

Executive Brief
Dean, Faculty of Dentistry
University of British Columbia



a place of mind



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Essence of the Opportunity

The University of British Columbia (UBC), one of Canada's largest and most dynamic universities, invites applications and nominations for the position of Dean of the Faculty of Dentistry.

UBC's vision is to create an exceptional learning environment that fosters global citizenship, advances a civil and sustainable society, and supports outstanding research to serve the people of British Columbia, Canada, and the world. Ranked among the top 40 universities globally, with campuses in Vancouver and the Okanagan, UBC offers faculty, staff, and approximately 61,000 students not just intellectual riches, but an unrivaled quality of life.



Celebrating its 50th anniversary, the Faculty of Dentistry at UBC has a long standing mission to advance oral health, craniofacial science and oral biology through outstanding research, education and community service. In recognition of its success, the Faculty was ranked 26th in the world, and top in Canada, by a global ranking in 2015 based on academic reputation and research impact. The Faculty has 90 tenure stream and clinical faculty, 500 part-time faculty members, and generates over \$4-million/year in external research funding.

The new Dean will bring a commitment to the profession, demonstrated leadership experience within a well-respected university and the capacity and vision to build on the momentum that the Faculty has achieved in recent years. The successful candidate as Dean will have an exemplary record as an educator and researcher in a related field and be eligible to be appointed as a Full Professor at UBC in the Faculty of Dentistry.

This is an opportunity to lead an exceptional dentistry school with world-class facilities, situated on a campus overlooking the Pacific Ocean and coastal mountains in Vancouver, British Columbia. The new Dean will be joining a community of dedicated faculty, staff, alumni, practitioners, and students.

About UBC

Overview

Established in 1908, the University of British Columbia (UBC) is a publicly supported university. It is consistently ranking amongst the world's top 20 public universities, with strengths across a multitude of disciplines and programs. UBC is recognized for its outstanding people, research, and scholarship.

UBC is home to over 61,000 students on two campuses, including approximately 13,000 international students from over 150 countries. These students are supported by over 15,000 faculty and staff members across UBC's two main campuses in Vancouver and Kelowna.

UBC's annual budget is around \$2 billion and the university received \$599 million in research funding for over 8,000 projects in 2015/16. The University has one of the largest endowment funds in Canada and just finished a record setting \$1.6-billion fundraising campaign that received funding from over 60,000 alumni, corporations, foundations, and other individual supporters of UBC.

UBC is recognized widely for its achievements in education and research. The Shanghai Jiao Tong Academic Ranking of World Universities (an annual survey recognized by The Economist as being "the most widely used annual ranking of world universities") ranked UBC 40th out of 1000 universities surveyed worldwide and in the ARWU and a variety of other global rankings, UBC consistently ranks in the top 20 public universities in the World.



UBC Strategic Priorities

Place and Promise: The UBC Plan

UBC's current strategic plan can be found at www.strategicplan.ubc.ca. The plan laid out the University's vision, its core values, and nine commitments with goals and actions designed to realize UBC's vision for the future.

Vision

As one of the world's leading universities, The University of British Columbia creates an exceptional learning environment that fosters global citizenship, advances a civil and sustainable society, and supports outstanding research to serve the people of British Columbia, Canada and the world.



Values

Academic Freedom

The University is independent and cherishes and defends free inquiry and scholarly responsibility.

Advancing and Sharing Knowledge

The University supports scholarly pursuits that

contribute to knowledge and understanding within and across disciplines, and seeks every opportunity to share them broadly.

Excellence

The University, through its students, faculty, staff, and alumni, strives for excellence and educates students to the highest standards.

Integrity

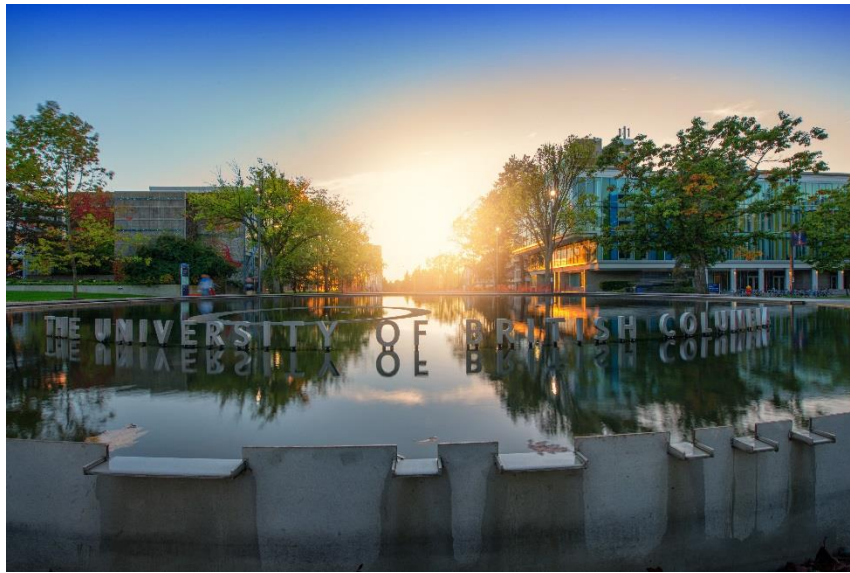
The University acts with integrity, fulfilling promises and ensuring open, respectful relationships.

Mutual Respect and Equity

The University values and respects all members of its communities, each of whom individually and collaboratively make a contribution to create, strengthen, and enrich our learning environment.

Public Interest

The University embodies the highest standards of service and stewardship of resources and works within the wider community to enhance societal good.



Commitments

Aboriginal Engagement: The University engages Aboriginal people in mutually supportive and productive relationships, and works to integrate understandings of Indigenous cultures and histories into its curriculum and operations.

Alumni Engagement: The University engages its alumni fully in the life of the institution as valued supporters, advocates, and lifelong learners who contribute to, and benefit from, connections to each other and to the University.

Community Engagement: The University serves and engages society to enhance economic, social, and cultural well-being.

Inter-Cultural Understanding: The University engages in reflection and action to build inter-cultural aptitudes, create a strong sense of inclusion, and enrich our intellectual and social life.

International Engagement: The University creates rich opportunities for international engagement for students, faculty, staff, and alumni, and collaborates and communicates globally.

Outstanding Work Environment: The University provides a fulfilling environment in which to work, learn, and live, that reflects our values and encourages the open exchange of ideas and opinions.

Research Excellence: The University creates and advances new knowledge and understanding and improves the quality of life through the discovery, dissemination, and application of research across a wide range of disciplines.

Student Learning: The University actively supports students in their learning experience through transformative teaching, research, and rewarding campus life.

Sustainability: The University explores and exemplifies all aspects of economic, environmental, and social sustainability.

Faculty of Dentistry



Nobel Biocare Oral Health Centre

Overview

UBC and the Faculty of Dentistry have achieved some very important milestones in their history:

- 2014 - 50th anniversary of the opening of the dental school;
- 2015 - 100th anniversary of the University of British Columbia; and
- 2016 – 10th anniversary of the opening of the Nobel Biocare Oral Health Centre

There have been remarkable changes in dentistry since the Faculty's first class graduated and the UBC Faculty of Dentistry has been instrumental in these advances in the oral health sciences. They are particularly well prepared to continue to make significant contributions to the profession's body of knowledge through active faculty research, outstanding curriculum and the most technologically advanced dental clinic in the world, the Nobel BioCare Oral Health Centre.

Academic Programs

The Faculty offers undergraduate, graduate, post-graduate, and continuing education programs. The Doctor of Dental Medicine (DMD) program has over 215 students enrolled over the four years. The DMD program is one of only a few problem-based learning dental curriculums in North America and is in the process of a significant curriculum renewal process.

The Faculty also offers the only Entry-to-Practice level dental hygiene degree program in Canada. It is a full-time, four year program that includes didactic and

clinical instruction and leads to a Bachelor’s degree in Dental Science. There are around 100 students in the four year program, and another 50 students with diplomas in the dental hygiene degree completion program.

The Faculty has over 100 students enrolled in graduate and postgraduate programs in Craniofacial Science (MSc and PhD), clinical speciality programs in Endodontics, Orthodontics, Pediatric Dentistry, Periodontics, Prosthodontics and Master of Public Health combined with a Diploma in Dental Public Health. Postgraduate programs are also offered in General Practice and Oral Medicine and Oral Pathology. As well, UBC offers Dental Specialty Assessment and Training Programs for internationally-trained dental specialists.

For continuing education, the Faculty offers a very robust set of programs throughout the year, with thousands of participants from BC, across Canada and beyond.

Main Mall, UBC



Dental Clinic

The Nobel Biocare Oral Health Centre at the University of British Columbia opened in 2006 and uses state-of-the-art clinical and chair side electronic patient record technology and an innovative architectural design to create a sophisticated, efficient space

for learning, community service and research.

The dental clinic in the Nobel Biocare Oral Health Centre provides the setting for the clinical practice component that is required for the completion of Doctor of Dental Medicine (DMD) requirements and clinical specialty graduate programs.

Located at the gates to the University, the Centre serves over 35,000 patient visits per year. The 39,000 square feet clinical facility accommodates 126 open and 18 enclosed operatories to support general dentistry and specialized procedures.

Research

Approximately 40 faculty members are actively engaged in research in the Faculty of Dentistry, generating over \$4-million/year in external funding. The researchers are grouped into three clusters, as follows:

Clinical Research, Technology Transfer & Dental Materials Sciences Research Cluster

Encompasses groups engaged in research on cancer diagnosis and prevention, dental biofilms, dental hygiene, dental instruments and materials, dental sleep medicine, forensic dentistry, and interactive dental anatomy.

Community & Educational Research Cluster

Research in this cluster relates to three of the four Canadian Institutes of Health Research themes: health services research; social, cultural, environmental, and population health; and clinical research, as well as a range of educational studies.

iMatrix Research Cluster

Comprises researchers conducting basic science research in areas encompassing cancer, cell behaviour, craniofacial development, proteomics and systems biology, integrins, molecular biology, periodontal disease, proteases, and wound healing. UBC is an active participant in the Human Proteome Organization (HUPO) Human Proteome Project.

The Faculty is also home to two research centres:

The Centre for High-Throughput Phenogenomics

The Centre offers a comprehensive suite of imaging technologies. Its broad goal provides two- and three-dimensional information and analysis about the structure of specimens using scanning electron microscopy, optical imaging, X-ray imaging, and MALDI-ToF imaging mass spectroscopy. The Centre is a core facility and welcomes collaborative, interdisciplinary research projects from across universities, research organizations, and corporate users.

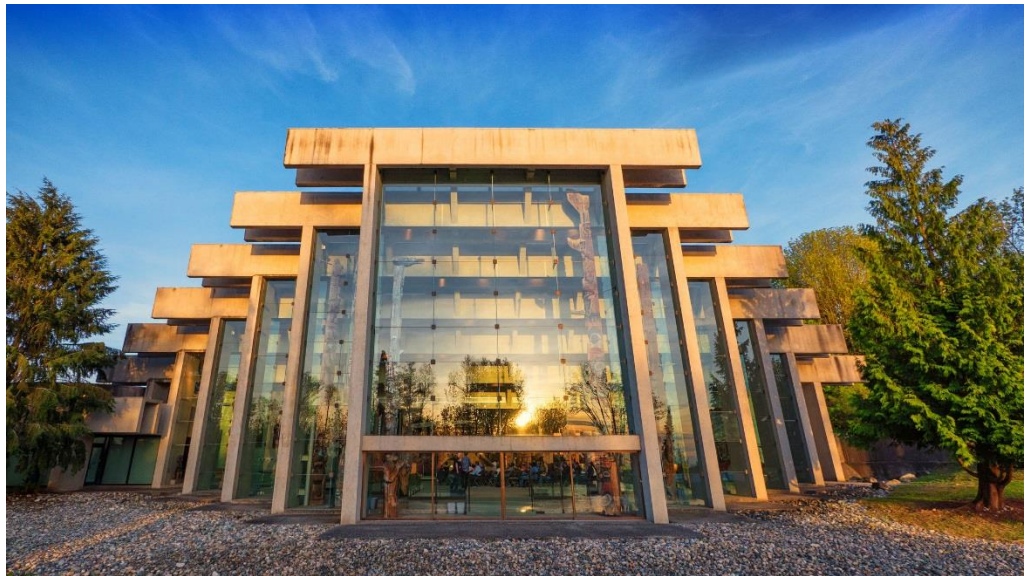
Frontier Clinical Research Centre (FCRC)

FCRC is the first dedicated centre for all modalities of dentistry-related, patient-based research in Canada. FCRC aims to streamline and increase effectiveness of the clinical research processes, increase patient recruitment and retention, enhance database accuracy, and highlight UBC's Faculty of Dentistry's research component.

Faculty – Guiding Principles

Guiding Principles

- Mission** To advance oral health through outstanding education, research, and community service.
- Operational Goal** To develop an exceptional Faculty of Dentistry at UBC worthy of enthusiastic support by the faculty, partners, dental community and patients.
- Essential Customers and Partners**
- | | |
|----------------------|---|
| Students | Patients/Public/Community |
| Research Agencies | Faculty & Staff/Funders/Donors |
| Related Prof. Orgs. | UBC Community |
| Related Health Orgs. | Related Industry Alumni Teaching Agencies |
- Ultimate Results Sought**
- 1 Well-educated graduates who are ably prepared to meet the oral health and science needs of their communities.
 - 2 Innovative research that has a positive impact on oral health science, education, and patient care.
 - 3 Enthusiastic partners who want to join and support UBC’s efforts.



Museum of Anthropology, UBC

Faculty Strategic Plan

UBC Dentistry's strategic plan coalesces around three main themes:

- Enhancing the student experience;
- Amplifying research productivity; and
- Increasing community involvement.

While there is tremendous overlap between the three themes, all of them relate to the fundamental goals of the Faculty and University.

Ten Goals of the Strategic Plan

Goal 1: Faculty and Staff Model the Core Values of the Faculty of Dentistry as per their Guiding Principles

Goal 2: Accept graduate students who share Faculty of Dentistry Core Values as per the Guiding Principles

Goal 3: All undergraduates, graduates and post-graduate programs meet the highest standards of excellence and reflect community needs and expectations

Goal 4: Encourage greater connection between UBC and the external community, including the University, organized dentistry and dental hygiene, practicing dentists and dental hygienists, and the greater communities of Vancouver, British Columbia, Canada and international.

Goal 5: Develop additional, multi-site clinical learning environments to optimize learning opportunities, better serve disadvantaged population groups and attract the best students from all sectors of B.C.

Goal 6: Expand the international presence at UBC and UBC's presence globally.

Goal 7: Develop and maintain outstanding facilities to support students through their programs in Dentistry.

Goal 8: Increase Research and Scholarly Activity.

Goal 9: Develop New and Expanded Graduate/Specialty Programs.

Goal 10: Develop Research and Scholarship Support Mechanisms.

For information please see: <http://www.dentistry.ubc.ca/about-us/strategic-plan/>

About Vancouver, BC



Vancouver's international profile has surged in recent years, thanks to the reputation it has garnered as one of the world's top liveable cities. Vancouver spent almost a decade in first place on the *Economist's* worldwide 'most liveable cities' list; placed fifth in Mercer's 2012 Quality of Life Survey; and was recognized

by *Forbes* as one of the world's top ten cleanest cities.

Vancouver has one of the country's most prosperous economies and is forecasted to have one of Canada's fastest-growing metropolitan economies. Home of Canada's largest port, Vancouver is a gateway for pan-pacific trade and many companies choose to headquarter here, particularly in mining and forestry sectors. Vancouver's major economic sectors include international trade, finance, natural resources, technology, film and tourism.

Vancouver boasts excellent public and private education systems, with students scoring highly on international student assessments and having a reputation for high academic performance. It is home to world-class post-secondary institutions such as the University of British Columbia, Simon Fraser University, and the British Columbia Institute of Technology.

Vancouver has also been ranked as one of North America's healthiest cities. This can be attributed to the excellent lifestyle that "Vancouverites" enjoy, given their easy access to countless forms of recreation. Vancouver's natural surroundings offer limitless opportunities for outdoor pursuits, such as hiking and mountain biking in the spring and summer, and skiing at nearby Whistler-Blackcomb Ski Resort in winter. Sport fishing, hockey, boating, world-class shopping, concerts and festivals are also regular features of the Vancouver lifestyle.

Situated between the North Shore and coastal mountains, and the edge of the Pacific Ocean, Vancouver is one of North America's most beautiful cities, boasting breathtaking landscapes, cultural vibrancy, and vast economic potential. With a population of 2.3 million, Metro Vancouver is the largest metropolitan centre in Western Canada. It is a truly dynamic place to live and build a rewarding career.

A selection of the region's most well-known attractions include:

[Chinatown](#)
[Granville Island](#)
[Grouse Mountain](#)
[Robson Street](#)
[Stanley Park](#)

[Vancouver Art Gallery](#)
[Vancouver Aquarium](#)
[Whistler Village Ski Resort](#)

For more information on Vancouver, please visit www.hellobc.com and www.tourismvancouver.com.

Candidate Profile



THE UNIVERSITY OF BRITISH COLUMBIA

Dean, Faculty of Dentistry

Priority Criteria

- **Academic Record:** An exemplary record as an educator and researcher in a related field. Eligible to be appointed as a Full Professor at UBC in the Faculty of Dentistry.
- **Administrative Experience:** A successful track record as a Dean, Associate Dean, Department Head, or other leadership role within a major university. Strong commitment to transparent and collegial governance. Has managed complex matters related to budgets, human resources, labour relations, recruitment, program delivery, and research, and demonstrated strong administrative skills in this regard.
- **Strategic Leadership:** Able to engage and inspire a diverse range of people in the evolution of the Faculty's vision to align with UBC's strategic priorities, and develop implementation strategies for the goals in the vision. Able to provide effective, enthusiastic and transparent leadership to a diverse organization. Is fair, consistent, and willing to delegate and maximize collaborative decision-making processes.
- **Focus on Quality:** High academic standards with a commitment to mentorship to help faculty, staff and students to be the best they can be. Driven to maintain academic excellence. Promotes excellence in teaching, research, and service across a range of disciplines.
- **Commitment to Dentistry Practice and Research:** Understands and is equally passionate about the Faculty's mandate to educate dental professionals and to support and promote faculty conducting leading-edge research.
- **Student-centric:** Demonstrated commitment to enhancing the undergraduate, graduate, and post-doc student experience in the classroom, clinic and extra-curricular field. Committed to being approachable, accessible, and accountable to students of all programs, and to engage in regular, active and meaningful dialogue with the student body.
- **Interpersonal Skills:** Strong interpersonal skills; builds trust through an open, respectful and collegial approach. Exercises discretion and confidentiality when

addressing sensitive and strategic issues. A collaborator who is able to work in a highly interactive and productive manner with faculty (tenured, clinical and part-time), staff and students across the Faculty and the University in the support of institutional goals.

- **Communication Skills:** Has strong communication skills – able to listen actively and communicate effectively to individuals and groups. Is consultative with respect to energizing the leadership team. Inspires others to put forward their best effort and ideas. Has the ability to resolve issues in a consultative, sensitive and fair manner.
- **Inter-cultural Understanding and Diversity:** Demonstrates an inter-cultural understanding and a commitment to equity, inclusion, diversity and excellence in scholarship, teaching, employment activities, and community engagement.
- **External Relationships:** Has the presence and confidence to play a leadership role with government, industry, professional bodies, alumni, and other external stakeholder groups. Strong, transparent advocate for the Faculty to the broader community.
- **Development:** Will be committed to playing an active leadership role in the development and stewardship of funds from external sources and is able to instill a similar commitment to the leadership team. Views fundraising and alumni engagement as important ways in which the Dean and the leadership team can support and advance the Faculty.

Overview of Search

Estimated Search Timeline

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

- Campus consultations: June/July
- Discussions with potential candidates: August-October
- Committee interviews: November/December

About Us

Founded globally in 1946, Boyden was the first firm to focus entirely on retained executive search. Today Boyden remains a global leader in executive search, set apart by a client-centric approach and a consistent track record of recruiting high-caliber executive talent.

Boyden consists of an integrated global community of search professionals and industry specialists across more than 70 offices in 40 countries worldwide. With an intimate understanding of their local markets and a truly global perspective, Boyden Partners offer clients a decided advantage, both locally and internationally.

As one of the largest and most experienced executive search firms in the country, with more than 100 search professionals based in Calgary, Ottawa, Toronto, Montreal and Vancouver, Boyden Canada serves all of Canada's key sectors and executive functions, including a dedicated national team for the post-secondary sector. The search professionals of Boyden Canada have a rich foundation of experience and knowledge, reflected in the insight we bring to each of our industry and functional practices.