



Appointment Details

Dean, Faculty of Dentistry
University of Toronto

Executive Summary

The University of Toronto is seeking an outstanding academic leader with the vision to lead the Faculty of Dentistry, the first, largest and most comprehensive dental school in Canada. The Faculty of Dentistry strives to improve health by advancing dentistry through inspired leadership, innovation, and excellence in education, research, and practice. The next Dean will be an exceptional scholar who will provide world-class leadership for the Faculty of Dentistry through quality student preparation, supporting high-impact research, developing partnerships to translate research into practice, and promoting optimal health for all society.

As the oldest and most established dental school in Canada, U of T Dentistry has been a trailblazer in dental specialties and clinical innovations. Throughout the twentieth century, the Faculty set a standard of innovation and excellence, pioneering many firsts in the quickly-evolving field of dentistry – and beyond. The Faculty is home to all of the specialty programs recognized by the Royal College of Dental Surgeons of Ontario (RCDSO), the Royal College of Dentists of Canada (RCD), and The National Dental Examining Board of Canada (NDEB) – beginning with Orthodontics in 1945. Its Anaesthesia, Dental Public Health, and Oral Radiology programs are the only programs in Canada specific to these areas of training. Additionally, the Faculty is one of the few dental schools in the world with exceptionally strong basic science research focused on oral health.

The Faculty's greatest strength is in its people: excellent faculty, staff, and students whose combined clinical, academic, and scientific work consistently places the Faculty as one of the top dental schools in Canada and in the top 40 world-wide. The Faculty's Doctor of Dental Surgery (DDS) degree is the largest in Canada, graduating approximately 120 qualified students each year. The Faculty also provides direct service to the community via its dental clinics, which are a core part of its mission and clinical education role. This makes it unique among Faculties in the university.

The Faculty has a long tradition of research and is considered a major dental research centre both nationally and internationally. Areas of research strength and future growth in the Faculty include multidisciplinary approaches in the fields of biomaterials, connective and mineralized tissue biology, dental public health, education research, microbiology, oral pathology and cancer, pain and neuroscience, and wound healing.

Reporting to the Provost, the Dean will guide the advancement of education, and foster academic and research collaboration within the Faculty, the University, and the broader community. As a national and international leader in academic dentistry, the Faculty seeks a new Dean to guide its efforts to continue building on its strengths in research, teaching, and clinical practice.



The Faculty of Dentistry

The Faculty of Dentistry at the University of Toronto was originally founded as The School of Dentistry by the Royal College of Dental Surgeons of Ontario in 1875. Affiliation with the University of Toronto came in 1888 when it established the degree of Doctor of Dental Surgery (D.D.S.). In 1925 the Royal College of Dental Surgeons formally relinquished its teaching function in order to permit the School to become a Faculty of the University of Toronto. The Faculty is now the largest dental school in Canada. The Faculty graduates qualified dentists each year, in addition to educating specialists in Orthodontics, Paediatric Dentistry, Periodontology, Endodontics, Prosthodontics, Oral and Maxillofacial Surgery, Dental Anaesthesia, Oral Pathology and Medicine, Oral Radiology, and Dental Public Health. The Faculty's programs in Dental Public Health, Oral Radiology, and Anaesthesia are the only such programs in Canada.

The Faculty is a clinical teaching facility that is networked with collaborative programs at several teaching hospitals, the other health science faculties at the University of Toronto (Temerty Faculty of Medicine, the Lawrence S. Bloomberg Faculty of Nursing, the Leslie Dan Faculty of Pharmacy), the Faculty of Applied Science and Engineering, and global collaborations in over 20 countries. In addition to education, of great significance is a long and successful tradition of research which has earned the Faculty its position as the foremost dental research centre in Canada and a stellar international reputation. Faculty research currently attracts significant funding annually, and several members of the dentistry community have earned international distinction. Major research areas include multidisciplinary approaches in the field of biomaterials and bioengineering, dental implantology, neuroscience and facial pain, growth and development, microbiology, oral pathology, and periodontal physiology.

The Faculty has a total complement of 70 FTE academic staff, and 180 FTE non-academic staff. As well, there are over 500 Associates in the Faculty who are clinical instructors and laboratory demonstrators. The Faculty is also home to more than 430 undergraduate students, and has a thriving community of over 110 graduate students. In addition to this, the Faculty's continuing dental education program has more than 1,500 registrants in face-to-face classes each year, and nearly 4,000 registrants in online classes. The Faculty has over 90,000 patient visits to its clinics each year, and has received more than \$10M in annual research grant funding.

The utmost priority for the Faculty, through its education, research and clinical care mandates, has always been to improve outcomes for patients and communities. Many of its research projects focus on improving the health of people around the world, from oral cancer diagnosis and treatments to improved fillings. Our outreach programs allow our faculty and students to travel the world to treat patients who would otherwise have limited access to quality dental care in countries such as Guatemala, Honduras, and Uganda.

Vision: The Faculty aims to improve health by advancing dentistry through inspired leadership, innovation, and excellence in education, research and practice.

Mission: The Faculty aims to shape the future of dentistry and promote optimal health by:



- Preparing the next generation of clinicians, scientists, educators, and leaders in the profession
- Conducting high-impact research
- Establishing partnerships and networks locally, nationally, and internationally to translate research knowledge into practice and policy
- Promoting comprehensive and patient-centred care from disease prevention to management
- Developing and supporting evidence-informed policies to advance and advocate for the needs of society

Values: The Faculty is guided by the following values:

- **Excellence** in achieving the highest standards of scholarship, critical thinking, professionalism, clinical practice and outcomes
- **Ethicality** encompassing integrity in practice and behaviour
- **Respect** for diverse ideas, rights, beliefs and perspectives of all students, patients, staff and faculty
- **Compassion** in patient care
- **Collaboration** across disciplines and professions, with internal and external partners
- **Accountability** by fairness and transparency in all of our activities
- **Social responsibility** in meeting the oral health needs of disadvantaged populations and serving the needs of our communities

Following the [2014-2019 Strategic Plan](#), *Achieving Impact through Excellence*, and its extension through 2022, the Faculty is focused on the following five strategic directions:

1. Enriching its educational programs through innovation and scholarship
2. Optimizing its practices to provide outstanding clinical care for our community
3. Shaping and growing its research enterprise around targeted research foci
4. Inspiring and empowering its people
5. Strengthening its organizational capacity and reach

Position Description

The Dean, Faculty of Dentistry, will be a distinguished and creative leader, with outstanding achievements in the health sciences and education and a record as an exemplary administrator.



The Dean reports to the Vice-President and Provost and is a member of the University's senior leadership team. The Dean sits on several senior tables including the Principals and Deans Group (P&D) and the Council of Health Sciences (CHS).

The Dean chairs several committees internal to the Faculty, as well as being a member of the University's Council of Health Science Deans and developing common guidelines and practices, as appropriate, on a range of topics (such as inter-professional education) relevant to the discipline. The Dean is also a member of the Single Department Faculty Deans group and is an *ex officio* member of the Academic Board of the Governing Council.

The key responsibilities of the Dean of Dentistry include the following:

- Prepares the Faculty's academic and research plans and reviews accordingly.
- Develops and maintains a budget for the administration of the Faculty that conforms to University practices and ensure the fiscally responsible and transparent use of funds.
- Maintains links between the Faculty and other Faculties at the University of Toronto and with the senior leadership of the University.
- Actively support equity, diversity and inclusion (EDI), anti-racism, and decolonization in the Faculty and as a senior leader in the University contribute to advancing these principles across the breadth of the Institution.
- Leads and supports relevant accreditation processes.
- Establish, maintain, and nurture (as appropriate) relationships with the dental profession, and other relevant institutions to ensure the Faculty is at the forefront of understanding the changing nature of the profession and positioned to adapt to those changes.
- Champions excellence in research productivity in the Faculty by developing and maintaining an outstanding research infrastructure and by supporting faculty in obtaining and maintaining research funding.
- Fosters and encourages a high level of teaching productivity within the Faculty by developing and maintaining an excellent teaching infrastructure and by supporting efforts to develop and sustain new and innovative pedagogical practices.
- Leads and supports curriculum development and the initiation and development of undergraduate and graduate programs in line with the University's overall programming objectives.
- Encourages and supports high standards of teaching, including methods of evaluating teaching effectiveness and grading practices.
- Leads and supports programs and initiatives to enhance student experience.



- Establishes and maintains links with other institutions and academic bodies provincially, nationally, and internationally in related fields.
- Attracts resources to the Faculty by leveraging existing partnerships, and creating and nurturing new ones. Works cooperatively with colleagues in Advancement to engage in fundraising activities.
- Serves on University committees as required and reports to the official bodies of the University and to University administrative officers on academic and administrative developments relating to the Faculty. Carry out such other duties as may be assigned by University bodies, the President and Vice-Chancellor, and the Vice-President and Provost.
- Devotes primary attention to this highly responsible position and remains connected to research and scholarly activities.

Candidate Criteria

The University of Toronto believes strongly in the value of inclusive excellence, and the Dean must appreciate and nurture this in all aspects of their leadership. The Dean will have an in-depth knowledge of and experience in the issues that face clinical practice, education and research generally and will understand and appreciate the complexities of a large, public, Canadian research university and the multifaceted workings of a health science facility and dental Faculty. The University of Toronto is recognized as one of the top universities in the world, and in order to continue to support and promote this, individuals in senior leadership positions at the University must have superior professional and academic profiles.

The Vice-President and Provost and the Advisory Committee recognize that no one individual is likely to exhibit all of the following characteristics in equal measure. However, the following background, qualifications, and qualities have been identified as those that will be sought in the candidates under consideration:

- An earned doctorate and a strong record of intellectual and scholarly achievement that will be commensurate with an appointment at Full Professor at the Faculty of Dentistry.
- A record of professional achievement that establishes credibility both within the Faculty and the University, as well as within the dentistry community nationally and internationally.
- Visionary leadership and management experience and proven ability to develop an engaging vision for the Faculty of Dentistry and a compelling strategic plan.
- Leadership in understanding, appreciating, promoting, and supporting outstanding research (basic and clinical), evidence-based teaching, and clinical practice.
- Commitment to students and student success through support for educational research and attention to teaching best practices, ensuring a positive student experience.



- Commitment to Equity, Diversity and Inclusion and Anti-Racism along with demonstrable experience in moving an inclusive excellence agenda forward in their current or previous institutions.
- Commitment to Indigenization, Decolonization and Truth & Reconciliation, and demonstrated knowledge of, experience with, and commitment to Truth & Reconciliation and Indigenization and decolonization more broadly.
- Demonstrated ability to navigate through complex organizational environments; to manage diverse expectations; and to lead creatively and courageously.
- Demonstrated effectiveness in working openly and collaboratively; proven ability to inspire trust and respect, to motivate people and build consensus, and to create a positive and optimistic culture.
- Superior negotiation, advocacy, organizational, budgetary, and managerial skills.
- Proven ability to communicate effectively; strong people skills, including being a good listener; proven ability to create partnerships with faculty, students, staff, clinicians, and the wider dental community.
- Demonstrated ability to build and sustain institutional relationships internally, regionally, and internationally, and a deep understanding of the many values of such relationships.
- Enthusiasm for advancement activities, and a track record of success in this area.
- Capacity to be an ambassador for the University of Toronto and the Faculty of Dentistry.

How to Apply

An executive search is being undertaken by the University of Toronto in partnership with Perrett Laver. Perrett Laver will support the University in helping to identify the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the role.

Applications should consist of a full CV detailing academic and professional qualifications and relevant achievements should be accompanied by a covering letter describing briefly how candidates meet the 'candidate criteria' listed above, why the appointment is of interest, and what they believe they bring to the role. The appointment of the new Dean will be effective July 1, 2022 or as soon thereafter as mutually agreed.

Further information, including details on how to apply can be found at the [Perrett Laver website here](#) quoting the reference number **5235**.

Acknowledgement of Traditional Land

For thousands of years, the land on which the University of Toronto operates has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. Today, this meeting place is

still the home to many Indigenous people from across Turtle Island and the University is grateful to have the opportunity to work on this land.

Regularly named one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers, 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 Accessibility for Ontarians with Disabilities Act, accommodation will be provided to individuals with disabilities throughout the recruitment process.

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy-policy/>

The University of Toronto

"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

The University of Toronto 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 18 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 (UTM) and Scarborough (UTSC), and in the acclaimed clinical and research centres of its nine fully affiliated teaching hospitals. Together, they attract over \$1.3 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. With more than 20,000 faculty and staff, some 90,000 students enrolled across the three campuses, and an annual operating budget of \$3.12 billion, the University of Toronto is one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers.

Fully committed to teaching and research as complementary facets of scholastic achievement, U of T is consistently ranked among the top 25 universities in the world for teaching, research, and innovation, and also leads in disciplinary excellence with top ranked departments in fields ranging from neuroscience to geography to philosophy. The Association of Research Libraries (ARL) ranks the U of T Libraries third in North America, after Harvard and Yale.

Recently, U of T was ranked 9th in the world for the employability of its graduates. U of T alumni are major economic drivers, having founded 190,000 ventures across all major industries, generating hundreds of billions in annual revenues and employing millions of people globally. U of T graduates also include many thousands of distinguished researchers, teachers, creative artists, decision-makers, and persons of influence, including prominent federal, provincial, and municipal politicians, global business leaders, and eminent philanthropists.

President Meric Gertler has identified enhancing undergraduate education, deepening international collaboration, and leveraging the University's position in the Greater Toronto Area – one of the world's most diverse urban regions – as the University's top three strategic priorities.

Additional information is available at www.utoronto.ca.

Location: Toronto, Ontario

The Faculty is located at 124 Edward Street. It is situated on the south-eastern edge of the University of Toronto's St. George campus, just north of Dundas Street. The University of Toronto has three campuses: St. George, UTM, and UTSC.

One University, Three Campuses

St. George

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 North America's fourth largest city, its 6.4 million residents contribute to Toronto's economic, social, and cultural life. Despite its size, Toronto is known for its characteristic friendliness, safety and liveability. The [Economist](#) rates Toronto as the safest city in North America, and in its annual Quality of Life Ranking, [Mercer](#) rated Toronto 16th in 2017.



Toronto is Canada's financial and business capital. As a dynamic, diverse, and expanding city, Toronto makes an ideal location for companies looking for a competitive edge. Toronto's economy is one of the most diverse in North America, and it is fast becoming a leading hub for technology startups—it is the third largest technology sector on the continent, which includes more than 15,000 companies and over 400,000 employees in areas ranging from artificial intelligence to quantum computing and more. The pace of residential building projects reflects the city's rapid rate of growth; Toronto leads all North American municipalities in new large-scale development projects with 185 high-rise buildings currently under construction.

Toronto also boasts a wealth of creative talent, and is home to more than 70 film festivals, including the annual Toronto International Film Festival. It is also home to internationally recognized symphony, ballet, and opera companies—the Toronto Symphony Orchestra, the National Ballet of Canada, and the Canadian Opera Company. Toronto boasts more than 200 professional performing arts organizations, including the famous Mirvish Productions, and countless commercial and not-for-profit galleries and museums.

Toronto 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.

For more information about Toronto, please visit [City of Toronto](#) and [See Toronto Now](#).

UTM

UTM, one of three U of T campuses and the University's second-largest division, was established in 1967. The campus is the leading provider of university education in the western Greater Toronto Area through its 19 academic departments, including an Institute for Management and Innovation with a distinct emphasis on sector-oriented interdisciplinary management education, and an Institute of Communication, Culture, Information and Technology. UTM's 147 programs cover 90 areas of study. The campus is also home to the Mississauga Academy of Medicine – a medical education and research facility involving collaboration among UTM, the Faculty of Medicine, and three major hospitals. The campus population numbers approximately 13,700 undergraduate students and 575 graduate students, along with 2,300 full- and part-time employees, including 915 permanent faculty and staff. In accordance with the University's strategic vision outlined in Towards 2030, UTM is expected to see substantial further growth in undergraduate and graduate programs and enrolment within a differentiated campus model.

UTM offers learning opportunities within a research-intensive environment – a defining feature of U of T's undergraduate experience – and places strong emphasis on student success. The latter is aided by a series of curricular and co-curricular transition programs through the Office of Student Transition, language and academic-culture bridging through ACE@UTM, and Facilitated Study Groups through Robert Gillespie Academic Skills Centre and numerous other initiatives. I-CUBE, a business incubator to support student entrepreneurship, was established in 2014.



The campus is located in the city of Mississauga on 225 acres of protected greenbelt along the Credit River, 33 kilometres west of U of T's downtown Toronto campus. The modern campus boasts a number of award-winning facilities, including the Hazel McCallion Academic Learning Centre (library and information complex), and the Recreation, Athletics and Wellness Centre. Additional information is available at utm.utoronto.ca.

Mississauga is Canada's 6th largest city, with a culturally diverse population of approximately 750,000, a vibrant economy, and excellent educational and recreational facilities. Mississauga is consistently rated as one of the safest cities in Canada, has a diversified high-tech and knowledge economy, and hosts the Canadian headquarters of approximately 60 Fortune-500 companies. Additional information is available at mississauga.ca.

UTSC

Located in the Highland Creek area of Scarborough, UTSC is both a green and growing campus. Undergraduate enrolment now exceeds 12,000 students. Seventeen per cent are international, representing 81 countries. UTSC faculty and students take an active role in their urban environment through more than 40 community partnerships. The campus enjoys a vibrant association with the eastern Greater Toronto Area by providing access to art exhibitions, theatrical and musical presentations, conferences, public lectures, and sporting events.

UTSC programs are research-intensive and encompass a broad range of disciplines in the arts, humanities, management, sciences, and social sciences. The campus is acclaimed for pedagogical innovation, including 46 cooperative programs that place undergraduates in work positions as part of their studies. UTSC comprises 15 autonomous academic departments and centres; cross-appointments foster a culture of cooperation with other campuses.

The recently completed LEED Gold Environmental Science and Chemistry Building combines state-of-the-art laboratories with flexible teaching spaces. The LEED Gold Toronto Pan Am Sports Centre, built for the 2015 Pan Am & Parapan American Games, provides students, faculty, and staff with exceptional facilities for recreational and co-curricular sport and physical activity, as well as research. UTSC students demonstrated their commitment to outstanding facilities by contributing \$30 million to the construction of TPASC through a levy. Additional information is available at utsc.utoronto.ca.