

**OFFICE of THE PROVOST AND  
VICE-PRESIDENT (ACADEMIC)**

**TO:** University Leadership Team  
OAC Faculty, Staff and Graduate Students  
Deans, Chairs, Directors  
Faculty and Staff, Ridgetown Campus  
Students' Federation of the Ontario Agricultural College  
Ontario Agricultural College Alumni Association  
Ontario Agricultural College Alumni Foundation  
External Stakeholders

**FROM:** Gwen Chapman, Provost and Vice-President (Academic)

**DATE:** June 8, 2021

**RE:** Review of Dean of the Ontario Agricultural College

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Dr. Rene Van Acker will be completing his first five-year term as Dean of the Ontario Agricultural College August 31, 2021 and has expressed a willingness to be reappointed for a second term. Accordingly, a review of Dr. Van Acker's first term will be conducted. The Review Committee has been constituted as follows:

Gwen Chapman, Provost and Vice-President (Academic) (Chair)  
Mike Dixon, Professor, School of Environmental Sciences, OAC  
Sheri Longboat, Associate Professor, School of Environmental Design and Rural Development, OAC  
Vern Osborne, Professor, Animal Biosciences, OAC  
Jayasankar Subramanian, Professor, Plant Agriculture, OAC  
Jennifer Kingswell, Chair's Administrative Assistant, Plant Agriculture, OAC  
Mohsen Yoosefzadeh Najafabadi, Graduate Student, PhD candidate in Plant Breeding and Genetics  
Lysa Porth, Dean, Gordon S. Lang School of Business and Economics  
Coral Murrant, Professor and Chair, Human Health and Nutritional Science, CBS  
Non-voting Ex-officio member - Laurie Arnott, Assistant Vice-President (FASR)

I am writing to invite your input and feedback with regard to Dr. Van Acker's role as Dean of the Ontario Agricultural College. The Review Committee is interested in receiving any constructive feedback that you may have, but is providing the following list of characteristics as possible areas for you to comment on:

**Leadership:** vision for and strategic direction of the College; appropriateness of priorities and guiding values; capacity for strategic and operational planning; goal setting and meeting objectives; building an effective leadership team; helping to promote a student-centred environment in the College; fostering and co-ordinating innovative and effective teaching; supporting research excellence.; setting and advancing goals relating to internationalization, indigenization, equity, diversity and inclusion; advancing the reputation of the OAC.

**Administration and Management:** day-to-day administration; budget management; integrated planning; contribution as member of the senior administration; faculty and staff recruitment and day to day human resource management; fund-raising.

**Relationship Building:** conflict management and outreach skills; respect for and promotion of diversity and creating a culture of respect and inclusion; access and approachability; building positive relationships with faculty, staff, alumni, students and external constituencies; mentoring; inter-collegiate and external collaborations and partnerships, both within Canada and internationally.

**Communications:** capacity to articulate vision, heighten visibility and profile of the OAC, and maintain positive perception of the office on campus and in the local, national, international, and professional communities.

We would like to receive your comments by e-mail to the chair at [provost@uoguelph.ca](mailto:provost@uoguelph.ca), by **June 21, 2021**. Please be assured that your comments will be maintained in confidence. We thank you for your participation in this process.

Sincerely,

A handwritten signature in cursive script that reads "Gwen Chapman".

Gwen Chapman