

Position Profile
Dean, Faculty of Dentistry
University of Toronto

Executive Summary

The University of Toronto is seeking an outstanding academic leader 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 researcher who will provide world-class leadership for the Faculty of Dentistry through high-quality student preparation. They will support high-impact research, develop partnerships to translate research into practice, and promote optimal health for all society.

As the first 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). 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 to boast exceptionally strong basic science research focused on oral health.

The Faculty's greatest strength is its people: excellent faculty, staff, and students. Their 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 focus on clinical education. This feature makes it unique among Faculties in the university.

U of T Dentistry 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 Vice-President and 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 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.). The Faculty of Dentistry at the University of Toronto is now the largest dental school in Canada, and graduates more than 120 qualified dentists each year, in addition to educating specialists in Orthodontics, Paediatric Dentistry, Periodontology, Endodontics, Prosthodontics, Oral and Maxillofacial Surgery, Oral Pathology and Medicine, Oral Radiology, Anaesthesia, and Dental Public Health. The latter three programs are the only ones of their kind in Canada.

The Faculty is a clinical teaching facility that is connected 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 programs in over 20 countries. In addition to education, its long and successful tradition of research has earned the Faculty its position as the foremost dental research centre in Canada as well as a stellar international reputation. In 2023-24, 47 research grants from Canadian and U.S. governmental agencies and private sector contracts provided funding of just over \$4.6M. 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 for in-person classes each year, and nearly 4,000 registrants in online classes. The Faculty has over 90,000 patient visits in its clinics each year.

The first 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 dental restorations. The Faculty's outreach programs enable faculty and students to travel internationally 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
- **Ethical conduct** 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 has embraced 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 and the Council of Health Sciences.



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 ensures 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.
- 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.
- Actively supports equity, diversity and inclusion (EDI), anti-racism, and decolonization in the Faculty and, as a senior leader in the University, contributes to advancing these principles across the breadth of the Institution.
- Leads and supports relevant accreditation processes.
- Establishes, maintains, and nurtures 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.
- 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. Carries out such other duties as may be assigned by University bodies, the President and Vice-Chancellor, and the Vice-President and Provost.

Candidate Criteria

The University of Toronto believes strongly in the value of inclusive excellence. 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 Search Committee recognizes 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:

- Training in clinical dentistry and a PhD (or equivalent) with a strong record of research that will be commensurate with an appointment of Professor at the Faculty of Dentistry.
- A record of professional achievement that would be recognized within the Faculty and the University, as well as within the dentistry community nationally and internationally.
- Leadership in understanding, appreciating, promoting, and supporting outstanding research (basic and clinical), evidence-based teaching, and clinical practice.
- Visionary leadership and management experience and proven ability to develop an engaging vision for the Faculty of Dentistry and a compelling strategic plan.
- 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, inclusion, and anti-racism along with demonstrable experience in moving an inclusive excellence agenda forward in their current or previous institutions.
- 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 collegiality and 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 fundraising and advancement activities, and a track record of success in this area.
- Capacity to be an ambassador for the Faculty of Dentistry and the University of Toronto .

How to Apply

The appointment of the new Dean will be effective July 1, 2025, or as soon thereafter as mutually agreed. Applications should consist of a full CV detailing academic and professional qualifications and relevant achievements, and should be accompanied by a cover letter describing briefly how candidates meet the candidate criteria, why they are interested in the appointment, and what they believe they bring to the role.

The Search Committee will begin considering potential candidates immediately and will continue until the position is successfully filled. Applications should include a letter of interest, a curriculum vitae, and the names of three references (who will not be contacted without consent of the applicant), and may be submitted in confidence, electronically, to Toks Weah, Special Projects Officer at toks.weah@utoronto.ca.

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.

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 greatest universities, distinguished by an extraordinary depth and breadth of excellence in teaching, research, innovation, and entrepreneurship, which drives economic growth and promotes social wellbeing around the globe. One of the world's largest and most highly regarded centres for advanced education, and one of North America's largest hubs for lifelong learning, 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 every year.

Located in the vibrant and cosmopolitan city of Toronto and the Greater Toronto Area, U of T is one university with three campuses, each of which is a comprehensive centre for teaching and research: U of T St. George, U of T Mississauga, and U of T Scarborough. The institution 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 660,000 people in over 190 countries and territories. U of T graduates include many thousands of distinguished researchers, teachers, creative artists, decision-makers, and persons of influence, such as prominent federal, provincial, and municipal politicians, global business leaders, and eminent philanthropists.

The University of Toronto encompasses 18 faculties and schools, more than 100 departments, 170 research centres and institutes, and nine fully affiliated teaching hospitals across its tri-campus system. Together, they attract over \$1.45 billion in research grants and contracts each year. U of T also supports a vigorous program of commercialization and entrepreneurship through its eleven incubators and accelerators, and is known as one of North America's leading universities in the creation of start-up companies. With a commitment to teaching and research as complementary facets of academic achievement, the University is also consistently ranked among the top 20 universities in the world for teaching, research, and innovation, and leads in disciplinary excellence with top-ranked departments in fields ranging from neuroscience to geography to philosophy. U of T is home to 316 Canada Research Chairs – the largest number in the country – and 416 Fellows of the Royal Society of Canada.



With more than 25,000 faculty, staff, and librarians, over 97,000 students of which 30% are international, U of T has an annual operating budget exceeding \$3.23 billion. The University of Toronto is one of Canada's Top 100 Employers and one of Canada's Best Diversity Employers. In 2022, U of T was ranked 14th in the world for the employability of its graduates, and first in North America among public universities in the THE's 2025 Graduate Employability rankings. 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 President Meric Gertler has identified reinventing undergraduate education, deepening international partnerships, and leveraging the University's location in the Greater Toronto Area – one of the world's most diverse urban regions – as the University's top three strategic priorities. For more information, visit www.threepriorities.utoronto.ca.

Toronto, Canada

Toronto is one of the world's most diverse cities, with more than 100 dialects and languages spoken, and representation from across 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 friendliness, safety, and liveability. The [Economist](#) rates Toronto as the 2nd safest city in the world, and in its 2024 Quality of Life Ranking, [Mercer](#) rated Toronto 13th globally.

Toronto is Canada's financial and business capital. As a dynamic, world-class, 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.

Toronto is the third largest English-language theatre centre in the world, and is home to more than 70 film festivals, including the annual Toronto International Film Festival. The city boasts a wealth of creative talent within its rich musical, dance, and art communities. 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, the Toronto Caribbean Carnival, and the Cavalcade of Lights Festival and Exhibit, which collectively attract more than 2.5 million



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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 [Destination Toronto](#).