



Position Profile

Dean, Faculty of Law
University of Toronto

The University of Toronto is conducting an extensive international search for the position of Dean of the Faculty of Law and invites expressions of interest, nominations, and applications for the position. The appointment will be effective January 1, 2021, or as soon thereafter as possible.

The University

“The University of Toronto is committed to being an internationally significant research university, with undergraduate, graduate and professional programs of excellent quality.”

U of T Mission

Established in 1827, the University of Toronto (U of T) has evolved into Canada’s leading institution of learning, discovery, and knowledge creation and is one of the world’s top research-intensive universities. It is consistently ranked as one of the world’s leading institutions of higher learning and is renowned for its excellence in teaching, research, innovation, and entrepreneurship, which drives economic growth and promotes social well-being around the globe. The quality and range of the University’s programs – undergraduate, graduate, and professional – span all disciplines and professions and attract top faculty and students from across Canada and around the world. Located in the vibrant and diverse city of Toronto, U of T is also renowned for its leadership in professional education, its pre-eminence in graduate education, its three historic federated universities (Victoria, Trinity, and St. Michael’s), and its tradition of strong senior leadership. U of T is a truly global institution, with an extensive alumni network of over half a million people in over 190 countries and territories.

The University of Toronto encompasses 20 Faculties and Schools, more than 100 Departments, and 170 research centres and institutes across three campuses. The University spans the cosmopolitan city of Toronto, with courses offered at campuses in downtown Toronto (St. George), Mississauga, and Scarborough, and in the acclaimed clinical and research centres of its nine fully affiliated teaching hospitals. Together, they attract over \$1.2 billion in research grants and contracts each year. U of T also supports a vigorous program of commercialization and entrepreneurship through its nine incubators and accelerators and is known as one of North America’s leading universities in the creation of start-up companies. U of T has more than 21,500 faculty and staff, some 90,000 students enrolled across the three campuses, and an annual operating budget of \$2.7 billion.

Fully committed to teaching and research as complementary facets of scholastic achievement, the University of Toronto is consistently ranked among the top 25 universities in the world for innovation, teaching, and research impact. U of T was recently ranked 12th in the world for graduate employability, and U of T’s alumni include distinguished researchers, teachers, decision-makers, prominent politicians, global business leaders, and eminent philanthropists. The University supports a renowned



commercialization program through a network of entrepreneurial accelerators and is located in one of the most diverse, vibrant, and inviting cities in the world. U of T is also recognized as one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers.

President Meric Gertler has identified City Building, International Partnerships, and Transformative Education as the University's top three strategic priorities, which are the University's commitment to achieving the goals set out in its Towards 2030 plan: to enhance and strengthen U of T's standing as a globally ranked research powerhouse and leader in research-intensive education. Additional information about the University is available at www.utoronto.ca.

The Faculty of Law

Preeminent among Canadian law schools and one of the best in the world, the Faculty of Law continues to build on its illustrious history to meet the challenges of the evolving legal profession. More than 50 full-time and 65 adjunct and distinguished visiting faculty members from the world's leading law schools come together with approximately 800 academically gifted and engaged JD and graduate students to form a dynamic, diverse, and inclusive intellectual community.

The Faculty of Law is committed to ensuring that its law school is accessible to, and inclusive of, diverse, talented students from all segments of society to advance its vision of a law school and legal profession that fully reflects the diversity of its society. The Faculty's challenging academic programs are supplemented by its many public interest clinics and programs. The Faculty of Law enjoys close links to its alumni, who enjoy rewarding careers and positions of leadership in every sector of Canadian society and remain involved in many aspects of life at the law school. The Faculty's proximity to both the courts and Toronto's commercial core makes it possible for leading members of the bar, bench, and business community to contribute in a meaningful way to the Faculty's academic and social life. A high level of interaction between the Faculty and the rest of the University also yields numerous interdisciplinary programs, combined degree options, and cross appointments for faculty members.

The Faculty traces its strength and position of leadership to several different factors:

Rigorous scholarship

The Faculty's scholars enjoy an international reputation for research excellence in wide-reaching areas of law, including private law, law and philosophy, law and economics, and public law and human rights. Their work is published in leading journals, studied at leading law schools around the world, and recognized by prestigious prizes and fellowships.

Commitment to teaching excellence

The law school's student/faculty ratio of 10 to 1 is the best in North America, matched only by Yale. Teaching performance figures prominently in faculty appointments, promotion, and compensation and innovative ways to support the teaching program are constantly being implemented.



Students in the first year of the JD program are introduced to the law through the introductory Legal Methods Intensive, develop their legal writing skills throughout the Legal Research and Writing course, and hone their leadership skills through the popular Leadership Skills Program. The breadth and depth of the upper-years JD program curriculum, which typically offers students a choice of over 180 courses a year, allows the law school to tailor programs of study to the individual needs and ambitions of students. Students are encouraged to pursue their own interests and to undertake advanced work, including independent study under the supervision of a faculty member. The Faculty's numerous innovative legal clinics, externships with community partners, and mooted opportunities allow students to engage in experiential learning opportunities both nationally and internationally.

Student excellence and diversity

The law school is enriched by a diversity of experience, age, background, and interests among its students. Around 35% of the student body are students of colour, 14% identify as LGBTQ2S+, 50% are women, and 33% of first-year students were born outside of Canada. GPA and LSAT scores of entering students rank among those of the top handful of law schools in North America. Graduating JD classes typically enjoy the highest placement rates of all Ontario law schools.

The Faculty is strongly committed to fulfilling the recommendations of Canada's Truth and Reconciliation Commission. Its Indigenous Initiatives Office has long been dedicated to enhancing Indigenous voices in the community and within the legal profession. The Office promotes cultural initiatives at the law school and is devoted to recruiting and supporting Indigenous law students.

Further diversifying its student body and the legal profession are top priorities for the Faculty. Its commitment to diversity is demonstrated in part through its support of a range of youth outreach and access programs, including the Law in Action Within Schools (LAWS) program for high school students, the Black Future Lawyers program for Black undergraduates, and the Law School Access Program, a free LSAT course and mentoring program for promising low-income undergraduate students.

Extensive interdisciplinary linkages

The Faculty is committed to invoking interdisciplinary perspectives. Over one-third of its faculty members are cross-appointed to other Faculties, Departments, and Centres at the University. These connections include: Political Science; Economics; Sociology; Management; Criminology; Philosophy; Medicine; and Women's Studies. Linkages with other universities and leading members of the bar and bench reinforce this diverse interdisciplinary approach to teaching and research.

Societal engagement and public service

The Faculty of Law has a strong commitment to responding to the needs and interests of Canadian society and the world beyond, and to serving as a national forum for rigorous debate on policy. Faculty members and students are passionately engaged in public interest litigation and policy development, and in serving the urban community in which they live.

Students have the opportunity to work in seven Toronto legal clinics serving local communities, including clinics with a specific focus on aboriginal law, women survivors of violence, constitutional advocacy, criminal law, immigration law, injured workers, and health equity and law. Its unique



International Human Rights program - a key selling point for many applicants to the law school - places students in summer internships in over 20 countries, and allows them to work on real-world human rights issues in a clinical classroom environment and in working groups that they can join from their first month at the law school. The Pro Bono Students Canada program, which was founded and is housed at the law school, partners with 500 Canadian community organizations and has almost 2,000 law students participating annually in its public service programs across Canada. It was recognized with the 2019 Emil Gumpert Award for its ground-breaking proposal to create two pilot Indigenous human rights clinics in Ontario. The award-winning Law in Action Within Schools (LAWS) program, also founded at the law school, brings high schools, law students, and justice professionals together to infuse law and justice themes into the high school curriculum, and provides tutoring and mentorship programs to encourage local students to achieve their full potential.

[Linkages to the world's leading scholars and legal institutions](#)

Workshops and seminars bring some of the world's most prominent legal scholars to the law school, and faculty members participate in counterpart workshops throughout the world. The innovative Distinguished Visitors Program brings more than 15 leading national and international scholars to the Faculty each year. The Faculty currently has formal collaborative relationships with universities around the world, including Oxford University, Tsinghua University, Hebrew University, University of Melbourne, and the Center for Transnational Legal Studies.

Academic Programs in the Faculty

The following degrees are offered through the Faculty of Law:

- Juris Doctor (JD)
- Master of Laws (LLM)
- Doctor of Juridical Science (SJD)
- Master of Studies in Law (MSL)
- Global Professional Master of Laws (GPLLM)

650 students are enrolled in the JD degree, approximately 85 in the LLM and SJD, and 80 in the GPLLM. The Faculty of Law offers students a wider variety of interdisciplinary combined programs than any other law school in Canada. Each of these interdisciplinary programs provides students with the opportunity to combine their JD degree with a second graduate-level degree in another discipline that complements their legal education, including subjects such as business, criminology, economics, English, European and Russian affairs, global affairs, information studies, philosophy, political science, public policy, and social work.

Graduate collaborative specializations at the masters and doctoral levels provide an interdisciplinary perspective in Bioethics, Global Health, Jewish Studies, Sexual Diversity Studies, and Women and Gender Studies. The Faculty of Law offers a number of leading-edge courses and programs for practicing lawyers, law graduates, and business leaders, including its innovative part-time Global Professional Master of Laws (GPLLM), which has more than quadrupled in size since its inception.



Research in the Faculty

The faculty of the University of Toronto Faculty of Law enjoy an outstanding international reputation for research excellence. Widely published in monographs and the leading law journals, faculty members are regular recipients of prestigious prizes and fellowships that recognize their rigorous scholarship. Their commitment to scholarly work is complemented by their active engagement in current public policy issues.

The Faculty of Law also hosts a number of research Centres and Institutes that bring together strategic partners to pursue research and disseminate knowledge about important contemporary issues. These include:

- The David Asper Centre for Constitutional Rights
- The Centre for the Legal Profession
- The Centre for Innovation Law and Policy
- The Capital Markets Institute
- The International Human Rights Program

Leading-edge periodicals that are edited and/or published by Faculty of Law students, faculty, and alumni include:

- U of T Law Journal
- U of T Faculty of Law Review
- Canadian Business Law Journal
- Critical Analysis of Law: An International & Interdisciplinary Law Review
- Journal of International Law and International Relations
- U of T Journal of Law and Equality
- U of T Indigenous Law Journal

The Bora Laskin Law Library has a comprehensive collection of Canadian primary and secondary legal materials and substantial collections of common law and international legal materials. With subscriptions to all major online collections of legal materials and access to the vast University of Toronto Libraries, the Law Library supports a broad range of interdisciplinary research. Its InfoExpress service is unique in Canada, allowing a variety of materials from the Law Library, other campus libraries, online databases, and interlibrary loans to be delivered directly to faculty offices.

The Mandate for the New Dean

As the strategic leader of the Faculty of Law, the Dean will work collaboratively to articulate its vision and develop, implement, and adapt ideas and strategies to meet the changing needs of students, faculty, staff, and its external communities. With an understanding of current and future issues, trends, and forces that will impact legal education and practice, the Dean will further strengthen the Faculty's academic programs, enhance its endeavours and reputation, and participate in realizing the aspirations



of the University of Toronto's academic plan, Towards 2030. The Dean will also have the necessary skills, qualities, and interests to be an effective fundraiser. Reporting to the Vice-President and Provost, the Dean will form part of the senior leadership of the University of Toronto.

Within the Faculty, the following academic administrative positions report to the Dean: the Associate Dean, Curriculum and Students and the Associate Dean, Graduate Studies. In addition, the Dean has a team of senior professional staff and Assistant Deans who focus on areas such as student services, research support, and professional legal education. There is also a Research Committee chaired by a faculty member.

The Dean of the Faculty of Law will be expected to provide leadership in the following areas:

- Articulating a strong and clear vision for the Faculty and developing, implementing, and adapting ideas and strategies as the Faculty meets the changing needs of students, faculty, staff, and its external communities;
- Further strengthening the academic programs offered by the Faculty and bringing an understanding of current and future issues, trends, and forces that will impact legal education and practice;
- Understanding, appreciating, promoting, and supporting excellent research, scholarship, and teaching, while maintaining and enhancing the reputation and ranking of the Faculty of Law as a leader and innovator across Canada and the world;
- Attracting and retaining diverse and excellent faculty, students, and staff and proactively meeting the challenges of increased competition from other law schools;
- Establishing policies and best practices that support students academically, emotionally, financially, and professionally to ensure a positive and successful student experience;
- Building even stronger relationships with, and generating funds from, alumni, the business community, and other supporters through actively leading and supporting Faculty fundraising and alumni relations efforts and ensuring a communications strategy that delivers a compelling and coherent message about the Faculty and its activities and accomplishments;
- Continuing to develop the Faculty as a centre of learning that is diverse, inclusive, accessible, welcoming, responsive, and supportive;
- Interacting effectively and creating mutually beneficial partnerships with business, law firms, government, universities, and other professional organizations, and advocating on behalf of the Faculty and the University; and
- Ensuring an interactive and consultative communication process that fosters collegiality, cooperation, and innovation across the Faculty and with other units across the University, including its senior administration.



The Candidate Qualifications

The Dean of the Faculty of Law will be an accomplished and visionary scholar, educator, communicator, and leader, with a history of exemplary administration that reflects a commitment to excellence, equity, diversity, and inclusion; a capacity to build and lead diverse, collaborative, and inclusive teams; the ability to initiate and lead change in legal education and preparation for professional practice; and a record of impactful relationships with a range of internal and external partners. The Dean will also have the necessary skills, qualities, and interests to be an effective fundraiser.

The University of Toronto has perhaps the most diverse student body of any university in the world; the Dean must appreciate and nurture this valued aspect. The Dean will have an in-depth knowledge of, and experience in, the issues and challenges that face the field of law and legal education generally and will understand and appreciate the complexities of a large, public, Canadian, research university. The University of Toronto has the goal of being one of the top universities in the world. To achieve such esteem, those in leadership positions at the University must have superior professional and academic profiles.

Leadership Skills

The Dean should have demonstrated accomplishments in a complex leadership role, with superior analytical, organizational, and management skills that include the ability to see the bigger picture and long-term priorities. He or she will be able to develop, lead, and implement a compelling and credible vision that is supported by constituent participation and sound strategic and fiscal planning. The capacity to articulate a position, amass a strong argument, and present it to appropriate bodies will be important, as will the ability to be goal-oriented while remaining attentive to collaborative processes. He or she should have strong financial management abilities and be able to develop, recognize, and seize upon opportunities to generate revenue from a variety of sources.

The Dean will have a high degree of knowledge about law and legal education, and deep thoughtfulness about its future trends, challenges, and directions. He or she will understand and appreciate the changing environment for legal education and practice, including the use and impact of experiential learning and artificial intelligence, and will have the ability to assess the potential impact of such developments on future lawyers. The Dean will be able to lead the development and implementation of relevant and innovative curriculum change and pedagogical innovation.

He or she will be: someone who listens well to what people say and who can construct useful synthesis and direction; someone with the capacity to back down or stand firm as needed; someone who consults and can build consensus; and someone who can enable people to see opportunity where initially they saw constraint. The Dean should be able to create fair, transparent, effective, efficient, and timely structures and operations for making decisions.

Relationship Skills

The Dean should be willing to involve students and alumni in the decision-making process, as appropriate, and ensure that interested parties are provided with relevant information. The Dean should be open and responsive to student and alumni concerns and feedback. He or she will have the



ability to communicate and implement Faculty-wide initiatives, build cohesion, and create a team environment that will bring faculty and staff members together, while at the same time acknowledge and work with divergent interests in a way that does not promote divisions and distance.

The Dean should be a team builder who can competently assess talents and abilities, delegate and monitor progress, and support and encourage professional and personal development. He or she will be able to relate to a variety of staff members, including unionized employees. The Dean will have a genuine interest in students, and in their current wellbeing and future career paths, and should be able to understand and reinforce high levels of student expectations and respond to personal and professional concerns.

The Dean will be committed to equity, diversity, and inclusion at all levels of the Faculty and will value the different perspectives that these values provide. He or she will continue to build on the Faculty of Law's success in reflecting its larger community and creating an intellectual and cultural vitality, through the recruitment of diverse and excellent students, faculty, and staff. The Dean will create an environment that is welcoming and supportive to all and will lead in promoting and supporting equity, diversity, and inclusion in all of the Faculty's external relationships.

Character

The University is seeking an innovative and energetic leader for the Faculty. The Dean should inspire intellectual curiosity and creativity while being highly visible, accessible, and willing to listen to all views. He or she should genuinely enjoy working with faculty, students, and staff, and be present and available to engage with them regularly.

He or she should be direct, dynamic, consistent, open minded, enthusiastic, and energetic – a person who reaches out to both the internal and external communities and can see opportunities where others may see constraints. The Dean will be someone who can conduct the work of the Faculty in a way that every member realizes his/her potential; someone who sets high standards and big ambitions, who can think out of the box, who is resourceful and who is strategic.

The new Dean will strike the right balance between contemplation and action, and between group discussion and individual decisiveness. He or she will demonstrate a real understanding and appreciation for teaching and research in all areas of law and will value the importance of, and balance between, such activities. The Dean will exhibit integrity, openness, sound judgment, fairness, resourcefulness, and confidence, coupled with a sense of humour, an accessible manner, optimism, and enthusiasm.

Professional Standing and External Connections

The Dean must possess a level of scholarship and professional acumen that will facilitate credibility both internally and externally. He or she must be someone who can speak to all areas of the legal profession and who has a history of legal research, external involvement, and up-to-date advocacy. This must be coupled with the ability to relate effectively to students, faculty, staff, alumni, University of Toronto administration, community, business and legal leaders, and government.



At all times, the Dean must be able to balance an active and engaged internal presence with a strong external outlook. He or she will be able to understand and articulate the Faculty of Law's role within the community, within Canada, and within the world, and have a continuing desire to reach out and communicate with audiences in each of these areas. The Dean will have both the ability and desire to continue building upon the fundraising capabilities of the Faculty.

The Location

Toronto is one of the world's most diverse cities, with more than 100 dialects and languages spoken, and representation from across all cultural groups. As Canada's largest urban centre, its 2.5 million residents contribute to Toronto's economic, social, and cultural life. Despite its size, Toronto is known for its characteristic friendliness, safety, and liveability. Toronto's economy is one of the most diverse in North America and its pace of residential and commercial building projects reflects the city's rapid rate of growth.

Toronto also boasts a wealth of creative talent and is home to more than 70 film festivals and internationally recognized performing arts companies, including the Toronto Symphony Orchestra, the National Ballet of Canada, and the Canadian Opera Company. Toronto boasts more than 200 professional arts organizations, countless commercial and not-for-profit galleries and museums, and is a city of festivals, including Nuit Blanche, Winterlicious, Pride Week, and the Cavalcade of Lights Festival and Exhibit, which collectively attract more than 2.5 million residents and tourists each year. The city has over 50 major attractions including heritage sites, cultural centres, and zoos, and is home to seven professional sports teams.

Located in the heart of old Toronto on the University's St. George Campus, the Faculty of Law is just steps away from the provincial legislature, the Ontario Court of Appeal and Superior Courts, and the country's largest legal and financial district. The St. George campus blends historical architecture and inviting green spaces as a backdrop to a truly remarkable community where students, staff, and faculty engage with a vibrant academic life and countless co-curricular activities. The Faculty of Law is housed in the new Jackman Law Building, completed in 2016, historic Flavelle House, Falconer Hall, and the Fasken Martineau Building.

The Process

As one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers for more than a decade, the University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons/persons of colour, women, Indigenous/Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas. In accordance with the AODA, accommodation will be provided to individuals with disabilities throughout the recruitment process. Please note that all qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.



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The Search Committee will begin considering potential candidates immediately and will continue until the role is successfully filled. Applications including an updated curriculum vitae, a letter of introduction, and the names of three references (who will not be contacted without the consent of the candidate) should be submitted electronically, in confidence, to the University's executive search consultants:

Laverne Smith & Associates Inc.

UTLaw@lavernesmith.com