

Booth University College Position Profile

Booth University College, a growing university college rooted in The Salvation Army's Wesleyan theological tradition, seeks a new president for appointment with effect on **1 July 2021**.

Description of Booth University College

Booth University College's mission emphasizes teaching, research and public service in support of its motto, "Education for a Better World." The president is expected to embrace and further refine this mission to produce greater cohesion and interaction among programs. As it implements its current strategic plan, Booth University College will need to be proactive to achieve student growth targets and to prepare students to participate in an increasingly inter-connected and challenging world.

Booth University College is a Christian liberal arts institution with an on-campus and distance learning enrolment of 500 (approximately 290 FTEs). The Booth campus is located in downtown Winnipeg, Manitoba, Canada. Winnipeg is a culturally vibrant city of over 700,000 including large Indigenous, Asian, African, European and Latin American communities. Learn more about Winnipeg at <http://www.winnipeg.ca>.

On-campus programs include: Bachelor Degrees in Behavioural Sciences, Business Administration, English and Film, General Studies, Psychology, Religion and Social Work and Certificate Programs in Christian Studies and Liberal Arts.

In addition to its on-campus programs, Booth University College includes:

The School for Continuing Studies, a modern well equipped centre of learning which focuses on on-campus and distance learning experiences for degree completion and currently offers unique certificate programs including: Chaplaincy/Spiritual Care, Not-for-Profit Management and Congregational Leadership; and

The Centre for Salvation Army Studies, a small, focused institute within Booth University College whose overall purpose is to nurture high quality research on The Salvation Army, which now operates in 130 countries around the globe.

Today, Booth University College is realizing Salvation Army founder William Booth's dream of having a "University of Humanity." From its establishment in 1982 as Catherine Booth Bible College, Booth sought to bring together faith and rigorous academics. In 2006, recognizing the evolving needs of The Salvation Army and society-at-large, Booth's Board of Trustees cast a new vision for the institution. Booth would become a "growing Christian university college of choice" with an expanded mission that resembled more closely William Booth's dream of a university of humanity. This re-cast vision led to

transformational change including the development and renewal of new and existing programs. In June 2010, the Legislative Assembly of Manitoba passed legislation that gave Booth its current recognition as Booth University College.

The Board of Trustees believes that the next president of Booth University College will be well positioned to lead the institution into a future that includes increased awareness of the institution's programs and successes both nationally and internationally and a further name change from William and Catherine Booth University College to William and Catherine Booth University.

Position Profile and Key Accountabilities

The President reports to the Booth University College Board of Trustees and is the Chief Executive Officer of the University College. As such the President

- implements Board policies and programs and ensures the Board is informed on matters of operational and political significance, in accordance with the Board of Trustees Policy Governance Model;
- ensures that the University College has effective working relationships with The Salvation Army and advocates for higher education and the learning community at large;
- speaks for the University College with respect to its policies, priorities and official statements;
- embodies the University College's mission and values, demonstrating ethical leadership and community engagement;
- oversees the operational and fiscal management of the University College, delegating internal operation responsibilities appropriately;
- provides leadership and oversight of the physical and virtual campuses;
- builds a senior executive team committed to working with the university community and The Salvation Army in fulfilling the goals and priorities necessary to ensure long-term sustainability;
- cultivates an atmosphere of academic excellence and works to further the reputation of the institution as a leader in teaching, mentoring, research and community service;

- maintains academic programs in accordance with accreditation standards and ensures that the institution operates in compliance with applicable federal, provincial and municipal legislative and regulatory framework;
- encourages original thought, critical assessment and global competence and promotes excellence in instruction, academic research and faculty improvement programs;
- fosters a culture that attracts, retains and ensures the success of students and a positive student experience;
- encourages and supports spiritual formation within the community;
- supports excellence in teaching, research and service;
- encourages collaboration, consensus-building and transparency while demonstrating decisive leadership;
- promotes the University College and its achievements in order to build its profile and gain support for recognition by Universities Canada and other accrediting bodies; and
- solicits private and corporate financial support for Booth, ensures effective communication of its vision to internal and external constituencies and develops strategic partnerships that further institutional goals and objectives.

Minimal Acceptable Qualifications and Competencies:

Candidates must have exceptional interpersonal and communications skills and be able to motivate and consult widely with faculty, staff, students, alumni and The Salvation Army. As a denominational university college, Booth's by-laws require that the next president be a Salvationist in good standing with The Salvation Army.

The President does not act alone but must develop a strong leadership team. The President must know how to consult and collaborate with faculty and staff while maintaining strong leadership of the University College.

Candidates must demonstrate evidence of the following:

1. Executive Leadership

Outstanding record of leadership and executive management in a complex organization;

Ability to identify, recruit, manage and nurture academic and administrative talent;

Ability to build an excellent team, to delegate, to make tough decisions when necessary and to act fairly and consistently;

Demonstrated ability in bringing together diverse constituents and working with groups such as governance boards, faculty, students, alumni and the larger community;

Ability to identify and address priorities of multiple stakeholders;

Experience implementing a strategic plan including demonstrated ability to describe a shared vision, bring strategic goals to life and focus the entire organization on achieving these goals;

Ability to align the organization with stakeholder values and to further the institution's academic role in the region;

Ability to communicate with faculty, staff, alumni and current students; potential students and parents from diverse social and educational backgrounds; business and community leaders; government officials; and the media; and

Ability to effectively and enthusiastically tell the Booth UC Story.

2. Academic Credibility

Education: Earned doctorate or terminal degree in a relevant discipline

Experience:

Required: Experience leading and managing a complex organization in a challenging financial environment.

Preferred: Successful leadership experience in higher education administration and a record of excellence in teaching, research and service activities.

Knowledge, Skills, Abilities:

Required:

Understanding of post-secondary finance and demographic trends affecting higher education;

Understanding of post-secondary academics and an ability to lead a strong academic community while providing students an outstanding education at a fair cost;

Ability to assess and respond to the local and provincial government requirements regarding education and educational institutions;

Ability to identify institutional strengths, weaknesses, challenges and opportunities;
and

Experience developing relationships in a variety of areas, to enhance the organization's presence and reputation.

Preferred:

Ability to reach out to alumni, donors and friends of the institution using a wide variety of tools:

Ability to work with the business community to determine local, provincial and national needs and to enhance the University College's physical and reputational presence;
and

Excellent understanding of Policy Governance Models®, organizational and administrative structures, and risk management.

3. External Relations and Partnering

Understanding of the broader challenges and opportunities in provincial, national and global education;

Demonstrated ability to develop partnerships/strategic alliances with other universities, institutions of higher learning and various organizations which provide practical professional development or student experiential hours;

Ability to draw upon the special resources of the local business environment, The Salvation Army nationally and internationally and Salvationists and likeminded individuals who understand the value of Christian foundations in the education process;

Ability to create a sense of cohesiveness and momentum for Booth University College and to improve the University College's visibility and image in the region, across Canada and globally; and

Capacity to develop and deploy resources effectively while enthusiastically advocating for the University College's academic mission and programs.

4. Character and Integrity

The next President of Booth University College

Is a servant leader who is visible, approachable and demonstrates integrity, honesty, enthusiasm and resilience;

Has a strong work ethic and exceptional character;

Is focused on promoting collegial, collaborative and ethical behaviour across the Booth community;

Is committed to academic quality and shared governance;

Understands the value of teamwork and empowers others to lead;

Is transparent, honest and open in personal relations with students, faculty and alumni;

Is open and energetic and has a charismatic style, including the ability to adapt to varied situations and connect with stakeholders to better the institution.

Applications and Nominations

Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Province of Manitoba).

Applications will continue to be accepted and reviewed until the position is filled, with the appointment of the new President being made with effect on 1 July 2021.

Please note that application materials will be provided to members of the Search Committee.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately upon submission and continue until the completion of the search process. Applications and nominations in electronic format will be received in confidence at Presidential_Search@BoothUC.ca. As a minimum, applications should include:

- a detailed letter of application; and
- a curriculum vitae

Short-listed candidates will be asked to submit a list of at least 3 references including complete contact information and a description of the relationship to the applicant.

Submission of the list of references authorizes the committee to contact these individuals directly.

Inquiries and nominations can be submitted to the same e-mail address as that provided for applications.

For more information about Booth University College go to: BoothUC.ca.