



UNIVERSITY OF WATERLOO

Vice-President, Academic and Provost

The University of Waterloo invites applications, nominations, and expressions of interest for the position of Vice-President, Academic and Provost, with the appointment to be effective July 1, 2027.

Grounded in Waterloo's institutional values—thinking differently, acting with purpose, and working together—the University seeks a Provost who will model these commitments in advancing academic excellence, innovation, student experience and community impact with a commitment to academic freedom, freedom of inquiry and freedom of expression.

The [University of Waterloo](#) is a leading global research-intensive institution that contributes to local and global prosperity. It is home to a renowned talent pipeline, game-changing research and technology, and an unmatched entrepreneurial culture. Together with the world's largest co-operative education program in a research-intensive university, these differentiating strengths allow its students and faculty to create solutions that tackle today's challenges and transform the future. The University's north campus has been selected to be the site for the new regional hospital, opening up exciting opportunities for education and research partnerships in health. The University has built an extensive network of healthcare and industry collaboration, generated nearly 20 percent of tech founders in Canada, and delivers a dynamic learning experience for more than 42,000 undergraduate and graduate students. Waterloo is at the forefront of innovation and is home to transformational research and inspired learning. Located in the heart of Canada's technology hub, the University is growing a network of global partnerships that will shape the future by working beyond disciplines and building bridges with industry, institutions, and communities. [Waterloo at 100](#) outlines the University's strategic visioning.

The best and brightest are drawn to the University of Waterloo for the opportunity to collaborate with, and be elevated by, a world-class peer group with enviable rankings. Waterloo is cited as "one of the world's top technology schools" and has been ranked by peers as Canada's most innovative university for 30 of the last 33 years. Waterloo's faculty in the arts, social sciences and humanities explore the human condition, frame the experience of a rapidly changing world, and to help make sense of it while faculty in areas such as environment and health address the world's biggest challenges. Strategic integration of teaching and academic excellence, experiential education, entrepreneurial spirit, and impact-driven and foundational research make the University of Waterloo one of the most relevant, connected, and innovative institutions in the world.

Reporting to the President and Vice-Chancellor, the Vice-President, Academic and Provost is a senior faculty member of academic stature with a proven record of leadership and administrative experience who serves as the Chief Academic Officer and Chief Budget Officer of the University of Waterloo. The Provost provides strategic leadership and oversight for all academic activities, including Faculties, Libraries, student supports and ancillary service units. This role is central to advancing the University's academic mission in a dynamic, complex, and globally competitive environment. The Provost is responsible for academic planning and policy, teaching and learning excellence, faculty recruitment and development, graduate studies and postdoctoral affairs, strategic enrolment management, integrated planning and budgeting; co-operative and experiential education, and campus support and accessibility, including

staff and faculty satisfaction and the overall quality of the student experience.

As a key member of the Senior Leadership Team, and Vice-Chair of Senate, the Vice-President, Academic and Provost contributes to institutional strategy, resource planning, collective bargaining, and vision-setting, while championing priorities in Equity, Diversity, Inclusion, anti-Racism, Accessibility, and Truth and Reconciliation.

The [organizational chart](#) for the Office of the Vice-President, Academic and Provost provides the scope of the reporting relationships. The Provost mandate and Position Profile can be requested at: WaterlooProvost@lavernesmith.com.

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg, and Haudenosaunee peoples. Our Waterloo campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is co-ordinated within the [Office of Indigenous Relations](#).

The University values the diverse and intersectional identities of its students, faculty, and staff. The University regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as First Nations, Métis and/or Inuk (Inuit), Black, racialized, a person with a disability, women and/or 2SLGBTQ+. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Waterloo is committed to achieving barrier free accessibility for persons with disabilities studying, visiting and/or working at Waterloo. Waterloo stands by the responsibility to acknowledge, communicate, and promote an understanding of the complexity and uniqueness of the University of Waterloo's campus community, presenting the ideals by which campus members should engage one another – with respect, sensitivity, and fairness – and to fostering an accessible campus environment for persons with disabilities. Learn more about [Policy 58](#). If you have any application, interview, or workplace accommodation requests, please contact Human Resources at hrhelp@uwaterloo.ca or 519-888-4567, ext. 45935

The consultants will begin review of candidates immediately, with committee consultation beginning in the fall. The search will continue until the position is successfully filled, ideally by July 1, 2027. Applications should include a letter of interest, curriculum vitae, and the names (not letters) of three references (who will not be contacted without the consent of the candidate), and should be submitted in confidence to the University's executive search consultants:

Laverne Smith & Associates Inc.
WaterlooProvost@lavernesmith.com