



UNIVERSITY
OF MINNESOTA

Driven to Discover®

Internal University of Minnesota Search
Dean, School of Dentistry
Minneapolis, Minnesota

“The University of Minnesota School of Dentistry advances health through scientific discovery, innovative education, and the highest-quality care for all communities.”

Dean, School of Dentistry

Applications are invited from members of the University of Minnesota faculty for the position of Dean of the School of Dentistry. The School of Dentistry seeks an academic leader with proven administrative experience to work closely with faculty, staff, and administrators, within the School and beyond, to foster excellence in teaching and learning, research and scholarship, and outreach and service. The Dean provides strategic and intellectual leadership and administrative oversight for the school’s educational, clinical, research, service, and patient care programs and collaborates with faculty, students, and staff to create and sustain a unified vision for the School and to advance the School’s quality, reputation, stature, and goals. As leader and champion for the School, the Dean works with alumni and the dental community of practitioners and across other schools and colleges at the University.

Additionally, the Dean is responsible for the administration of the School, including management of fiscal, human, capital, and other critical resources, and for recruiting and retaining distinguished faculty and outstanding students. The Dean garners support for the School from alumni and various internal and external stakeholders; leads efforts to secure philanthropic support for the School’s academic mission; and promotes outreach efforts that engage the University and its partners appropriately in state, national, and international issues.

The Dean will work with University senior leaders and leaders in the other health science schools to advance collaborative leadership and support enhanced integration across the health sciences in clinical work, research, and interprofessional education. As an institutional leader reporting to the Executive Vice President and Provost, the Dean represents the School of Dentistry in University-level discussions and strategic initiatives, and works with other collegiate deans as a member of the Twin Cities Deans Council to advance the educational mission of the University and to develop joint educational and research activities.

Building on the existing strengths of the School, its strategic plan, and the strategic priorities of the University, the Dean will have opportunities to strengthen a school that is already well-positioned in dental education and discovery, including:

- Engaging the School of Dentistry community in articulating a compelling vision for the School; making active decisions to further the vision, taking full account of the importance and value of all aspects of the School; and incorporating all segments of the School community in a shared sense of purpose and commitment to excellence.

- Recruiting, developing, and retaining faculty both for the current environment and as current faculty retire.
- Promoting and fostering diversity and inclusion with all School constituencies, and enhancing an open and inclusive environment.

Qualifications:

Candidates must be a tenured University of Minnesota faculty member holding a DDS, DMD, or doctoral-level degree in a relevant field. Successful candidates also will have a broad set of skills and assets deemed important for success as Dean.

While perhaps no candidate will possess all of the following traits, the successful candidate will bring many of these personal attributes, professional experiences, and demonstrated strengths:

- A track record of successful leadership in education, research, clinical care, service, and/or administrative management.
- A record of exceptional scholarly achievement, a history of teaching effectiveness, a record of administrative effectiveness, and/or acknowledged reputation in the provision of exemplary health care.
- Demonstrated success in managing and leading a complex organization.
- Demonstrated commitment and success in promoting and supporting diversity, equity, and inclusion in the recruitment and retention of faculty, staff, and students and in the training of oral health practitioners who are prepared to attend to the unique needs of an increasingly diverse patient population.
- Demonstrated interest and ability in generating external funding, including private fundraising for the School.
- A collegial, consultative management style, building on strong interpersonal communication skills that enable one to be decisive while also taking into account the needs and perspectives of faculty, staff, and students. The ability to collaborate and to delegate along with the ability to make difficult and timely decisions based on well-considered input. Effective negotiating and consensus-building skills, and a commitment to fair, compassionate, and objective decisions.
- The ability to represent the School effectively; to build strong relationships with internal and external constituents, to be an effective advocate for the School and the advancement of the profession; and to be an effective liaison between the School and external stakeholders, including practicing dentists, other health professionals, affiliates, health care systems, business and industry, and local, state, and federal policymakers.
- A clear understanding and interest in embracing new pedagogical, clinical care and research approaches to meet current and future needs of learners, faculty, clinicians, and the profession.
- Experience with and an interest in exploring ways in which the School might become more involved in the global community of dentistry as a key part of interprofessional/ interdisciplinary healthcare and/or research team.
- A high level of integrity and professionalism, a commitment to support the professional development of faculty and staff, a commitment to the support and development of students, and an understanding and deep appreciation of the historic land-grant mission of the University of Minnesota and the School of Dentistry.

Additional Information about the Position:

The dean is appointed by, and serves at the pleasure of, the Executive Vice President and Provost. Salary will be commensurate with background and experience. Beginning date of appointment is anticipated to be the start of the University's fiscal year on July 1, 2021 (June 21 for payroll purposes). The University is committed to fostering the success of its senior leaders and enhancing their effectiveness. In addition to annual performance reviews, conducting periodic developmental and evaluative reviews are a means to support this commitment.

To Apply:

Application deadline is **April 26, 2021**. Application materials (consisting of a letter of application and curriculum vitae) should be submitted to the University's confidential online employment system at: https://z.umn.edu/Dean_Dentistry

Applications will be held confidential and will not be made public without permission of applicant.

Confidential inquiries and nominations of potential candidates may be directed to umndentsearch@umn.edu or to Lynda Welage, Professor and Dean, College of Pharmacy; Chair of Search Committee, at lwelage@umn.edu.

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.