



The University of Saskatchewan's College of Dentistry is a true leader in dental education, research, outreach, community engagement and professional support. We seek to appoint the next dean of the College of Dentistry.

This opportunity is unique and highly significant. The college has the bold ambition to be Canada's leader in inclusive community care, and to advance clinical and scientific knowledge through research in oral health. As a professional college that serves a range of communities locally and provincially, the College of Dentistry engages priority populations in defining their oral health care goals and expectations in order to better provide personalised care; and confront historic injustices and inequities regarding their oral health care status and access to services. Together, the College of Dentistry and community are working to discover solutions. The college is moving boldly forward through diversifying its educational undergraduate and graduate offerings, and increasing total student numbers. The commitment to be a leader in research is genuine and can be seen in the national and international reputation as a clinical training and research-intensive college. Expanding the range of modernized infrastructure, equipment, and programming in the college demonstrates the commitment to maintaining best practices in the post-secondary sector and dental school education. The College of Dentistry is committed to lead reconciliation in the dental profession and to be an institution of first choice for Indigenous students, staff, and faculty. The College of Dentistry Plan 2025 is built upon the visionary framework of the University Plan 2025. We all are so proud of the role of the College of Dentistry within the university that the world needs.

USask's vision is to be an outstanding institution of research, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous peoples and communities. The dean, College of Dentistry will be an active leader in the growth of a more diverse and inclusive campus community and in advancing the university's Indigenous strategy: *ohpahotân | oohpaahotaan*. The College of Dentistry is committed to enhancing Indigenousization, and achieving equity, diversity, and inclusion. We seek leadership that will actively support the expansion of understanding and practice of Indigenous ways throughout the research and programming of the college, and the development of strategies to support Indigenous faculty, staff, and students. Our main campus is situated on Treaty 6 Territory and the Homeland of the Metis. We pay our respects to the First Nations and Metis ancestors of this place and reaffirm our relationship with one another. Together, we are uplifting Indigenousization to a place of prominence at the University of Saskatchewan.

Primary Purpose

The dean of the College of Dentistry serves in multiple, sometimes competing, roles. As a member of the senior leadership team of the University of Saskatchewan, the dean is both the chief academic and executive officer of the college, and is the primary ambassador for the engagement and reputation of the college in the wider community.

Senior Leadership

As one of the most senior leaders in the university, the dean plays a central role in setting strategy and overall direction for the university; advises the president, the provost, and other vice-presidents; works collaboratively with and supports other leaders to achieve university goals; uses influence to align the college with university priorities; and, models institutional values and competencies. The dean is an active member of a collaborative



leadership network at USask, notably the 17-person academic executive (deans' council), and the senior leadership forum comprising academic and services leaders from across the university.

Chief Academic and Executive Officer

The dean of the College of Dentistry is both the chief academic officer and the chief executive officer. As the chief academic officer, the dean is responsible for education and scholarship, ensuring quality and integrity of the college in research, teaching, student experience, service, outreach and community engagement. As the chief executive officer of the college, the dean has, "subject to the authority of the president, general supervision over and direction of the work of the college" according to ***The University of Saskatchewan Act, 1995*** (c.U-6.1, s.75). The dean is the highest-ranking official in the college with wide responsibility over all aspects of the college's functioning. In this context, the dean is accountable for the creation and implementation of the college's strategic plans and directions including comprehensive budget and financial management to support the college's plans and ensure outcomes are achieved. The dean ensures the college contributes to the university's academic, research, and service priorities and aspirations described in the USask mission, vision, values and University Plan 2025.

Primary Ambassador for the College of Dentistry

The dean is the primary spokesperson and ambassador for the college. The dean promotes the College of Dentistry through visibility at local, provincial, national or international venues, which fosters the college's achievement, co-construction and/or communication of research, teaching or the realization of university outcomes within the community. The dean, in collaboration with their leadership team, oversees the fundraising, communication, alumni engagement activities and engages in authentic collaboration and consultation with internal and external stakeholders of the college.

Major responsibilities

Major responsibilities include: leading the college planning processes (strategic, research, program, people, fundraising); cultivating experiences and developing initiatives for Indigenous engagement; providing oversight and management for the college budget aligned with plans; identifying and promoting high standards for research, scholarly and artistic work; teaching; service; outreach and community engagement; consideration and development of graduate level programs within the College of Dentistry; understanding the need and leading the implementation of the clinical component educating dental students; ensuring a sustainable management of growth within the college; monitoring and improving performance to ensure outcomes; building positive relationships internally and externally; communicate with the profession's regulatory body (College of Dental Surgeons of Saskatchewan); communication and negotiations with the SHA in developing hospital based programs; identifying and pursuing opportunities to diversify revenue sources and other forms of support that enhance the long-term growth and sustainability of educational programs, research and scholarship for the college and the university.

To carry out these responsibilities, the dean works with a leadership team that complements their strengths to engage in effective leadership practices that lead to positive sustainable outcomes for the College of Dentistry and the university.

The dean must be able to function effectively in a unionized environment with multiple collective bargaining agreements.

The University of Saskatchewan is committed to diversity with a strategic focus on decolonization and Indigenous engagement. The dean will engage with Indigenous communities, appreciate and embrace the significance of Indigenous world views and knowledge, and support the learning, teaching, scholarly activity



and research of Indigenous and non-Indigenous students, staff and faculty as they work on strategies for reconciliation.

Nature of the Work

Reporting to the provost and vice-president academic, the dean has multiple roles including, but not limited to: contributing to and acting in service of university priorities, including Indigenous engagement; providing academic and executive leadership to all areas of the college; connecting the college and the university to the external community; and, acting as the interface between senior leaders, faculty and staff. The dean functions in a highly demanding environment that requires constant scanning for issues and finding solutions for challenges amidst multiple priorities and demands on limited resources. Prioritization of time and resources, and leadership of teams to achieve important outcomes, including enhanced intensity in research, scholarly and artistic expression, and revenue diversification are central to the role. The work is of high volume and is complex. Deans are expected to engage in continuous improvement, delegate tasks and decisions, and prioritize the activities that are mission-critical for the university and the college. The capacity to multi-process and multi-task is required.

Accountabilities:

Leadership and Vision

- Demonstrated success as a leader who has the ability to inspire and mobilize others to achieve exemplary performance and outcomes in research and education
- Experience as a dean, associate dean, chair of a department, director or other relevant leadership position; demonstrated breadth of experience through inter-professional collaborations
- Involvement in the facilitation of building, articulating and pursuing a vision for a unit through to successful implementation
- Demonstrated deep understanding of, and commitment to, diversity, equality and human dignity
- Ability to engage with Indigenous communities, appreciate the significance of Indigenous traditions and knowledge, and support the teaching, learning and research of Indigenous and non-Indigenous students, staff and faculty
- Ability to take action against discriminatory or racist behaviour in our university; contributing to the dismantling of institutional structures, policies and processes that contribute to inequalities faced by marginalized groups
- Demonstrated record of working across academic disciplines in a highly collaborative manner; of practicing distributed leadership; of valuing expertise from colleagues, and of empowering and offering ownership in achieving objectives
- A broad, innovative and creative leader open to new opportunities and ideas about research, clinical education and learning
- Demonstrated ability to establish constructive working relationships with students and student leaders and to appreciate the role of a student-centric university
- Ability to facilitate and manage change within a large and diverse organization

Administration

- Demonstrated understanding of administration within a complex collegial, multi-union environment
- Experience in budgetary and financial management, human resources and labour relations
- Demonstrated commitment to a collaborative and collegial management style
- Commitment to openness, transparency and accountability



- Demonstrated understanding of the importance of the development of new and enhanced sources of funding for the college
- Experience assessing and managing risk across all activities

Research, Scholarly and Artistic Expression

- Demonstrated commitment to advancing a strong research, scholarly and artistic expression mandate within the college and to encourage inter-professional and community collaboration
- Commitment to interdisciplinarity and different ways of knowing, learning and being

External Relations

- Demonstrated ability to positively engage with clinicians, regulatory bodies, government, and others in the wider community to promote the value and relevance of the college's teaching and research mandate for the province, nationally and internationally.
- Commitment to engage in and deliver on fund-raising activities for further expansion of the college's and university's resource base

Qualifications:

The ideal candidate will have a strong commitment to academic and clinical dentistry, will possess excellent interpersonal skills and will be a visionary who is able to lead the College of Dentistry in all its activities.

- DDS or DMD – PhD preferred
- Eligible for appointment at the rank of Professor

Commitment to Institutional Competencies

- Engage: committed to advancing the aspirations of the people of the university, province, and beyond
- Include: building a welcoming and accessible place where diverse students, faculty and staff feel a sense of belonging
- Collaborate: intentionally seeking relationships across teams, disciplines and capacities to achieve results
- Advocate: developing and supporting each other, innovative ideas, and Indigenous knowledge in pursuit of the university's strategic priorities

