

# CIHE SPEAKER SERIES

November 22, 2016 – 11:30 am-12:30 pm

OISE 12<sup>th</sup> Floor, Room 12-199



***Eric Lavigne***

Eric Lavigne is a third year PhD student in the Higher Education program. His former academic and work experience include leadership and management of colleges, cognitive ergonomics, and engineering. His research interests gravitate towards the impact of institutional arrangements on academic management and leadership.

## **Paths to the Canadian Deanship: A Study of Canadian Universities' Appointment Announcements**

Who are the Canadian deans? Where are they from? And how often are they reappointed? This paper presents the results of a content analysis of Canadian deans' appointment announcements. By focusing on gender, race, previous roles, movement across positions, institutions, provinces, and countries, this study tells us who the Canadian deans are and where they are from. It finds that Canadian deans come from outside the institution as often as inside, and that the paths to the deanship are many and run parallel, though the great majority of them involve a rise through the academic ranks. Of particular interest, it finds that women, while showing similar proportions among newly hired deans, are underrepresented among reappointed deans. Implications for research and policy are explored.



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