



UNE UNIVERSITY OF NEW ENGLAND

The search for Dean of the College of Dental Medicine

The University of New England (UNE), one of the fastest growing private universities in the Northeast, is launching a national search for its next Dean of the College of Dental Medicine. Driven by strong interest in its health sciences programs, UNE has experienced unprecedented growth over the last five years. Enrollments have risen 70 percent to more than 9,500 students in campus-based, continuing education, and distance education degree programs. Often characterized as a private institution with a public mission, UNE has firmly established itself as an innovative health sciences University grounded in the liberal arts.

UNE will welcome a new Dean who thrives on academic entrepreneurship, embraces the energy of positive change, and is committed to the notion that UNE's students must be given the opportunity to explore the knowledge and acquire the skills relevant to a complex and changing world. The Dean is one of UNE's six Academic Deans who report directly to the Provost.

Vision 2017

The University of New England will be nationally recognized with programs of excellence and innovation in health professions and the arts and sciences.

Mission Statement

UNE provides students with a highly integrated learning experience that promotes excellence through interdisciplinary collaboration and innovation in education, research, and service.

Core Values

The University of New England values student-centered, multi-disciplinary and interdisciplinary programs that meet the highest ethical standards to achieve excellence in support of an integrative approach to the liberal arts, health and the environment, as well as scholarship and research.

ABOUT THE UNIVERSITY OF NEW ENGLAND

Founded in 1831, the University of New England (UNE) is an independent, coeducational university with a unique heritage and three distinctive and picturesque campuses in Biddeford and Portland, Maine as well as Tangier, Morocco. The institution upholds the proud traditions and spirit of the original colleges that merged to

become the University of New England. St. Francis College, a liberal arts and sciences institution, founded in Biddeford along the Saco River's estuary in 1939, provides the historical roots of commitment to the liberal arts. The New England College of Osteopathic Medicine was established in 1978 on the St. Francis College campus with a mission of training osteopathic physicians who would practice primary care medicine. The two colleges successfully joined to establish the University of New England in the 1980s.

In 1996 the university merged with Westbrook College, an institution in Portland that promoted higher education opportunities for men and women since its founding in 1831. The College of Health Professions was established on that campus in 2001 and formally renamed the Westbrook College of Health Professions (WCHP) in 2009. With the addition of the College of Pharmacy and the College of Dental Medicine over the last five years, UNE has become one of only five private universities with a comprehensive health education mission including medical, pharmaceutical, dental and allied health programs.

UNE offers students an academically rigorous education, with more than 70 undergraduate, graduate and professional degree programs. Beginning their first year, students can engage in groundbreaking research alongside faculty who are leaders in their field. UNE has been consistently ranked in the top tier of northern universities in *U.S. News & World Report's* America's Best Colleges guide. The university is the largest educator of health care professionals for the state of Maine and its medical school is nationally recognized for leadership in primary care, geriatric and rural medicine.

UNE has been called “a disruptive innovator, one that recognizes and honors its strengths while innovating with optimism,” by UNE President Danielle N. Ripich, a reference to Clayton Christensen and Henry Eyring’s 2011 bestselling book, *The Innovative University*.

Strong foundation for growth

The University of New England has entered the exciting second phase of its vision 2017 strategic plan, which emphasizes the building of nationally recognized programs of research and scholarship, continued development of innovative programs in interprofessional health education, and the expansion of global initiatives. Under President Ripich’s leadership and through UNE’s global leadership programs, the university has embraced a commitment to educate and prepare its students for a global society. In 2014 UNE opened a campus in Tangier, Morocco, firmly planting the seeds for “Maine experiences, global explorations.”

Support for UNE’s consistent enrollment expansion is reflected in a \$100 million transformational investment in plants and facilities on both Maine campuses and in Morocco. In Biddeford, this includes the Pickus Center for Biomedical Research, UNE’s first research-only building; Morgane Hall, an academic building; the George and Barbara Bush Center and Library; the 300-bed Sokokis Residence Hall; and the “Big Blue” synthetic turf athletics field, one of only four such fields in the nation. In Morocco UNE has invested in student residences, traditional classrooms, and science laboratories. This is a unique study abroad innovation that will allow health and science majors to continue curricular progressions without interruption toward graduation.

In December 2010 the university received the largest single gift in its history – \$10 million from the Harold Alfond Foundation – and in 2012 opened the doors of its \$20 million Harold Alfond Forum. This is the new home of UNE’s athletics and WCHP undergraduate interprofessional education programs, and the new hub of student life on the Biddeford Campus.

The Portland Campus has seen the addition of the 48,000 sq. ft., state-of-the-art College of Pharmacy, the renovation of historic 1856 Goddard Hall as the new administrative home of the College of Dental Medicine, and a 40,000 sq. ft., state-of-the-art College of Dental Medicine building that houses student training facilities.

These investments by UNE have created 3,000 jobs related to manufacturing and construction in the state. UNE is a leading economic driver in Maine, employing close to 1,000 faculty and staff and delivering a total impact of nearly \$560 million

each year. For its many contributions to the region’s economic vitality, the university was honored with the 2009 Economic Achievement Award from the City of Portland, and the 2010 Robert R. Masterton Award for Economic Development from the Portland Regional Chamber of Commerce.

The Maine Women Writers Collection, based on the Portland Campus, is a pre-eminent special collection of published and non-published literary, cultural and social history sources. These great resources are by and about women authors, either native or residents of Maine. The collection was designated a national Literary Landmark in 1998. The UNE Art Gallery, established in 1977 on the Portland Campus, houses a permanent collection of paintings, drawings, photographs and sculpture by nationally and internationally known artists, and mounts six exhibitions each year.



Research and scholarship

In alignment with its strategic vision, the university has established five Centers of Excellence in Research and Scholarship that build on UNE’s strengths in marine sciences, neuroscience, humanities and public health. They include:

- Center for Excellence in the Neurosciences
- Center for Excellence in Interprofessional Education
- Center for Global Humanities
- Center for Community and Public Health
- Center for Land-Sea Interactions: Human, River and Ocean Health

The centers provide opportunities for collaborative research and scholarship programs that are competitive for interdisciplinary, multi-investigator and multi-institutional awards. The centers are also designed to expand undergraduate research at UNE and explore opportunities for

future Ph.D. programs. UNE receives grants from many prestigious national sources, including the National Science Foundation, the National Institutes of Health, U.S. Department of Health and Human Services, and the National Endowment for the Humanities, and the Kresge Foundation, among others.

UNE students work closely with internationally recognized faculty studying a diverse range of topics, from biomedical research on chronic pain and opioid addiction, to tortoises in the Galapagos, to land use in the Saco River Watershed. They can present their research to faculty and peers at annual undergraduate research symposia. In addition UNE annually hosts the regional Northeast Undergraduate Research Symposium (NURDS) which draws student presenters from over 50 academic institutions. The university also sponsors competitive fellowships that provide generous stipends to students, and internships that connect them with exciting opportunities to live and work throughout the world.



Interprofessional Education (IPE)

UNE now represents 13 different health professions, and as the largest educator of health care professionals in Maine. UNE is committed to educating and training its students in the competencies of interprofessional team-based, collaborative care. IPE education at UNE takes place in classroom settings, simulation labs and trainings, and clinical settings. UNE is uniquely positioned to do this, with established programs and educational partnerships to enable it to take the lead in this effort.

UNE students graduate with the benefit of experiences learned in an interprofessional environment that includes numerous health professional graduate schools and programs, including medical, pharmacy, nursing, social work, physician assistant, and dental. Their experiences include improving public health in urban and rural areas across the globe.

Global Initiatives

The university is preparing its graduates to succeed and lead in a constantly evolving global community. UNE is globalizing its curriculum by making it portable. Students can take it with them to “study away” across the country, to remote rural areas, or across the world. In November 2011, the Board of Trustees approved plans to open a UNE campus in Tangier, Morocco, and in January 2014 UNE Morocco welcomed their first class of students.

Compelling Location

UNE’s 540-acre coastal campus in Biddeford includes more than 4,000 feet of Saco River and ocean frontage, and the historic Portland Campus, 19 miles away, is in a progressive and lively city ranked nationally as one of the ten safest, culturally most fascinating cities in the U.S. Both provide access to outstanding experiential learning opportunities, internships, and residencies. The Greater Portland area is recognized as one of northern New England’s most important centers of health care, and is just two hours from Boston.

An Engaged and Active Community

UNE students are committed to academic and civic endeavors. They volunteer approximately 10,000 hours of community service to more than 150 community agencies, organizations and schools each year, many as part of the University’s senior-year Core Curriculum Citizenship Seminar requirement. In addition, The Division III Nor’easters field 15 competitive athletic teams in men’s and women’s sports that have won both Conference championships and sportsmanship awards, and students are involved in more than 60 other clubs and organizations.

Over the past five years, UNE has experienced strong, responsible and exciting growth:

- Enrollment of more than 9,500 students, (unduplicated headcount, equally distributed among undergraduate, graduate and distance students)
- \$100+ million investment in plant and facilities
- Addition of the College of Pharmacy, the first accredited provider of pharmacy education in northern New England; and the College of Dental Medicine, the first dental school in northern New England
- A six fold increase of faculty research and scholarship from FY06-FY11, with total awards from federal, state, foundation and corporate sponsors now approaching \$20 million

- Balanced operating budget with faculty salary increases moving all ranks above the 50th percentile and assistant professors to the 80th percentile
- Average annual fundraising totals that have almost doubled, from an average of \$3.9M annually in FY01-FY06 to \$7.5M annually in FY07-12
- The Annual Fund raised over \$1M in each of the last two years with over 2,100 donors annually
- More than 23,700 alumni representing 46 states and 22 countries

College of Dental Medicine

Mission for the College of Dental Medicine (CDM):
To improve the health of Northern New England and shape the future of dentistry by educating compassionate, socially aware, competent dentists to become community and educational leaders serving those in need.

The College will provide excellent health care services with an orientation toward prevention; serve as a leader in health professions education; seek innovations in health care delivery, health professionals education and population health while serving the community.

The educational experience at the College will include recruitment of compassionate students who demonstrate a commitment to social justice and/or leadership. Students will be supported in a learner-centered environment grounded in trust, collegiality, and high ethical standards with a commitment to population-based issues including extensive community-based clinical education. Students will develop skills in interdisciplinary health care, discovery and application of new and emerging science, evidence-based practice, and new technology.

The University of New England's College of Dental Medicine welcomed its first class on September 3, 2013. The College's pioneering class of 64 students has the chance to make history and become the first dentists educated in Maine. UNE has created a modern, innovative and technologically advanced dental education program, where a rich environment for collaboration exists, and the small class size will provide students with a personalized learning environment. The program has implemented a robust community education program, with a focus in the fourth year on extensive clinical experience in a distributed, community-based clinical learning environment across Maine, New Hampshire and Vermont. Also opened in the

Fall of 2013 is the new \$14.5 million Oral Health Center located on the Portland Campus.

The Oral Health Center is now the clinical home of UNE's College of Dental Medicine teaching clinic and dental simulation facility, and will provide space for UNE to explore new models of inter-professional health care education and practice.

The teaching clinic was funded with generous support from the \$3.5 million state bond approved by voters in 2010, \$2.3 million provided by founding donor Northeast Delta Dental, and numerous foundations and individuals.

In addition to an Inter-Professional Health Care clinic, the UNE Oral Health Center will include the Dental Center, consisting of an Urgent Care Clinic, the Delta Dental Comprehensive Care Clinic, a Dental Specialty Care Clinic, a Radiology suite, the Dental Simulation Center, and space for future dental residency programs.

The College began seeing patients in 2014. When the practice becomes fully operational, between 12,000 and 15,000 patient visits are expected annually.

Dental and dental hygiene students deliver patient care under the supervision of experienced clinical faculty and staff in a team-oriented approach to meeting the health care needs of our patients.



The Opportunity

Responsibilities of the new Dean of the College of Dental Medicine will include the following:

- Implement the mission of the College of Dental Medicine (CDM)
- Enhance and execute the strategic plan for the college and provide support and development of strategic partnerships to achieve the goals and objectives
- Assure leadership and support to attain and maintain accreditation of the college

- Direct and guide the development of CDM academic programs, services and functions in accordance with University goals, objectives and resources, as well as student and community needs
- Stimulate and support development of leadership to establish partnerships through the University and community to develop academic, service and research programs of mutual interest
- Assure the development and administration of operating budgets and systems for the College.
- Develop, implement and manage College infrastructure
- Provide leadership in recruitment of students and faculty from diverse backgrounds
- Provide faculty and staff support to assure mission of the College
- Confer regularly with the Provost, senior management, program directors, and other University personnel
- Represent the College to a variety of outside constituencies



REQUIRED ATTRIBUTES OF THE NEW DEAN

The ideal candidate will have a DDS or DMD degree and present strong leadership skills at an institution of higher education, government, non-profit or corporate entity. He/She must have the ability to sustain a vigorous clinical enterprise integrating teaching, service and research. The candidate must have broad-based knowledge and skills in planning, management and evaluation. Strong organizational, administrative and personnel management skills are also required including financial- and budget-planning experience.

The ability to effectively represent the College/University to a wide range of individuals and groups in carrying out the various marketing, public relations, program development and assessment opportunities is also a required function of

the position. He/She must be an innovative, entrepreneurial, collaborative, ethical, visionary leader able to inspire and persuade others, gain respect and set and achieve goals. Experience in graduate/professional education and the professional accreditation process is required.

Other desired qualifications include previous experience as a college Dean. The Dean should reflect the many qualities for which UNE has become increasingly well known: creativity, idealism, entrepreneurship, social and civic engagement, intellectual curiosity, and discovery. In addition, a successful candidate will demonstrate the ability to manage multiple initiatives, make expeditious decisions, and support the agility of individuals and programs that have allowed UNE to grow, strengthen and increase its diversity of programs and staff. The ideal candidate will possess the following characteristics:

- A visionary who will embrace the opportunities for UNE's continued growth and development and who will work comfortably with the President, Provost, deans, faculty, staff, and students in achieving the university objectives
- An educational leader who values teaching, learning, scholarship, and the centrality of the liberal arts in all programs of study
- A seasoned administrator with effective management skills who will develop a strong academic administrative team at UNE and continue to build an academic program of high quality;
- A person knowledgeable about the many emerging connections between curriculum and 21st century learning
- A person of multicultural competence who values diversity in its many forms and who can demonstrate its importance through a global perspective;
- An individual who will listen carefully, communicate with authenticity, and inspire strong human relationships
- A strategic thinker and planner who understands the complexity of the comprehensive university and is comfortable with the constructive chaos it can produce
- A contributing member of a leadership team who will be innovative, hardworking, and willing to take the prudent risk
- A person of financial acumen, enabling strong budget development and analysis, priority setting, and the sound administration of fiscal resources
- A person who is energized and excited by change



THE APPLICATION PROCESS

The UNE Search Committee is accepting nominations and expressions of interest immediately and evaluating applications on a rolling basis. Applications will be reviewed on a rolling basis until the position is filled. Application materials must be submitted via email. **Please forward materials to: Search Committee Chair, Dean of the College of Dental Medicine.** DeanCDM@une.edu

Materials should include a letter of candidacy that addresses the **responsibilities and attributes listed in this position profile**, a complete CV or résumé, and the names and contact information (phone and e-mail) for three references, none of whom will be contacted until a later stage of the search nor without the formal permission of the candidate. All inquiries and applications will be received and evaluated in full confidence.

The University of New England is an equal opportunity/affirmative action employer and welcomes female and minority candidates.