



BOOTH
UNIVERSITY
COLLEGE

EDUCATION FOR A BETTER WORLD

EXECUTIVE BRIEF

PRESIDENT & VICE CHANCELLOR



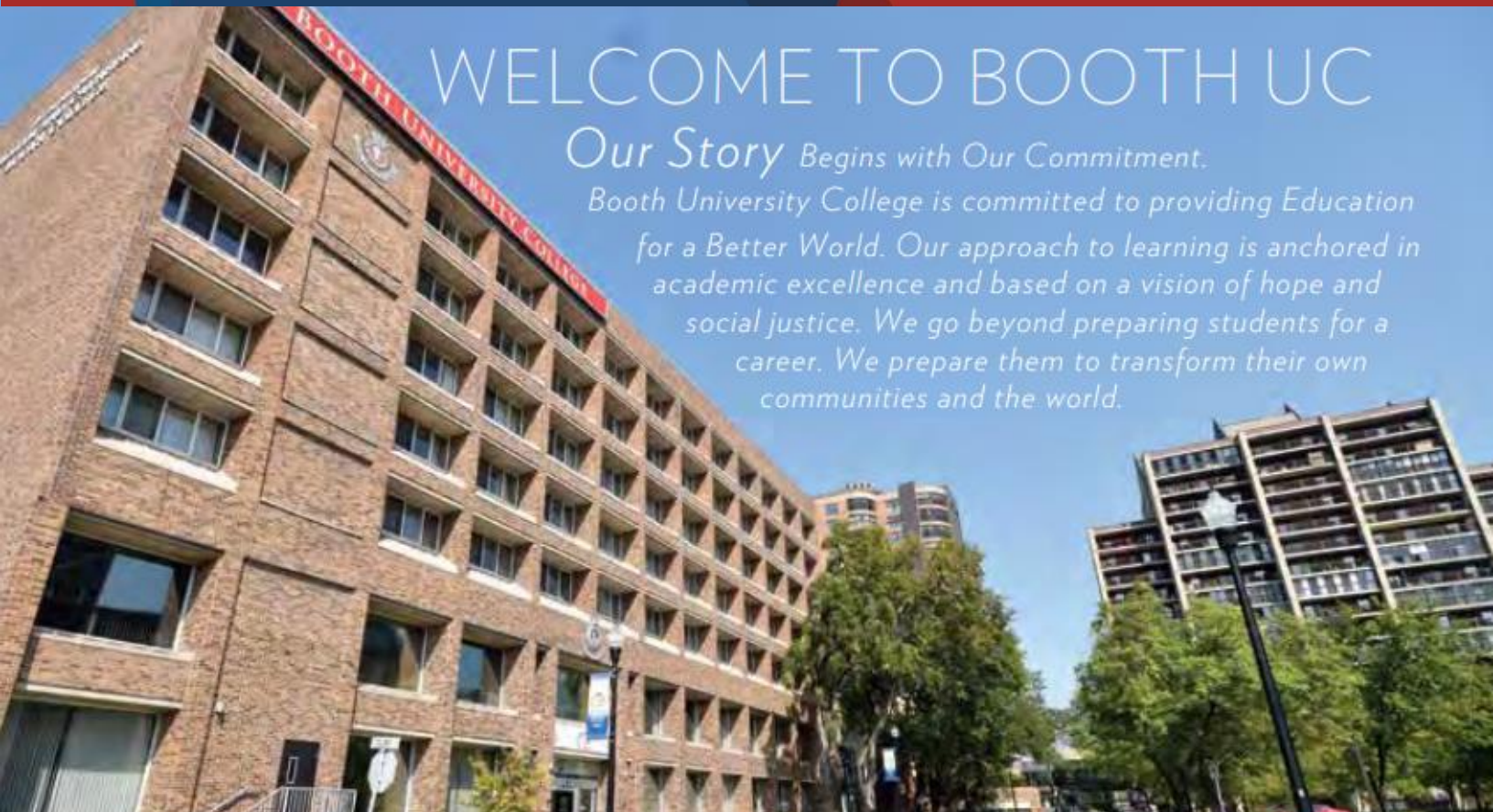
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EDUCATION FOR A BETTER WORLD

WELCOME TO BOOTH UC

Our Story Begins with Our Commitment.

Booth University College is committed to providing Education for a Better World. Our approach to learning is anchored in academic excellence and based on a vision of hope and social justice. We go beyond preparing students for a career. We prepare them to transform their own communities and the world.





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Booth University College

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BOOTH
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Booth University College

**appointment with effect on July 1, 2023.*

THE OPPORTUNITY

Building on the strengths of our academic programs, exceptional faculty and staff, a clear strategy for the future and growing opportunities for programs, the successful candidate for this position will provide essential leadership during a time of planned change and growth, in partnership with the Board and the leadership team. The Board of Trustees believes that the next President & Vice Chancellor 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.

Compensation: Salary range of \$203,000 - \$305,000 plus group Benefit Plan and RRSP.

Office Location: 447 Webb Place, Winnipeg, MB R3B 2P2

ABOUT BOOTH UNIVERSITY COLLEGE

Booth University College is a growing undergraduate Christian institution built on 40 years of excellence, offering a range of academic programs. Centrally located in Winnipeg, Manitoba, Booth University College reflects The Salvation Army's deep involvement in service to the community and is committed to "Education for a Better World".

MISSION STATEMENT: *William and Catherine Booth University College, a Christian university college rooted in The Salvation Army's Wesleyan theological tradition, brings together Christian faith, rigorous scholarship and a passion for service. The University College educates students to understand the complexities of our world, to develop the knowledge and skills necessary to be active contributors to society, and to know how Christian faith compels them to bring hope, social justice and mercy into our world.*

Our Beginning:

The establishment of a Salvation Army "university of humanity" was first proposed by The Salvation Army's co-founder, General William Booth, early in the 20th century. From its early years, The Salvation Army has operated Training Colleges for the preparation of its officers (clergy), but the dream of a "university" devoted to accredited, degree education was left unfulfilled throughout the Army's first century.

On February 16, 1981, that dream began when the Canada and Bermuda Territory of The Salvation Army announced that it would establish a college in Winnipeg. From its establishment in 1982 as Catherine Booth Bible College, Booth sought to bring together faith and rigorous academics. The college opened with 28 students because of the vision of Commissioner John D. Waldron and others. Under the leadership of Colonel Earl Robinson, the institution grew rapidly with the development of programs.

In 1986 the foundations were laid for the institution's social work program, and the move to its current campus in 1988. In 1989 Booth launched its degree-completion program for Salvation Army officers. And then in 1997, the name of the institution was changed to William and Catherine Booth College.

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.

Since 2006, Booth has undergone a significant transformation. New programs have been developed, existing programs have been redesigned and our enrolment has grown dramatically. In June 2010, the Legislative Assembly of Manitoba passed legislation that gave Booth 'university college' status and we officially changed the name of our institution to Booth University College.

Our Future

Now it's time to look beyond the present by envisioning and shaping the future of Booth UC as a growing Christian university of choice. Achieving this next stage of our mission requires a vision designed to move us forward with clarity and purpose. We envision Booth University College in new ways. As a result, we see:

- Booth UC as a growing Christian university with an enrolment large enough and a breadth of programs wide enough to develop graduates who are passionate contributors to a better world;
- Booth UC as a vibrant learning community actively engaged in the process of translating a vision for a better world into reality;
- Booth UC as a vital partner with The Salvation Army in the achievement of its mission through the provision of education and training for Salvation Army personnel;
- Booth UC as a sustainable, effective, and mission-focused institution of Christian higher education.

Booth University College by the Numbers:

Among the top most affordable Christian
higher education schools in Canada

Annual tuition for
a four-year program
2022/2023: \$8610
(domestic students)



Over \$194,000 in
scholarships and
awards available
annually

Average
class size
for students



Our student
population

Student to
faculty ratio



BOOTH
UNIVERSITY
COLLEGE



The year
Booth UC
opened

The year our
Community and Urban
Transformation Program
was announced



Number of countries
represented in our
student body



Percentage of campus
students who receive
scholarships and awards

GOVERNANCE AT BOOTH UNIVERSITY COLLEGE

The Salvation Army William and Catherine Booth University College was incorporated by an act of the Legislature of the Province of Manitoba in 1983. In June 2010, an additional act of Legislature created Booth University College. The University College is governed by a Board of Trustees that was established in the act of incorporation and that is appointed by the Governing Council of The Salvation Army in Canada. The Board of Trustees delegates to the President responsibility for the effective achievement of the ends that are established by the Board.

Booth University College Board of Trustees

The Board of Trustees of Booth University College is appointed by the Governing Council of The Salvation Army in Canada and acts as an independent body with responsibility for the governance of the University College.

BOARD OF TRUSTEES

Board Members:

Chair: Mr. David Michel (Langley, BC)
Vice-Chair: Col. Evie Diaz (Toronto, ON)
Treasurer: Lt. Col. Fred Waters (Toronto, ON)

Members at Large:

Major Joanne Biggs (Winnipeg, MB)	Dr. Karynne Turner (Durham, NC)
Dr. Evan Curtis (Winnipeg, MB)	Lt. Col. Anne-Florence Tursi-Cachelin (London, England)
Ms. Kathleen McDormand (Ottawa, ON)	Mr. David S. Williams (St. John's, NL)
Dr. Ellen Melis (Ottawa, ON)	Major Deana Zelinsky (Toronto, ON)
Mr. David Michel (Langley, BC)	
Col. (Dr.) Wendy Swan (New York)	

PRESIDENT'S CABINET

Booth University College's Cabinet advises the President on all matters related to the conduct of the business of the University College. Cabinet members include:

- [Susan van Duinen PhD](#): President
- [Denise Young BBA, MPA](#): Vice President Administration
- [Maria \(Mariciel\) Nuyda EdD](#): Dean, School for Continuing Studies
- [Rhonda Friesen, MEd](#): Dean of Students
- [Buetta Warkentin](#): Interim Academic Dean*

** The position of Vice President & Academic Dean is currently vacant, and a search is underway. The previous incumbent has recently moved into a national role as Director - Program implementation with The Salvation Army in Canada.*

ACADEMIC PROGRAMS & PARTNERS

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. Booth University College will need to be proactive to achieve student growth targets and to prepare students to participate in an increasingly interconnected and challenging world.

Booth University College is a Christian liberal arts institution with an on-campus and distance learning enrolment of 400+ (approximately 250 FTEs), with 47 faculty and staff, and an operating budget of \$6,188,985.



On-campus programs include: Bachelor Degrees in [Behavioural Sciences](#), Community and Urban Transformation, [Business Administration](#), [English](#), [Interdisciplinary Studies](#), [Psychology](#), [Religion](#) and [Social Work](#); [Diplomas in Business Administration and Liberal Arts](#) and Certificate Program of [Christian Studies](#). A Master of Social Work program is also currently being developed at Booth UC.

On-campus students also have the opportunity to participate in Urban Service Learning, which combines academic study, community engagement and critical reflection.

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 and Not-for-Profit Management.



engaged workforce.

The Corporate Learning Academy was launched in October 2022 to provide quality training to Mission Partners of The Salvation Army, to increase individual and organizational effectiveness, for the advancement of the Mission. Guided by the unique needs of The Salvation Army, and strategic and missional direction, the CLA offers tailored and coordinated quality learning and development programs that will enable its skilled 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 The Salvation Army founder William Booth's dream of having a "University of Humanity."



OUR CAMPUS

The Community of Booth University College is located on the traditional lands of the Anishinaabeg, Cree, Oji-Cree, Assiniboiné, Dakota and Dene Peoples, and the homeland of the Métis Nation. This land is within Treaty 1 (August 1871). We acknowledge this to be a meeting place of community and culture. As in the past, the diversity of peoples who occupy this land and the emerging cultures that enrich our community today present to us an invitation to build a stronger community as we learn to walk gently with one another in the spirit of truth and reconciliation.

Located in downtown Winnipeg, our campus combines both historical and modern architecture. Comfortable, safe, and student-centred, the [Waldron Building](#) at 447 Webb Place is the main campus location. A warm and inviting seven-story building, it includes four floors of [student residences](#), as well as the Academic Learning Center, classrooms, student common space, a gymnasium, and the [Bistro Restaurant](#).



The Waldron Building also hosts offices, the Clifford Hetherington Chapel, and [The Centre for Salvation Army Studies](#).

Booth University College also leases space from [The Salvation Army College for Officer Training](#) just across the street at 290 Vaughan Street. Home to the [John Fairbank Memorial Library](#) and Peterson Hall, this low-rise heritage building houses Booth UC's [School for Continuing Studies](#) and our [School of Business](#).



Our small campus makes it easy to feel relaxed, safe, and welcome. People quickly find their way around, make friends, and get to know our students, faculty and staff.

Facilities are also available for [rental](#), as an additional revenue stream.

Virtual Tour of Booth UC:
<https://youtu.be/5SKcaiYbGu4>

LIVING IN WINNIPEG, MANITOBA

Known for its friendly and welcoming spirit, Winnipeg is a diverse, multicultural city with a rich and varied history. An Indigenous trading centre prior to the arrival of the Europeans, Winnipeg was at the heart of the country's fur trade and instrumental in developing Canada's gateway to the west. Home to a grain exchange that once rivaled the largest markets in the world, Winnipeg's architecture and neighbourhoods reflect the profound character of this prairie city.

Winnipeg is the capital and largest city of Manitoba being home to over 815,000, close to 60 per cent of Manitoba's population.



Over the last decades, Winnipeg has developed into a cosmopolitan city complete with top-notch restaurants, stylish boutiques, exciting attractions and an arts and culture scene that bursts with talent and originality. Its cultural organizations include Manitoba Theatre Centre, Manitoba Opera, the Royal Winnipeg Ballet, Winnipeg Symphony Orchestra, Manitoba Museum, and Winnipeg Art Gallery. Some of the city's popular festivals are the Festival du Voyageur, the Winnipeg Folk Festival, the

Winnipeg Jazz Festival, the Winnipeg Fringe Theatre Festival, Folklorama, and WSO New Music Festival.

Its economy includes finance, manufacturing, food and beverage production, culture, retail, and tourism sectors. Located at the confluence of the historic Red and Assiniboine Rivers, the city offers one-hour access to cabin country, beautiful golf courses, three professional sports teams and a vibrant arts community, including world-class opera, theatre, and ballet. A city known for its love of sports, it prides itself in its professional teams: the Winnipeg Blue Bombers (CFL football), the Winnipeg Jets (NHL hockey), and the Winnipeg Goldeyes (AAPB baseball).

Winnipeg's additional post-secondary institutions include the University of Manitoba, the University of Winnipeg, Canadian Mennonite University and Université de Saint-Boniface, the oldest post-secondary educational institution and only French university in Western Canada.

Though real estate prices in Winnipeg have been on the rise in recent years – much like the rest of Canada – the increased prices have been driven by normal supply and demand, not by speculative inflation. For that reason, purchasing a home remains an affordable and achievable option. The average home in Winnipeg in 2020 was priced at \$302,339 – approximately 43 per cent less expensive when compared to the Canadian average. Winnipeggers also enjoy low transportation costs and have the shortest commutes of any major metropolitan city in Canada. From the heart of the city, nearly any part of Winnipeg can be reached in little more than a 20-minute drive.

Thanks to its northern location, Winnipeg residents enjoy sunshine over 315 days a year. In winter, temperatures average -12.9 degrees Celsius, and hot and dry summer days bring temperatures above 25 degrees Celsius. Typical summer evenings are pleasantly cool.

For more information, including introductory videos and an overview of the local economy/quality of life and lifestyle, see:

<https://www.liveinwinnipeg.com/live-here/lifestyle>.



KEY AREAS OF RESPONSIBILITY

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 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.

ESSENTIAL QUALIFICATIONS & COMPETENCIES:

- The President will be a champion of The Salvation Army's core values in mission, ministry, evangelism, and discipleship. Candidate must possess a deep, lived out faith that models the ideals of the Salvation Army. As a denominational university college, Booth's by-laws indicate while it is preferred that the next president be a Salvationist in good standing of The Salvation Army, the President may also be a member in good standing of a congregation in the Wesleyan tradition, who is in full support of the values and doctrines of The Salvation Army.
- Candidates must possess at minimum a three-year undergraduate degree, plus evidence of significant ongoing education and professional development. A terminal degree would be preferred.
- While previous experience working in leadership roles in higher education would be an asset, we are open to candidates who bring transferrable leadership experience in related complex organizations connected to education and learning.
- The President must have exceptional interpersonal and communications skills and be able to motivate and consult widely with faculty, staff, students, alumni and The Salvation Army, while maintaining strong leadership of the University College. Candidates must be able to demonstrate experience in consultation and collaborate with various audiences and partners.
- The President will live in or near Winnipeg, Manitoba, and will regularly work on campus. There is occasional travel required for this role, so a valid passport and willingness to travel is required.

CANDIDATES MUST ALSO DEMONSTRATE EVIDENCE OF THE FOLLOWING:

1. Executive Leadership

- Outstanding record of leadership and executive management in a complex organization with committee systems and structures
- Exceptional business and financial acumen, including a track record of strong financial management and a successful record of innovation
- Excellent understanding of Governance Models, organizational and administrative structures, and risk management
- Ability to build, deploy, and support a high-performing team; ability 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 developing and 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 cultivate strong and authentic relationships, and to communicate effectively 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
- Ability to effectively and enthusiastically tell the Booth UC Story

2. Academic Credibility

- Successful leadership experience in higher education administration or a related industry
- A champion of excellence in teaching, research and service activities
- Understanding of the broader challenges and opportunities in provincial, national and global education
- 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
- Strong understanding of educational technology and virtual delivery of educational programming
- 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

3. External Relations and Partnering

- Experience developing relationships in a variety of areas, to enhance the organization's presence and reputation
- 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
- 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
- Awareness of provincial and national political contexts, particularly as they relate to post-secondary education and continuing education legislation and funding
- 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
- Willingness and ability to engage in fundraising, and to reach out to alumni, donors and friends of the institution using a wide variety of tools to advance the mission of Booth UC
- 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
- Capacity to develop and deploy resources effectively while enthusiastically advocating for the University College's academic mission and programs

4. Character and Integrity

- A servant leader who is visible, approachable and demonstrates integrity, honesty, enthusiasm and resilience
- Strong work ethic and exceptional character
- Committed to academic quality and shared governance
- Focused on promoting collegial, collaborative and ethical behaviour across the Booth community
- Proactive about connecting with internal and external stakeholders to better the institution
- Understands the value of teamwork and empowers others to lead
- Transparent, honest and open in personal relations with students, faculty and alumni
- A high level of personal and professional energy, and the ability to prioritize, address, and accomplish multiple concurrent projects and tasks
- Flexible style, and ability to adapt to varied situations
- Contributes to providing a welcoming and inclusive environment for all students, staff and faculty

CANDIDATE PROCESS

For more information:

KCI Search + Talent has been retained to conduct this leadership search on behalf of Booth University College. For more information about this role, interested individuals are invited to contact Tara George, Partner or David Gjertson, PhD, Executive Associate, at BoothUC@kcitalent.com.

Expectation of Confidentiality:

All inquiries and applications will be held in strict confidence. The Search Committee and KCI team members all respect the right of candidates to inquire and explore the opportunity in privacy.

Submissions of Interest:

Interested candidates are asked to electronically send their resume or CV, and a letter of interest, to the email address above no later than **December 12, 2022**.

We would also invite candidates to submit a Statement of Faith, indicating how they would see their faith commitments supporting and advancing Booth University College's mission.

Candidate Review & Assessment

- The Search Committee will review the submissions of all candidates.
- Those candidates in whom the search committee is most interested will be invited to a virtual preliminary round of interviews with KCI in early January 2023.
 - We will utilize traditional and behavioural interview questions to explore your experience in each of the areas of requirement and competency.
 - Candidates at this stage will also participate in a Theological Assessment interview.
- Semi-finalist candidates will be invited by the Search Committee to meet virtually for a first interview in late January or early February.
- There will also be additional virtual interviews with semi-finalist candidates in mid-February.
- Finalist candidates will be invited to meet on-campus in Winnipeg in early March. This will include a combination of virtual and in-person meetings with the search committee, potentially with the Cabinet, and potentially with some Board members or partners from The Salvation Army Headquarters.
- Given the seniority of the role, due diligence for finalist candidates will be conducted.
 - This will include education verification, police record check, social media review, and financial/credit check. By submitting a resume/CV and letter of interest, candidates agree to this.
- References will also be sought, in collaboration with the candidates, and never anonymously.