

Associate Vice-President Research Area of Focus: Ethics and Research Infrastructure Portfolio

*The University of Saskatchewan is on Treaty 6 Territory and the Homeland of the Métis.
We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship
with one another.*

The Associate Vice-President Research (AVPR) is a senior academic administrator of the University who provides visionary, strategic, and institution-wide leadership that empowers USask's academic community with the vision, ambition, supports and tools to excel in world-class research, scholarly, and artistic works.

The AVPR leads strategic initiatives aimed at fostering interdisciplinarity and collaboration, supports the development of and oversees core research facilities and platforms and research capital projects and infrastructure supportive of USask research projects and initiatives required to advance the aspirations envisioned under the University Plan 2025. The AVPR further provides leadership to Animal Care, Human Ethics and research initiatives directed to promote and ensure USask research meet high-quality standards, is ethically sound and compliant with regulations. The AVPR will be informed in fulfilling the responsibilities of the role by the University's Mission, Vision, Principles and Values.

Nature of Work

Reporting to the Vice-President Research (VPR), the AVPR is a senior member of the Office of the Vice President Research (OVPR) executive team and a member of USask's Senior Leadership Forum, The AVPR draws on individual experience as a successful researcher to lead a broad portfolio that is integral to the success of the USask's enterprise and works alongside and on behalf of the VPR to lead and advance the strategic initiatives of the OVPR in areas of strength supporting core research facilities and infrastructure, animal care and human ethics. This responsibility includes advising and representing the VPR by performing executive and administrative duties of considerable scope and complexity, acting as key leader on many strategic committees and providing crucial expertise and oversight to the conceptualization, development and completion of research projects, support and initiatives. The position is collaborative in nature and works closely with other AVPR's, Deans, Associate Deans and Vice-Deans, Executive Directors, Tri-Agency Leaders, Centre Directors and other key senior administrative and academic leaders and stakeholders within and outside the University leading efforts to advance institutional and interdisciplinary research activity. The AVPR provides focused and strategic leadership in invigorating the university's broad natural sciences and engineering research portfolio (NSERC), oversees the university's animal care, animal ethics, and human ethics functions, ensuring exceptional service and full compliance with regulations and represents the OVPR through the Research, Scholarly and Artistic Works Committee of University Council.

The AVPR will act as the VPR's delegate as necessary and will have the ability to assume the role of acting AVP in the absence of the VPR if deemed required. In consultation with the VPR, the AVPR is responsible for the nature and extent of the academic and scholarly activities that are engaged during the term of the appointment. The AVPR will provide, through the performance of the duties of the role, leadership and support vital to advancing the University's research mission and the University Plan 2025 ambition to be the University the world needs.

Accountabilities

Strategic Planning, Budgeting, Resource Allocation and Projects

- Fosters an environment of innovation, collaboration, knowledge translation and community engagement by successfully leading and building organizational capacity for change.
- Supports the OVPR with the development of creative solutions to resource challenges, ensuring financial sustainability.
- Provides credible and complete information and identifies issues, risks, and potential solutions to the VPR and/or other senior leaders.
- Supports the VPR in implementing solutions to resource challenges by allocating resources to align with and support the outcomes of the University's Plan in support of the research mission.
- Ensures long term growth and sustainability of physical, financial and human resources.
- Represents the University, the OVPR and the VPR on special initiatives and taskforces as directed by the VPR, at the provincial, national and international levels.
- Represents the VPR and provides leadership on strategic projects and initiatives supporting the advance of the VPR's priorities.
- Represents the OVPR on a variety of external and internal University boards, committees and forums and serves as the designate for the VPR, as required.
- Actively participates in setting direction for the University and in aligning OVPR plans, interests, and outcomes with USask strategic directions, emerging trends, and the needs of key partners and stakeholders.
- Identifies and mitigates risks, issues and opportunities related to research, scholarly and artistic work activities.

Animal Care, Human Ethics, Research Infrastructure and Research Support

- Ensures the development and establishment of responsive, accessible, efficient and effective programs, services and initiatives are in place to support the institution's research, scholarly and artistic activities.
- Promotes a respectful and relational approach to the institution's research, scholarly and artistic activities.
- Participates in defining research goals, objectives, outcomes and priorities so the OVPR portfolio is a key contributor to the success of academic priorities.
- Promotes the discovery and knowledge translation agenda of the University through a variety of strategies and contacts.
- Works closely with deans and the provost's office to support initiatives related to highly qualified personnel, including faculty complement plans and the establishment of research supports and infrastructure.
- Works closely with the institution's Tri-Agency Leaders and Associate Deans of Research to advance the research enterprise within and across their units to the level of the institution.
- Collaborates with Office of the Vice-President Finance and Resource portfolio on planning, development and oversight of major capital projects and research infrastructure.
- Collaborates with Office of the Vice-President University Relations portfolio on advancement, government relations and strategic communications.
- Builds and maintains strong relationships with faculty and researchers to provide support, build research infrastructure, celebrate and promote research success and promote best practices with respect to animal care, animal ethics, and human ethics functions ensuring exceptional service and full compliance with regulations. .

- Represents the OVPR on a variety of external and internal University boards, committees and forums and serves as the designate for the VPR, as required.
- Supports efforts to raise institutional reputation and profile and celebrate faculty success through an increase in the number of faculty receiving awards, distinctions and prizes.
- Actively participates in development of the University's research, scholarly and artistic profile, and partnership potential with the public and private sectors, locally, nationally, and internationally.
- Develops, implements, monitors and reports on strategic plans supporting the promotion of interdisciplinarity and collaboration.
- Provides leadership to the planning, implementation and operation efforts supporting core research facilities, including business development and scientific aspects.
- Ensures research is conducted under the strictest adherence to ethical standards, meeting regulatory and other compliance requirements related to animal use and care, research ethics, biosafety, radiation safety and cannabis research.
- Provides leadership and support for diverse strategic initiatives, core research facilities, and capital projects and infrastructure, with the aim of fostering increased interdisciplinarity and collaboration and the further development of an environment and culture conducive to world-class research, scholarship and creativity.
- Oversees the planning, implementation and operation of core research facilities, infrastructure, and platforms, working closely with the scientific-advisory and management-oversight committees, and supervising and mentoring facility directors or managers, who are direct reports to this position.
- Leads the Animal Care and Research Support team, working closely with the University Animal Care Committee and Animal Research Ethics Board, and directly overseeing the University Veterinarian.
- Leads the Human Ethics team, and works closely with the Research Ethics Board, and directly oversees the Behavioural Ethics Specialist and Biomedical Ethics Specialist.
- Serves as the "License Holder" for USask's biosafety, radiation safety and cannabis research licenses, and works closely with the Safety Resources team to ensure regulatory compliance and enable support for researchers.
- Supports key institutional priorities, including uplifting Indigenization and transformative decolonization and reconciliation ensuring research-administration policies and practices honour, respect and embrace Indigenous methodologies, and working to cultivate a research and institutional culture which embeds and celebrates equity, diversity and inclusion.
- Represents the VPR and provides leadership on other diverse files to support the VPR's priorities.

Leadership, People and Environment

- Demonstrates leadership consistent with the concept and practices of nīkānītān manācihitowinihk | ni manachihitooaan ("Let us lead with respect") (University Plan 2025).
- Facilitates an environment that encourages knowledge of, respect for, and development of skills to ensure positive, diverse, collaborative, and inclusive work and learning environments, promoting a culture of professionalism, dignity and respect, consistent with University core values.
- Fosters a university environment in which "Indigenous concepts, methodologies, pedagogies, languages, and philosophies are respectfully woven into the tapestry of learning, research, scholarship, creativity, and community engagement" (University Plan 2025).
- Encourages faculty and staff to participate in initiatives and activities that dismantle racism and discrimination in institutional structures, policies and processes that contribute to inequalities faced by marginalized groups.
- Promotes the University's values: collegiality, fairness and equitable treatment, inclusiveness, integrity, honesty, and ethical behaviour, and respect.

- Promotes respectful relationships when representing the OVPR at different committees, communicating with University administrators, faculty, staff and students and other internal and external stakeholders.
- Fosters a positive working relationship amongst academic and administrative units in all parts of the university, modelling and encouraging collaboration.
- Interprets and applies collective agreements and labour legislation with respect to the administration, allocation and reallocation of human resources and direct reports.
- Mentors direct reports within their required level of accountability, and supports their success and well-being through ongoing career engagement and professional development.
- Ensures accountability for high standards of performance and outcomes, and exercises authority to initiate and recommend disciplinary and resolution actions, consistent with University processes.
- Ensures that projects related to research initiatives, the University Plan, and Mission that are delegated by the VPR, are developed, monitored, and completed in the best interests of the University.
- Communicates regularly with colleagues within the university and broader community to share relevant information, support each other's success, strengthen the University's reputation regionally and internationally, and advance the University's principles and values.
- Participates as a member of a robust and balanced OVPR and institutional leadership teams.

Risk Management

- Within the context of change, fosters and promotes a culture of responsible risk taking.
- Incorporates the identification, assessment, and management of risks in the planning processes for the OVPR (i.e., research ethics, animal care, biosafety, radiation safety, etc.).
- Advocates, communicates and ensures compliance with external regulatory requirements, ethics standards and protocols, University policies and collective agreements as they relate to research.
- Manages projects effectively, identifying critical success factors, ensuring accountability and transparency of the OVPR's activities, outcomes, information, and reports.
- Communicates and participates to ensure compliance with University policies, federal and provincial laws and regulations, collective agreements, and national and international accreditation regulations.
- Ensures risks/costs are identified and considered in developing recommendations and/or making decisions.
- Ensures high standards with respect to health and safety.

Qualifications

- A PhD (or equivalent) with success in academic relevant areas, including a strong research, grant and publication record, teaching experience and a record of successful graduate supervision. At least 10 years of progressive leadership experience in an academic environment and recent experience at a senior leadership level. Demonstrated success in leading people to achieve exemplary performance and outcomes is essential. A high level of proficiency in personal effectiveness and relationship building competencies is vital. Experience working with diverse stakeholders and communities is required. Most possess knowledge and understanding of strengths and issues (including cultural, socio-economic and other factors) affecting Indigenous peoples, and an awareness that uplifting indigenization and Indigenous engagement are strategic priorities at the University. Demonstrated track record of leadership abilities and success in university administration, the advancement of research administration through best practices, and relevant and demonstrable experience in leading change is required. Knowledge of university governance, policies, procedure, and administrative structures is required.

The AVPR functions in a highly demanding and multi-faceted environment/culture with competing demands, but it is a highly rewarding and impactful role, which requires excellent communication skills, diplomacy and tact, resilience, proactivity, and talent in leading through influence, building and nurturing excellent collaborative relationships, managing and mentoring teams, productively managing conflicts and driving for results.

Skills

- Proven ability to establish strategic priorities and ensure their implementation to advance the organizational mission.
- Proven ability to advocate effectively for external and internal support of research, scholarship, and creative activity.
- Extensive knowledge regarding federal, provincial, and international funding opportunities and trends, national and international research organizations, institutional partnerships, and research collaborations.
- Extensive knowledge of university research environments and infrastructure, and current federal, provincial, and international research compliance regulations, policies, and practices.
- Successful promotion of a working environment that rewards new ideas and innovation, builds collaborations, encourages teamwork, and promotes diversity.
- Ability to communicate and work effectively with diverse internal and external constituencies, and to collaborate across a wide range of academic disciplines and organizations.
- Demonstrated knowledge of and support for interdisciplinary and collaborative research.
- A record of commitment to governance, consultative processes, and consensus building.
- An understanding and appreciation of the needs of researchers from all areas of the University.

Commitment to Institutional Competencies

- Engage: committed to advancing the aspirations of the people of the university, province, and beyond
- Include: building a welcoming and accessible place where diverse students, faculty and staff feel a sense of belonging
- Collaborate: intentionally seeking relationships across teams, disciplines and capacities to achieve results
- Advocate: developing and supporting each other, innovative ideas, and Indigenous knowledge in pursuit of the university's strategic priorities