

Appointment Type:	Associate Vice-Provost, Academic Planning, Policy & Faculty
Rank:	Associate or Professor Rank with Tenure or Continuing Status
Number of Positions:	One
Posting Date:	April 17, 2026
Closing Date to Apply:	May 17, 2026
Anticipated Start Date:	July 1, 2026

Position Profile:

The office of the Vice-Provost (Academic Planning, Policy & Faculty) encompasses a wide range of responsibilities related to the professional support and development of Western's faculty, librarians and archivists, and clinical academics. We support Deans and the Vice-Provost and Chief Librarian as they plan for inclusive excellence and innovation in teaching and research across the eleven Faculties and Western Libraries. We advise academic leaders and administrative staff on the implementation of the UWOFA and UWOFA-LA Collective Agreements as well as the Conditions of Appointment for Physicians and the Procedures for Adjunct Academic Appointments and we develop training for academic leaders and staff around collective agreement matters. We work with other Vice-Provosts' and Vice-Presidents' groups, including Academic, Human Resources, International, Indigenous Initiatives, Institutional Planning and Budgeting, Western Research and the School of Graduate and Postdoctoral Studies on shared initiatives and innovations in our research and teaching culture. Finally, we are periodically responsible for the negotiation of Collective Agreements.

The initial appointment is for a 5-year term.

Position Expectations:

Reporting to the Vice-Provost, the Associate Vice-Provost will play a leadership role in an evolving team, providing support to core elements of the mission while helping shape the strategic evolution of the portfolio. Responsibilities will include, but are not limited to:

- the review and approval of all advertisements for faculty and librarian and archivist appointments, including attention to planned strategy to ensure diversity in the applicant pool;
- the review and approval of all letters of appointment to faculty positions prior to Provost's signature;
- the review and approval of alternative workload and reduced responsibility arrangements;
- the analysis of intended phased retirement offers;
- meeting, as the Vice-Provost's delegate, with external reviewers of academic units at the time of leadership selection, and engagement in the IQAP review of graduate programs and undergraduate programs as a resource to address faculty complement questions relevant to program review;
- the development and delivery of training to faculty, chairs/directors, deans and librarians and archivists.

The Associate Vice-Provost will also engage in project-based, non-routine or ad hoc work based on areas of interest or expertise.

Qualifications, Experience and Skills Required:

Candidates must hold a current academic appointment at Western at the rank of Associate Professor or Full Professor with tenure or continuing status. The successful candidate will have some combination of:

- effective problem-solving and communication skills;
- demonstrated ability to work collaboratively;
- facility with detailed policy work and familiarity with collective agreement processes;
- active engagement with and knowledge of EDID issues;
- exposure to and interest in a variety of Faculty and Western Libraries research and teaching cultures;
- the desire and ability to listen to and learn from our diverse constituencies.

Compensation Details: An annual administrative stipend will be provided.

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](#).

To Apply:

Interested candidates should send a letter of application outlining their interest in the position along with a copy of their cv and the names of two referees in confidence to Margaret McGlynn, Vice-Provost, Academic Planning, Policy and Faculty at mmcglyn@uwo.ca by May 17, 2026.

Existing Vacancy Disclosure Statement (Required): This position is an existing vacancy.

Positions are subject to budget approval. Applicants should have fluent written and oral communications skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups, Indigenous peoples, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Heather Skilling, hskillin@uwo.ca.

Posting number: AVP-APPF_Western_2026