

Memorial University

Appointment of **Dean, Faculty of Medicine**

Appointment Details – December 2024

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Executive Summary

Memorial University invites applications for the position of Dean of the Faculty of Medicine, an extraordinary opportunity to shape the future of medical education, research, and healthcare in Newfoundland and Labrador while reinforcing the Faculty's national and international impact.

Reporting to the Provost and Vice-President (Academic), the Dean will provide strategic, academic, and operational leadership, driving innovation and collaboration to fulfill the Faculty's mission of improving health and healthcare access across the province. This role is critical in positioning the Faculty as a leader in rural and community-based healthcare, equity, and Indigenous health, while advancing research excellence and enhancing interdisciplinary education.

The Dean will lead curriculum innovation to address emerging healthcare challenges, including health equity, rural medicine, planetary health, and technological advancements, while fostering a culture of excellence in education, research, and social accountability. They will advance the Faculty's research leadership across biomedical, clinical, and population health sciences, promoting interdisciplinary collaborations locally and globally. Strengthening partnerships with Indigenous communities, healthcare providers, government, and external stakeholders will be essential to enhancing training, healthcare delivery, and social accountability. The Dean will also play a critical advocacy role, securing resources and infrastructure to address physician shortages and improve healthcare outcomes across Newfoundland and Labrador.

The ideal candidate will possess at minimum a Medical Degree (MD) (or equivalent healthcare-related terminal degree), preferably with an additional advanced graduate degree in a relevant discipline, and scholarly contributions in an area represented in the Faculty, consistent with an appointment at the rank of Associate or Full Professor. They will have a proven track record in strategic academic and operational leadership within a medical education context, alongside demonstrated success in building research capacity and fostering interdisciplinary collaboration. Experience in financial stewardship, advocacy, and external engagement, particularly in healthcare transformation, will be highly valued. The successful candidate will bring a demonstrated commitment to equity, diversity, inclusion, Indigenous health, and culturally safe practices, coupled with a strong understanding of Newfoundland and Labrador's unique healthcare challenges and alignment with the goals of Health Accord NL.

This is a pivotal moment for healthcare transformation in Newfoundland and Labrador. Join Memorial University's Faculty of Medicine and shape the future of healthcare education and delivery in the province and beyond. An executive search is being undertaken by Memorial's search partner, Perrett Laver. Perrett Laver will assist the university in identifying a diverse pool of qualified candidates and in evaluating them against the selection criteria. Further information, including a full position description and selection criteria, as well as details on how to apply, can be found at <https://candidates.perrettlaver.com/vacancies/> quoting reference number **7577**. Consideration of candidates will begin **Friday January 24th, 2025, yet the competition will remain open until filled.**

About Memorial University

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

Memorial University is one of the largest postsecondary institutions in Atlantic Canada and makes an impact both nationally and internationally. Memorial has a social mandate to provide access to university education for the peoples of the province, and to contribute to the social, cultural, scientific, and economic development of Newfoundland and Labrador and beyond. This includes the university's commitment to Indigenous students and peoples, as well as the more than 4,000 international students that join its vibrant community.

Academic Excellence

With approximately 18,000 students from more than 127 countries and approximately 3,800 faculty and staff, Memorial University spans six campuses and various locations, fostering a welcoming environment of learning, teaching, research, creativity, and engagement. The university boasts teaching and learning facilities throughout Newfoundland and Labrador and beyond, offering more than 300 diverse program options. From classics to cutting-edge technology, Memorial offers certificate, diploma, undergraduate, graduate and postgraduate programs through a combination of on-campus and online learning. A global network of more than 100,000 accomplished alumni enhances Memorial's reputation for leadership in research, teaching, and public engagement.

Vision for the Future

Memorial University stands at a pivotal moment in its evolution, presenting an opportunity to think boldly about the future of the institution and explore new strategic directions. It is an exciting time to position the university as a leader in teaching and research while strengthening community ties and reaffirming its commitment to the North. The next Dean will have an outstanding opportunity to collaborate with the Memorial community in developing a new strategic plan that builds on our existing strengths and achievements.

Special Obligation to the Province

As Newfoundland and Labrador's only university, Memorial University has a special obligation to the peoples of the province. Established as a living memorial to the Newfoundlanders and Labradorians who lost their lives during the First World War and subsequent conflicts, Memorial University draws inspiration from the sacrifices of the past to build a better future for the province, country, and the world. Because of its unique place within the province, the university plays an unparalleled role in the continuing development of the region.

Research Momentum

Memorial University is a medical/doctoral comprehensive university with 19 faculties and schools offering more than 100 degree programs and more than 300 different program options. It provides undergraduate and graduate teaching and research opportunities across a wide range of disciplines, including the humanities and social sciences, health disciplines, sciences, fine arts, education and business. As a research-intensive university Memorial is home to outstanding researchers and faculty recognized both nationally and internationally. Over the past decade, the university has seen significant growth in national and international rankings, currently placed 17th among top research universities in Canada (Research Infosource, 2023). Notably, in the past five years, Memorial has been ranked the top Canadian university for marine and ocean engineering studies (Shanghai Rankings). Memorial's research activities are increasingly showcasing the

university's vital contributions to a socially resilient, economically prosperous, culturally vibrant, inclusive, innovative, healthy and sustainable Newfoundland and Labrador.

In 2023-24, Memorial University secured more than \$143 million in sponsored research funding. Its nationally and internationally recognized faculty includes more than 40 prestigious chairs and fellows across various disciplines. The university fosters dynamic research in units that ignite the imagination, such as the Craig L. Dobbin Genetics Research Centre, the Research Centre for the Study of Music, Media, and Place, and the Ocean Sciences Centre. Through the Labrador Campus, Memorial is committed to delivering education and research led by Indigenous voices and centered on the North, for the North.

About the Faculty of Medicine

Our Mission

To meet the unique health needs of the communities we serve and advance population health through integrated excellence in education, research, scholarship and social responsibility.

Our Vision

An inclusive, vibrant and cutting-edge hub of discovery and learning that is tangibly contributing to the health and well-being of people locally and globally.

Memorial University (Memorial) is located in the Canadian province of Newfoundland and Labrador on the eastern edge of North America.

Our Faculty of Medicine includes the medical school, postgraduate residency training programs and graduate programs leading to a Masters, Doctoral or MD-PhD degree or to diplomas in Community Health, Clinical Epidemiology and Post-Secondary Studies (Health Professional Education). The Faculty of Medicine is located adjacent to the Health Sciences Centre on the northwest corner of the Memorial's St. John's campus.

Memorial's Faculty of Medicine is accredited by the [Committee on Accreditation of Canadian Medical Schools](#) (CACMS) of the [Association of Faculties of Medicine of Canada](#) (AFMC) and the [Liaison Committee on Medical Education](#) (LCME) of the [Association of American Medical Colleges](#) (AAMC).

Our four-year undergraduate medical program provides a comprehensive and integrated medical education. Teaching methods are diverse, but there is an emphasis on small group teaching. The size of the faculty and the student body facilitate a personalized learning environment. An integrated approach to the field of medicine is encouraged by a non-departmental administration system based on three divisions: Population Health and Applied Health Sciences, BioMedical Sciences and the Clinical Sciences.

Our curriculum places particular emphasis on community and rural medicine learning environments and patient contact starts early in a medical student's training. Memorial's medical graduates are sought after across Canada and in the U.S. and are recognized for their clinical maturity and good grounding in the basics. The Faculty of Medicine excels in clinical teaching and has research expertise in specific areas of clinical specialties, community health, epidemiology, applied health and services research and basic medical science including neurosciences, immunology, cardiovascular and renal physiology and human genetic research.

Our students come from all over Newfoundland and Labrador, Nunavut, Prince Edward Island, and other parts of Canada. The Undergraduate Medical Program continues to undergo expansion. In 2024, the class increased from 80 to 85 seats, with seats reserved for residents of Newfoundland and Labrador increasing from 69 to 74; the remaining seats are offered to residents of Prince Edward Island (4), Nunavut (1), and the rest of Canada (6). Subject to the approval of the Committee on Accreditation of Canadian Medical Schools, the Undergraduate Medical Education program will expand again in 2025, with 90 seats offered at the St. John's Campus (83 Newfoundland and Labrador, 6 rest of Canada, 1 Nunavut), and 20 seats for Prince Edward Island residents offered at a new regional campus located in Charlottetown. The Faculty of Medicine reserves 3 seats annually for Indigenous applicants in the Newfoundland and Labrador pool and 1 seat annually for Indigenous applicants in the PEI pool.

We also have a growing graduate population, with more than 300 students registered in diploma, masters and doctoral programs in cancer, cardiovascular, clinical epidemiology, community health, human genetics, immunology, neurosciences, health ethics, public and applied health.

Faculty Governance

Through excellence, Memorial University's Faculty of Medicine will integrate education, research and social accountability to advance the health of the people and communities we serve.

Good governance and strong leadership are critical to realizing this vision. The Faculty of Medicine's governance framework includes the [Faculty of Medicine's leadership team](#), our [leadership committees](#) and [Faculty Council](#). Day-to-day operations are guided by our policy framework and [policies and procedures](#).

[Our Strategic Plan](#)

The Faculty of Medicine's strategic plan, Grounded in Excellence 2024-2027, takes a retrospective and prospective look at what we have accomplished and where we are in relation to Destination Excellence, our 2018-2023 strategic plan.

In Grounded in Excellence, we focus on our achievements and define new future-looking objectives that underpin the aspirations articulated in Destination Excellence. We unpack "improving lives" as an ultimate desired outcome, to more tangibly define the various discernible impacts that the Faculty of Medicine wishes to bring about. We also explore beneath the surface, identifying specific capabilities and capacities that ground us and give rise to these ultimate benefits. A visual guide in the appendix shows how various elements in Destination Excellence have been carried forward into the new strategic plan.

Our Disciplines and Divisions

Within the Faculty of Medicine there are 11 clinical disciplines as well as the Division of BioMedical Sciences and the Division of Population Health and Applied Health Sciences.

The clinical disciplines within the Faculty of Medicine includes full and part-time faculty members who provide to a wide variety of teaching and research expertise to the mission of the medical school.

Graduate programs through the two divisions include opportunities in completing a diploma, masters and doctoral programs in research areas which include cancer, cardiovascular, clinical epidemiology, community health, human genetics, immunology, neurosciences, health ethics, public and applied health and more.

Faculty Research

A key component of health care is ongoing research. Leading research programs are vital for the continued development of the Faculty of Medicine as well as the attraction of qualified specialists.

Human genetics is particularly relevant to the health of the people of Newfoundland and Labrador because of the major success of the research carried out in recent years in the area of identifying genes associated with inherited diseases.

The Memorial model for clinical research identifies the problem in terms of the patient, family and community, searches for the biomedical basis of the disease and then develops the best clinical care approach while addressing the ethical issues and informing health policy.

Research programs in the Faculty of Medicine extend over three major divisions:

[Clinical Disciplines](#)

There are 11 clinical disciplines within the Faculty of Medicine that offer 19 postgraduate programs.

- [Anesthesia](#)
- [Emergency Medicine](#)
- [Family Medicine](#)
- [Laboratory Medicine](#)
- [Medicine](#)
- [Obstetrics and Gynecology](#)
- [Oncology](#)
- [Pediatrics](#)
- [Psychiatry](#)
- [Radiology](#)
- [Surgery](#)

[BioMedical Sciences](#)

As one of the larger divisions in the Faculty of Medicine with more than 35 active faculty members, the Division of BioMedical Sciences is a major contributor to the research, educational and social responsibility goals of the Faculty of Medicine and of Memorial University as a whole. We are a research intensive division with research, graduate training, undergraduate medical education, other undergraduate teaching, academic service and community outreach all key aspects of our mission. Faculty members are well supported with excellent administrative and technical staff, key infrastructure and external funding. Our division has 4 incumbent Canada Research Chairs (3 tier 2 and 1 tier 1) and is currently recruiting to fill 6 tenure track faculty positions.

[Population Health and Applied Health Sciences](#)

Our academic community spans diverse disciplines but is united in a common purpose, to improve the health and well-being of all people. We understand that creating local knowledge can also have a global reach. Our faculty and learners engage in research that seeks solutions for critical problems, spanning areas such as planetary health, social justice, effective stewardship of scarce health care resources, patient- and person-centredness in health care, and ensuring rigorous ethical analysis of policies and practices.

Our learners come from here and come from away. They inspire their teachers with their creativity and commitment to making a difference as developing scholars and professionals. And they show us all how to be good citizens with their service within Memorial and the things they do in the wider community.

Crucial to all of this is our approachable and efficient group of administrative staff members. They support our intertwined education, research, and academic service missions; sometimes invisible, but always indispensable.

Our Research Centres

- [The Centre for Collaborative Health Professional Education \(CCHPE\)](#)
- [Centre for Interdisciplinary Obesity Research](#)
- [Craig L. Dobbin Genetics Research Centre](#)
- [Health Research Ethics Authority \(HREA\)](#)
- [Human Neuroscience Research Centre \(HNRC\)](#)
- [Janeway Pediatric Research Unit \(JPRU\)](#)
- [Medical Laboratories](#)

- [Newfoundland Osteoarthritis Study \(NFOAS\)](#)
- [Newfoundland & Labrador Centre for Applied Health Research \(NLCAHR\)](#)
- [Nutrigenomics Research Interest Group \(NRIG\)](#)
- [Primary Healthcare Research Unit \(PHRU\)](#)
- [Rehabilitation Research Unit of Newfoundland and Labrador \(RRUNL\)](#)
- [Centre for Analytics, Informatics and Research \(CAIR\)](#)

Position Description

The Faculty of Medicine at Memorial University seeks an exceptional leader to serve as its next Dean. This position is a transformative opportunity to shape the future of medical education, research, and healthcare in Newfoundland and Labrador (NL), while reinforcing the Faculty's national impact. Reporting to the Provost and Vice-President (Academic), the Dean will provide strategic, academic, and operational leadership to the Faculty. The Dean will champion the Faculty's mission to improve health and healthcare access for the Province, while advancing research excellence and interdisciplinary collaboration across campus and beyond.

Visionary Leadership

- Successfully implement the Faculty's strategic plan and ensure that it continues to align with the university's mission and the province's healthcare needs.
- Leads curriculum innovation to address emerging healthcare challenges, including rural medicine, health equity, planetary health, and technology development and integration.
- Cultivates a culture of excellence within the Faculty, inspiring faculty and staff to achieve the highest standards in education, research, and social accountability.
- Collaborates with other leaders across Memorial to create and enhance initiatives of benefit to faculty, staff, and learners.

Academic and Program Excellence

- Ensures the successful completion and ongoing support of accreditation processes for Undergraduate Medical Education (UGME) and Postgraduate Medical Education (PGME) continuing medical education, professional development and Graduate studies.
- Integrates interprofessional education throughout the undergraduate and postgraduate medical curricula to enhance collaborative healthcare training.
- Supports and enhances ongoing efforts to provide an optimal education and training environment for graduate student learners.
- Provides strategic guidance and mentorship to academic and administrative leaders, ensuring effective operations and the attainment of critical goals.
- Aligns programs with the NL Health Accord to meet provincial healthcare priorities.

Community Engagement

- Positions the Faculty as a central player in healthcare transformation in NL, including primary care delivery, and system efficiency.
- Strengthens partnerships with Indigenous communities, healthcare organizations, and government agencies.
- Builds and nurtures collegial and collaborative partnerships with external stakeholders within the community and across Maritime provinces.
- Collaborates with healthcare providers across Newfoundland and Labrador to create a training environment that exposes students from various health disciplines to evidence-informed practices.
- Engages actively with the broader academic medical community at both national and international levels.

Research

- Champion the Faculty's research leadership in the Division of Population Health & Applied Sciences, the Division of BioMedical Sciences the Clinical Sciences.
- Champion clinical and non-clinical collaborative research within the Faculty and between the Faculty of Medicine and other faculties of Memorial University, nationally and internationally.
- Enhance the Faculty's profile as a research-intensive institution through local and global collaborations.

Advocacy

- Advocate for the Faculty's role in addressing physician shortages, improving healthcare outcomes, and meeting provincial needs.
- Champion equity, diversity, and inclusion (EDI) as core principles within the Faculty's education, research, and community engagement activities.
- Advance the Faculty's efforts in reconciliation by collaborating meaningfully with Indigenous communities to co-create programs and initiatives that address the unique health needs of Indigenous populations.
- Strengthen the Faculty's commitment to social accountability through initiatives that promote culturally safe healthcare practices and equitable access to care for remote and underserved populations across the province, including in specialty care.

Financial Management and Advancement

- Oversees the direct financial management of the Faculty of Medicine's budget and aligns expenditures with strategic priorities.
- Plays an active leadership role in the development and stewardship of funding, actively engaging with alumni and donors to support the Faculty.
- Advocates for resources and infrastructure to support education, research, and clinical practice.
- Leads the implementation of the internal governance structure of the Faculty.

Selection Criteria

The Search Committee acknowledges that no individual possesses all the following qualifications in equal measure. However, it has developed the following criteria as an ideal candidate profile.

Academic Leadership and Vision

- At minimum a MD (or equivalent healthcare-related terminal degree), preferably with an additional advanced graduate degree in a relevant discipline, and scholarly contributions in an area represented in the Faculty, consistent with an appointment at the rank of Associate or Full Professor.
- Demonstrated success in developing and implementing strategic initiatives that enhance academic and operational excellence in a suitable medical education setting.

Research and Innovation Leadership

- Proven ability to build research capacity, secure funding, and promote interdisciplinary collaboration.
- Strong commitment to supporting faculty and staff in research endeavors, including basic medical science, community-engaged and applied research and clinical research.

Operational and Financial Acumen

- Experience managing complex budgets, securing resources, and enhancing organizational efficiency.
- Demonstrated success in streamlining processes and reducing administrative burdens to empower faculty and staff that support all educational and research activities.

External Engagement and Advocacy

- Strong relationship-building skills with provincial government, healthcare organizations, and community stakeholders, provincially and nationally.
- Proven ability to represent the Faculty to external audiences, advocating for its mission and priorities.

Commitment to Social Accountability and Equity

- Deep understanding of rural healthcare challenges and a vision for advancing distributed medical education. Experience with rural and community-based partnerships, both nationally and globally would be an asset.
- A deep commitment to addressing Indigenous health and fostering relationships with marginalized groups.

Transformative & Collaborative Leadership Style

- Strong listening and communication skills, paired with a creative and forward-thinking approach to problem-solving and a leadership style that is diplomatic, approachable, and rooted in fairness.
- Ability to inspire and harness the creativity of a small, close-knit academic community.
- Commitment to collaboration across disciplines, divisions, and units to achieve common goals.

Knowledge of Newfoundland and Labrador Healthcare Context

- Familiarity with the healthcare challenges and opportunities specific to Newfoundland and Labrador.
- Commitment to aligning Faculty priorities with the Health Accord NL and provincial government goals.

How to Apply

To apply, please submit a CV and covering letter, detailing how you fulfill the role description and personal specification to [Perrett Laver's Vacancies page](#) quoting reference **7577**. Consideration of candidates will begin **Friday January 24th, 2025, yet the competition will remain open until filled.**

The selection committee will together review all candidates' applications and agree on a longlist for the role. Longlisted candidates will be invited to discuss the position with Perrett Laver in greater detail. The selection committee will subsequently meet to decide upon a final shortlist to be invited to the formal interview stage.

Diversity and inclusion constitute core values for Memorial. In supporting an inclusive workforce at the university, Memorial is committed to providing an unbiased recruitment and selection process. Memorial aims to be a welcoming, favourable and accommodating environment for employees and candidates for employment from diverse backgrounds. Identifying and removing systemic barriers is an important step in the process.

Memorial University is strongly committed to employment equity and especially welcomes applications from all qualified candidates, including woman, Indigenous, racialized, Black, 2SLGBTQIA+, and/or persons with a disability. All applicants are invited to identify themselves as a member of an equity-deserving group(s) as appropriate. Applicants cannot be considered as a member of an equity-deserving group(s) unless they complete an employment equity survey. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please see our [Privacy Statement](#).