

WESTERN UNIVERSITY DEPUTY PROVOST

Western University is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak, and Chonnonton Nations, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous Peoples (First Nations, Métis, and Inuit) whom the university recognizes as contemporary stewards of the land and vital contributors of our society.

Western University is seeking applications from internal candidates for the position of Deputy Provost. The Deputy Provost role extends the Provost's range and advances university-wide responsibilities related to academic operations, planning, faculty, and external partnerships. This appointment is for an initial five-year term (anticipated start date July 1, 2026), with the possibility of reappointment for a further five-year term.

Candidates must be full-time tenured professors at Western and have a strong record of accomplishment in teaching and research, together with demonstrated academic and administrative leadership in a decentralized university environment. The individual in this role will need to collaborate with colleagues and academic units across Western's campus, to facilitate academic excellence in multiple domains.

The Deputy Provost is a senior academic administrator with responsibility for a number of portfolios under the Provost as well as university-wide responsibilities. The Deputy Provost acts as a key support to the Provost and Vice-President (Academic) and will be a senior member of the Provost's leadership team. The Deputy Provost's work focuses on strengthening academic operations, supporting planning, and implementing strategic plans and priorities. The Deputy Provost also leads initiatives that are central to the University's evolving academic mission. It is imperative that the Deputy Provost builds trust and cooperation and develops an understanding of each unit's aspirations and resource needs.

The Deputy Provost has a number of specific academic responsibilities:

- overseeing student enrolment management to ensure that top students in Canada and internationally continue to choose Western as their university of choice.
- overseeing processes and offices that ensure that undergraduate and graduate programs remain current, meaningful and relevant;
- supporting Indigenous students and faculty;
- ensuring that libraries and cultural resources continue to support the academic mission of the university;
- supporting budgeting and planning processes as assigned, including planning related to government funding;
- leading the evolution and application of technology, so that it meets the research, teaching, and administrative needs of our community.

The Position Profile with more detailed description can be requested at:

DeputyProvost@lavernesmith.com.

The consultants will begin review of candidates immediately, with committee consideration later in the spring, and will continue until the role is filled. Applications should include a letter of interest, curriculum vitae, and the names (not letters) of three references (who will not be contacted without the consent of the candidate), and should be submitted in confidence to the University's executive search consultants:

Laverne Smith & Associates Inc.

DeputyProvost@lavernesmith.com

Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Indigenous people, persons with disabilities, persons with any sexual orientation, and persons of any gender identity or gender expression. Accommodations are available for applicants with disabilities throughout the recruitment process by contacting DeputyProvost@lavernesmith.com.

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Affirmation Policy Statement

Western, like many postsecondary institutions in Canada, is moving beyond sole reliance upon Indigenous self-identification in its hiring processes. This is to safeguard against the use of incorrect, incomplete, or misleading information in circumstances in which a candidate has made a declaration of Indigenous citizenship or membership. Candidates who are invited for an interview or who are short-listed, and who have made a declaration of Indigenous citizenship or membership for material advantage at Western, including where required or preferred for the position, will be asked to have their declaration of Indigenous citizenship or membership affirmed through a relational accountability process, led by the Office of Indigenous Initiatives (OII), that is consistent with Indigenous ways of knowing, being, and doing. Please contact the OII directly for details on the affirmation processes: <https://indigenous.uwo.ca/>. The policy can be viewed at: POLICY 1.58 - Affirming Declarations of Indigenous Citizenship or Membership at Western University.

Please Note:

****Internal Posting: Candidates must be full-time tenured professors at Western****

Applications should be emailed to: Laverne Smith & Associates Inc.

at DeputyProvost@lavernesmith.com