



Emily Carr University of Art + Design

President + Vice Chancellor

Candidate Profile – FINAL

Priority Criteria

The Candidate Qualifications: The Search Committee recognizes that no candidate for President is likely to meet all the following criteria in equal measure; nevertheless, the following academic characteristics, administrative experience, approach, and personal qualities, in no particular order, are seen to be highly desirable:

Student Champion

- Has demonstrated a commitment to a culture where excellence in teaching and the learning environment is valued and rewarded. Enjoys interacting with students and developing strategies to engage students. A real affinity for the elements that contribute to a rewarding campus life. Cares about students and understands the factors that affect students' experience, learning and achievement.
- Willing to engage formally and informally with the community. Learn from their mistakes and follow through actions with the student body.
- Sense of empathy and transparency.

Inter-cultural Understanding and Diversity:

- A deep understanding of and commitment to equity, accessibility, diversity and inclusion and a demonstrated track record of supporting and advancing equity, diversity and inclusion principles and objectives within a complex organization. An understanding of intersectionality and bias.

Indigenization and Reconciliation:

- Through demonstrated experience and commitment, will be an advocate for Indigenous faculty, staff and students, and will actively pursue the goals of indigenization and reconciliation.

Collaborative and Creative Leader

- A respectful, positive, compassionate, inclusive, and engaging leadership style. Builds trust through an open, respectful, and collegial approach. Seeks views of others to prioritize competing needs and allocate resources. Willing to make the tough decisions.
- Inspires, empowers, and motivates faculty, staff and students to innovate, to evolve and change, and to strive for excellence.
- Communicative and transparent in their leadership approach.

Strategic Vision

- The ability to coalesce a community around a strategic and academic plan that leverages Emily Carr University's unique strengths while anticipating trends, growth aspirations, and evolving expectations of students, community, funders and others.
- An innovative and visionary thinker with respect to higher education generally, and specifically Emily Carr University's place in society today and in the future, including around broad societal issues like climate change.



External Advocate

- A passionate voice and advocate for the University, championing with government and in society the role of Emily Carr University and its unique contributions to the city, province, and country.
- Partnering and engaging with industry, the creative sector, alumni, and other external groups locally, nationally, and internationally, the President will be committed to playing an active leadership role in fundraising. Past demonstrated success in fundraising will be an asset.

Qualifications and Experience

- Demonstrated past commitment and passion for the creative industries
- Respected record of personal achievement as an educator and researcher is highly desirable
- Track record of effective senior leadership and management within a University or other organization of sufficient scope, complexity, and relevance to prepare the candidate to take on the role of President at Emily Carr University.
- Demonstrated management capabilities across the range of academic, financial, human resource, fundraising and other functions of a complex, unionized, public sector organization.
- Terminal degree in a relevant field.