University of Connecticut

Dean
School of Dental Medicine

February 2018
POSITION SPECIFICATION

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<th>Position</th>
<th>Dean, School of Dental Medicine</th>
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<tr>
<td>Company</td>
<td>University of Connecticut (UConn)</td>
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<tr>
<td>Location</td>
<td>Farmington, Connecticut</td>
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<td>Reporting Relationship</td>
<td>The Dean of the School of Dental Medicine will report directly to the Provost, University of Connecticut and work collaboratively with the Executive Vice President for Health Affairs for clinical operations.</td>
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<tr>
<td>Website</td>
<td><a href="http://www.uconn.edu/">http://www.uconn.edu/</a></td>
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THE SEARCH

The University of Connecticut (UConn), one of the nation’s leading public research universities, seeks a visionary and dynamic leader to serve as the Dean of its School of Dental Medicine. UConn seeks candidates with the experience and drive to provide strong leadership to an enterprise that spans multiple campuses and departments, and is committed to success in research, education, and outreach.

The Dean will provide strategic vision and operational direction to the clinical, educational, and research programs in the school. He or she will create an environment that supports expert practice and research focused on contemporary health care needs; will assure that the school continues to provide educational programs of the highest quality and effectiveness; and will foster the research and clinical practice activities of the faculty. The dean will assure that the school delivers high quality patient care and leads in the development of community outreach, including helping to meet the healthcare needs of underserved communities. He or she will be the school’s public voice and will articulate and promote the school’s contributions in local, state, regional, national, and international arenas of dental medicine, continuing dental education, health care, and health policy. The Dean reports to the University’s Provost and works collaboratively with the Executive Vice President for Health Affairs and with the other Vice Presidents, Deans, and Department Heads at UConn.

The successful candidate will be a nationally recognized, strong, self-assured, entrepreneurial leader able to infuse the UConn School of Dental Medicine with a sense of pride, of purpose, and of excellence. With experience in a research university, the ideal candidate will have demonstrated success as an educator, a researcher committed to the search for new knowledge, an experienced clinician understanding health care delivery and finance, a sophisticated administrator, and one able to imagine new possibilities for the School.

The University of Connecticut has retained the services of the executive search firm Korn Ferry, to conduct this important search. Confidential inquiries, nominations and applications may be directed to the search firm as indicated at the end of this document.
THE UNIVERSITY

The University of Connecticut is one of the top public research universities in the nation, with faculty and students pursuing answers to critical questions in labs, lecture halls, and the community. Knowledge exploration throughout the University’s network of campuses is united by a culture of innovation. An unprecedented commitment from the state of Connecticut ensures UConn attracts internationally renowned faculty and the world’s brightest students.

Founded in 1881, UConn is a Land Grant and Sea Grant college and member of the Space Grant Consortium. It is the state’s flagship institution of higher education and includes a main campus in Storrs, CT, four regional campuses throughout the state, a Law School, and Medical and Dental Schools at the UConn Health campus in Farmington, where this position is based. The University has approximately 10,000 faculty and staff and 32,000 students, including more than 23,000 undergraduates and over 8,000 graduate/professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution, among the top 20 public universities in the nation.

In 2011, the state of Connecticut signed into law Bioscience Connecticut, which provides funding to UConn to enhance UConn Health’s facilities, support greater research innovation, and grow the number of scientists and students in UConn’s Medical and Dental Schools. The attraction of The Jackson Laboratory for Genomic Medicine to Connecticut is a direct result of the state’s investment in Bioscience Connecticut, enabling Connecticut to assume a position of global leadership in developing new medical treatments tailored to each patient’s unique genetic makeup.

In 2013, the state legislature passed the Governor’s proposal called Next Generation Connecticut, a ten-year capital investment that will increase the size of UConn’s student body, dramatically enhance physical infrastructure for Science, Technology, Engineering, and Math (STEM) programs, and create premiere STEM programs. In addition, in recent years, the University implemented one of the most ambitious faculty-hiring plans in U.S. higher education to strategically expand its faculty in key research and teaching areas and to increase the number of classes offered.

UConn’s total budget for 2017 was $2.3 billion, and the current value of its endowment is approximately $378 million. The University receives over $216 million in research awards and is accredited by the New England Association of Schools and Colleges. The University has approximately 242,000 alumni worldwide, 132,000 of whom live in Connecticut. Student diversity continues to increase, as does the number of honor students, valedictorians, and salutatorians who consistently make UConn their top choice. UConn’s retention rate is among the best for public universities in the nation, with 92 percent of students returning for their sophomore year.

The University of Connecticut is dedicated to excellence demonstrated through national and international recognition. Through freedom of academic inquiry and expression, UConn creates and disseminates knowledge by means of scholarly and creative achievements, graduate, and professional education, and outreach. With a focus on teaching and learning, the University helps every student grow intellectually and become a contributing member of the state, national, and world communities.

Through research, teaching, service, and outreach, UConn embraces diversity and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni. As the state’s flagship public University, and as a land and sea grant institution, UConn promotes the health and well-being of citizens by enhancing the social, economic, cultural, and natural environments of the state and beyond.
The University serves as a beacon of academic and research excellence as well as a center for innovation and social service to communities. UConn is a leader in many scholarly, research, and innovation areas. Today, the path forward includes exciting opportunities and notable challenges. Record numbers of undergraduate applications and support for student success have enabled the University to become extraordinarily selective.

In under 20 years, the University’s ranking by U.S. News & World Report among public universities has risen from 38 in 1998 to 18 today. Many initiatives, including the recent addition of many new faculty, emerging programs in partnership with the Jackson Laboratory, as well as the nearly $1.7 billion investment in Next Generation Connecticut and the $900 million investment in Bioscience Connecticut present exciting opportunities and unique challenges for the University’s research endeavors. UConn’s partnerships with United Technologies, General Electric, Northeast Utilities, and other industries through UConn’s Technology Park also will help to secure its place as an institution of the highest rank among public research universities.

THE UCONN SCHOOL OF DENTAL MEDICINE

UConn’s School of Dental Medicine is located on the UConn Health campus in Farmington, also home to the UConn John Dempsey Hospital, University Dentists (a faculty group practice), a state-of-the-art outpatient facility, the UConn School of Medicine, and a thriving research enterprise. The School was chartered in 1963 and graduated its first dental (DMD) class in 1972. The School is the only dental school in Connecticut and the only public dental school in New England. As of 2017, it has educated and trained over 1700 dentists and currently has a DMD class size of 48 students per year. The School has a $48 million budget, and approximately 70 fulltime and 30 part-time faculty and 110 staff. UConn’s School of Dental Medicine is one of the country’s leading institutions because it continually strengthens and grows its renowned academic, research, and clinical programs to meet the challenges of tomorrow.

The pre-doctoral curriculum is considered rigorous and innovative and is noted for its emphasis on medical science education. During the first two pre-doctoral years, dental students co-participate with medical students in a combined basic medical science curriculum delivered by the School of Medicine. Educational outcomes have been exceptionally strong with graduates consistently placing in the top quintile on national board dental examinations. A high percentage of School graduates pursue advanced training, i.e. approximately 95% as compared to the national average of 40%.

Since 1972, the School has also developed eight advanced training or residency programs in the following areas: Advanced Education in General Dentistry, Endodontology, Periodontology, Orthodontics, Prosthodontics, Pediatric Dentistry, Oral and Maxillofacial Surgery, and Oral Radiology. As of 2017, the School has trained approximately 900 dental specialists, many of whom have attained graduate degrees (e.g. Master of Dental Science, Ph.D. in Biomedical sciences) and have tracked into academic careers. The School’s reputation as a source of clinician-scholars committed to careers in academic dentistry has been aided by over 20 years of education/training funding (e.g. T-32) from NIH supporting the professional development of DMD/PhD, specialty/PhD, PhD, post-doc and faculty trainees; since 1991, 33 of these 41 trainees have remained in academic positions nationwide, many in leadership roles. In 2016, the School received the ADEAGies Foundation William J. Gies Award for Achievement by a Dental Education Institution, largely in recognition for the achievements of its T-32 dentist scientist program.
The research programs of the School are broad in scope and aligned with UConn Health’s Research Strategic Plan and its Signature Programs. The School embraces research in all dimensions—basic, translational, clinical, and behavioral—with an orientation toward understanding, diagnosing, treating and preventing oral, craniofacial, and dental diseases and disorders. Research areas of particular interest include inherited diseases and disorders effecting tooth, craniofacial, and bone development; emerging and re-emerging infectious diseases, e.g. bacterial, viral, fungal and parasitic diseases and HIV/AIDS; neoplastic diseases; chronic disabling diseases, including osteoporosis and related bone disorders; temporomandibular joint disorders; pain, neuropathies and neurodegenerative diseases; systemic disorders with oral manifestations; biomimetics; tissue engineering and biomaterials; behavior; health promotion; and environmental factors. Tissue engineering and biomaterials research is further supported by the Department of Biomedical Engineering at UConn Health, overseen by the Dean of Dental medicine. Research funding in the School in 2015 was in excess of $8 million (annual), placing the School at 11th rank for NIDCR funding relative to the nation’s 66 dental schools. 2017 research funding was $8.612 million.

The School is active in clinical care and is the largest provider of dental care to traditionally underserved populations in the State of Connecticut. In FY17, the School provided over 85,000 patient visits at its campus clinics and, through its affiliation with 17 community-based clinics, provided an additional 28,000 visits at extramural sites. Over 65% of all care delivered is to the underserved. Net patient care revenue in FY17 was $10.7 million.

THE LEADERSHIP OPPORTUNITY

The UConn School of Dental Medicine is at a point of remarkable opportunity. UConn will welcome a Dean who thrives on innovation and the challenges and opportunities of developing, organizing, and managing new initiatives. The faculty at the UConn School of Dental Medicine are deeply committed to research, their students, and the advancement of clinical practice. As a thought leader about the future of the dental medicine, the new Dean will articulate a vision for the School, defining its role in research and the healthcare continuum, within the University community, the state, and the nation. From that vision, the Dean will shape the organization and, with the faculty, configure, create, and grow programs and attract a student body to realize their success.

The Dean can and will make critical contributions to the continued development of the School. This is an extraordinary opportunity for an individual with the drive, skill, and experience to bring creative leadership to the organization and to play a meaningful role in shaping its future. The new Dean will embrace these opportunities, helping to realize the potential of the UConn School of Dental Medicine. The successful candidate, whose leadership is eagerly sought, can make a personal difference to the institution. The new Dean will build on a solid foundation to contribute to the School and its diverse constituents to address some key challenges and pursue important opportunities.

THE POSITION

Reporting to the Provost and Executive Vice President for Academic Affairs for all matters except clinical operations, the Dean is the chief academic and administrative officer of the School of Dental Medicine, responsible for providing strategic vision and operational leadership to all aspects of the academic and scholarly program. For clinical operations, the Dean reports through the Executive Vice President for Health Affairs to the Provost and President in order to assure dental clinical operations are integrated with the total clinical enterprise at UConn Health.
The Dean will lead the School in promoting a research environment conducive to interprofessional endeavors, advancing innovative educational programs, and facilitating clinical initiatives, each of which represent major components of this role. The Dean will effectively define, articulate, and promote the School’s contributions in local, state, regional, and national arenas of dental medicine, healthcare, and policy. The Dean assists the President and Provost in representing the University on matters related to dental medicine and health to the state government. The Dean partners with the UConn Foundation to assure robust fundraising and alumni relations. The successful candidate will be a nationally recognized, strong, self-assured, entrepreneurial leader able to infuse the UConn School of Dental medicine with a sense of pride, of purpose and of excellence.

Qualifications
The University of Connecticut seeks a dynamic leader that must have at least the following minimum knowledge and skills:

- A DDS, DMD, Ph.D. in a relevant field, or an equivalent degree.
- Credentials that merit appointment at the rank of full professor.
- A proven leader and talented administrator.

The successful candidate must have the following traits:

- A profound sense of integrity and professionalism.
- A deep commitment to excellence.
- A clear ability to use good judgment and make sound decisions.
- An energetic leadership style that invites collaboration, encourages teamwork, welcomes diverse perspectives, and values transparency.
- Distinctive ability in managing change, resolving conflict, and building consensus.
- Superior interpersonal and communication skills, including tactfulness, a high level of emotional intelligence and concern for others, and the ability to navigate controversy gracefully and treat all people with civility and respect.
- The ability to sustain a vigorous research, clinical, and educational enterprise.

The ideal candidate will also have the following preferred characteristics:

- A sophisticated understanding of current healthcare issues and trends nationally and in higher education research and teaching.
- Demonstrated experience at a research university and success as a researcher or clinical collaborator committed to the search for new knowledge and the development of new technology.
- Demonstrated capability to support research at the student, resident and faculty levels, and to foster interdisciplinary team science.
- A robust understanding of the process required for gaining extramural research funding.
• Demonstrated success as an educator, and a genuine appreciation of and good rapport with students.
• Demonstrated experience with the clinical environment and a deep understanding of health care delivery.
• A clear commitment to the continued development of research and clinical collaboration between the Schools of Medicine and Dental Medicine.
• The ability to imagine new possibilities for the School, develop and articulate a vision for the School, and develop and implement effective strategic plans, including the ability to translate institutional strategy into operational goals, and to specify and prioritize short and long-range objectives.
• Experience as an agent of innovation and change achieving excellence across a complex organization.
• A demonstrable track-record of administrative achievement that gives strong evidence of his or her capacity to manage a complex School, including its budget, workforce, and programs.
• The skills to navigate the organizational, political, and fiscal realities unique to a major public research university, and to make changes to improve current practice, including effective advocacy for the resources required to uphold mandates and achieve aspirations.
• Demonstrated capability to effectively manage professional and support staff, including hiring, motivating, training, developing, and evaluating the job performance of employees.
• A strong record of accomplishment with respect to promoting diversity, including assessing needs, developing initiatives, and applying best practices.
• The ability to recruit and retain highly desirable research and clinical faculty in a competitive environment.
• The ability to work productively and cooperatively with administrators, faculty, students, staff, educators, and community leaders as partners to advance the University’s research, teaching, engagement, outreach, and service missions.
• Significant experience with outreach and cross-organizational cooperation.
• Experience and/or the clear potential to represent the School articulately and compellingly to external constituencies, enhancing the visibility and impact of its work while increasing gifts, funded research, and other mission-aligned revenue.
• The ability to develop and maintain an active alumni network and connections to the state’s dental community.
• Strong written, oral, and interpersonal skills; the ability to communicate the School’s needs, plans, and programs effectively.
TO APPLY

The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty, and staff. UConn’s faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check. All employees are subject to adherence to the State Code of Ethics which may be found at http://www.ct.gov/ethics/site/default.asp.

Review of applications, nominations, and expressions of interest will begin immediately and continue on a confidential basis until an appointment is made.

All inquiries, nominations/referrals, and applications (including curriculum vitae and letters of interest responding to the position challenges and objectives outlined above) will be held in the strictest confidence and should be submitted to Korn Ferry at uconn-dental@kornferry.com.

KORN FERRY CONTACTS

<table>
<thead>
<tr>
<th>Paul H.L. Chou</th>
<th>Abigail Ulrich</th>
</tr>
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<tbody>
<tr>
<td>Senior Client Partner</td>
<td>Principal</td>
</tr>
<tr>
<td>(202) 955.0941</td>
<td>(713) 374.1367</td>
</tr>
<tr>
<td>Email: <a href="mailto:Paul.Chou@kornferry.com">Paul.Chou@kornferry.com</a></td>
<td>Email: <a href="mailto:Abbe.Ulrich@kornferry.com">Abbe.Ulrich@kornferry.com</a></td>
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<table>
<thead>
<tr>
<th>Angie Simmons</th>
<th>Ashley McDonald</th>
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<tbody>
<tr>
<td>Senior Associate</td>
<td>Project Coordinator</td>
</tr>
<tr>
<td>(214) 418.7492</td>
<td>(713) 374.1357</td>
</tr>
<tr>
<td>Email: <a href="mailto:Angie.Simmons@kornferry.com">Angie.Simmons@kornferry.com</a></td>
<td>Email: <a href="mailto:Ashley.McDonald@kornferry.com">Ashley.McDonald@kornferry.com</a></td>
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