

## **ADEA Council of Deans Fellowship (ADEA CDF) Application The University of Tomorrow School of Dental Medicine**

To incorporate as many aspects of a dean's search as reasonable, a dental dean's position description has been prepared for each of three types of academic institutions common in U.S. dental education:

1. Research intensive.
2. Multi-focused mission with an emphasis on both research and clinical programs.
3. Clinical intensive reflecting schools with limited extramural research funding.

### **1. Research Intensive Institution Position Description**

See: Top 20 NIH-NIDCR-funded dental schools (<https://www.nidcr.nih.gov/grants-funding/funded-research/funding-dental-schools/fy2021>).

The School of Dental Medicine (SDM) is a nationally ranked research-intensive school that seeks an inspirational academic leader with proven administrative experience to guide the school in meeting its strategic goals. The dean serves as the chief academic and administrative officer of the school; provides strategic leadership with a unified vision that advances the school's quality, reputation, research stature and goals; and collaborates with faculty, staff, students and other stakeholders to carry out the mission of the school. Specifically, the university is seeking a leader who has:

- Demonstrated knowledge and experience of advancements in dental education and clinical practice, oral-systemic health research, compliance and regulatory requirements, and the challenges of rising costs of dental education and operating within a dynamic and rapidly evolving healthcare and education system, experience with dental accreditation.
- Has contributed to current institution's mission, knowledge and understanding of diversity, equity, inclusion and belonging.
- Demonstrated success in managing and leading a complex program or organization.
- Demonstrated ability to build a healthy sense of community and to support the success of faculty, staff, students, alumni and oral health professionals in support of a shared strategic vision.
- Excellent listening, communication and interpersonal skills.
- The highest level of integrity and professionalism.
- A sense of humility and humor.
- The dean reports to the Provost and Chief Academic Officer and collaborates with the Executive Vice President for Health Affairs on clinical matters.
- The dean will lead the recruitment of a diverse and talented student body, oversee the development and mentoring of faculty at all levels, and support the collective governance structure.
- The dean will foster an environment of collegiality that attracts and retains the best faculty, staff and students who can meet the changing needs of the profession, sustain and build the research enterprise, and who will implement the School of Dental Medicine's commitment to serving the public and vulnerable populations.

### **Responsibilities**

The dean serves as the Chief Academic and Administrative Officer of the school; provides strategic leadership with a unified vision that advances the school's quality, scientific reputation, stature and goals; and collaborates with faculty, staff, students and other stakeholders to carry out the mission of the school.

Key activities of the dean include:

- Streamlining patient access and care.
- Reinforcing an innovative curriculum that continues to attract top students and takes advantage of technological advances in dental medicine.
- Promoting interdisciplinary research to sustain and build the school's national research ranking; providing opportunities and support for clinical training and practice; supporting the rapid translation of research to groundbreaking treatments.
- Recruiting and retaining distinguished faculty and students.
- Managing capital, human and fiscal resources, and implementing continuous process improvement to reduce costs.

As leader and champion for the school, the dean works with alumni and the dental community to secure philanthropic support for the school's academic mission and engage in state, national and international issues.

As an institutional leader reporting to the provost, the dean represents the School of Dental Medicine in university-level discussions and strategic initiatives.

The dean works closely with university senior leaders, the deans of the other schools and the Executive Vice President of Health Affairs to collaboratively support clinical work, research and interprofessional education.

The dean heads the faculty and is the senior administrative officer for the school.

#### Statement on Diversity and Inclusion

The University of Tomorrow is committed to a diverse and inclusive workforce by ensuring all our students, faculty and staff work in an environment of openness and acceptance. We strive to foster a community where people of all backgrounds, identities and perspectives can feel secure and welcome. We also value the well-being of each of our employees and are dedicated to creating a healthy place to work, learn and live. In the interest of maintaining a safe and healthy environment for our students, employees, patients and visitors, the University of Tomorrow is a tobacco and drug free campus.

#### Equal Opportunity Employer

As an Equal Opportunity Employer, we strongly encourage veterans, individuals with disabilities, women and all minorities to consider our employment opportunities.

#### Pre-employment Screenings

Any candidate offered a position might be required to pass pre-employment screenings as mandated by University of Tomorrow Human Resources. These screenings may include a national background check and/or drug screening.

## **2. Balanced Program Research and Clinical Position Description**

See: NIH-NIDCR funded rank of 21-42 (<https://www.nidcr.nih.gov/grants-funding/funded-research/funding-dental-schools/fy2021>)

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- Demonstrated knowledge and experience of advancements in dental education and clinical practice, compliance and regulatory requirements and the challenges of rising costs of dental education and operating within a dynamic and rapidly evolving healthcare and education system, experience with dental accreditation.
- Demonstrated success in managing and leading a complex program or organization.
- Demonstrated ability to build a healthy sense of community and to support the success of faculty, staff, students, alumni and oral health professionals in support of a shared strategic vision.
- Excellent listening, communication and interpersonal skills.
- The highest level of integrity and professionalism.
- A sense of humility and humor.
- The dean reports to the Provost and Chief Academic Officer and collaborates with the Executive Vice President for Health Affairs on clinical matters.
- The dean will lead the recruitment of a diverse and talented student body, oversee the development and mentoring of faculty at all levels, and support the collective governance structure.
- The dean will foster an environment of collegiality that attracts and retains the best faculty, staff and students who can meet the changing needs of the profession, and who will implement the School of Dental Medicine's commitment to serving the public and vulnerable populations.

### Responsibilities

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Key activities of the dean include:

- Streamlining patient access and care.
- Reinforcing an innovative curriculum that continues to attract top students and takes advantage of technological advances in dental medicine.
- Promoting scholarship to sustain and build the school's reputation.
- Providing opportunities and support for clinical training and practice.
- Recruiting and retaining faculty and students.
- Managing capital, human and fiscal resources, and implementing continuous process improvement to reduce costs.

As leader and champion for the school, the dean works with alumni and the dental community to secure philanthropic support for the school's academic mission and engage in state, national and international issues.

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## **3. Clinically Intensive Position Description**

The School of Dental Medicine (SDM) is a nationally known clinically intensive school that seeks an inspirational academic leader with proven administrative experience to guide the school in meeting its strategic goals. The dean serves as the Chief Academic and Administrative Officer of the school; provides strategic leadership with a unified vision that advances the school's quality, reputation and goals; and collaborates with faculty, staff, students and other stakeholders to carry out the mission of the school. Specifically, the university is seeking a leader who has:

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- Promoting support for clinical training and practice.
- Recruiting and retaining distinguished faculty and students.
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