

**Internal Call for Applications for the Position of Associate Vice-President,  
Strategic Research Initiatives, Partnerships, and Performance, 3-year (renewable)**

Position # 002555ADM36-2024-VPRI

The University of Windsor invites applications for the position of Associate Vice-President, Strategic Research Initiatives, Partnerships, and Performance. This position is an Academic Administrator appointment with an initial term of office of up to three years, beginning as early as July 2024. Professors with tenure at the associate or full level are welcome to apply.

The Office of Vice-President, Research and Innovation provides leadership for research services, research integrity (animal care, research ethics, and research safety), Senate approved research institutes, research partnerships, and entrepreneurship.

This dynamic and forward-thinking Associate Vice-President, Research and Innovation will join the Vice-President, Research and Innovation leadership team with emphasis on strategic research initiatives and performance. In this new role, you will report to and collaborate closely with the Vice-President and the leadership team to shape and implement a comprehensive research and innovation strategic plan, local, regional, and global partnerships, and a performance framework to advance bold and impactful research, scholarship, creative activity, and innovation.

In addition to the responsibilities outlined in [Senate Bylaw 17](#), the incumbent will:

- Lead and support the development and implementation of a strategic plan for research and innovation aligned with the University's ASPIRE strategic plan;
- Identify emerging trends and opportunities, fostering a culture of excellence in research, scholarship, creative activity, and innovation, recognizing diversity in approaches, disciplines, and opportunities;
- Initiate, promote, and support institutional and interdisciplinary research initiatives aligned to priority research strengths and augment the University's local and global influence, impact, and standing;
- Support the Senate approved research institutes to foster strategic alignment, growth, and sustainability;
- Engage, facilitate, and drive local, regional, and international communities and industry partners to strengthen the University's collaboration and contributions in the research and innovation landscape;
- Foster an integrated innovation and entrepreneurship ecosystem working with the Faculties;
- Lead a research, innovation, and entrepreneurship performance framework and plan, benchmarking traditional and alternative indicators for supporting and elevating excellence and impact across disciplines and functional areas;
- Work alongside the Office of Research and Innovation Services, Office of Research Partnerships, EPICentre, Senate approved Institute Directors, and Chairs of the research integrity boards and committees;
- Foster a knowledge of and commitment to the principles of Indigenization, Equity, Diversity, Inclusion and Decolonization and
- Act as designate on behalf of the Vice-President, Research and Innovation where appropriate.

**The successful candidate must have**

- Ph.D. in any academic discipline and with tenure at the University of Windsor.
- At least 10 years of experience as a researcher with a proven track record of securing substantial research grants and establishing community and/or industry partnerships.
- Five to seven years of demonstrated progressive leadership experience, fostering a culture of excellence and optimizing team performance.
- Proven ability to use data informed approaches to facilitate positive change and drive accountability.
- Results-oriented management style with significant experience in general management and operations.
- Strong ability to navigate ambiguity, address conflicting needs, and handle integrity issues.
- Excellent communication skills, verbal and written, with the ability to communicate strategic imperatives effectively.

## Office of the Vice-President, Research and Innovation

This hire aligns with the bold imperatives of the University of Windsor's strategic plan, [Aspire: Together for Tomorrow](#), ratified Spring 2023. The University embraces a people-first philosophy grounded in a culture of academic excellence and deep belonging. Among key strategic priorities are advancing the journey towards truth and reconciliation; building a [just, equitable, diverse, and inclusive, university](#); ensuring a high-quality teaching, learning, and student experience; engaging in impactful research, scholarship, and creative activity; fostering a safe, welcoming, and sustainable campus; and engaging in local and global partnerships. The University has already made significant strides on many of these key files, and we are seeking applicants interested in working alongside us to advance them even further. Driven by the University's commitment to anti-racism, the [Black Studies Institute](#) was established in 2023 supported by a historic [cohort hiring initiative](#) that has brought thirteen Black scholars to UWindsor across several of our faculties. The recent cohort of new faculty joining the University (over 50) is among the most diverse in our history.

Our campus is situated on the traditional territory of the Three Fires Confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomi. We are making steady progress on the [Indigenization](#) of academic programming, an Indigenous Strategic plan, and a cohort hire of Indigenous faculty in 2018-19 followed by additional hiring. Our students mirror the extraordinary cultural richness of our region, one of the most diverse in all of Canada. And we have strong global partnerships and commitments, which are reflected in the increasing number of graduate and undergraduate students we attract from across the world. The University is a signatory to the Scarborough Charter, participates in the Federal 50/30 Challenge, and endorses the Government of Canada's Dimensions Charter.

The University of Windsor is a Canadian public, comprehensive research university enrolling over 16,000 students, including 5,700 graduate students. It offers more than 280 academic programs and certificates, including 70 master's and doctoral degrees across its nine faculties: Arts, Humanities, and Social Sciences; Business; Education; Engineering; Graduate Studies; Human Kinetics; Law; Nursing; and Science. It also houses a medical program through the Schulich School of Medicine and Dentistry at Western University. Tenured and tenure-track faculty number about 600.

### Application Requirements

- a letter of application addressing your qualifications, experiences and vision for this leadership role in research and innovation;
- a statement of commitment to Indigenization, Equity, Diversity, Inclusion, and Decolonization (up to 1 page);
- a curriculum vitae; and
- three (3) contacts for references. These referees will be contacted only for shortlisted candidates.

The short-listed candidates may be invited to provide further information in support of their applications. To ensure full consideration, complete an **online application** (<http://www.uwindsor.ca/facultypositions>) found on the job advertisement by **May 1, 2024**. Applications may be considered after the deadline date; however, acceptance of late submissions is at the discretion of the appointments committee.

**Any questions may be sent to:**  
**Dr. Shanthi Johnson, Chair of the Search Committee**  
[vpri@uwindsor.ca](mailto:vpri@uwindsor.ca)

In pursuit of the University's commitment to employment equity, members from the designated groups (women, Indigenous/Aboriginal (First Nations, Métis, Inuit) persons, racialized persons/visible minorities, persons with disabilities, and persons of a minority sexual orientation and/or gender identity) are encouraged to apply and to self-identify.

For an accommodation for any part of the application and hiring process, please notify the Faculty Recruitment Coordinator ([recruit@uwindsor.ca](mailto:recruit@uwindsor.ca)). Should you require further information on accommodation, please visit the website of the Office of Human Rights, Equity & Accessibility (<https://www.uwindsor.ca/ohrea>).

All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority. This position is subject to final budgetary approval.