

Dear CoM Leadership Award Adjudication Committee,

The Department of Biochemistry, Microbiology and Immunology is enthusiastically nominating Dr. Bill Roesler for the College of Medicine Faculty Leadership Excellence Award. Dr. Roesler has been a faculty member at the University of Saskatchewan for 34 years and holds the rank of Full Professor. He has been department head for 13 years. Eight as head of the Department of Biochemistry and five as the first head of Biochemistry, Microbiology and Immunology. He was also the acting Head of the Department of Microbiology & Immunology for several months.

Dr. Roesler has consistently demonstrated exceptional leadership qualities and an unwavering commitment to our department. Dr. Roesler's leadership style is characterized by transparency, accountability, and inclusiveness. He has consistently demonstrated a willingness to engage in dialogue and address concerns raised by faculty, staff, and students alike. This has significantly shaped our department and fostered an environment of growth while providing a supportive and inclusive environment for faculty, staff and students. We believe his invaluable contributions to our department, and the broader academic community including the College of Medicine and the University of Saskatchewan, are deserving of recognition. We provide in support of his nomination evidence based on feedback from staff and faculty that illustrates Dr. Roesler's effectiveness in making change and innovation, commitment to advocacy, community impact, and building a healthy workplace.

First and foremost, Dr. Roesler possesses a remarkable vision for the future and sustainability of our department by proactively identifying challenges and opportunities and implementing innovative solutions. One example was his response to ongoing financial constraints. Dr. Roesler realized that he could generate a new source of sustained revenue by developing courses delivered through Distance Education. Dr. Roesler himself developed the first of several undergraduate courses and saw it (and several others) through to implementation. This effort has resulted in roughly \$200,000 of revenue coming directly back to the Department to support the research enterprise of several faculty members and the procurement of new equipment for our undergraduate teaching labs, making a large community impact.

Another example of Dr. Roesler's strong leadership is his willingness to take on additional responsibilities despite his already demanding administrative duties as Head. Prior to the departmental merger, while still Head of Biochemistry, Dr. Roesler took on the additional role as Head of Microbiology and Immunology for several months in 2012. When the two departments merged in 2019, Dr. Roesler played a pivotal role in the success of this endeavor by listening to faculty needs and enabling faculty members to draft new policies and procedures that reflected the best parts from each of the individual former departments. Many faculty were anxious about such a significant change in departmental structure and how they would be affected. His strategic vision and collaborative approach were instrumental in ensuring a smooth transition and fostering a culture of unity and collaboration between two previously separate departments.

Dr. Roesler's selflessness exemplifies his commitment to the success of our faculty and creating a healthy workplace. To facilitate sabbatical requests of faculty members in the department, Dr. Roesler has personally taken over their teaching duties, increasing his own workload. Dr. Roesler has also graciously shared his own lab space with new faculty members until their own space was available.

A major part of a healthy workplace is conflict resolution. Dr. Roesler's integrity in this domain is beyond reproach. He leads by example, consistently demonstrating fairness, honesty, and respect in all his

interactions. This sets an exemplary standard for others to follow. Dr. Roesler's commitment to equity and inclusivity is evident in his approach to conflict resolution, where he consistently provides impartial guidance. He listens to all parties involved, identifies the problems, and develops solutions that are equitable to all. Dr. Roesler has protected the interests of graduate students, postdoctoral fellow, and staff.

One aspect of Dr. Roesler's leadership that stands out is his dedication to mentorship. Dr. Roesler's devotion to supporting faculty members at all career stages is highly commendable and best described by the people on which he made an impact. Staff members commented that Dr. Roesler enabled them to see "...what exceptional leadership can look like. His approach is not only to manage, but to inspire and uplift everyone he works with. He creates an environment where every team member feels valued and heard, being able to contribute their best. He allows room for independence and growth, fostering an environment that works for both personal and professional development. I am so grateful for the lessons I have learned. And, "He knows what faculty and staff need to perform at their best. His style of leadership and his personality create a good atmosphere in the department where each of the members feel that they belong."

Faculty career trajectories have been favorably positioned due to Dr. Roesler. Faculty commented that, "Beyond administrative excellence, Bill's mentorship has been instrumental in nurturing the careers of numerous faculty members, promoting a culture of social accountability, equity, diversity, inclusion (EDI), and wellness that aligns with the highest ideals of our institution." Dr. Roesler also assisted new faculty with CIHR funding with one faculty commenting that, "My first attempt ... proved unsuccessful and I had been quite discouraged. Undeterred, he asked if it would be possible to sit down and go over the criticisms which we did. He then identified all of the deficiencies in the original application ... and found a solution to each one. Without his commitment to me I would never have received this award, and I know many ECRs have similar stories of steadfast support and mentorship from Bill being an essential ingredient to their successes." Dr. Roesler also [case file preparation for promotion] "checked all documents and recommended to consolidate my case from 500+ pages to ~200 pages. ...from assistant professor in 2011 to full professor in 2024, Bill has guided me through every step."

Dr. Roesler's willingness to go above and beyond to support faculty, staff, and students, including intervening on their behalf in sensitive situations, exemplifies his deep sense of responsibility and care for the members of our academic community. He has fostered an inclusive environment where everyone, students, staff and faculty, feels valued and empowered. His genuine interest in others' success has had a profound impact on our department's cohesion and productivity. In summary, Dr. Bill Roesler embodies the essence of effective leadership. His vision, integrity, and mentorship have elevated our department's standing and enriched the academic experience for all. We wholeheartedly endorse his nomination for the Faculty Leadership Award.

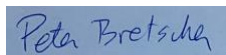
Sincerely,



Eriq Lukong



Yuliang Wu



Peter Bretscher



Bruna Bonavia-Fisher



Scot Leary



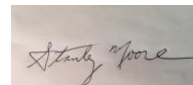
Scot Stone



Linda Chelico



Robyn Claypool



Stanley Moore