

Stoakley-Dudley Consultants

Human Capital Recruitment / Executive Search

Excellence in Recruiting Since 1977

Dr. Juliet Burke

(This individual is fictional and bears no resemblance to staff at the institution mentioned in this report.)

(Sample Profile)

Produced in Association with the Higher Education Strategy Associates

Introduction to the Profile

Stoakley Dudley is committed to providing our clients with the best possible information when making strategic hires. To deliver on this commitment, we have partnered with the Higher Education Strategy Associates to connect and evaluate various data and create profiles of performance for potential candidates. This document is a sample profile and highlights some of the information that can be synthesized in order to support the decision making process of candidate search committees.

About the Data

Higher Education Strategy Associates (HESA) have unparalleled access to the Canadian University Report. These data are generated by the Strategic Council, synthesized by HESA, and parts are published in the Globe and Mail. The current database merges 4 years worth of student responses (2006-2009), and the data can be analyzed by field of study at each institution.

These data can help understand specific student perceptions over time at each institution. With over 168 questions asked in the survey, student perceptions about specific institution and faculty functions can be analyzed. Topics such as teaching quality, technology, class atmosphere, career counselling, or course registration can easily be displayed at both the institutional and faculty level. Data can easily be matched up to a candidate's tenure at an institution. Every report produced for a candidate will display data that are pertinent to the search committee.

Another important metric for the academy is the publication record of the professor, faculty, and university. Using data from the Observatoire des sciences et des technologies, the number of papers, international collaborations, and average relative impact factor¹ for both the faculty and university can easily be measured. In the coming months, the team of Stoakley Dudley and EPI will also be able to examine the citations and average relative citation factor for each faculty at each institution.

Winning national research grants is vital to the advancement of the reputation and economic growth of an institution. Measuring the major granting council income over time is a good measure of a candidate's ability to support and foster a sense of research in a faculty or institution. This sample profile displays specific granting council income as a measure of research success.

¹ The average relative impact factor is a proxy for the quality of the journals in which an entity publishes. Each journal has an impact factor (IF), which is calculated annually by OST based on the number of citations it receives relative to the number of papers it publishes. The impact factor compiled by OST corrects the asymmetry between the numerator and the denominator of the original IF compiled by Thomson Scientific. The IF of papers is calculated by ascribing to them the IF of the journals in which they are published. In order to account for different citation patterns across fields and subfields of science (e.g., there are more citations in biomedical research than mathematics), each paper's IF is then divided by the average IF of the papers in its particular subfield in order to obtain a Relative Impact Factor (RIF). The ARIF of a given entity is computed using the average RIF of each paper belonging to it. When the ARIF is above 1, it means that an entity scores better than the world average; when it is below 1, an entity publishes in journals that are not cited as often as the world average.

This profile is a small sample of what can be done with data sources to support the strategic hiring process. This is Stoakley Dudley's value added to you and your committee.

Education



Ph.D: The University of British Columbia – Zoology
Year of completion: 1984
University of British Columbia Ranking:* 35

* Source: 2008 Academic Ranking of World Universities

Awards, Major Grants, and Notable Positions Held

Award: Natural Sciences and Engineering Research Council Synergy Award (with A. Smith and T. McSmith)

Year: 2006

Value: \$50,000

Grant: Irving Paper Ltd./Irving Pulp and Paper Ltd., Investigation of cause in pulp mills with different processes (TMP/BKM), M. Johnston (collaborator)

Year: 2006-2008

Value: \$150,000/year (total grant)

Grant: Canada Foundation for Innovation, Canadian Rivers Institute Facility: Ecosystem Health of Rivers, with Smith, J. Smith and J. Smith; Province of New Brunswick; ACOA

Year: 2004 – 2006

Value: \$6,000,000

Position: Associate Editor

Year: 2003 - Present

Publication: Canadian Journal of Zoology

Employment History

Previous Positions

Institution:	Wilfrid Laurier University
Position:	Dean, Faculty of Science
Term of Appointment:	July 2005 to July 2007

Results as Dean

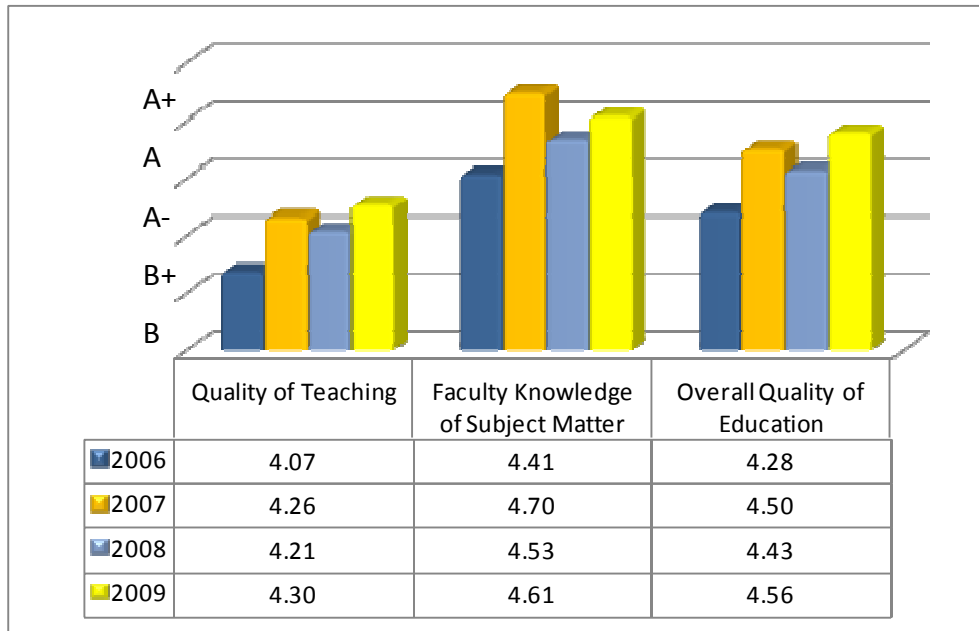
For the most part, student satisfaction in the faculty of science improved during the tenure of Dr. Burke. Both the 2006 and 2007 scores from science students are good, and in some cases the grades continue to improve after Dr. Burke left the institution. This is a possible testament to her ability to establish good practices within the faculty.

From 2004 to 2007 the Natural Science and Engineering publication record at Wilfrid Laurier University (WLU) improved. Both the publication volume and number of collaborations steadily increased during Dr. Burke's term as dean. Improving the number of international collaborations is an impressive feat, especially at a small institution. Finally, the average relative impact factor from 2004 to 2007 (explained above) was very close to the standard.

The Natural Sciences and Engineering Research Council (NSERC) grants increased at WLU from 2004 to 2008. In that period of time, NSERC grants for WLU researchers went from approximately \$1.5 million to just over \$3.5 million.

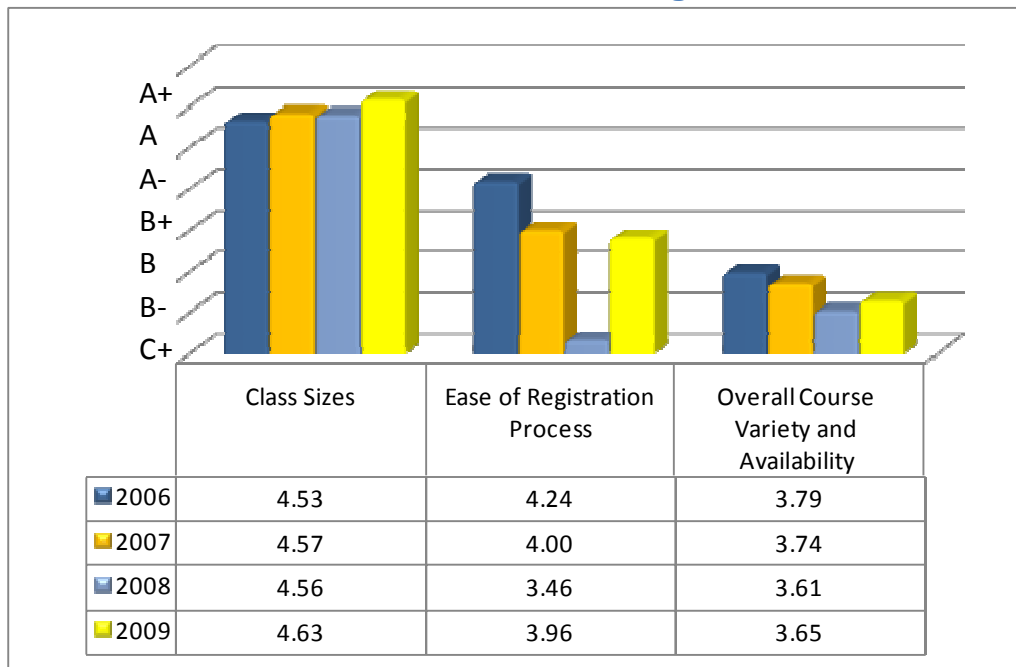
Science Students' Satisfaction at Wilfrid Laurier University

Science Students' Satisfaction with Aspects of Teaching



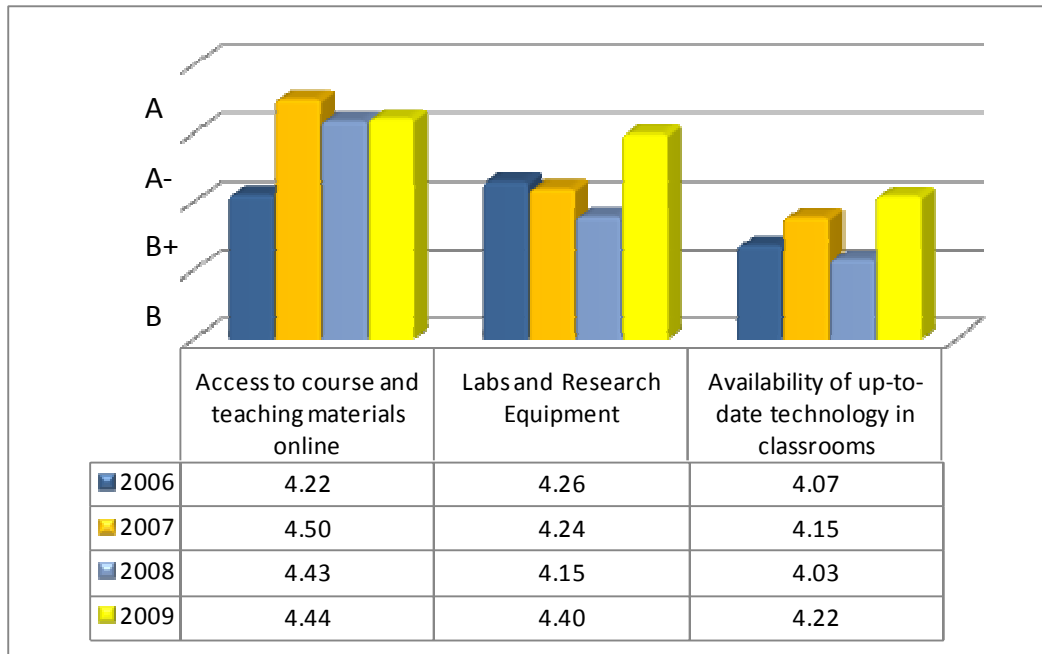
Source: Higher Education Strategy Associates and The Strategic Council, Canadian University Report 2006-2009

Science Students' Satisfaction with Course Offerings



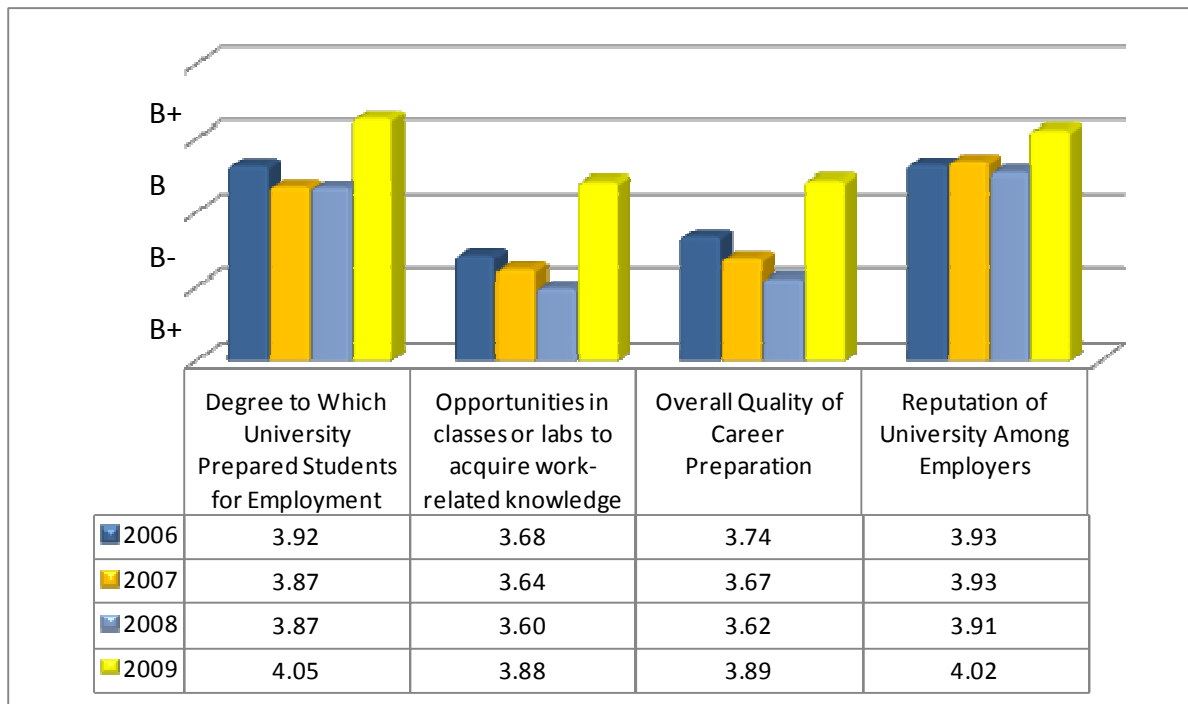
Source: Higher Education Strategy Associates and The Strategic Council, Canadian University Report 2006-2009

Science Students' Satisfaction with Campus Technology



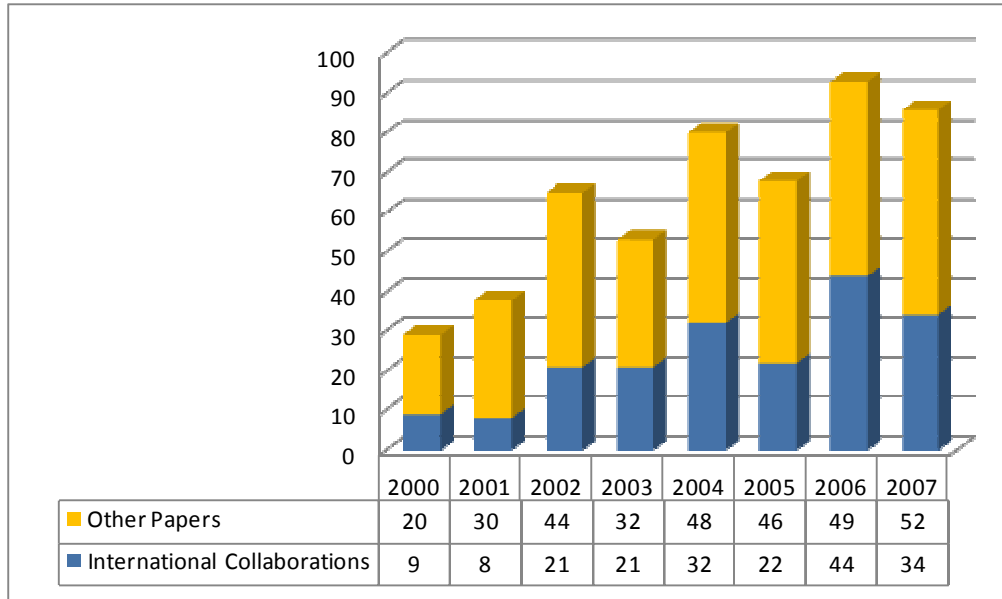
Source: Higher Education Strategy Associates and The Strategic Council, Canadian University Report 2006-2009

Science Students' Satisfaction with Aspects of Career Services and Employment

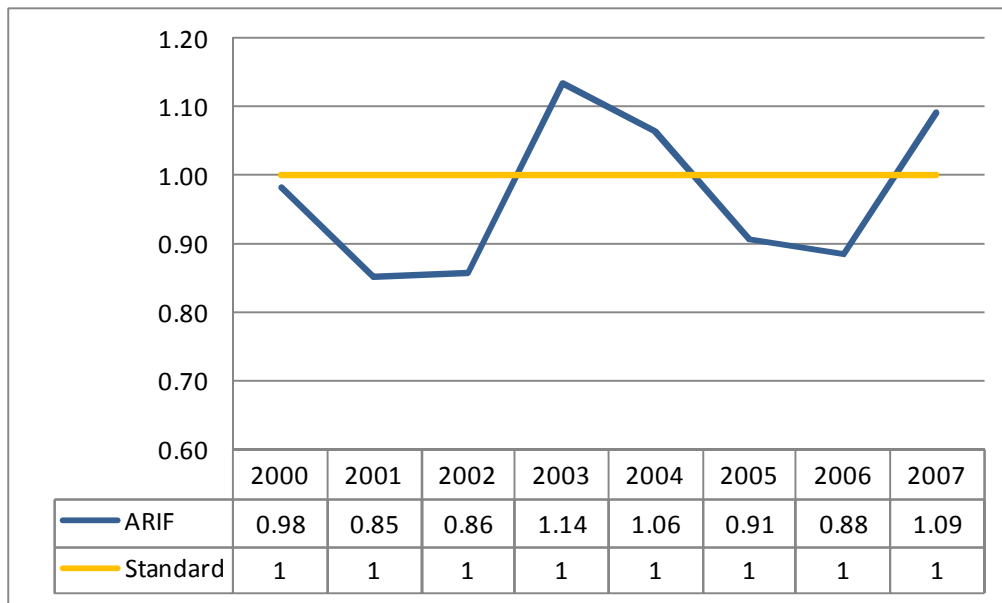


Source: Higher Education Strategy Associates and The Strategic Council, Canadian University Report 2006-2009

Wilfrid Laurier University – Natural Science and Engineering Publications and ARIF

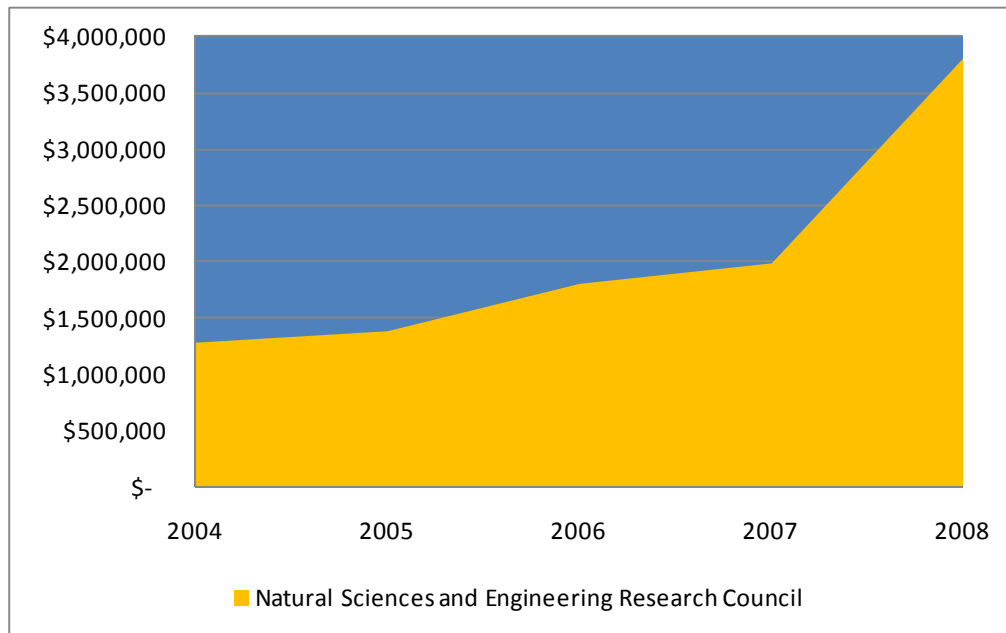


Source: Observatoire des sciences et des technologies



Source: Observatoire des sciences et des technologies

Wilfrid Laurier University - Natural Sciences and Engineering Research Council Research Income



Source: Canadian Association of University Business Officers, Financial Information of Universities and Colleges 2005-2008

Previous Position

Institution:

University of Guelph

Position:

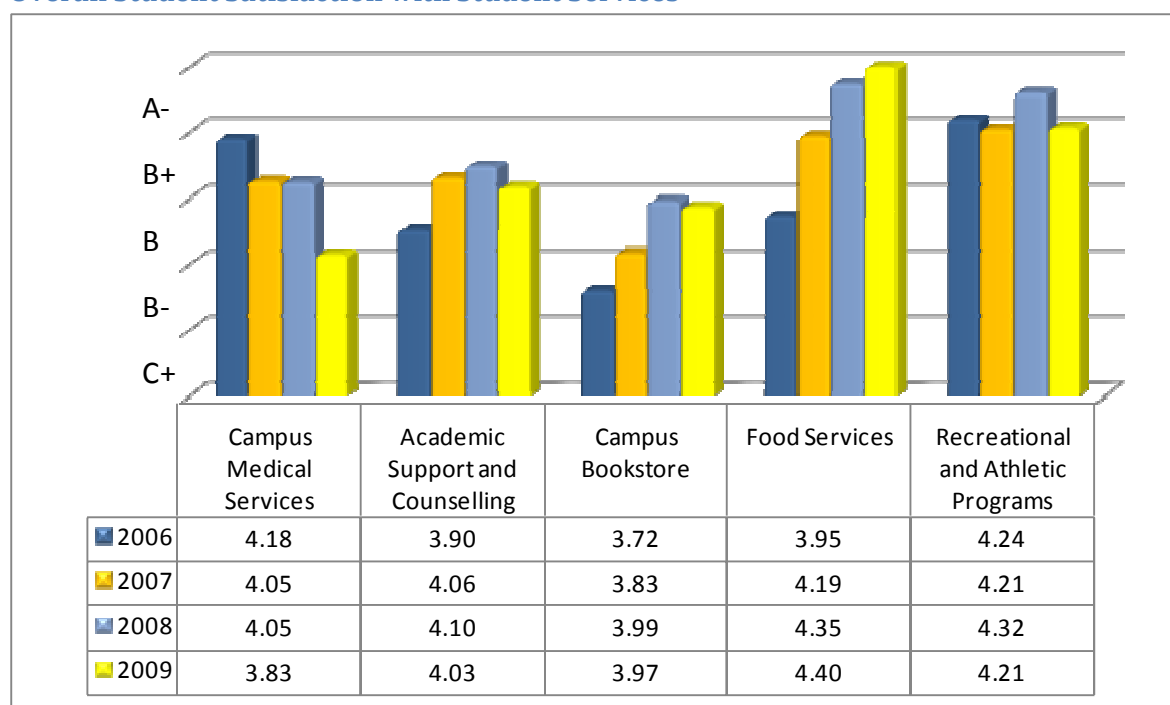
Associate Vice-President, Student Affairs

Term of Appointment:

July 2007 to August 2009

Overall Student Satisfaction at the University of Guelph

Overall Student Satisfaction with Student Services



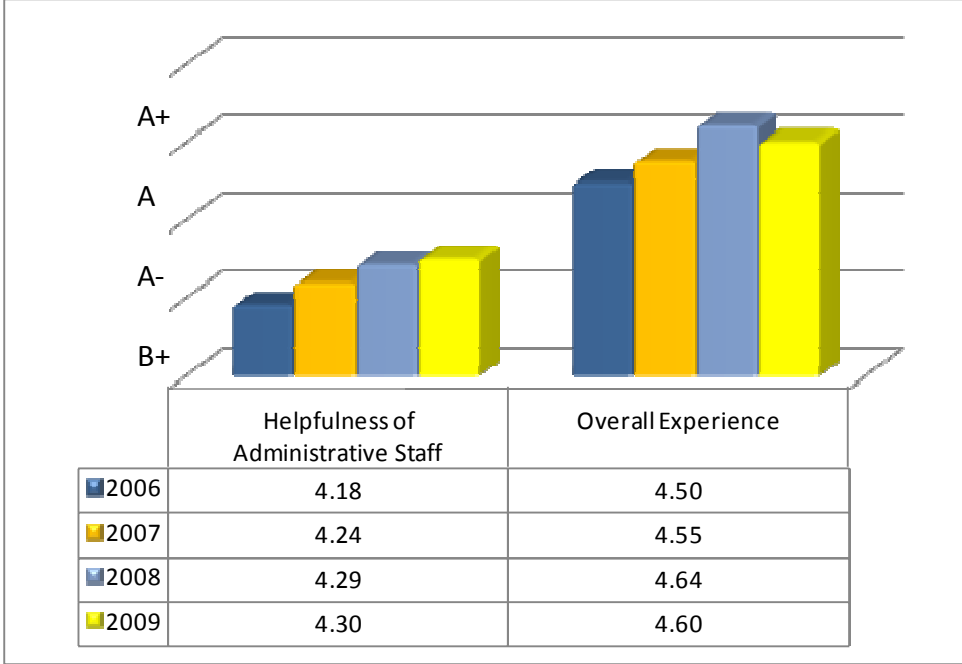
Source: Higher Education Strategy Associates and The Strategic Council, Canadian University Report 2006-2009

Percentage of Students Using Student Services and Satisfaction Grades

	2006		2007		2008		2009	
	Using	Grade	Using	Grade	Using	Grade	Using	Grade
Campus Medical Services	76%	B+	68%	B+	67%	B+	58%	B
Academic Counselling	61%	B+	57%	B+	64%	B+	59%	B+
Campus Bookstore	98%	B-	99%	B+	99%	B+	99%	B
Food Services	98%	B	98%	B+	99%	A-	98%	A-
Recreational and Athletic Programs	82%	B+	78%	B+	84%	B+	84%	A-

Source: Higher Education Strategy Associates and The Strategic Council, Canadian University Report 2006-2009

Student Satisfaction with Administrative Staff and Overall Experience



Source: Higher Education Strategy Associates and The Strategic Council, Canadian University Report 2006-2009

AWARDS AND GRANTS

Award:	Natural Sciences and Engineering Research Council Synergy Award (with A. Smith and T. Smith)
Year:	2006
Value:	\$50,000
Grant:	Environment Canada/Paprican/University of Guelph, M. Smith, T. Thompson, M. McMaster, J. James, G. Godspeed (collaborators)
Year:	2006
Value:	\$51,900/year (J. Burke), total grant \$357,900/year
Grant:	Irving Paper Ltd./Irving Pulp and Paper Ltd., M. Johnson
Year:	2006-2008
Value:	\$150,000/year (total grant)
Grant:	NCE Canadian Water Network, K. Kline , with collaborating partners, R. Roberts, K. Smith, K. Dunn, J. James, D. Draper
Year:	2005 - 2007
Value:	\$20,000/year (J. Burke), total grant \$198,000/year
Grant:	Canada Foundation for Innovation, Canadian Rivers Institute Facility: Ecosystem Health of Rivers, with Smith, J. Smith and J. Smith; Province of New Brunswick; ACOA
Year:	2004-2006
Value:	\$6,000,000
Grant:	NSERC Discovery Grant
Year:	2003-2008

Value: \$50,000/year

Other Professional Involvements

Position: Associate Editor

Organization: Canadian Journal of Zoology

Term: July 2003 – Present

Position: Peer Reviewer

Organization: Fish Physiology and Biochemistry; Journal of Comparative Endocrinology; Environmental Toxicology and Chemistry; Journal of Experimental Biology; Canadian Journal of Fisheries and Aquatic Sciences; Journal of Fish Biology; Brazilian Journal of Medical Research; Reproductive Biology and Endocrinology; numerous applications for NSERC committees.

Term: Various

Position: Past-President (2004-05); President (2003-04), VP (2001-2003); council member (1997-2001).

Organization: Canadian Society of Zoologists

Term: 1997 – 2005

Position: Member

Organization: NSERC Strategic Grant Review Panel A-1, Biotechnology

Term: 1998 – 2000

Position: Member

Organization: NSERC Discovery Grant, Integrative Animal Biology Panel A

Term: 2004 – 2007
