



VICE-PRESIDENT, ACADEMIC AND STUDENT SUCCESS – OPPORTUNITY BRIEF

Northern College serves the postsecondary education needs of over 1,700 full-time postsecondary students, with an additional 700 students in China, and 6,700 part-time and continuing education students in the Cochrane and Timiskaming Districts of Northeastern Ontario. Its catchment area covers 160,000 square km and includes 65 communities, 18 of which are First Nations. Northern College serves the postsecondary education needs of 120,000 people in the Cochrane and Timiskaming Districts of Northeastern Ontario. The college has four main campuses located in: Haileybury, Kirkland Lake, Moosonee and Timmins and seven Learning Centres throughout its service region.

Northern College is recognized for its warm, welcoming and culturally inclusive environment. As a highly respected community and regional partner, the College plays a strong role in the region's economic development and success. Northern College participates in regional development projects that build community capacity, and its faculty, support staff and administrators are dedicated to helping individual learners succeed. This commitment to student support, access and program relevance contributed to one of the highest rates of graduate employment and employer satisfaction in the province.

Northern College has assumed both leadership and partnership roles in its efforts to provide the widest possible range of regional postsecondary education opportunities. For example, it has forged partnerships with Contact North/Contact Nord, eCampus Ontario, and municipalities to expand distance-learning offerings. The College has worked extensively with First Nation communities and organizations to establish community-based training programs. It has negotiated agreements with both Laurentian and Algoma Universities to offer Bachelor's degree programs in Nursing, Social Work, and Community and Economic Development. Northern continues to work with institutions across the province including Queen's University, to bring more educational programs to this region.

The college is a highly respected community and regional partner, and plays a strong role in promoting economic, social and cultural development in Northeastern Ontario. The college participates in regional development projects that will build community capacity, its faculty, support staff and administrators are dedicated to helping individual learners succeed.

Vision

Empowerment through learning to build a better world.

Mission

Building community across the North through partnerships and excellence in education.

Motto

Proud to be North. Proud to be Northern.

Guiding Principles

- Learning for empowerment
- Accessibility for learners
- Diversity and inclusion for a progressive organizational culture
- Career opportunities through innovative education and transferable skills
- Relevant applied experiences
- Value for investment
- Support for lifelong learning
- Continuous improvement
- Intentional communications
- Transparency

Indigenous Statement of Commitment

In aspiring to become the college of choice for Indigenous learners, we shall integrate the recommendations of the Truth and Reconciliation Commission and the Indigenous Education Protocols developed by Colleges and Institutes Canada; and we shall conduct ourselves with the spirit of Indigenous Peoples' Teachings.

Commitments

At Northern College we:

- Support, nurture and celebrate the contributions and accomplishments of learners and employees
- Connect our learners and communities through the application of accessible and innovative technology
- Foster and encourage a friendly, caring and respectful organizational culture
- Establish an organizational culture that reflects the diversity of our communities
- Work respectfully, in collaboration with Indigenous peoples and communities
- Pursue partnerships and entrepreneurial opportunities to better serve community
- Enhance the quality and access to college education through global initiatives
- Engage in applied research in the pursuit of northern development and continuous improvement
- Use our natural and built environments observing conservation and sustainable practices
- Practice ethical decision making that engenders trust while safeguarding the College
- Are open, consultative and accountable
- Act with personal responsibility and integrity
- Exceed expectations

The Vice President Academic and Student Success is the senior academic position at Northern College and is accountable for the planning, organizing, staffing and managing of Northern College's academic division. The position is accountable for quality assurance, content and delivery of postsecondary full-time and part-time academic programs as well as student success services. The Vice President Academic and Student Success participates in the overall management of Northern College as a member of the President's Senior Management Team and as such shares accountability for the attainment of the college's Strategic and Business Plans.

KEY DUTIES

Academic Leadership and Direction for Academic Programs and Services:

- Provides visionary academic leadership to meet the changing postsecondary needs of a post COVID world.
- Leads a student centred focus for learner success
- Ensures integration of Indigenous perspectives in programs and services
- Develops and directs formulation and implementation of the Academic Plan and goals for the college's postsecondary full-time and part-time academic programs
- Sets the strategic approaches for academic services leading to student success with the collaborative assistance and support of all academic staff.
- Leads the development and analysis of international markets
- Develops, implements and monitors academic & student success policies and procedures to ensure quality programs and quality delivery.
- Aligns academic policy and strategy with equity, diversity and inclusion principles
- Assures integration of the established graduate profile elements into all programming
- Implements and maintains evidence based processes for informed academic planning
- Creates appropriate ventures leading to enhanced quality academic experiences by forming networks and linkages with other colleges and universities by way of articulation agreements, advisory committees and projects.
- Provides leadership to the academic divisions of the college through planning, developing and implementation of new and revised academic programs ensuring the college engages in quality review processes such as program, performance and academic services review.
- Ensures innovation and creativity in program design and delivery methods to align labour force development needs for the region and beyond, equipping graduates to be global citizens.

- Ensures the areas of Information, Communication, Technology and Learning Innovation are planned and developed to enhance and support the learning experience of all students.
- Liaises with Community and Business Development Division to coordinate efforts to deliver customized training

Corporate Leadership and Planning:

- Makes decisions as a member of the Senior Management team regarding the management of resources and participates in a wide range of operational decisions and risk management approaches, affecting the current and future effectiveness and financial viability of the college.
- Ensures the President’s Senior Management team is informed about academic issues that may affect the operations of the entire college.
- Shares accountability for the development, implementation and attainment of the college’s strategic goals as articulated in the Strategic and Business Plan.
- Maintains a high level of staff performance through a shared accountability for effective recruiting training, developing and evaluating. Disciplines and terminates staff as required. Handles serious complaints and concerns that others in the academic division were unable to resolve.
- Demonstrates fiscal responsibility
- Utilizes systems thinking approaches to planning and implementation
- Engages the College workforce in a dynamic and changing work environment
- Demonstrates leadership in professional development for the academic department

Key Leadership Priorities for the new Vice-President Academic and Student Success:

- Provides strategic and visionary leadership to strengthen the academic division of the College.
- Contributes strategically to a strong Senior Leadership Team, with a focus on capacity building and succession planning.
- Implements the Academic Plan focused upon increased student enrolment and retention, new program development, alternative and flexible delivery methods and quality assurance across all programs and campuses.
- In conjunction with the Executive Director for Student Services, Institutional Research and Registrar, continues to refine and implement the Strategic Enrolment Management Plan.
- Further advances the “one college” philosophy to enable and support a high quality and standard of systems and processes.
- Fosters a collaborative and cohesive academic team across all campuses.
- Ensures effective communication across the institution.

Reporting Structure

Reporting to the President, the Vice-President, Academic and Student Success is a member of the Executive Leadership team of the College which includes the following positions:

- Vice President, Academic & Student Success*
- Vice-President, Corporate Services
- Executive Director Student Services, Institutional Research, and Registrar
- Executive Director Community, Business Development and Employment Services
- Director of Marketing, Communications and External Relations
- Executive Assistant, Office of the President and Board of Governors

The following positions report to the Vice-President, Academic and Student Success:

- Dean, Health Sciences and Emergency Services
- Dean, Trades, and Technology
- Dean, Business and Community Services
- Dean of Sciences
- Chair, Alternate and Flexible Learning
- Director, Technology and Learning Innovation
- Executive Director, Student Services, Institutional Research, and Registrar

Candidate Profile

- A Master's Degree (further advanced degree qualifications are desirable but not mandatory).
- Relevant experience which includes a combination of teaching, administration, labour relations and human resources management.
- Senior management experience and a successful track record of collaboration with their peers;
- A progressive academic leader with a demonstrated ability to develop academic direction and plans within the context of the College's strategic plan.
- A passionate champion for academic excellence in teaching and learning, including virtual learning.
- Demonstrated ability to deliver sustainable results within established timelines.
- The ability to inspire and motivate through the creation of a shared academic vision across multiple campuses.
- A commitment to collaborative labor relations and consultative, inclusive, team-based relationships. The ability to influence, motivate and engage a diverse team, building respectful, collaborative relationships across multiple campuses.
- Demonstrated success with strategic enrolment management.

- Demonstrated track record and accountability for student success.
- Sound business acumen to enable effective resource allocation and management.
- Strong communication skills coupled with the ability to recognize the contribution of others.
- Demonstrated capacity to foster innovation and successfully lead and facilitate change.
- An original thinker with an appetite for problem solving and a demonstrated capacity for strategic thinking.
- Demonstrated commitment to community involvement with a strong sense of civic responsibility.
- Experience with quality assurance and demonstrated excellence in program design and curriculum development for alternative delivery of programs.
- An appreciation and desire to live and work in Northeastern Ontario.
- Demonstrated self-reflection for continuous improvement
- Proven accountability in leading a team

Credentials and Experience

- Minimum of 13 years' experience at a Senior or Executive organizational level
- Experience in a unionized environment
- Minimum of a Master's degree- in Education or related field
- PhD or equivalent is an asset
- Preference given to a postsecondary education experience

Northern College values diversity and is an equal opportunity employer.