ORGANIZATION, POSITION & PERSON PROFILE

University of Mississippi Medical Center (UMMC)
Dean, School of Dentistry

April 2015
The Job

The University of Mississippi Medical Center (UMMC) is accepting applications for the Dean of the School of Dentistry (SOD). The Dean is responsible for the execution of the mission of the School of Dentistry and has oversight for all the departments of the school. The Dean will be expected to carry out the following roles:

- Develop and execute a strategic plan that capitalizes on the SOD’s strengths, market position and leadership to meet future academic and clinical demands.

- Maintain direct oversight of the SOD’s management team(s).

- Take fiscal responsibility over the performance of the clinical, educational and research enterprises while exploring ways to take advantage of the interdependence of the three.

- Present a compelling external face for the SOD to state and national government leaders and other constituencies and lead an ambitious program of philanthropy in order to ensure the growth and prosperity of the SOD.

Key Relationships:

The Dean of the School of Dentistry reports to the Associate Vice Chancellor for Academic Affairs.

The Dean will oversee the Associate and Assistant Deans, Department Chairs and key SOD leaders.

As the senior-most leader of the State’s only School of Dentistry, the Dean must build strong relationships with municipal, state, and national academic, business and political leaders.

The Dean will be expected to develop and maintain strong ties with the alumni of the SOD.

The Dean will be expected to work collaboratively with preeminent dentists, scientists, educators, hospital partners, and community leaders to effectively represent the SOD’s interests and shape its future.

Opportunities and Challenges:

There are a number of opportunities and challenges before the new Dean. The most immediate include:

- Ensure that first and foremost, the UMMC School of Dentistry continues to be one of
the best places to receive dental training in the country. Its graduates must be recognized as superior practitioners, and be committed and prepared to retain that superiority through their entire career.

* Continue to accelerate the SOD’s advancement in education by participating in curriculum oversight and planning, especially as it relates to the imminent change of the national board exam structure. Effectively lead the SOD through the approaching reaccreditation review.

* Lead the transformation of the SOD clinical enterprise by evaluating and making appropriate and necessary modifications to the current faculty and student clinical practice plans. Develop a service line model for clinical specialties that fosters independent innovation and is aligned with the SOD’s strategic plan.

* Effectively reach out to those who are and will be supporters to raise the money required for the renewal of facilities and the recruitment and support of research and clinical faculty.

* Ensure that the school’s vision is effectively articulated and implemented and that the resources of the school are deployed wisely.

* Continue to build on the SOD’s current research programs and leverage the opportunities for interdisciplinary collaboration within the UMMC community. Strong multidisciplinary research programs are an important part of the culture of UMMC, and with appropriate leadership, the SOD can benefit greatly from this fertile environment.

**The Person**

**Qualifications and Experience**

Candidates for the position of Dean will be selected from a diverse pool and will be evaluated according to the following criteria:

* **Academic/Clinical Credentials:** Familiarity with an academic dental school environment and demonstrated commitment to its mission and values. Strong clinical leadership credentials to guide the evolution of the clinical enterprise. Academic credentials and experience to ensure the continuation and enhancement of the clinical, educational, research and population health missions of UMMC and the SOD.

* **Leadership Aptitude:** The candidate will understand the organizational landscape and will be able to anticipate and articulate the critical issues and threats in the foreseeable future. The
The candidate will inspire the SOD senior leadership team while garnering full support of the Associate Vice Chancellor for Academic Affairs and the Vice Chancellor for Health Affairs. The Dean must be able to earn the respect of the SOD’s varied stakeholders and recruit, retain and develop superb faculty and administrative leaders.

- **Demonstrated Vision:** A powerful grasp of the challenging issues facing dental science and clinical care delivery, as well as the dynamics of operating a major educational and research enterprise. Enthusiastic advocacy for UMMC’s multiple missions, its Strategic Plan, and its commitments to equity and diversity.

- **Business Acumen:** A strong business aptitude, with demonstrated experience and understanding of the complex financial pressures facing educational and research enterprises and academic health-care delivery organizations.

- **Fundraising and Philanthropy:** An ability to effectively articulate the SOD’s vision in a compelling manner to a broad range of stakeholders, as well as a track record of attracting financial resources from individuals, government sponsors and private institutions.

- **Ability to Work with People:** Demonstrated ability to work with diverse stakeholders, build consensus, resolve conflicts and manage ambiguity. The candidate will demonstrate a commitment to transparency and proactive, two-way communication essential to building trust and engagement among faculty, support staff and students.

- **Personal Style and Values:** Highly developed skills in personal diplomacy, a passion for the value of academic health care and a commitment to achieving sustainable results for each component of the SOD’s mission.

- **Past Success:** A successful career, including a leadership role in a complex, multi-faced university and clinical enterprise with demonstrated ability to be a leader and innovator and to make effective, institution-wide decisions.

**Education and Credentials**

Nominees and applicants must hold a D.D.S/D.M.D. (or equivalent degree in a health related field) and have demonstrated scholarly distinction appropriate for a senior level appointment.

**Compensation**

Compensation arrangements are competitive and commensurate with both experience and achievement. The University of Mississippi is an Equal Opportunity/Affirmative Action employer and does not discriminate on the basis of race, sex, religion, color, age, disability, marital status, national origin or veteran’s status.
The School of Dentistry

The School of Dentistry admitted its first class in 1975. For 40 years, the school has met its legislated missions of educating general dental practitioners for Mississippi, providing continuing education for the state’s dental health professionals, conducting dental research and providing dental service for the state. Currently, the school offers the following accredited programs: DMD, a General Practice Residency Program (GPR), and Advanced Education in General Dentistry Residency Program (AEGD) and two specialty programs: oral and maxillofacial surgery and pediatric dentistry.

UMMC Dentistry doctoral dental program is founded upon a problem-based learning andragogy. This methodology promotes critical thinking and competencies for lifelong learning required by future oral health professionals in a world of rapid advances in knowledge, changing demographics, disease patterns, health management and delivery systems, technology and quality of life expectations.

The school’s dental clinic offers comprehensive oral healthcare and special services for Mississippians and is particularly convenient for low-income families.

School of Dentistry at a glance:
• Established in 1975
• 35 DMD students per class selected from 100 applicants (only MS residents are accepted)
• 139 pre-doctoral students
• National Boards Results (2014-15)
  o Part I Pass Rate = 100%
  o Part II Pass Rate = 94%
• 24 residents
• 43 full-time faculty
• 40 part-time faculty
• 40,160 total patient visits (2013-14)
• FY2014 budget: SOD >$24.5M; University Dentists >$4M
• Total research funding for 2013-14 is >$1.4M
• The school’s endowment is >$1.9M

UMMC

Dedicated to health sciences education, research, clinical excellence and enhancing the health of Mississippi’s population, The University of Mississippi Medical Center (UMMC) is the only academic health science center in Mississippi. This means that UMMC is not just a medical school, but rather five health professions schools, including medicine, and a graduate school in health sciences. Graduates make up the backbone, and include many of the leaders, of Mississippi’s future health-care workforce.
UMMC is not just a hospital. UMMC is an integrated health system that trains doctors, nurses, allied health professionals and also offers some of the state’s most advanced medical services and serves as a safety net for the state’s most vulnerable citizens.

UMMC is also a biomedical and clinical research enterprise, seeking new treatments and cures for diseases and conditions that afflict Mississippians and sharing that new knowledge locally with trainees and faculty as well as nationally and internationally with the biomedical community.

UMMC’s missions of education, research, patient care and enhancing the health and well-being of the population of Mississippi are intertwined to provide the best possible education for the state’s brightest students and world class health services for patients served. The missions are fostered and carried out in a culture that respects differences and values diversity.

UMMC was established in Jackson in 1955. Its precursor was the two year University of Mississippi School of Medicine established in 1903 on the main campus of the University in Oxford. UMMC reports through its Chief Executive Officer, The Chancellor of the University of Mississippi, to the Mississippi Institutions of Higher Learning (IHL), the governing body for the state’s eight public universities.

UMMC’s educational components consist of schools of: medicine, nursing, dentistry, graduate studies in the health sciences, health related professions and pharmacy; as well as 45 programs in graduate medical and dental education. (The pharmacy school is headquartered in Oxford; students complete their clinical training at UMMC.)

UMMC’s research institutes and centers include: cancer institute; obesity center; memory impairment and neurodegenerative dementia center; center for cardiovascular and renal research; center for psychiatric neuroscience; women’s health research center; center for the elimination for health disparities; and ACT center for tobacco treatment, education and research; center for bioethics and medical humanities.

UMMC’s patient care enterprise operates as University Hospitals and Health System and includes the fully integrated University Physicians faculty practice. The system includes three tertiary hospitals and two community hospitals, Mississippi’s only Level 1 trauma center, a Level 4 neonatal intensive care unit, organ transplantation service, and dedicated Children’ Hospital. The UMMC clinical enterprise serves more than 28,000 inpatients annually and receives more than 250,000 hospital outpatient and emergency department visits.

UMMC has an annual budget exceeding $1.6 billion, nearly 10,000 employees, and a direct economic impact on the state that exceeds $2 billion annually. Importantly, UMMC is on firm fiscal footing providing for continued strategic growth and impact across all missions.

For additional information on each of the components of this rapidly growing academic medical center that truly is seen as one of the “crown jewels” of that state please refer to www.umc.edu.
Community Overview

Forget everything you thought you knew about Mississippi and discover the scenic state that is legendary for its hospitality and warm, friendly people. Wherever you travel in the state, from the Hill Country to the Coast, from the Delta to the Heartland, a genuine southern "welcome" greets you at every corner. Mississippi's landscape is only one example of the diversity that you'll find within its borders. It is home to excellence in the arts, technology, commercial ventures, health care advances, and a commitment to educational achievement. It is home to a broad range of enterprises including casinos, ship-building, service industries, agriculture, commercial fishing, and manufacturing such as the recently opened Toyota plant. Mississippi has produced a diverse multitude of prominent talent including William Faulkner, Eudora Welty, Leontyne Price, John Grisham, B. B. King, Walter Anderson, Faith Hill and Morgan Freeman, just to name a few.

Mississippi is home to a wide array of music, artisans, museums, art galleries, theatres, and every type of delightful cuisine imaginable. It is also home to celebrations of its numerous ethnic backgrounds and cultures with festivals and special events all year round. Whether you prefer country or city living; golfing on championship courses or sail boating on Jackson's 33,000 acre reservoir; attending the International Ballet Competition held in Jackson or wandering through a museum or historical site; Mississippi truly has something for everyone. Majestic trees, fresh air, short commutes, and a lower cost of living can all be found in this lush, beautiful state where everyone is considered a neighbor and hospitality is a lifestyle.

There’s no better way to sample the South than Jackson, Mississippi. A blend of the old and the new, Jackson offers glimpses of the past while looking ahead to the future. From fabulous history, art and science museums to world-class exhibits and performances, Jackson is a secret full of surprises.

Mississippi’s Capital City is conveniently located at the crossroads of Interstate 55 (north-south) and Interstate 20 (east-west) in the heart of our “Hospitality State.” As the center for the Metro Jackson area, home to more than 425,000 people, the city of Jackson is steeped in history, music, performing arts, sports, and our truly Southern way of life.

Although less than 8,000 people lived in the Jackson area at the turn of the century, its population began accelerating rapidly after 1900, and it is now one of the dynamic growth areas of the Sunbelt. It is a major distribution center with a prime location equal distance between Memphis and New Orleans, north-south, and between Dallas and Atlanta, east-west. As a major distribution center, efficient transportation facilities are a must. Five major air carriers provide service in the Jackson-Evers International Airport and Hawkins Field.

Every major religion is represented in the city and there are more than 400 houses of worship
including churches, mosques, synagogues and temples scattered throughout the 105 square miles of community. Excellent public schools are available in the area, and seven colleges and junior colleges are located within 15 miles of Jackson's center.

Community support is strong for the Mississippi Symphony Orchestra, the Mississippi Opera, New Stage Theatre, and a minor-league professional baseball team, along with the Mississippi Museum of Art, the Natural Science Museum, Agriculture and Forestry Museum, and the Smith-Robertson Museum and Cultural Center, the Old Capitol Museum, and other venues. The Mississippi Children’s Museum opened in 2010. Jackson is the United States host city to the International Ballet Competition every four years, including in 2014.

Gourmet dining and nightlife sparkle on the Jackson scene. Many races and ethnic groups provide the city with cuisine that is truly international. One can choose Greek, Continental, Indian, Italian, Chinese, Japanese, French, Mexican, Thai, Russian, or good old Southern cuisine.

Jackson is a city with wonderful citizens, who are dedicated to providing the energy to meet today’s challenges and to make Jackson one of “America’s Most Livable Cities.”

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