

**School Director
Associate Professor or Professor
School of Music – Faculty of Fine Arts**

The University of Victoria Campus is located on the traditional lands of the Coast Salish Peoples and we are privileged to do our work in a way that is inspired by their history, customs and culture. Please review the University's video ["Welcome to the Territory"](#) for more information.

The University of Victoria is consistently ranked in the top tier of Canada's research-intensive universities. Vital impact drives the UVic sense of purpose. As an internationally renowned teaching and research hub, we tackle essential issues that matter to people, places and the planet. Situated in the Pacific Rim, our location breeds a profound passion for exploration. Defined by its edges, this extraordinary environment inspires us to defy boundaries, discover, and innovate in exciting ways. It's different here, naturally and by design. We live, learn, work and explore on the edge of what's next—for our planet and its peoples. Our commitment to research-inspired dynamic learning and vital impact make this Canada's most extraordinary environment for discovery and innovation. Experience the edge of possibilities for yourself.

The UVic School of Music is dedicated to experiential learning and training for musicians and music scholars, turning passion into profession. The School is home to 45 performers, composers, educators, theorists, musicologists, and professional staff, as well as 190 undergraduate majors and 40 graduate students. We offer Bachelor of Music degrees in composition, music education, performance, musicology and sound studies, and musical arts along with a combined degree in Music and Computer Science. The School offers graduate degrees in composition, performance, musicology and sound studies, and music technology. We are strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching, research, and creative output.

The School of Music invites applications from talented scholars for the position of Director of the School of Music as an Associate Professor or Professor with tenure, to commence 1 July 2020.

Reporting to the Dean of the Faculty of Fine Arts, the Director of the School is responsible for providing strategic and administrative leadership to the School's programs. As a member of the Faculty's senior leadership team, the Director works in collaboration with the other Chairs, academic leaders, senior administrators and staff, donors and alumni as well as other key stakeholders to implement and advance the University's Strategic Framework and objectives.

The successful candidate will have the ability to maintain the confidence and cooperation of the School and provide leadership in the pursuit of excellence in Teaching, Research, Scholarship, Creative Activity, and Scholarly Activity. They will also promote equity, diversity and inclusion; uphold and foster collegial governance with the School, the Dean's Office, and other administrative units of the University; advocate for and support faculty members, staff and students in their work; and effectively and efficiently manage the School's administrative affairs, exercising good judgment in decision-making. High-level interpersonal skills, good judgment, a consultative and collegial approach, and a proven record of success as a leader in an academic setting is required. The Director of the School of Music undertakes teaching research, scholarship and/or creative activity throughout the administrative term.

The successful applicant will meet the requirements to be appointed as a tenured Associate Professor or Professor at the University of Victoria and will have a minimum of a masters degree that aligns with the teaching, research areas and creative activity of the school. Additionally, qualified candidates will provide evidence of the following criteria:

Knowledge

- Broad knowledge of music scholarship and practice in Canada and/or internationally
- Best practices related to community-engaged scholarship

Management and Academic Leadership

- A track record of successfully developing and advancing an academic unit, including supervising faculty, staff, sessional lecturers and music performance instructors; managing budget; and overseeing day-to-day operations
- Creation of a culture of consensus-building, collegiality, diversity, collaboration and inclusion among staff, instructors and faculty members and apply these principles in the administration of collective agreements
- A consultative and collaborative approach to leadership, governance and faculty and staff renewal
- Capacity to align the School's plans with identified campus priorities, as articulated in the International Plan, Strategic Research Plan, UVic Strategic Framework, Indigenous Plan, and Calls to Action of the Truth and Reconciliation Commission
- Fairness and transparency in the development and implementation of policy, procedures and governance structures
- Experience in managing resources and advocating for new resources
- Facilitation, development and renewal of program and curriculum planning
- Ability to foster the creative activity, research, scholarship, teaching and scholarly activity

- Mentorship and support of colleagues through career progression as set out in a collective agreement

Teaching

- Innovative teaching practices
- The ability to teach to a diverse student body with a range of perspectives, experiences and cultures
- Inclusive, non-discriminatory approaches to teaching, curriculum and assessment

Research/Creative Activity

- High quality research and/or creative activity shared through a wide range of outlets
- A record of accomplishment for obtaining grants, commissions and other funding
- Research and /or creative activity that demonstrates meaningful, respectful engagement with communities

Service

- The ability to work collaboratively in an academic unit
- Experience in promoting diversity on campus; appreciative of and responsive to diverse perspectives
- A proven record of contribution to academic, professional and community organizations

In addition, the successful candidate will be committed to:

- Championing equity and diversity in employment, student success, and programming
- Building partnerships across campus and in the local, regional, national and global communities
- Stewarding and fostering relationships with the Victoria arts community, donors and alumni
- Furthering the School's efforts to recruit and retain excellent students
- Advocating for students, faculty and staff and supporting their scholarly success, artistic practice and personal well-being
- Promoting Indigenous ways of knowing, learning and teaching

In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, preference will be given to members of the following groups: Indigenous peoples, persons with disabilities, members of visible minorities, women. Candidates from these groups, who wish to qualify for preferential consideration, must self-identify.

To be considered, please send a cover letter that addresses the full scope of the job requirements, along with your curriculum vitae, appropriate evidence of research and / or creative activity (publications or work in progress), teaching skills (teaching statements, syllabi, evaluation data), statement of diversity knowledge, experience and skills, and three reference letters to the attention of Dr. Allana Lindgren, Acting Dean, Faculty of Fine Arts, P.O. Box 1700 STN CSC, Victoria, BC, V8W 2Y2 or by email to fineartssearch@uvic.ca. In order to be considered, application packages must be received by April 7, 2020.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of [groups experiencing barriers to equity](#). Read our full equity statement here: www.uvic.ca/equitystatement

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at FRrecruit@uvic.ca. Any personal information provided will be maintained in confidence.

Faculty and Librarians at the University of Victoria are governed by the provisions of the [Collective Agreement](#). Members are represented by the University of Victoria Faculty Association (www.uvicfa.ca).

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.