

Candidate Profile – FINAL

President & Vice-Chancellor

University of Saskatchewan

March 7, 2025

Candidate Qualifications

The Search Committee recognizes that no candidate for President will meet all of the following criteria in equal measure. However, the following characteristics, experiences, and competencies are highly desirable:

Strategic Vision

- Has an ambitious vision for the University of Saskatchewan's future, aligning with the University's aspiration to be the university the world needs and that Saskatchewan expects.
- Demonstrates a deep understanding of higher education trends and the evolving role of universities in society. Is innovative in their thinking, bringing new, creative solutions and ideas to the University.
- Ability to engage diverse stakeholders in shaping a strategic vision that reinforces the university's role locally, provincially, nationally, and globally. Brings an international perspective and experience connecting to global communities.

External Advocate & Community Leader

- Will be a visible and active participant in the local and provincial community, engaging with and listening to diverse groups and representing the University effectively.
- A passionate voice, advocate and effective communicator for the University with federal, provincial, municipal and Indigenous governments, championing the role of universities in society and USask's unique contributions and service to Saskatchewan and Canada. An active fundraiser who has shown the commitment and ability to build deep, trusting and lasting relationships with donors.

Organizational Leadership

- Demonstrated success executing against a strategic plan, moving an organization forward, and delivering results. A leader who builds trust, prioritizes competing needs effectively, and makes difficult decisions with transparency and accountability.
- Successful leadership experience in large, complex, research-intensive universities, in roles such as President, Vice-President, or Dean. Actively works to foster an inclusive academic and work environment and leads initiatives that address historical inequities in higher education.
- Strong financial acumen, with experience managing large, complex budgets and ensuring long-term fiscal sustainability. Proven ability to navigate financial challenges by identifying gaps, implementing solutions, and securing funding.

Academic & Research Excellence

- A passion for students and their educational and campus life experience. Committed to USask's aspiration to graduate distinguished learners who have the drive, curiosity, and the humility to work with others in addressing the greatest opportunities and challenges the world faces.
- A champion for research and teaching excellence within the academy. Sets the highest academic standards in facilitating and supporting research, scholarship and teaching. An advocate for Equity, Diversity, and Inclusion (EDI) at all levels, creating cultures that embrace diverse perspectives.

Commitment to Indigenous Engagement

- A leader in Truth and Reconciliation, with a demonstrated track record of engaging Indigenous communities and advancing the university's commitment to decolonization and Indigenization.

Personal Qualities

- **Humility:** Lets accomplishments speak for themselves, acknowledges limitations, and embraces opportunities for growth. Is respectful of others and the strengths and contributions they bring.
- **Collaborative:** Fosters a culture of open dialogue, connects with diverse stakeholders, and values the exchange of ideas. Builds bridges between different groups.
- **Empathy & Humanity:** Demonstrates care and concern for others, high emotional intelligence, and fairness in decision-making.
- **Judgment & Adaptability:** Makes sound decisions based on critical analysis, remains flexible when confronted with new information, and assesses risks effectively.

Other Requirements

- The successful candidate must reside in Greater Saskatoon during their tenure.
- The candidate will have a PhD and ideally be appointable as a full professor at the University.