



# Executive Brief

In the recruitment of the Dean,  
School of the Arts, Media +  
Culture

W Robert Wood, Provost

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## Organization Profile: Trinity Western University

*"Inspiring Hearts  
& Minds*

*It's not just what you do,  
it's who you become."*

As Canada's largest Christian university with an annual enrolment of 5,000, Trinity Western University is dedicated to equipping students to find and fulfil their purpose in life. Focusing on the liberal arts, sciences, and professional studies, TWU emphasizes academic excellence, research, and classroom engagement in a vibrant faith community devoted to supporting godly leaders who seek to have a transformational impact on culture.

Graduate and undergraduate programs include business administration, leadership, nursing, counselling psychology, education, biology, communications, interdisciplinary humanities, computing science, art + design, theology, and more. Students acquire the critical thinking skills, expertise, professional abilities, and character qualities essential for today's global marketplace. TWU also offers continuing education and leadership development through its certificate and online learning programs. Additionally, TWU's adult degree completion program is the most flexible and practical degree completion program in Canada.



The main campus in [Langley, BC](#) is just a short drive from Vancouver and next to historic Fort Langley, a picturesque university-town located on the banks of the Fraser River. In addition to its Langley campus, TWU offers programs through its Richmond campus, the historic Laurentian Leadership Centre in Ottawa, the Crow's Nest Ecological Research Centre located on B.C.'s Salt Spring Island, and at several international locations in collaboration with partners in China, India, and Africa.

As a smaller private university, TWU provides students with opportunities not available at larger public institutions, such as working on funded research projects with distinguished faculty members. Two Canada Research Chairs and grants from the Canadian Institutes of Health Research (CIHR), the Natural Sciences and Engineering Research Council of Canada (NSERC), the Social Sciences and Humanities Research Council of Canada (SSHRC), the Council for Christian Colleges and Universities (CCCU), the John Templeton Foundation (JTF), and the M.J. Murdock Charitable Trust demonstrate TWU faculty's breadth and depth of expertise.



## Mission

The mission of Trinity Western University, as an arm of the Church, is to develop godly Christian leaders: positive, goal-oriented university graduates with thoroughly Christian minds; growing disciples of Jesus Christ who glorify God through fulfilling the Great Commission, serving God and people in the various marketplaces of life.

## Vision

Every graduate is equipped to think truthfully, act justly, and live faithfully for the good of the world and the glory of God.

## Values

Trinity Western University is committed to seven core values:

**Obeying the Authority of Scripture:** Both individually and corporately Trinity Western wholeheartedly embraces all the Bible teaches regarding

faith, ethical commitments, and way of life, believing it to be the ultimate standard of truth and hope.

**Pursuing Faith-Based and Faith-Affirming Learning:** Trinity Western's starting point for learning is that God calls humans to be stewards of His creation, doers of good toward all people, and agents of His reconciliation.

**Having a Transformational Impact on Culture:** God calls His followers to influence both individuals and the culture in which they live and ultimately draw people to Him. Trinity Western's programs encourage thought, word and deed that affect the dynamics and institutions of our society on the basis of biblical principles such as justice, mercy, and hope.

**Servant Leadership as a Way of Life:** Trinity Western strives to teach and to embody the pattern of servant leadership exemplified by Jesus Christ. Professors, administrators, and students seek to motivate and mobilize each other to think and act with creativity, integrity, and skill for the benefit of all concerned.

**Striving for Excellence in University Education:** Trinity Western promotes not only academic and intellectual excellence, but integrates these with high standards of personal, moral, and spiritual integrity.

**Discipling in Community:** At Trinity Western, students, staff, faculty, and administrators are all invited and encouraged to deepen their understanding of what it means to be disciples of Jesus Christ, to practice such discipleship, and to sustain and help others to be and become disciples. They strive to act justly, love mercy, and walk humbly with our God.

**Practising Christian Hospitality:** Christian hospitality welcomes, genuinely includes and consistently cares for *all* individuals. Hospitality is vital to our life in the Trinity Western University community and to our life in, and witness to, other communities.

## School of the Arts, Media + Culture

The School of the Arts, Media + Culture (SAMC) offers exceptional educational experiences, in the classroom and in practice and performance venues.

The programs in SAMC are delivered by capable, committed Christian educators who are not only experts in their fields, but scholars and practitioners who continually advance their disciplines through research and creative outlets. Areas of study include Art + Design, Arts, Media +



**Dean, School of the Arts, Media + Culture**

Trinity Western University

Culture, Corporate Communication, Game Development, Media + Communication, and Music.

For more information on Trinity Western University, please visit:

<https://www.twu.ca/>

# Position Profile:

## Dean, School of the Arts, Media + Culture

The Dean of the School of the Arts, Media + Culture will be a dynamic and transformational servant leader of outstanding Christian character who is an effective ambassador of the mission, vision, and values of Trinity Western University. As a member of the Deans' Council, the Dean of the SAMC serves as a senior academic leader of the University and advisor to the Provost, and will responsibly represent and implement the academic and administrative policies and decisions of the University internally and externally. The Dean of SAMC will demonstrate wise, strategic, and collaborative management of the artistic, pedagogical, and scholarly gifts of the faculty and students. The Dean of SAMC provides visionary leadership in alignment with the vision and strategic direction of the University and builds effective external relationships that advance the interests of the University. Possessing emotional and cultural intelligence, entrepreneurial ambition, financial and managerial acumen, and theological insight, the Dean is able to work in a highly collaborative manner that values diversity in people and ideas. Capable of managing the day-to-day operations of SAMC with a view to ensuring thriving programs, s/he possesses the commitment, personal characteristics, insights, and abilities of an effective administrative and organizational leader.

The Dean of SAMC must be capable of fostering an academic culture and program mix that deliver market-relevant, high-quality, student-focused learning experiences. The Dean will oversee the work of chairs, directors, and/or Assistant or Associate Deans as well as staff in SAMC and provide effective mentoring of faculty in their professional development, the craft of teaching, the integration of faith and learning, and the advancement of scholarly pursuits, including being a national leader in Christian scholarship in the fields represented in SAMC.

In this context, the successful candidate will:

- ◆ Unreservedly adhere to and positively defend the University's [Statement of Faith](#) and [Community Covenant](#);
- ◆ Demonstrate how his/her Christian faith affects leadership, teaching and scholarship for the disciplines in the School;

- ◆ Provide a transformational model of leadership in setting and implementing academic goals and managing to institutional and board policies;
- ◆ Be able to develop a compelling vision and strategies to implement new and existing programs in response to market demand;
- ◆ Exemplify servant leadership with a spirit of humility;
- ◆ Demonstrate a high level of cultural and emotional intelligence;
- ◆ Effectively represent the academic administration and institutional matters to the faculty and serve as an advocate for faculty to the academic administration;
- ◆ Demonstrate a commitment to academic freedom in a faith-affirming academic environment;
- ◆ Possess the ability to think critically, encourage new ideas, provide strategic direction, and sustain a flourishing teaching and scholarly culture;
- ◆ Demonstrate a collegial style of leadership with departments and faculty members under his/her jurisdiction; and
- ◆ Serve as an effective spokesperson for the University in academic, community and church circles.

## Key Responsibilities and Priorities

### Academic Leadership

The primary responsibility of the Dean will be to provide academic leadership in the School of the Arts, Media + Culture. The Dean will:

- ◆ Think, work, and act institutionally by prioritizing the achievement of the University's mission, core values, and vision through a commitment to market-relevant, high-quality, student-focused learning experiences;
- ◆ Provide visionary and innovative leadership that is responsive to changing market demands;
- ◆ Lead and leverage the gifts and abilities of SAMC's faculty in the course of seeking to fulfill SAMC's strategic plan;
- ◆ Honour and mentor SAMC faculty's ability to integrate faith and learning in all aspects of the School's operations;
- ◆ Lead and develop academic programs of excellence that revitalize and cultivate Christian imagination and advance Christian scholarship within the disciplines represented in SAMC;
- ◆ Seek opportunities to advance themes that are important to the University such as Indigenizing the curriculum, developing a global and culturally inclusive perspective, and encouraging interdisciplinary collaborations;

- ◆ Promote, monitor, evaluate, and provide support for the work of the faculty with respect to teaching, scholarship and research, and service to the University community;
- ◆ Establish effective relationships with external bodies (e.g., peer Dean associations);
- ◆ Work collaboratively with offices across the University;
- ◆ Monitor the academic programs in SAMC relative to the academic and financial metrics established by the Office of the Provost;
- ◆ Initiate and implement new programs/courses and modes of delivery in SAMC that have market demand, in collaboration with department chairs, the Office of the Provost, the University Senate, and the University President, as appropriate;
- ◆ Represent SAMC on Dean's Council, and on other committees, as appropriate;
- ◆ Represent SAMC's interests within the broader context of the University's priorities and the University's policies, goals, and priorities to SAMC; and
- ◆ Demonstrate academic expertise in an area encompassed by SAMC by teaching a prescribed number of courses as approved by the Provost.

### **People Management**

The Dean will enable all faculty and staff in SAMC to exercise their duties effectively. The Dean will:

- ◆ Give leadership in the recruitment of faculty and staff who are strongly aligned with the mission and values of the University;
- ◆ Supervise, evaluate, and mentor all faculty in their teaching roles; assisting and inspiring them to improve their teaching skills;
- ◆ Encourage faculty in their scholarly and professional development, as well as in the success in attaining financial support for their scholarly pursuits;
- ◆ Provide and prepare annual professional development reviews/reports for each faculty member and annual performance reviews of staff;
- ◆ Review and assess, for the appropriate committees, all faculty applying for tenure, promotion, sabbatical leaves, and research funding within SAMC;
- ◆ Meet regularly with and provide supervision to academic leaders within SAMC and work with academic support staff in a spirit of warm interpersonal relations; and
- ◆ Regularly develop and manage a workforce plan for SAMC by collaborating with the Office of the Provost when recruiting and/or appointing all full- and part-time faculty and staff.

### General Administration

The Dean will provide effective and efficient administration of all matters pertaining to the operation of the academic departments in SAMC. The Dean will:

- ◆ Effectively articulate and support University standards and policies, both orally and in writing;
- ◆ Administer all academic, operational, and human resource management policies;
- ◆ Prepare and manage operating, capital, salary, and revenue budgets for SAMC;
- ◆ Give general oversight to the usage and development of specialized departmental facilities, including studio, practice, and performance space;
- ◆ Evaluate course viability (student demand and enrolment), Student Experience of Teaching and Learning reports, and grade distribution reports, and, when required, take corrective action;
- ◆ Assist the department chairs in each semester's course scheduling activities;
- ◆ Direct departmental and program reviews as determined by the Provost; and
- ◆ Handle student appeals pertaining to grades, dropping courses, changes in final examination schedules, exemption forms for graduation requirements, student discipline regarding academic dishonesty, and student complaints about faculty and staff as it relates to competence.

# Ideal Candidate Profile

A dynamic and proactive servant leader of outstanding Christian character, the Dean is an important member of TWU's leadership team, contributing to the strategic planning and achievement of the University's shared objectives. Those objectives include sustaining the transformational TWU educational experience that is built on high-quality teaching and learning; supporting faculty scholarship and research; offering innovative undergraduate programs; attracting outstanding students and faculty; and broadening and deepening community engagement.

## Experience and Qualifications

- ◆ Terminal degree in a SAMC related discipline;
- ◆ Academic administrative leadership experience (at least five years);
- ◆ Achieved Associate Professor faculty position, with demonstrated excellence in scholarship, teaching/learning, and service that is consistent with the mission of TWU;
- ◆ Leadership in faith integration demonstrated within one's discipline;
- ◆ Proven commitment to the principles of servant and transformational leadership;
- ◆ Ability to develop effective working relationships that facilitate collaboration, trustworthiness, and integrity;
- ◆ Cultural competence, including demonstrated skills in creating a diverse, equitable, and inclusive workplace;
- ◆ Ability to assess and innovate, to look at the present and prepare in advance for the future;
- ◆ Ability to exercise business acumen and effective stewardship of resources and budgets;
- ◆ Superior written and oral communication skills;
- ◆ Strong problem-solving capacity and exercise of good judgement;
- ◆ Ability to engage multiple stakeholders to accomplish strategic initiatives; and
- ◆ A firm commitment to TWU's Mission and Vision, Core Values, Statement of Faith, and Community Covenant;

Duties and responsibilities that do not constitute a major change may be added, deleted, or changed at any time at the discretion of the supervisor either orally or in writing.

### Organizational Relationships

- ◆ Reports to the Provost.
- ◆ Provides supervision to all SAMC full- and part-time faculty and staff.