

Odette School of Business Dean Search – Update

September 27th, 2024

Dear colleagues,

As chair of the search committee for the next Dean of Odette, I'm pleased to offer a brief update. We have now settled on a promising list of candidates to interview in our first round, which will be conducted via zoom in the next couple of weeks. The committee is working collaboratively and collegially. We are excited about the quality and diversity of individuals interested in the position and look forward to meeting with them soon. Once the first round is complete, we will make a further selection of individuals to invite for campus interviews. We remain on schedule and will update you once the first round is concluded.

I would like to thank the hard-working and conscientious members of the committee, who are representing Odette in this matter. I am very pleased with the search thus far.

Odette School of Business Process Updates from the Chair of the Search Committee

July 9th, 2024

Dear Colleagues,

On behalf of the search committee for the next dean of Odette, I am pleased to share with you the following ad, which is appearing in several venues, including here at University Affairs. Please circulate this ad to your scholarly networks and to any promising individuals who may be interested. Expressions of interest may be forwarded directly to the search consultant, listed in the ad.

The committee is excited about the prospects of the search and looks forward to a successful conclusion of the process. We are on schedule for candidate visits later this calendar year.

https://universityaffairs.ca/search-job/?job_id=65858

June 10th, 2024:

Dear colleagues,

As chair of the search committee, I am writing to provide a brief update of the search for the dean of Odette School of Business.

For reference, the members of the search committee are:

Faculty: Accounting: Dr. Talal Al-Hayale (Account Area Representative) Dr. Azadeh Babaghaderi (Finance Area Representative), Dr. Rachel Aleks (Management Area Representative), Dr. Dave Bussiere (Marketing Area Representative), Dr. Thomas Kenworthy (Strategy and Entrepreneurship Area Representative) and Dr. Brent Furneaux (Supply Chain Management and Business Data Analytics Area Representative)

Staff (elected by the Odette School of Business staff members): Tiffany Brown and Clementa Stan

Students (elected by the Odette School of Business students):

Ms. Krista Abdel Sater (Undergraduate) and Mr. Syed Muhammad Ahmed (Graduate)

Equity Assessor: Dr. Kevin Milne, Associate Professor, Department of Kinesiology

Search Consultant (DHR Global): Shahauna Siddiqui (Partner), Lachie Woofter (Executive Search Professional)

Committee Resource: Ms. Iva Gentcheva, Director, Office of the Provost and Faculty Recruitment

Recording Secretary: Ms. Blair Gagne, Secretary to the Provost

To date, the committee has met several times to work collectively on the position profile and ad. Aided by the search consultant, we have obtained extensive feedback from students, alumni, faculty, staff, and other key stakeholders concerning the desired characteristics and leadership experience of the next dean. We have analyzed this information thoroughly and woven it into our position brief and job description, both of which we will release soon.

The committee is working well together, and I remain confident that we will meet our objective of having a final selection by year's end.

I appreciate all the great feedback and open communication from Odette, which has been invaluable.

March 12th, 2024

Dear Colleagues:

The election to determine which students will serve on the [Odette School of Business Dean Search Committee](#) has closed. We are writing to inform you of the results.

The undergraduate student representative is Krista Abdel Sater and the graduate student representative is Syed Muhammad Ahmed.

The committee will soon begin its work and will provide a report to Faculty Council, which will include a preliminary timeline of the search process.

February 28th, 2024:

To Odette Faculty Council:

Dear colleagues,

This note is further to the Odette Faculty Council meeting on Friday, February 16, 2024, at which it was decided by majority vote that there will be six (6) regular faculty members/sessional lecturers, one from each of Odette's six areas, elected to the Decanal Search Committee from and by the areas.

The nomination process will be open from Friday, February 16, 2024 until Friday, March 1, 2024 at 12 noon, after which time there shall be an election for area representatives where more than one nomination is received. If an area has only one nominee, the nominee will be acclaimed as per [Senate Bylaw 2](#) - section J.

While an area may wish to put forward just one candidate, to remain compliant with Senate Bylaw 10 ("...elected from and by the regular faculty members/sessional lecturers within the Faculty"), we accept all nominations, including self-nominations.

Please send the area nominations to Blair Gagne Blair.Gagne@uwindsor.ca no later than **noon on Friday March 1, 2024**.

Per Senate Bylaw 10, "2.2.2 In accordance with the University's Employment Equity and Education policy/program, the designated groups are: Indigenous peoples, persons with disabilities, persons who identify as 2SLGBTQIA+, racialized persons, and women-identified persons. Recognizing the historic and present need for ensuring representation of women-identified persons on Senate committees, and appreciating the diversity of gender identities, the Search Committee shall have non-student voting members from at least two different gender identities, one of whom self-identifies as a woman."

As a reminder, in accordance with the [Senate Policy on the Role of Sabbaticants in University Governance](#), faculty members currently on a paid leave (whether sabbatical, administrative, maternity/parental, or sick leave) "shall not nominate candidates for search committees nor participate in the voting for the composition of such committee(s)" or participate in the work of this committee (and are ineligible to participate in the work of all Committees of Senate, Faculty and AAU, including the AAU Council). They may vote (in person or by absentee ballot) at the relevant Council meeting at which the final consideration of the candidate(s) for faculty appointments to the AAU, AAU Head, Associate Dean, or Dean is undertaken. Members on unpaid leave are not eligible to participate in the work of all Committees of Senate, Faculty, and AAUs.

In accordance with the rules for committee composition in [Senate Bylaw 10](#), the committee will also include **two students (one undergraduate and one graduate)**; the Provost and Vice-President, Academic (who serves as Chair); and a non-voting Employment Equity/Procedures Assessor. The student members of the committee will be elected from and by the students in the Faculty in a separate election process.

Many thanks for your participation.

February 9th, 2024:

To all members of Odette Faculty Council:

Dear colleagues,

In accordance with [Senate Bylaw 10](#), the University will be initiating a search for the next Dean of the Odette School of Business.

Per Senate Bylaw 10, 2.2.1.1, the first step is to strike a Search Committee – *composed of the Provost and Vice-President, Academic, chair, three to six regular faculty members (per bylaw 20, 1.1(ii))/sessional lecturers representing the areas, interests and disciplines of the Faculty and elected from and by the regular faculty members/sessional lecturers within the Faculty; an Employment Equity/Procedures Assessor (EE/PA) [non-voting and from a different Faculty]; student representatives, the number to be determined by dividing the number of faculty members/sessional lecturers with voting privileges on the committee by three and rounding to the nearest whole number (in accordance with Bylaw 3, 1.1).*

I shall join your Faculty Council meeting scheduled for **Friday, February 16, 2024 at 9:30 am** to have a discussion and a vote on how many regular faculty members (three, four, five, or six) you wish to elect to the Search Committee. If two or three faculty members, then there will be one student representative; if five or six faculty members, then there will be two student representatives.

In accordance with the [Senate Policy on the Role of Sabbaticants in University Governance](#), faculty members currently on a paid leave (whether sabbatical, administrative, maternity/parental, or sick leave) “shall not nominate candidates for search committees nor participate in the voting for the composition of such committee(s)” or participate in the work of this committee (and are ineligible to participate in the work of all Committees of Senate, Faculty and AAU, including the AAU Council). They may vote (in person or by absentee ballot) at the relevant Council meeting at which the final consideration of the candidate(s) for faculty appointments to the AAU, AAU Head, Associate Dean, or Dean is undertaken. Members on unpaid leave are not eligible to participate in the work of all Committees of Senate, Faculty, and AAU.

Following this meeting, my office will initiate nominations of eligible members to serve on the Search Committee. The nomination will be followed by elections as per [Senate Bylaw 2](#) - section J. The student members of the committee will be elected from and by the students of the Faculty in a separate election process.