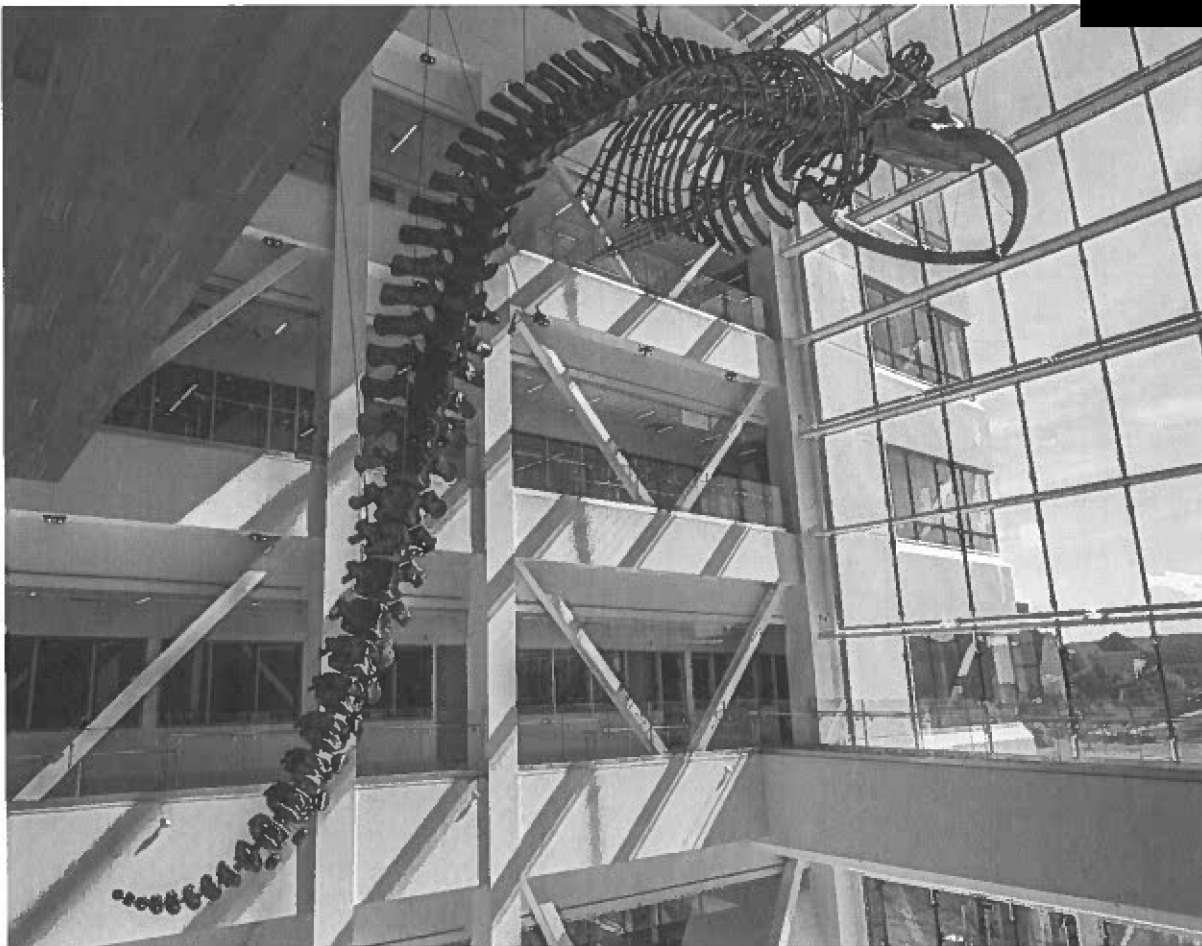
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- Faculty of Science Strategic Plan (2022 – 2027)



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- Through consultative leadership, oversee the financial budget requirements of the Faculty while actively and creatively engaging in advancement, fundraising, alumni, industry, and community relations and partnership opportunities to establish new sources of funding in support of the Faculty of Science's priorities.
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- Demonstrate good judgement and critical thinking in the management of change and risk and ensure compliance with University policies, procedures and Collective Agreements.
- Make appointments and re-appointments, and recommendations for tenure and promotion and manage personnel issues with fairness and respect.

## Dean, Faculty of Science

### *Collaborative, Visionary, Transparent Leadership*

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- Facilitate collaboration with Indigenous groups on the island (Miakpukek First Nation, Qalipu First Nation) and in Labrador (Nunatsiavut, Innu Nation, Nunatukavuk).
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- Build new and deepen existing relationships, strategic alliances, and partnerships with diverse stakeholders internally and externally that are pivotal to enhancing the goals of the Faculty.
- Liaise with businesses, industry partners, professional bodies, and work with the Faculty to further develop experiential learning opportunities for students.
- Foster collaborations among science faculty, staff and students to enhance cohesiveness and sense of belonging to the Faculty of Science.

### *Research and Scholarly Activity*

- Foster a high level of research productivity, innovation and excellence within the Faculty and encourage an environment that celebrates science scholarship and embraces diversity of thought and perspectives across a wide range of science disciplines.
- Promote the excellent scientific research of the Faculty, leverage opportunities of new state-of-the-art facilities.

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- Identify and support research funding opportunities, including working to increase federal and provincial research funding support, student research funding and individual faculty grants.

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- Ensure curricula that offers cutting-edge, experiential learning opportunities for students and actively link teaching and research within the Faculty.
- Provide thoughtful leadership in supporting the innovation, collaboration, and interdisciplinarity in new or existing programming, while fostering a culture of teaching excellence and integrity.
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- Display and instill an understanding of pedagogical and technical advances in Science education, professional accreditation requirements, and frameworks for learning outcomes and degree expectations for undergraduate and graduate programs.
- Facilitate regular evaluation of degree programs with a view to maintaining excellence and full accreditation.

Dean, Faculty of Science

## Candidate Qualifications

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

**Academic Record:** An earned doctorate/PhD with a demonstrated academic record as a scientific educator and researcher. Preference for qualifications commensurate with an appointment at the rank of a tenured full professor.

**Administrative Leadership:** Successful academic administrative leadership experience as a department chair, program director, associate dean, dean, or other academic or administrative leadership role or similar proven transferable skills in a professional setting. Must bring demonstrated success in supporting academic productivity, strategic planning, as well as an understanding of university policies, procedures, collective agreements and accreditation processes. Will have skills in budget management with the ability to creatively and effectively allocate financial, human and infrastructure resources, attract/steward funds, and generate revenue from diverse sources to support and advance the Faculty of Science. Skilled in advocacy, the ideal candidate will demonstrate passion for ensuring success of their Faculty.

**Commitment to Equity, Diversity, Inclusion, Anti-Racism and Indigenization:** Will bring

demonstrated success and commitment to incorporating EDI-AR and Indigenization principles in leadership, teaching, and scholarship; with experience promoting an inclusive and accessible culture for students, staff and faculty members. Is an advocate for creating and improving initiatives that emphasize the importance of Indigenization, decolonization and reconciliation in an academic environment.

**Communication Skills, Collaboration and Consultation:** Excellent communication skills and the keen ability to actively listen and interact in a respectful, trustworthy, open, approachable, compassionate and professional manner. Superb interpersonal and team building skills and commitment to collaborative, collegial consultation with faculty, staff, and students. Has a demonstrated ability to articulate clear directions, build consensus and present ideas with influence and transparency to a variety of stakeholders while serving as the chief spokesperson and advocate for the Faculty.

**Dedication to Research:** Research oriented with a passion for supporting and expanding research productivity and innovation. Demonstrates a familiarity with current research standards and trends in science

## Dean, Faculty of Science

and understands research support needs. Brings an understanding of the academic and applied aspects of research, including funding and grants, the importance of interdisciplinary collaboration, and the relationships of research to teaching and service. Is able to energetically promote the successes of science research stemming from the Faculty.

***Dedication to Teaching and Learning:***

Commitment to excellence in teaching and learning and champion of all disciplines within the Faculty of Science. Demonstrates innovative, bold, collaborative and interdisciplinary thinking in program design and promotes modern pedagogical practices in the sciences. Is able to speak persuasively about the wide range of scholarly activity in science and its valued impact. Brings experience enhancing the quality of the student experience, both inside and outside the classroom and is willing to invest in the development of faculty, staff and students.

***Inspirational, Strategic, Visionary Leadership:***

Proven skills in developing and executing strategic directions with resourcefulness,

resilience and confidence. An inspirational, strategic, visionary leader able to motivate faculty, staff, and students around the Faculty's goals. A natural tendency to set high standards, be highly ethical, fair, consultative yet decisive, and inspire creative, courageous, bold and innovative ideas and a culture of teamwork and collaboration. Is solution focused and has the ability to delegate and make thoughtful decisions in the best interests of the Faculty and the University.

***Relationship Builder:*** Demonstrates success and significant experience building partnerships and engaging with stakeholders both internal and external to the university (staff, faculty, community and industry partners, donors, alumni, students, government and other Faculties and universities) to support teaching, research, and service excellence goals. Is a team player with the ability to earn trust and respect while advocating for the Faculty. Demonstrated commitment to finding strategic opportunities to engage in collaborative interdisciplinary partnerships where there is alignment with the goals and vision of the Faculty.

Dean, Faculty of Science

## The Appointment

### Key Dates

The Search Committee will begin consideration of candidates in May/June 2024. The appointment is for five years (renewable upon review) and is to take effect on a mutually agreed date.

### How to Apply

Applications including your letter of interest and CV can be submitted in confidence via <https://careers.mun.ca/academic/apply/advertisements> [REDACTED] s. 29 (1) (a)

Please reach out to [shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca) or [academicsearches@mun.ca](mailto:academicsearches@mun.ca) if you have any questions.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents of 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](mailto:equity@mun.ca) directly and we will work with you to make appropriate arrangements.

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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.

## Dean, Faculty of Science

### Search Committee

The following individuals have been appointed to the Dean, Faculty of Science 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  
{Search Committee Chair}

*Thank you for considering this important opportunity. This document is intended to provide candidates with information and is not a contractual document. Contents therefore may be subject to change.*

Dean, Faculty of Science

## Appendix A: Memorial University of Newfoundland

As one of the largest postsecondary institutions in Atlantic Canada, Memorial University aims to be one of the most distinguished public universities in Canada and beyond. Memorial enjoys national recognition, while fulfilling its social mandate to provide access to university education for the people of the province, and to contribute to the social, cultural, scientific, and economic development of Newfoundland and Labrador and beyond. This includes the university's commitment to Indigenous students and peoples, as well as the almost 5,000 international students that join its vibrant community.

Across its six campuses and in other locations, more than 18,000 students from 127 countries and 3,800 faculty and staff 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 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

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**Vision** Memorial University will be one of the most distinguished public universities in Canada and beyond, and will fulfill its special obligation to the people of Newfoundland and Labrador.

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**Mission** Memorial University is an inclusive community dedicated to innovation and excellence in teaching and learning, research, scholarship, creative activity, service and public engagement. Memorial University welcomes and supports students and scholars from all over the world and contributes knowledge and expertise locally, nationally and internationally.

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## Dean, Faculty of Science

alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement.

Memorial University is at a pivotal time in its trajectory: a time for thinking boldly about the future of the institution and new strategic directions to navigate through the province's fiscal challenges, a time for positioning the university as a leader in teaching and research, and, a time to deepen community ties and bolster its commitment to the North. Memorial's strategic plan 'Transforming our Horizons' identifies the institution's priorities and actions through 2026, capitalizing on its greatest strengths – people and place.

As Newfoundland and Labrador's only university, Memorial University has a special obligation to the people of the province. Established as a living memorial to the Newfoundlanders and Labradorians who lost their lives during the First World War and subsequent conflicts, Memorial University draws inspiration from the sacrifices of the past to build a better future for the province, country, and the world. Because of its unique place within the province, the university plays an unparalleled role in the continuing development of the region.

Memorial University is a medical/doctoral comprehensive university with 19 faculties and schools offering more than 100 degree programs. Undergraduate and graduate teaching and research opportunities are offered across a wide range of disciplines, including the humanities and social sciences, health disciplines, sciences, fine arts, education and business.



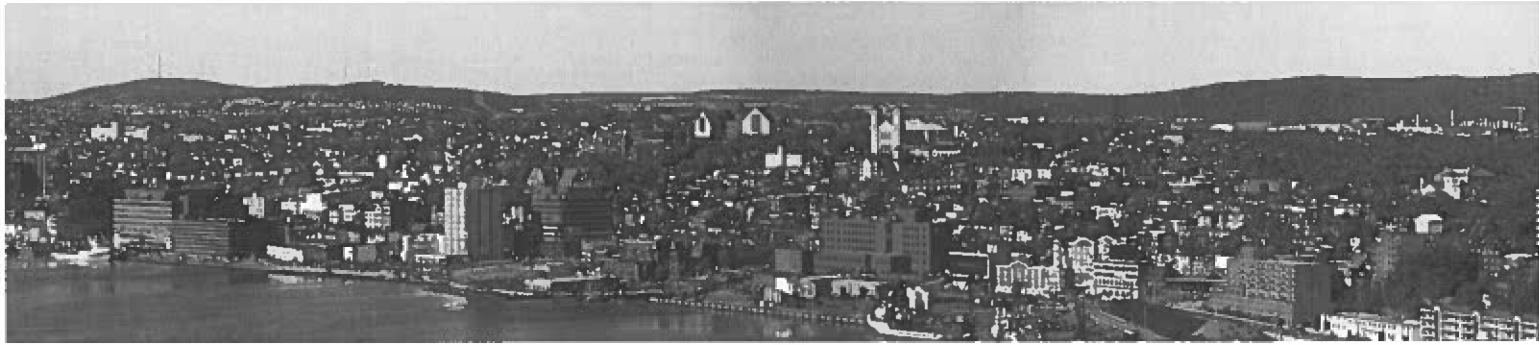
## Dean, Faculty of Science

Total sponsored research funding was more than \$143 million in 2022-2023, and the university's nationally and internationally recognized faculty includes more than 40 chairs and fellows in a variety of disciplines and its first Canada Excellence Research Chair. The university supports dynamic research in units that ignite the imagination, such as The Craig L. Dobbin Genetics Research Centre, the Research Centre for the Study of Music, Media, and Place and the Ocean Sciences Centre. Additionally, Memorial University's Labrador Campus, the newest campus of Memorial, is home to the School of Arctic and Subarctic Studies and the Pye Centre for Northern Boreal Food Systems, and is providing Northern-focused and Indigenous-led education and research opportunities in the North and by the North.

Memorial University's multi-campus dynamic reflects the changing population demographic in Newfoundland and Labrador as well as the University's sustained commitment to a diversified student body with differing needs. Three campuses are located in St. John's, including the St. John's Campus, Fisheries and Marine Institute and Signal Hill Campus as well as campuses in Corner Brook, Happy Valley-Goose Bay (Labrador) and Harlow (England).

More information about the university and its campuses and above facilities can be found at the following links:

- [Memorial Homepage](#)
- [Transforming our Horizons](#)
- [Fast Facts](#)
- [Grenfell Campus](#)
- [Fisheries and Marine Institute](#)
- [Labrador Campus](#)
- [Harlow Campus](#)
- [Signal Hill Campus](#)



## Appendix B: St. John's, Newfoundland and Labrador

St. John's - situated on the northeast Avalon Peninsula of Newfoundland and Labrador - is the province's capital and its largest city, home to 40% of the province's population. Founded more than 400 years ago, it is one of the oldest cities in North America. Today, St. John's perfectly combines tradition with sophistication and is a safe, cosmopolitan city with increasing diversity.

Its proximity to the Atlantic Ocean heavily influences the climate. It can be windy, rainy or foggy in St. John's on any given day—but that can change quickly to blue skies and sunshine. Winters are generally mild, with sometimes cool and brisk temperatures, but are great for your favourite outdoor activities. The city is widely recognized as a vibrant hub for arts and culture, and has a flourishing music, theatre, and dance scene, with productions available to theatregoers all year round. St. John's is home to The Rooms, the province's art gallery, archives and museum which showcases the deep history of the province, and George Street, with 21 bars offering the best in entertainment. Ski or jog the trails in Pippy Park. Hike Signal Hill and the East Coast Trail. Check out the St. John's Farmers Market.

Besides indulging in cultural experiences, there are numerous activities to engage in across St. John's and the province, including biking, bird watching, boat tours, camping, food and dining, golfing, hiking and walking, iceberg viewing, kayaking, shopping, skiing and snowboarding, and whale watching. The landscape is vast and varied, comprised of mountain ranges, boreal forests, and rugged ocean coastlines, providing residents with a diversity of outdoor activity.

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### Population

City of St. John's (2021): 110,525

St. John's Census Metropolitan Area (2021): 212,579

Province of Newfoundland & Labrador (2021): 510,550

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St. John's is the perfect combination of big-city luxury and traditional small-town charm, offering visitors and residents an intriguing blend of history, culture, and natural experiences, all within an urban setting. Newfoundland and Labrador is known for its incredibly friendly people and hospitality.

Newfoundlanders and Labradorians are often described as real, genuine, warm, welcoming, fun-loving, and funny, and they are admired for their creativity, unique dialect, and their storytelling.

By plane, St. John's is approximately three hours from Toronto, three hours from New York, and five hours from London, England.

For more information about St. John's, please visit:

- [www.stjohns.ca](http://www.stjohns.ca)
- <https://destinationstjohns.com/>
- [www.downtownstjohns.com](http://www.downtownstjohns.com)
- [www.newfoundlandlabrador.com](http://www.newfoundlandlabrador.com)



## CANDIDATE BRIEF

DEAN, FACULTY OF SCIENCE



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Appendix B: St. John's, Newfoundland and Labrador

# CONTACT INFORMATION

Search Consultant	Shauna Quinlan, Senior Consultant, Senior Leadership Recruitment <a href="mailto:Shauna.Quinlan@mun.ca">Shauna.Quinlan@mun.ca</a>
General Inquiries	<a href="mailto:AcademicCareers@mun.ca">AcademicCareers@mun.ca</a>

## Faculty of Science

*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.*

Memorial University's Faculty of Science is committed to the delivery of excellent undergraduate and graduate programs of study as well as the pursuit of internationally competitive research in all major scientific disciplines and a growing number of interdisciplinary fields. With over 17,500 alumni, the Faculty of Science currently has a diverse student population of 1,500 undergraduates declared in science programs and more than 700 graduate students, as well as a dedicated team of over 125 permanent and contractual staff and approximately 200 faculty positions that include tenure-track and teaching term positions. The Faculty is dedicated to fostering creativity, innovation and excellence through teaching and learning and to the pursuit of high-quality research, promoting economic development through cooperative research and technology transfer with the private sector. The Faculty of Science encompasses nine departments:

- [Biochemistry](#)
- [Biology](#)
- [Chemistry](#)
- [Computer Science](#)
- [Earth Sciences](#)
- [Mathematics and Statistics](#)
- [Ocean Sciences](#)
- [Physics and Physical Oceanography](#)
- [Psychology](#)

## Undergraduate and Graduate Programming

The Faculty of Science offers undergraduate Bachelor of Science (B.Sc.) degree programs at the St. John's campus with major programs offered in all departments as well as in the Departments of Economics and Geography. The Bachelor of Science Honours (B.Sc. Hons.) is available in each of the major subject areas and co-op education opportunities are available in Biology, Behavioral Neuroscience, Psychology, Computer Science, and Economics.

Each of the Faculty's departments also offer dedicated graduate programs at both the Masters and Ph.D. levels (Food Science, Marine Biology, Chemistry, Artificial Intelligence, Software Engineering, Geology, Geophysics, Geography, Mathematics, Statistics, Applied Statistics, Marine Biology, Physics and Physical Oceanography, Experimental Psychology, Applied Psychological Science, and Doctor of Psychology). The Master of Applied Psychological Science (MAPS) in the Department of Psychology and the Master of Science (Computer Science) in the Department of Computer Science are co-op graduate level programs in the Faculty of Science.

Furthermore, the Faculty of Science offers graduate studies in six innovative interdisciplinary graduate programs (Data Science, Sustainable Aquaculture, Cognitive and Behavioural Ecology, Environmental Science, Scientific Computing, Theoretical Physics).

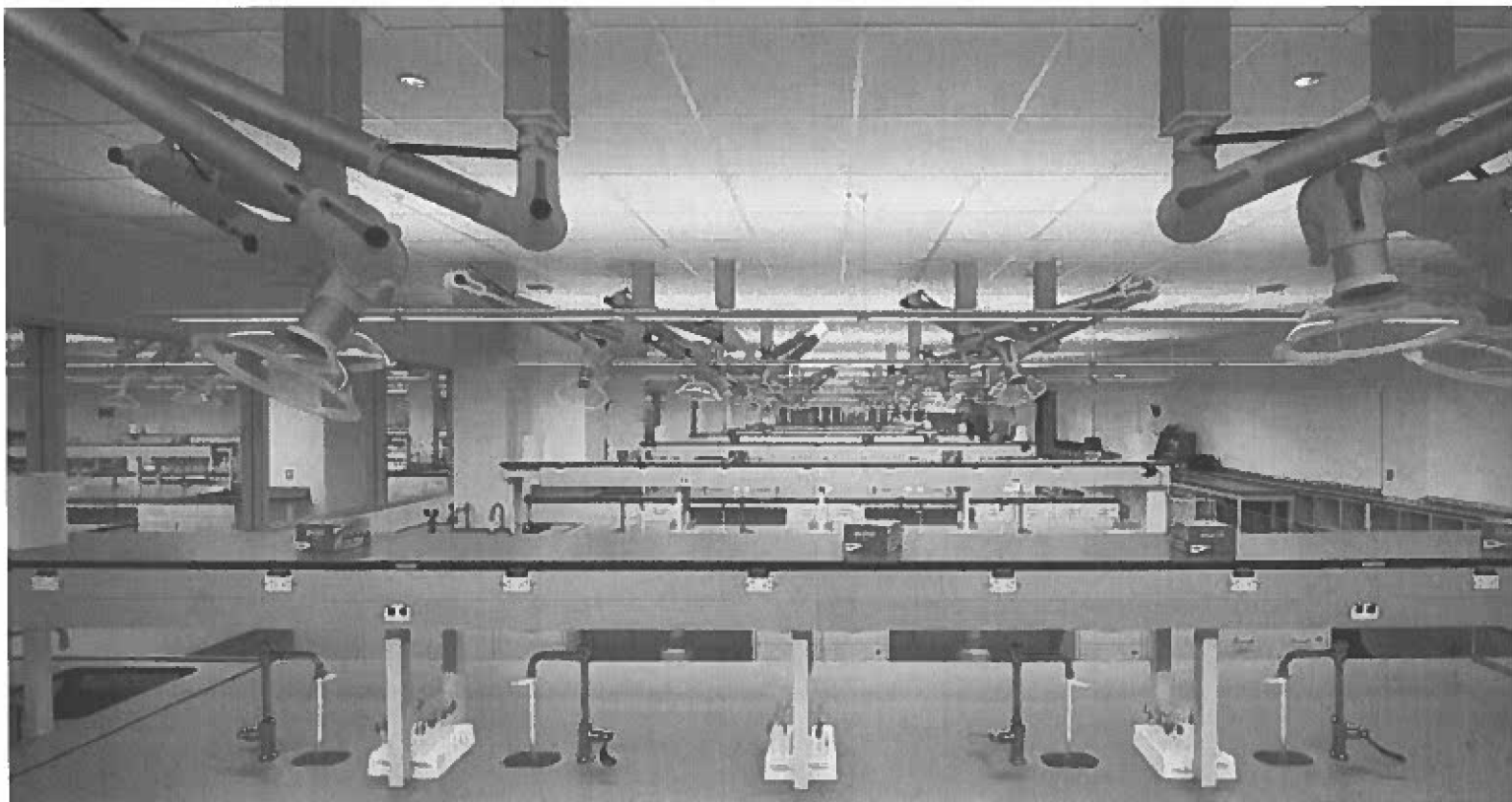
The Faculty is proud to offer its newest programs in Human Biosciences (Undergraduate), and jointly offered programs in Data Science (Graduate and Undergraduate), Artificial Intelligence (Graduate) and Software Engineering (Graduate).

## Research

The Faculty of Science is highly productive in terms of research funding and activity. Significant numbers of the faculty are funded by the Natural Sciences and Engineering Research Council of Canada (NSERC), the Canada Foundation for Innovation (CFI), the Canadian Institutes of Health Research (CIHR), the Department of Fisheries and Oceans (DFO) and through additional sources of funding.

Several dedicated faculty hold Canada Research Chairs, such as Tier I Senior Chairs in Biological Oceanographic Processes and Chair in Boreal Biogeochemistry; Tier II Chair in Numerical Analysis and Scientific Computing, Chair in Marine Geology, and Chair in Chemistry of the Ocean and Atmosphere.

To learn more about the established research strengths of Departments within the Faculty of Science, visit: Research by Department.



## In the Community

Memorial University's Faculty of Science is active in the community, connecting the experience of science to the public in a variety of exciting ways, including:

- Marine Biodiversity Lab Program The Department of Ocean Sciences offers this hands-on, lab-based program to give high school students and teachers a unique opportunity to discover the fascinating world of ocean science.
- FOSTER Science Program Involves the combined efforts of the departments of Biochemistry, Biology and Chemistry in the development of an educational outreach program within Memorial University's Faculty of Science aimed at increasing hands-on experimental science learning opportunities, designed to complement curriculum objectives, for students at all grade levels across the Province of Newfoundland and Labrador.
- Let's Talk Science Partnership committed to reaching all youth in the province, especially those in remote and rural areas of Newfoundland and Labrador.
- Cenovus Energy Eastern Newfoundland Science and Technology Fair Sponsored in part by the Faculty of Science, is an annual event that brings together grades 7-12 students from Eastern Newfoundland in a unified celebration of science.
- Blundon Contest Named for the late Professor W.J. Blundon, the first head of the Department of Mathematics and Statistics at Memorial University. The first place winner is presented with the Blundon Shield at the Blundon Seminar, a two-day event for selected high school students held each May on our St. John's campus.
- Shad Canada offers a widespread STEAM and entrepreneurship program for grade 10 & 11 students. Memorial University and the Faculty of Science is proud to be a partner in delivering the Shad program.

## Facilities

In 2021, three of the Faculty's departments moved into a state-of-the-art Core Science Facility which serves as a catalyst for collaboration and research, including state-of-the-art teaching labs which allow Memorial to continue to compete on a global platform for research, faculty and students. Current occupants for the Faculty of Science include the Departments of Biochemistry, Biology, Chemistry. The building also houses a secondary location for Ocean Sciences, along with Procurement Services and Stores, and plans to integrate the Department of Psychology.

Other science departments are located in established buildings across campus:

- Computer Science: S.J. Carew Engineering and Alexander Murray Earth Sciences

- Earth Sciences: Alexander Murray Earth Sciences
- Mathematics and Statistics: Henrietta Harvey Mathematics
- Physics and Physical Oceanography: Chemistry-Physics
- Ocean Sciences: [Ocean Sciences Centre Logy Bay](#)

Within the Faculty of Science, there are several outstanding research facilities including the Ocean Sciences Centre (OSC) at Logy Bay. Research within the Faculty also benefits from the presence of the Bonne Bay Aquarium Research Station in Gros Morne National Park (part of Grenfell Campus), Atlantic Computational Excellence Network (ACENET), the Core Research Equipment and Instrument Training ([CREAIT](#)) Network, the University's Technical Services Division, a helium and nitrogen liquefier facility, and Memorial University of Newfoundland Botanical Garden.

While separate from the St. John's Faculty of Science, with a core program different from the degree regulations governing science degrees on the St. John's campus, undergraduate science programming is also offered on [Grenfell campus](#) in Corner Brook on the west coast of Newfoundland and Labrador.

For more information about the Faculty, please visit:

- [Memorial Faculty of Science](#)
- [Faculty of Science Strategic Plan \(2022 – 2027\)](#)



## The Opportunity

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 financial sustainability.

## Key Responsibilities

### *Administrative Leadership*

- Ensure the effective and efficient allocation of resources (human, financial, information and infrastructure) and collaborate to establish strategies to compete in the recruitment and retention of high caliber faculty and staff who excel in teaching, research, and service.
- Be invested in understanding and listening to the needs of the Faculty with the aim of effectively advocating for Science to ensure the Faculty is able to maintain high standard accredited programs and meet needs of faculty, staff, students.
- Through consultative leadership, oversee the financial budget requirements of the Faculty while actively and creatively engaging in advancement, fundraising, alumni, industry, and community relations and partnership opportunities to establish new sources of funding in support of the Faculty of Science's priorities.
- Lead and advocate for the Faculty in accreditation processes, ensuring efficiency and high standards.
- Demonstrate good judgement and critical thinking in the management of change and risk and ensure compliance with University policies, procedures and Collective Agreements.
- Make appointments and re-appointments, and recommendations for tenure and promotion and manage personnel issues with fairness and respect.

## Dean, Faculty of Science

### *Collaborative, Visionary, Transparent Leadership*

- Work collaboratively with the decanal team, Associate Deans, faculty, staff and students to advance the strategic goals of the Faculty; actively listening, consulting, and building trust through openness and transparency while making difficult decisions in the interest of identified priorities.
- Develop and inspire a collegial vision within the Faculty of Science and ensure the vision is aligned with the University's strategic plan and avails of timely opportunities within Memorial, the province, and in the broader industrial community.
- Collaborate, engage and lead the Faculty of Science by promoting an exemplary workplace culture whereby excellence and integrity in teaching, research, university service and engagement is championed.

### *Equity, Diversity, Inclusion, Anti-Racism and Indigenization*

- Champion an environment of inclusivity, advocating for matters related to equity, diversity, inclusion, anti-racism (EDI-AR), accessibility, and Indigenization.
- Increase awareness and promote education related to EDI-AR issues.
- Facilitate collaboration with Indigenous groups on the island (Miakpukek First Nation, Qalipu First Nation) and in Labrador (Nunatsiavut, Innu Nation, Nunatukavuk).
- Implement concrete steps to embed EDI-AR into the Faculty's policies and practices and support faculty, staff, and students from underrepresented groups.

### *Relationship Building*

- Build new and deepen existing relationships, strategic alliances, and partnerships with diverse stakeholders internally and externally that are pivotal to enhancing the goals of the Faculty.
- Liaise with businesses, industry partners, professional bodies, and work with the Faculty to further develop experiential learning opportunities for students.
- Foster collaborations among science faculty, staff and students to enhance cohesiveness and sense of belonging to the Faculty of Science.

### *Research and Scholarly Activity*

- Foster a high level of research productivity, innovation and excellence within the Faculty and encourage an environment that celebrates science scholarship and embraces diversity of thought and perspectives across a wide range of science disciplines.
- Promote the excellent scientific research of the Faculty, leverage opportunities of new state-of-the-art facilities.

## Dean, Faculty of Science

- Identify and support research funding opportunities, including working to increase federal and provincial research funding support, student research funding and individual faculty grants.

### *Teaching and Learning*

- Lead the academic planning process for the Faculty and support curriculum development in line with the overall programming of the University.
- Champion the student experience by providing oversight and direction for all undergraduate and graduate programming in the Faculty of Science via leadership and collaboration with faculty, staff, and students.
- Ensure curricula that offers cutting-edge, experiential learning opportunities for students and actively link teaching and research within the Faculty.
- Provide thoughtful leadership in supporting the innovation, collaboration, and interdisciplinarity in new or existing programming, while fostering a culture of teaching excellence and integrity.
- Advocate for and promote Indigenous education and decolonization in the classroom and curriculum.
- Display and instill an understanding of pedagogical and technical advances in Science education, professional accreditation requirements, and frameworks for learning outcomes and degree expectations for undergraduate and graduate programs.
- Facilitate regular evaluation of degree programs with a view to maintaining excellence and full accreditation.

Dean, Faculty of Science

## Candidate Qualifications

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

**Academic Record:** An earned doctorate/PhD with a demonstrated academic record as a scientific educator and researcher. Preference for achievement commensurate with a tenured appointment at the rank of full professor.

**Administrative Leadership:** Successful academic administrative leadership experience as a department chair, program director, associate dean, dean, or other academic or administrative leadership role or similar proven transferable skills in a professional setting. Must bring demonstrated success in supporting academic productivity, strategic planning, as well as an understanding of university policies, procedures, collective agreements and accreditation processes. Will have skills in budget management with the ability to creatively and effectively allocate financial, human and infrastructure resources, attract/steward funds, and generate revenue from diverse sources to support and advance the Faculty of Science. Skilled in advocacy, the ideal candidate will demonstrate passion for ensuring success of their Faculty.

**Commitment to Equity, Diversity, Inclusion, Anti-Racism and Indigenization:** Will bring demonstrated success and commitment to incorporating EDI-AR and Indigenization principles in leadership, teaching, and scholarship; with experience promoting an inclusive and accessible culture for students, staff and faculty members. Is an advocate for creating and improving initiatives that emphasize the importance of Indigenization, decolonization and reconciliation in an academic environment.

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***Dedication to Research:*** Research oriented with a passion for supporting and expanding research productivity and innovation. Demonstrates a familiarity with current research standards and trends in science and understands research support needs. Brings an understanding of the academic and applied aspects of research, including funding and grants, the importance of interdisciplinary collaboration, and the relationships of research to teaching and service. Is able to energetically promote the successes of science research stemming from the Faculty.

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Dean, Faculty of Science

# The Appointment

## Key Dates

The Search Committee will begin consideration of candidates in May/June 2024. In addition to a tenured appointment to the senior ranks in the Faculty of Science, the appointment as Dean, Faculty of Science is for five years (renewable upon review) and is to take effect on a mutually agreed date.

## How to Apply

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- Ms. Kate Smith Science Student Representative, MUNSU
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Dean, Faculty of Science

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Across its six campuses and in other locations, more than **18,000 students** from 127 countries and **3,800 faculty and staff** 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 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

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**Vision** Memorial University will be one of the most distinguished public universities in Canada and beyond, and will fulfill its special obligation to the people of Newfoundland and Labrador.

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**Mission** Memorial University is an inclusive community dedicated to innovation and excellence in teaching and learning, research, scholarship, creative activity, service and public engagement. Memorial University welcomes and supports students and scholars from all over the world and contributes knowledge and expertise locally, nationally and internationally.

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## Dean, Faculty of Science

alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement.

Memorial University is at a pivotal time in its trajectory: a time for thinking boldly about the future of the institution and new strategic directions to navigate through the province's fiscal challenges, a time for positioning the university as a leader in teaching and research, and, a time to deepen community ties and bolster its commitment to the North. Memorial's strategic plan **'Transforming our Horizons'** identifies the institution's priorities and actions through 2026, capitalizing on its greatest strengths – people and place.

As Newfoundland and Labrador's only university, Memorial University has a special obligation to the people of the province. Established as a living memorial to the Newfoundlanders and Labradorians who lost their lives during the First World War and subsequent conflicts, Memorial University draws inspiration from the sacrifices of the past to build a better future for the province, country, and the world. Because of its unique place within the province, the university plays an unparalleled role in the continuing development of the region.

Memorial University is a medical/doctoral comprehensive university with **19 faculties and schools** offering more than 100 degree programs. Undergraduate and graduate teaching and research opportunities are offered across a wide range of disciplines, including the humanities and social sciences, health disciplines, sciences, fine arts, education and business.



## Dean, Faculty of Science

Total sponsored research funding was more than **\$143 million** in 2022-2023, and the university's nationally and internationally recognized faculty includes more than 40 chairs and fellows in a variety of disciplines and its first Canada Excellence Research Chair. The university supports dynamic research in units that ignite the imagination, such as The Craig L. Dobbin Genetics Research Centre, the Research Centre for the Study of Music, Media, and Place and the Ocean Sciences Centre. Additionally, Memorial University's Labrador Campus, the newest campus of Memorial, is home to the School of Arctic and Subarctic Studies and the Pye Centre for Northern Boreal Food Systems, and is providing Northern-focused and Indigenous-led education and research opportunities in the North and by the North.

Memorial University's **multi-campus** dynamic reflects the changing population demographic in Newfoundland and Labrador as well as the University's sustained commitment to a diversified student body with differing needs. Three campuses are located in St. John's, including the St. John's Campus, Fisheries and Marine Institute and Signal Hill Campus as well as campuses in Corner Brook, Happy Valley-Goose Bay (Labrador) and Harlow (England).

More information about the university and its campuses and above facilities can be found at the following links:

- [Memorial Homepage](#)
- [Transforming our Horizons](#)
- [Fast Facts](#)
- [Grenfell Campus](#)
- [Fisheries and Marine Institute](#)
- [Labrador Campus](#)
- [Harlow Campus](#)
- [Signal Hill Campus](#)



## Appendix B: St. John's, Newfoundland and Labrador

St. John's - situated on the northeast Avalon Peninsula of Newfoundland and Labrador - is the province's capital and its largest city, home to 40% of the province's population. Founded more than 400 years ago, it is one of the oldest cities in North America. Today, St. John's perfectly combines tradition with sophistication and is a **safe, cosmopolitan city** with increasing diversity.

Its proximity to the Atlantic Ocean heavily influences the **climate**. It can be windy, rainy or foggy in St. John's on any given day—but that can change quickly to blue skies and sunshine. Winters are generally mild, with sometimes cool and brisk temperatures, but are great for your favourite outdoor activities. The city is widely recognized as a vibrant hub for arts and culture, and has a flourishing music, theatre, and dance scene, with productions available to theatregoers all year round. St. John's is home to The Rooms, the province's art gallery, archives and museum which showcases the deep history of the province, and George Street, with 21 bars offering the best in entertainment. Ski or jog the trails in Pippy Park. Hike Signal Hill and the East Coast Trail. Check out the St. John's Farmers Market.

Besides indulging in **cultural experiences**, there are numerous **activities** to engage in across St. John's and the province, including biking, bird watching, boat tours, camping, food and dining, golfing, hiking and walking, iceberg viewing, kayaking, shopping, skiing and snowboarding, and whale watching. The landscape is vast and varied, comprised of mountain ranges, boreal forests, and rugged ocean coastlines, providing residents with a diversity of outdoor activity.

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### Population

City of St. John's (2021): 110,525

St. John's Census Metropolitan Area (2021): 212,579

Province of Newfoundland & Labrador (2021): 510,550

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St. John's is the perfect combination of big-city luxury and traditional small-town charm, offering visitors and residents an intriguing blend of history, culture, and natural experiences, all within an urban setting. Newfoundland and Labrador is known for its incredibly friendly people and hospitality.

Newfoundlanders and Labradorians are often described as real, genuine, warm, welcoming, fun-loving, and funny, and they are admired for their creativity, unique dialect, and their storytelling.

By plane, St. John's is approximately three hours from Toronto, three hours from New York, and five hours from London, England.

For more information about St. John's, please visit:

- [www.stjohns.ca](http://www.stjohns.ca)
- <https://destinationstjohns.com/>
- [www.downtownstjohns.com](http://www.downtownstjohns.com)
- [www.newfoundlandlabrador.com](http://www.newfoundlandlabrador.com)