



University
of Windsor

EXECUTIVE DIRECTOR, Academic Labour Relations

The University of Windsor acknowledges that our campus sits on the traditional territory of the Three Fires Confederacy of First Nations, which includes the Ojibwa, the Odawa, and the Potawatomi. We respect the longstanding relationships with First Nations people in this place in the 100-mile Windsor-Essex peninsula and the straits – les détroits – of Detroit.

Since 1963, the University of Windsor has been a forward-looking community that comes together to study, to learn, to teach, and to serve. Our symbol is the bridge; our vista is cross-border; our commitment is local; and our impact is global. We are a dynamic, inclusive community of higher learning with roots going back more than 160 years and with a future full of promise.

The University of Windsor is seeking a highly motivated, dynamic, and dedicated leader and relationship builder to advise the Provost and other senior academic administrators on strategic, policy and situational matters and provide leadership and management for the effective operation of the academic labour relations functions within the Office of the Provost.

Position Description

Reporting to the Provost and Vice President Academic, the incumbent is the senior University of Windsor leader responsible for partnering with senior academic administrators and human resources professionals both inside and outside the university to ensure progressive, inclusive, and constructive academic labour relations and collective bargaining between the university and the unions representing its faculty and academic staff.

The Executive Director, Academic Labour Relations (ED, ALR) will work to ensure the Provost is provided with appropriate advice on both internal policies and those external policies that have a bearing on academic labour issues. The Incumbent will provide advice on issues of substance and process such as the University's institutional norms and culture; people's strengths and skills, outlook on constituent groups' organizational issues; organization policies; legal precedents and best practices in other universities.

Key functions of this position include but are not limited to:

- **Oversight of the Institutional Relationship with Windsor University Faculty Association (WUFA):**

The ED, ALR is the senior leader responsible for liaison and the maintenance of positive and productive relationships between the University and the Faculty Association (i.e., WUFA). The focus is intended to promote a culture of dialogue, trust, engagement and problem solving that supports and enables realization of the University's strategic goals and directions.

- **Collective Bargaining Leadership:** The ED, ALR is the lead spokesperson and accountable for faculty collective bargaining for the University. Provides strategic leadership of the collective bargaining process for the Windsor University Faculty Association (WUFA) and CUPE 4580 (GAs and TAs) including determining bargaining strategies, proposed bargaining frameworks and mandates.

- **Recruitment and Retention:** The ED, ALR oversees strategic initiatives for faculty relations and provide leadership for the development and execution of faculty recruitment, leadership development, faculty mentorship and faculty retention strategies, and work collaboratively with other offices, including the VP EDI and the VP Research and Innovation on matters related to equity, diversity and inclusion issues for academic and research appointments.
- **Academic Staff Labour Relations:** The ED, ALR is responsible for liaison and the maintenance of positive and productive relationships between the University and academic staff unions as a means of promoting a culture of dialogue and problem solving that supports and enables realization of the University's strategic goals and directions.

Qualifications

- Master's degree, preferably in a related discipline (e.g., HR, employment law), or a Bachelor's degree.
- Minimum of 10 years of related work experience and related qualifications and/or recognized training in HR is required as the role depends on understanding faculty roles and responsibilities, teaching and research functions, research policy writing skills, and credibility in the relationship with faculty, academic staff, and academic administrators.

Required Knowledge, Skills, and Abilities

- Strong understanding and demonstrated success and experience leading academic labour relations in a unionized environment in the University sector.
- Familiarity with Faculty Policy and Academic Regulations and processes.
- Discretion, tact, and excellent judgement.
- Ability to interpret and analyze regulatory material and apply it to complex situations.
- Proven understanding of the University of Windsor culture and decision-making processes.
- Demonstrated effectiveness in providing policy advice and background.
- Sensitive to political nuances and implications with ability to facilitate dialogue on complex matters among diverse constituents.
- Excellent organizational skills.
- Exceptional interpersonal skills. Ability to develop effective strategic partnerships and working relationships with leaders, creating a strong team climate within the department and across the rest of the institution.
- Experienced problem solver with flexibility and a willingness to learn from and listen to others.
- Ability to contribute to the University's strategies and initiatives related to equity, diversity, inclusion, and Indigenization.

The University of Windsor and Four Corners Group are committed to equity and supports diversity in its teaching, learning, and work environments. In pursuit of the University's Employment Equity Plan, members from the designated groups (Women, Aboriginal Peoples, Visible Minorities, Persons with Disabilities, and Sexual Minorities) are encouraged to apply and to self-identify.

The University of Windsor and Four Corners Group are committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). We will work with applicants requesting accommodation at any stage of the hiring process. This document is available in alternate format(s) upon request.

If you need an accommodation for any part of the application and hiring process, please notify us at the following address (sdas@fourcornersgroup.com).

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

For more information on this outstanding opportunity or to submit your application in confidence, please contact executive search partner Four Corners Group:

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