AN INVITATION TO APPLY:
Associate Dean for Research
University of Minnesota
School of Dentistry

The University of Minnesota School of Dentistry improves oral and craniofacial health by educating clinicians and scientists who translate knowledge and experience into clinical practice.

THE SEARCH

The University of Minnesota School of Dentistry invites applications and nominations for the position of Associate Dean for Research. The School is part of the outstanding University of Minnesota Academic Health Center, one the most comprehensive academic health centers in the United States. The School of Dentistry consistently attracts high quality students, has achieved an international reputation for research, education, and service and was most recently ranked third in NIH/NIDCR funding.

The successful candidate will be an established independent investigator in an active research program, capable of developing and implementing a compelling research vision and focus, and providing leadership and management skills for existing programs. The candidate should have the ability to develop institutional research priorities; policy related to research administration; new research opportunities; grants management systems; and coordinate and assist with research-based postgraduate programs, residencies, fellowships and student research programs.

Qualifications for this tenure track position include a DDS, DMD, MD and/or Ph.D. degree or equivalent. Academic rank and salary will be commensurate with qualifications and experience. All inquiries, nominations, and applications will be treated confidentially. Women and individuals from underrepresented minorities are encouraged to apply.
The executive search firm, The Hollander Group, www.thehollandergroup.net, has been retained to assist in conducting this search. Review of applications will begin immediately and continue until the position is filled.

THE SCHOOL OF DENTISTRY

The University of Minnesota School of Dentistry (http://www.dentistry.umn.edu/), presently ranks 11th in NIDCR funding, and 7th for total NIH funding, among all US Schools of Dentistry.

Mission

The School of Dentistry improves oral and craniofacial health by educating clinicians and scientists who translate knowledge and experience into clinical practice.

The School of Dentistry is committed to:

- Graduating professionals who provide the highest quality care and service to the people of the State of Minnesota and the world;
- Discovering new knowledge through research, which will inspire innovation in the biomedical, behavioral and clinical sciences; and
- Providing oral health care to a diverse patient population in a variety of settings.

Vision

The School of Dentistry sets the standard for the rest of the world with a vision of providing oral health care to a diversified patient population in a variety of settings.

The School’s core values are:

- Excellence in all endeavors
- Strong sense of vision and purpose
- Service to the community/contributions to society
- Continual pursuit of knowledge
- Respect for the individual
- Personal and institutional integrity
ACADEMIC PROGRAMS

Overview

The University of Minnesota School of Dentistry, established in 1888, is the only dental school in the state of Minnesota. It is located in the heart of the Minneapolis-St. Paul metropolitan area. The University has earned an international reputation for its educational, clinical, research, service and patient care programs. With 377 clinical operatories in over 71,000 square feet of clinic space, about 1,000 new patients are treated each month.

The School of Dentistry has the largest enrollment of pre-doctoral dental students in the upper Midwest (97 per class) and is the only dental hygiene program in the State that grants a baccalaureate degree and is affiliated with a dental school (24 students per class). The dental and dental hygiene programs teach the scientific, scholarly, interpersonal communication and practice management skills required of graduates in a continually changing profession.

D. D. S. Program

The School of Dentistry offers the Doctor of Dental Surgery (D.D.S.) degree, which is a 4-year degree program. In 2005, 761 applicants applied for the 97 positions in the first-year class. The D.D.S. curriculum includes courses in basic and clinical sciences – gross and microscopic human anatomy, human neuroanatomy, biochemistry, microbiology, pharmacology, human physiology, pathology, oral histology and embryology, genetics; and operative dentistry, oral diagnosis, pediatric dentistry, oral surgery, removable prosthodontics, management and supervision of dental practice, jurisprudence, and ethics. A variety of elective experiences are also available to dental students, including a Summer Research Fellowship Program. The School of Dentistry has gained a national and international reputation for the quality of its educational, clinical, research, and service programs and has earned long-standing recognition for the excellence of its patient care educational programs.

The School of Dentistry also offers a Dentist-Scientist Training Program DDS / Ph.D. This program provides for integrated DDS and Ph.D. experiences for exceptional baccalaureate students.

Students also participate in dental outreach clinics, including the Hibbing Community College Dental Clinic, Mobil Dental Unit, Community University Health Care Center and NorthPoint Health and Wellness Center.

All fourth-year dental students spend four to six weeks in extramural programs designed to develop a broad understanding of the responsibilities they will have as dental professionals through a combined observation-work experience in diverse social and cultural settings, for example, portable outreach clinics, public health, Indian health services, and Minnesota rural health school.

B.S. in Dental Hygiene Program

Established in 1919, the Dental Hygiene Program is accredited by the Commission on Dental Accreditation. Students are prepared to assume roles in many different health care
environments, such as general and specialty practices, public schools, community health clinics, insurance companies, dental hygiene educational programs, extended care facilities, and in the health products industry. The School also offers a B.S. degree completion program for graduates of accredited associate degree programs in dental hygiene. An accelerated program begins in fall 2006 that will allow students to earn the BSDH in three years with year-round coursework.

Advanced Education and Graduate Programs

Advanced education and graduate programs are designed to prepare dental professionals for a wide range of career options – advanced general dentistry, as well as specialty practice, research, education and administration.

Advanced clinical specialty training programs are offered in endodontics, geriatrics, oral and maxillofacial surgery, orofacial pain, orthodontics, pediatric dentistry, periodontics and prosthodontics. Advanced training in general dentistry is also available through a one-year general practice residency program.

A Master of Science (M.S.) program in dentistry through the University’s Graduate School trains leaders in dental research, education, administration, and advanced clinical and oral sciences. M.S. and Ph.D. programs in oral biology are offered for advanced basic science training. The Dentist-Scientist program provides a Ph.D. in basic sciences and clinical specialty training. M.S. and Ph.D. degrees are also offered in clinical research, biological sciences and public health through the University of Minnesota Graduate School.

Program for Advanced Standing Students

The Program for Advanced Standing Students (UMN PASS) is an innovative new program designed for graduates of dental schools outside of the United States and Canada to meet requirements for licensure. The first class begins in May 2006, with a 10-week introductory program, after which participants will be integrated into the third-year dental class. UMN PASS students then participate in all courses and clinical experiences with University of Minnesota dental students as they proceed through their third and fourth years of dental school. Successful completion of the two-year program leads to a Doctor of Dental Surgery (D.D.S.) degree, allowing a successful graduate to seek a license to practice dentistry in any U.S. state.

RESEARCH EXCELLENCE

The School of Dentistry has pioneered research in pain control, tumor growth, fluoridation, microbiology and disease prevention. Our faculty scientists are world leaders in cancer pain research, discoveries that link oral infections with heart (cardiovascular) disease and other health problems (e.g., adverse pregnant outcomes).

Related basic science research areas include: microbiology, virology, neuroscience, bone biology, biomechanics, and biomaterials.
Research activities are supported by a combination of government and commercial grants.

**Oral Health Clinical Research Center**

Established in 1990 with grant support from the National Institutes of Health, the Oral Health Clinical Research Center at the University of Minnesota School of Dentistry conducts research in the areas of oral surgery, dental materials, restorative procedures, facial pain, neuroscience, caries, periodontal diseases, temporomandibular joint (TMJ) dysfunction and oral medicine. The Center develops and applies advanced technology to prevent, diagnose, and treat diseases affecting the craniofacial region. It has cooperative ventures with other related centers, institutes, and universities throughout the U.S. and abroad.

The Center maintains a fully equipped multi-purpose research clinic consisting of 10 dental operatories, office space, and data analysis facility. Staff includes trained and calibrated clinical examiners, study coordinators, a Ph.D. level biostatistician, dental hygienists and dentists. The Center regularly conducts FDA phase II and III clinical protocols for industry and has the capability and infrastructure to conduct virtually any type of clinical study dealing with oral health care products and procedures.

**The Minnesota Center for Biomaterials and Biomechanics**

The Minnesota Center for Biomaterials and Biomechanics, which works closely with manufacturers to create and test new dental products and materials, has contributed major innovations to the field, including the Virtual Dental Patient and the "artificial mouth" - an invention unique enough to earn display rights at the Smithsonian Institution in Washington, D.C.

**Craniofacial Research Training (MinnCReST) Program**

The MinnCReST Program offers exciting fellowship and career development opportunities for graduate students and post-doctorates wishing to begin, continue or expand their research careers.

**THE DEAN AND FACULTY**

**Dean Patrick M. Lloyd, D.D.S., M.S.**

Dr. Patrick Lloyd is a graduate of Marquette University School of Dentistry and received a certificate of prosthodontics from the VA Medical Center in Milwaukee, Wisconsin and a M.S. degree from Marquette. After completing his specialty training, Dr. Lloyd returned to the VA Medical Center to direct a fellowship in geriatric dentistry. In 1987, he was appointed by the Department of Veterans Affairs to serve as National Coordinator for Geriatric Dental Programs. In 1992 he joined the faculty at Marquette as Director of the Special Patient Care Clinic and the Wisconsin Geriatric Education Center. He was then appointed chair of the University of Iowa Department of Family Dentistry (1996-2004). For a decade, Dr. Lloyd served as Editor-in-Chief of the *Journal of Prosthodontics* (1993-2003). He is a Diplomate of
the American Board of Prosthodontics and a Follow of the American College of Prosthodontists and the Gerontological Society of America.

Faculty

With 124 full-time faculty members, the School is well positioned to meet the educational needs of students, supervise patient care, and conduct the scholarship appropriate for a research-intense university.

<table>
<thead>
<tr>
<th>Faculty By Rank</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full professor</td>
<td>32</td>
</tr>
<tr>
<td>Associate professor</td>
<td>44</td>
</tr>
<tr>
<td>Assistant professor</td>
<td>32</td>
</tr>
<tr>
<td>Academic researchers</td>
<td>16</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
</tr>
</tbody>
</table>

Students

The school has student enrollments in its various programs as follows:

<table>
<thead>
<tr>
<th>Program</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>D.D.S.</td>
<td>377</td>
</tr>
<tr>
<td>B.S. in Dental Hygiene</td>
<td>109</td>
</tr>
<tr>
<td>M.S. in Dentistry-Total</td>
<td>62</td>
</tr>
<tr>
<td>M.S. in Dentistry -in combination with a specialty program</td>
<td>50</td>
</tr>
<tr>
<td>M.S. Program in Dentistry</td>
<td>12</td>
</tr>
<tr>
<td>Specialty Training Program - Certificate</td>
<td>30</td>
</tr>
<tr>
<td>M.S. Program in Oral Biology</td>
<td>4</td>
</tr>
<tr>
<td>Ph.D. Program in Oral Biology</td>
<td>16</td>
</tr>
<tr>
<td>Total</td>
<td>598</td>
</tr>
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RESPONSIBILITIES OF THE POSITION

This is a 12-month appointment with the administrative portion annually renewable with approximately a 40% commitment.

Responsibilities of the position include:
- Represent and serve as advocate for research mission of the School to the University and the wider community.
- Develop policy related to research administration and help researchers and departments implement grants management systems.
• Serve on the University-wide committee of Associate Deans; communicate with and report to the Dean; and consult with department heads and faculty on issues relating to the research mission of the School.
• Coordinate and assist with research-based, postgraduate programs, residencies, fellowships and student research.
• Facilitate the development of interdepartmental research programs including translational research.
• Develop new research programs, foster multidisciplinary collaborations within the Academic Health Center, and apply for AHC/University interscholastic and interdisciplinary funding.
• Identify and disseminate information including RFAs and encourage application for national grants, fellowships and contracts. Identify and access alternative nontraditional sources of funding.
• Assist with development of start-up packages, identification of facilities and equipment, and identification of interdepartmental/interscholastic links for faculty candidates
• Administer research seed money and other designation fund distributions to foster research initiative, support ongoing research and provide bridging funds when appropriate.
• Identify and facilitate collaborative opportunities bringing together clinical and basic science researchers.

CHALLENGES AND OPPORTUNITIES OF THE POSITION

The successful candidate for the School of Dentistry Associate Dean for Research position will demonstrate a commitment to excellence in research and to creating synergies between the research mission and the educational and service missions of the school. S/he will be entrepreneurial and possess a solid understanding of the operations and philosophy of a research enterprise at a complex research institution like the University of Minnesota. Building on an established record of accomplishment and infrastructure, the new Associate Dean for Research will successfully address many challenges and opportunities, and must be able to:

• **Bridge between clinical and basic sciences research.**
  The new Associate Dean for Research will need to facilitate enhancing the connections between clinical research and basic sciences research. This bridging should take place at all levels, including jointly setting goals and objectives, establishing priorities, developing strategic plans and initiatives, submitting funding proposals, and executing sponsored projects and programs.

• **Expand and harness research alliances and collaborations.**
  The Associate Dean for Research will expected to lead in developing, enlarging upon and exploiting research relationships spanning departments (and research centers) of the School, with other Schools within the Academic Health Center (AHC), with other colleges (e.g., Life Sciences, Engineering) within the University and with other research-oriented institutions.

• **Connect the School’s research enterprise with broadly based initiatives.**
The Associate Dean for Research should identify and integrate, as appropriate, with initiatives at the AHC, University and national levels. An excellent example here is the NIH’s Clinical and Translational Science Award that AHC is targeting.

- **Facilitate research career development, especially among junior faculty members.**
  The Associate Dean for Research will be expected to grow and nurture the School’s research enterprise and help develop and implement a formal and rigorous research mentoring program for junior faculty.

- **Nurture and extend fruitful relationships with industry.**
  The Associate Dean for Research will be expected to increase collaborative relationships between the School and local industry. This will entail building upon and applying proven models with existing and new partners.

**CHARACTERISTICS OF THE IDEAL CANDIDATE**

The candidate for this position will personify the mission and vision set forth by the School of Dentistry where research, practice and service are the keystones of education.

While it is understood that no candidate may possess all of the desired qualities, the ideal candidate will possess the following personal characteristics and professional experience: an established, independent investigator capable of developing and implementing a compelling research vision and focus, and providing leadership and managerial skills for existing programs. The candidate should have the ability to respond to new research opportunities, develop research priorities, and foster research career development within the School of Dentistry. The successful candidate must be visionary, inclusive and a respected researcher in her/his own right with an emphasis on craniofacial research.

He or she also must demonstrate:

- Success in mentoring faculty on all aspects of research, especially grant proposal writing and grants management.
- The ability to take advantage of unique aspects of a healthcare environment and translate them into research opportunities, priorities, and synergies.
- A record of defining and advocating for the infrastructure, including technologies, needed to support and further dentistry research.
- The ability to formulate and manage research budgets.
- The ability to develop and lead interdisciplinary research teams, programs and projects.
- Experience in fundraising.
- A history of continual extramural research support, including NIH funding.
- Eligibility for appointment as a tenured associate or full professor.

**THE UNIVERSITY OF MINNESOTA**

A classic Big Ten campus in the heart of the Minneapolis-St. Paul metropolitan area, the Minneapolis campus provides a world-class setting for lifelong learning. The largest of the
four campuses, it is made up of 20 colleges offering undergraduate, graduate, and professional
degrees. The Mississippi River divides the campus in the East Bank where the School of
Dentistry and the Academic Health Center are located and the West Bank. Adjacent
neighborhoods cater to student interests and downtown Minneapolis and St. Paul are only
minutes away.

A VITAL PROGRESSIVE COMMUNITY

The University of Minnesota is located in the heart of the vital and progressive Twin Cities of
Minneapolis and St. Paul—a beautiful urban area of more than 2.1 million people. Minnesota
is well known for its commitment to the education, welfare and rights of its citizens and
protection of the environment. The Land of 10,000 Lakes offers natural beauty and a full
menu of sports and recreation, available in both urban areas and the state’s wild lakes and
forests. The area provides year-round opportunities for recreation and possesses one of the
most active and progressive arts communities in the country.

*Child Magazine* ranks the Twin Cities third on its list of the top 10 best cities to raise
children, and *Places Rated Almanac* ranks it eighth out of 354 metropolitan areas in the
United States and Canada for its variety and participation in the arts. For a record seven years
in a row, Minnesota has been ranked the nation’s *Most Livable State*.

Minnesota’s health care industry is one of the most advanced and innovative in the nation. Its
famed “Medical Alley” is home to health care giants from Medtronic to the Mayo Clinic.
Minnesota has been the “healthiest state” for nine of the 15 years from 1990 to 2004,
according to the United Health Foundation.
TO APPLY

Nominations and applications will be reviewed by the Search Advisory Committee beginning immediately, and will be accepted until the position is filled. Individuals from underrepresented groups are encouraged to apply. All inquiries, nominations, and application materials (comprising CV and a cover letter) will be treated in a strictly confidential manner and should be sent, preferably in electronic form, to:

Sharon M. Flynn Hollander or Clifford R. Hollander
The Hollander Group
Info@thehollandergroup.net
Phone: 202-270-8772
Fax: 202-337-4046

The University of Minnesota is an Equal Opportunity Employer and encourages a diverse pool of candidates for this search.