Executive Brief

Dean, Dr. Gerald Niznick
College of Dentistry,
University of Manitoba

September 2018
Essence of the Opportunity

The Dr. Gerald Niznick College of Dentistry has evolved from a single undergraduate degree program which graduated its first class of Dentists in 1962 into a multi-faceted professional academy offering a four-year dental degree, a two-year dental hygiene diploma, six graduate programs, a significant research profile, and a variety of community service activities. During its evolution, the College has continued to build on its high-quality programs in a continuous pursuit of excellence.

The College is located at the University of Manitoba Bannatyne Campus within the Rady Faculty of Health Sciences, which includes the Max Rady College of Medicine, Rehabilitation Sciences, Pharmacy, and Nursing. Next to the Health Sciences Centre in downtown Winnipeg, Manitoba, this campus is the site for most of the University’s programs in health sciences, providing a unique opportunity to interact with fellow students, faculty, and colleagues in other health-related disciplines.

The College’s four-level building houses seminar and lecture rooms, computer laboratories, pre-clinical teaching and research laboratories, state-of-the-art clinics, student lounges, and offices – all dedicated to an environment conducive to oral health teaching, research and community service.

The University of Manitoba is home to nearly 30,000 students, 17 per cent of which are international students representing close to 122 countries. The University’s vision is to take its place among leading universities through a commitment to transformative research and scholarship and innovative teaching and learning, uniquely strengthened by Indigenous knowledge and perspectives. The University offers more than 100 programs across 18 faculties and colleges, located in the heart of Canada.

The ideal candidate will have relevant advanced degrees in dentistry, along with clinical experience and academic experience consistent with an appointment at the rank of Associate Professor or Professor with tenure. With a demonstrated aptitude for academic leadership, the Dean will be able to engage and inspire a diverse range of people in the evolution of the College’s vision. With a passion for teaching, research and dental practice, the Dean will be a dedicated and effective ambassador for the College with internal and external stakeholders.
About the University of Manitoba

Welcome to the University of Manitoba - western Canada's first university. Founded more than 137 years ago, and located in the heart of the country, they are the region’s largest and only research-intensive university offering over 100 degrees, diplomas, and certificates – more than 60 at the undergraduate level including professional disciplines such as medicine, law, engineering and pharmacy.

Their energetic university community is comprised of close to 30,000 students, 9,200 faculty and staff, and 190,000 alumni.

The University of Manitoba is located on Anishinabe and Metis traditional land and is home to a thriving community of Indigenous researchers, staff and more than 2,000 First Nations, Metis and Inuit students, including over 150 graduate students — one of the largest Indigenous student bodies in the country.

The University stimulates over $1.8 billion in economic activity in the province, and they are leaders in Manitoba’s knowledge economy with ground-breaking research in areas such as nanotechnology, functional foods and nutraceuticals, HIV/AIDS, and climate change.

With a strong legacy of excellence, the University of Manitoba and its dynamic community of researchers, students, teachers and staff, are addressing the challenges facing Canada and the world in the 21st century.

The University of Manitoba is a coeducational, nondenominational, government-supported institution. It is a member of the Association of Commonwealth Universities and of the Association of Universities and Colleges of Canada.

Mission, Vision and Values

**Mission:** “To create, preserve, communicate and apply knowledge, contributing to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.”

**Vision:** “To take our place among leading universities through a commitment to transformative research and scholarship, and to innovative teaching and learning - uniquely strengthened by Indigenous knowledge and perspectives.”

**Values:** “To achieve our vision, we require a commitment to a common set of ideals. The University of Manitoba values: Academic Freedom, Accountability, Collegiality, Equity and Inclusion, Excellence, Innovation, Integrity, Respect, and Sustainability.”
Strategic Priorities

The University of Manitoba’s strategic plan is: “Taking Our Place: University of Manitoba Strategic Plan 2015-2020”. The full plan can be downloaded [here](#).

The Plan identifies five strategic priorities or broad directions for the University for 2015-2020. For each of these priority areas, the Plan begins with a statement of commitment or aspiration - what the University hopes to achieve in setting a particular priority. A set of high level goals is then identified for each priority area along with a set of supporting actions. In most cases, these supporting actions are aligned with a specific goal. In some cases, however, they may support more than one goal, given their overlapping nature.

The five strategic priorities are:

1. Inspiring Minds
   • *through innovative and quality teaching*

2. Driving Discovery and Insight
   • *through excellence in research, scholarly work and other creative activities*

3. Creating Pathways
   • *to Indigenous achievement*

4. Building Community
   • *that creates an outstanding learning and working environment*

5. Forging Connections
   • *to foster high impact community engagement*
Rady Faculty of Health Sciences

Over three years ago, the University of Manitoba brought together its community of health educators, experts and researchers in the new Rady Faculty of Health Sciences. There are five Colleges within the Faculty: Medicine, Nursing, Pharmacy, Dentistry, and Rehabilitation Sciences.

The Rady Faculty of Health Sciences reflects the health sector's evolving focus on inter-professional models of care and forthcoming expanded roles for health professionals under the Province's Regulated Health Professions Act.

The Faculty recognizes the importance of collaboration in inter-disciplinary research, inter-professional education and training and service delivery to students in the health professions.

The integrated Rady Faculty of Health Sciences helps facilitate the following:

- Train future generations of health professionals in IPE and practice models;
- Expand rural distributed education models to recruit and retain more health professionals in Manitoba;
- Exemplary community outreach and service, particularly to underserved populations;
- Enhance research competitiveness;
- Collaborative research opportunities/more flexible programs of study for students;
- Better prepare graduate students to practice in a multi-disciplinary environment; and
- Singular, more effective liaison with government resulting in greater opportunities for partnerships and external support.
Dr. Gerald Niznick College of Dentistry Overview

Mission Statement
The Dr. Gerald Niznick College of Dentistry is dedicated to educating students to become caring oral health professionals in a progressive learning environment, conducting oral health/related research, and serving the oral health professions and society as a source of knowledge and expertise.

Organizational Structure
The College includes the School of Dental Hygiene, along with Departments of: Dental Diagnostics and Surgical Sciences; Preventive Dental Science; Oral Biology; and Restorative Dentistry; as well as the Centre for Community Oral Health (CCOH), and the College’s Patient Care Clinic.

Programs
The College offers the following undergraduate degrees:

- Doctor of Dental Medicine (DMD)
- International Dentist Degree Program
- Doctor of Dental Medicine (PhD)
- Dental Hygiene (diploma)
- B.Sc. Dentistry
- B.Sc. Dental Hygiene

Graduate programs include:

- Oral Biology
- Oral & Maxillofacial Surgery
- Orthodontics
- Periodontics
- Prosthodontics
- Pediatric Dentistry

Research
The Dr. Gerald Niznick College of Dentistry is staffed by clinicians and basic biomedical scientists, many of whom are internationally recognized in their fields. The College rates highly among Canadian Dental Schools for the quality of its research and its initiatives in research programming, and opportunities for training experiences. Funding is consistently obtained for both basic and clinical research projects from local, and national granting agencies as well as from the private and industrial sectors.
Research in the College is carried out over a broad spectrum in basic science and clinically-orientated projects, and joint basic/clinical approaches are encouraged wherever possible.

In its last strategic research plan, the College defined five major priority areas of research development:

- Oral-Systemic Health
- Oral Health in the Aboriginal Population
- Microbiology and Oral Biofilms
- Tobacco Use and Oral Health
- Cell Signaling Mechanisms

For more information on the College, visit:

- College History
- Dean’s Office Structure
- Dental Clinic
- College of Dentistry Magazine
About Winnipeg, Manitoba

With a population of over 660,000, Winnipeg is the capital of Manitoba, bordered by Ontario to the east, Saskatchewan to the west, and North Dakota and Minnesota to the south. The city is just 100 km (62 miles) from the United States border. Winnipeg is easily accessible from the east and west via the Trans-Canada Highway.

Winnipeg's heart is the Forks, a historic site at the intersection of the Red and Assiniboine rivers, with warehouses converted to shops and restaurants, and ample green space dedicated to festivals, concerts and exhibits. Nearby, the Exchange District is known for its well-preserved turn-of-the-20th-century architecture and numerous art galleries.

Known as the "Gateway to the West", Winnipeg is a railway and transportation hub with a diversified economy. Winnipeg is an economic base and regional centre. It has one of the country's most diversified economies. The CIBC Metropolitan Economic Activity Index rated Winnipeg's economy as fourth in a national survey of 25 city economies, behind Toronto, Calgary, and Regina.

Some of Winnipeg's largest employers are government and government-funded institutions, including: the Province of Manitoba, the City of Winnipeg, the University of Manitoba, the Health Sciences Centre, and Manitoba Hydro. Approximately 54,000 people are employed in the public sector.

Large private sector employers include Shaw Communications, Manitoba Telecom Services, Ipsos-Reid, Palliser Furniture, Great-West Life Assurance, Motor Coach Industries, New Flyer Industries, Boeing Canada Technology, Magellan Aerospace, Nygård International, Canada Inns, and Investors Group. Like many prairie cities, Winnipeg has a relatively low cost of living and offers a wonderful lifestyle and community year round.
Candidate Profile

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Academic Record: A degree in dentistry combined with a scholarly record consistent with an appointment at the rank of Associate Professor or Professor with tenure in the Dr. Gerald Niznick College of Dentistry at the University of Manitoba.

Experience: The ideal candidate will bring clinical, research and teaching experience. A demonstrated aptitude for academic leadership. A track record of success working in a university with a model of collegial governance and decision-making. A record of successfully managing human, financial, and physical infrastructure resources.

Strategic Leadership: Able to inspire, build, articulate and pursue a collective vision through collaboration with internal and external stakeholders and lead successful implementation. Able to provide effective, enthusiastic and transparent leadership to a College that is diverse in its programs, population and stakeholders.

Focus on Quality: High academic standards with a commitment to constantly improving the quality of faculty and students. Driven to maintain academic excellence. Understands excellence in teaching, research, and service.

Commitment to Dentistry Practice and Research: Understands and is equally passionate about the College’s mandate to educate dental professionals and to support and promote faculty conducting leading-edge research.

Inter-cultural Understanding and Diversity: Demonstrates an inter-cultural understanding and a commitment to equity and diversity, in scholarship, teaching, employment activities, and community engagement.

External Relationships & Fund Development: Has the presence and confidence to play a leadership role with government, industry, professional bodies, alumni, and other external stakeholder groups. Strong advocate for the College to the broader community. Is committed to playing an active leadership role in the development and stewardship of funds from external sources.

Interpersonal & Communication Skills: A collaborator who is able to work in a highly interactive and productive manner with others. Listens actively and communicates effectively to individuals and groups. Is consultative with respect to energizing the leadership team. Inspires others to put forward their best effort and ideas. Is fair, consistent, and transparent.
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:

- Initial discussions with potential candidates: September - October
- Client interviews: November - December
- Decision: January

About Boyden

Boyden consists of an integrated global community of search professionals and industry specialists across more than 70 offices in 40 countries worldwide. In Canada, Boyden offers clients 5 offices and over 100 search professionals along with the largest post-secondary practice group in the country. The search professionals of Boyden have a rich foundation of experience and knowledge in higher education searches established through their successful track record over the past two decades.

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