

Sheridan

Associate Dean, Student Success Programs

Get Creative!

An award-winning institution, Sheridan attracts students from across Canada and around the world. Sheridan's 160,000+ alumni play a critical role in shaping the future of our society in the fields of arts, business, community service, health, technology, and the skilled trades. Founded in 1967, Sheridan has grown from a local college of 400 students to one of Ontario's leading postsecondary institutions, educating approximately 22,000 full-time and 17,000 continuing and part-time studies students every year on four campuses in three Ontario cities – Oakville, Brampton and Mississauga.

Why Sheridan?

We strive to engage our employees by placing great value in work life balance, by finding and nurturing the strengths of each individual, by encouraging innovation and creativity and, ultimately having a supportive culture that inspires each and every employee to have fun while at work!

For more information, visit: [Why Work at Sheridan](#)

Student Affairs at Sheridan:

Student Success is fundamental to everything we do. Sheridan's model of Student Success provides the context and paradigm for design and delivery of our programs, services and supports to ensure that all students benefit from learning in ways that allow them to participate fully in public, community, creative and economic life.

We are integral partners in the dynamic education of our students and contribute to exceptional learning experiences through a commitment to whole person development and the recognition that each student is unique, as is their journey.

Your role:

Sheridan is at an exciting time in its history as it moves to implement its new academic plan within which First Year Student Transition, Academic Advising, Student Well-being and Meaningful Engagement are key components. The Associate Dean, Student Success Programs, is skilled in collaborative and inspirational leadership, will be responsible for leading the development of an integrated strategic framework and for the ongoing development, implementation and assessment of programs and change initiatives within the Student Development portfolio. Portfolio areas include: First Year Student Transition, Student Advisement, Accessible Learning, Student Wellness & Counselling Services and the Student Health Centres. The Associate Dean leads change and collaborates with the Student Affairs Leadership Team in areas of Departmental strategic planning, cross-departmental programming, assessment, quality assurance and development of resources. He/she provides leadership, consultation and advice to his/her team and works closely with Academic Faculties and other stakeholders across Sheridan to create institutional strategies, help integrate efforts and align programming in support of the portfolio priorities and in support of Sheridan's SEM Plan. The Associate Dean is responsible to lead the development of an institutional Academic Advising Model, an institutional First Year Transition Strategy, an institutional Student Mental Health Framework and continue to advance the Academic Accommodations process, influencing and

More details:

Department: Student Affairs

Campus: Davis (May be assigned work at any campus)

Reference #: 18/A/111

Employee Group: Administrative

Payband: NO

Hiring Range: \$122,995 – \$130,682

Salary Range: \$122,995 – \$153,744

Application Deadline: Open until filled

Specific Responsibilities:

- Actively participates and provides leadership to the realization of Student Affairs strategic priorities – meeting strategic and operational commitments; develops more efficient, impactful delivery models and optimizes Sheridan's Student Experience;
- Has strategic and management accountabilities for portfolio areas; provides leadership in the visioning, ongoing development, delivery, review/modification of portfolio programs/services to ensure quality, interconnected efforts with Faculties and other departments, and reflection of emerging needs, technology, demographic influences etc.;
- Fosters an effective, collaborative and participative environment for students, staff,

supporting a proactive approach to universal design.

The incumbent develops and manages internal and external partnerships related to the portfolio, The Associate Dean performs assessments, synthesizes research/data to inform decision making and planning, establishes metrics, provides leadership in quality assurance and evidence based practice, and sources alternative forms of funding (i.e. grants, research studies) to sustain future plans.

faculty and administrators in an effort to maximize engagement, leadership and development; is accountable for engaging the academic community and external partners, as applies to the portfolio;

- Provides leadership in creating and sustaining an organizational culture that enhances student retention and success; leads and guides managers and their unit staff - developing medium and long range goals and plans to ensure organizational objectives are met;
- Overseeing the management of financial and physical resources;
- Develops collaborative working relationships with Faculties, other support services departments. Leads college wide collaborative teams in the effective design and delivery of tailored to portfolio programs/initiatives, research studies and in the development of innovative models;
- Establishes strategic, external partnerships to support and enhance portfolio areas.

About You:

- Master's degree in Education, Social Sciences or Business along with 7 years successful and progressive leadership experience in post-secondary education or social services environment– including strategic planning/direction and operational management of budget and staff
- A sound understanding of the challenges, emerging trends and issues affecting student learning and development, student persistence and barriers to learning, engagement, leadership, accessibility, and student health and wellness
- Familiarity with concepts of whole campus learning and community engagement practices and universal instructional design
- Change leadership skills – to lead and manage change in a post-secondary environment as well as experience working with a diverse group of stakeholders
- Experience developing new programs, services, policies and procedures
- Proven ability to leverage partnerships, source funding, write grant proposals
- Strong research and analytical skills along with experience with metrics and quality assurance processes
- Demonstrated commitment to academic excellence and student success; attuned to the development of students (including academic and psycho-social development)
- Experience with student life, student leadership and development, student programming, student organization advising or other student affairs experience, co-curricular education are an asset
- Excellent leadership, relationship building and interpersonal skills and commitment to a collaborative team model of decision-making and operations management
- A broad understanding of cultural diversity and needs of special populations and commitment to ensuring an environment of education and employment equity and diversity
- Effective verbal and written communication skills and demonstrated organizational and managerial skills

Your next steps? Apply online:

<https://careers-sheridancollege.icims.com>