Application Process

The Search Committee invites nominations and applications (a letter of application that addresses the responsibilities and requirements described in the position description, curriculum vitae, and the names and contact information of five or more references) to be submitted to the search firm assisting IUSD. References will not be contacted without prior knowledge and approval of candidates. Confidential review of materials will begin immediately and continue until the position is filled. These materials should be sent electronically to the search firm consultant. For full consideration, it is preferred that all nominations and applications be submitted by November 20, 2018.

Porsha L. Williams, Vice President
Jacob C. Anderson, Principal
Parker Executive Search
Five Concourse Parkway, Suite 2900 Atlanta, GA 30328
770-804-1996 ext. 111
pwilliams@parkersearch.com  janderson@parkersearch.com
Leadership Profile

The new 140 operatory
James J. Fritts, DDS
Clinical Care Center
at Indiana University
School of Dentistry
Opened Spring 2018

Dr. Maynard K. Hine
Pioneering Endodontist and
Administrator, first chancellor of IUPUI

Dr. Mythily Srinivasan
Awarded IU Dentistry’s most recent patent for identifying a peptide that reduces inflammation in patients with MS

Dr. John N. Williams
Renowned dental administrator, oversaw multi-million dollar revitalization of IUSD facilities.
The Indiana University School of Dentistry (IUSD), a vibrant, expanding urban dental school in the state’s capital, invites inquiries, applications, and nominations for the administrative leadership position of dean.

IUSD is a dynamic learning environment in which teaching, research, clinical care, and community service come together. The mission of IUSD is to advance the oral health and general overall health of the people of the state of Indiana and others worldwide through excellence in teaching and learning, research and creative activities, patient care, civic engagement, and service.

The main facility includes the new, state-of-the-art, 45,000-square-foot James J. Fritts, D.D.S. Clinical Care Center. In addition, the school’s operations expanded to Fort Wayne, Indiana, in the summer of 2018 and will expand to Evansville, Indiana, in the fall of 2018. This exciting growth will enable IUSD to further build on the school’s and campus’ strong reputation of delivering a wide range of evidence-based, patient-centered, innovative health care services, interprofessional and extramural educational opportunities, and statewide community services and outreach.

IUSD’s vision is to be one of the best dental schools for the 21st century. With an operating budget of over $45 million, IUSD enrolls approximately 800 students annually in degree and/or certificate programs in dentistry, allied health, and advanced dental specialties tailored to the current and future needs of the profession. Over 12,000 alumni of IUSD are pursuing careers throughout the United States and around the world. IUSD holds the distinction of training a majority of the practicing dentists in Indiana.

IUSD’s clinical programs serve the needs of thousands of patients throughout Indiana. Through its community-based dental programming, IUSD provides preventive care to thousands of children in need throughout the state. A recently awarded four-year, $1.6 million Health Resources and Services Administration (HRSA) grant will support IUSD’s community-based dental education initiatives.

IUSD is committed to cutting-edge biomedical research with the ultimate goal of improving oral and systemic health. The school, through new federal funding, research faculty recruitments, and collaborations, has expanded
its research in multiple National Institute of Dental and Craniofacial Research (NIDCR) strategic research areas, including dental informatics, dental public health, and regenerative dentistry. IUSD faculty members have strong collaborations with faculty in the IU School of Medicine and other schools at IUPUI, as well as with a broad array of national and international universities and organizations.

Considerations for the New Dean

Among the opportunities and challenges for the new dean will be achieving a balance that honors IUSD’s rich history, optimizes IUSD’s core strengths, and appropriately equips IUSD and Indiana for the future of oral health care. As a window into this history, IUSD was the fertile working ground for former faculty members such as Dr. John Hurty (drafter of the first comprehensive Food and Drug Administration legislation to be enacted in the United States), Dr. Howard Raper (author of the first textbook on oral radiology and developer of the bitewing examination), and Dr. Joseph Muhler (leader of the research team that developed Crest toothpaste).

In addition to the James J. Fritts, D.D.S. Clinical Care Center, a contemporary clinic to build upon the dental school’s core strengths, IUSD also has recently renovated space and upgraded technology in the original main facility clinical areas, lecture halls, and pre-clinical labs. These renovations and upgrades have a far-reaching impact on IUSD’s ability to be equipped for current and emerging oral health care needs. One example, Dr. Travis Bellicchi, then a maxillofacial prosthodontics resident, in collaboration with IUSD’s Dental Illustrations team, employed IUSD’s newest digital technology to fabricate the largest facial prosthesis ever made at the school. This restored hope and functionality for a cancer-stricken 68-year old mechanic. It was a gift of renewed life that head and neck surgeons elsewhere were unable to deliver. The new dean will have the opportunity to guide how existing vacant space will be optimized to deliver Hurty, Raper, Muhler, and Bellicchi stories that are reflective of the visionary leadership characterizing IUSD’s past and present and indicative of the possibilities for tomorrow.

As IUSD looks to the future, it recognizes that changing demographics locally, nationally, and globally requires being more deliberate and visible than it has been historically in multiple areas.
of diversity. The dental school’s track record in diversity has been most noteworthy in the area of gender diversity. Recruitment and integration of underrepresented populations, cultures, and orientations are some of the school’s hiring challenges and opportunities. The new dean will be expected to work internally and externally to help close representation, equity, and access gaps.

The dental school has an Office of Diversity, Equity and Inclusion, which provides an administrative presence and a “home” for students of all backgrounds, ethnicities, and orientations. When the office began, its mission was “to develop strategies to improve the diversity of the oral health care workforce and to advance the quality of oral health in Indiana.” Over time the mission of the office evolved to what it is today – “to establish an organizational culture in which differences such as race, ethnicity, gender, age, sexual orientation, and other physical abilities and qualities are valued. We affirm diversity as an essential element in accomplishing the research, teaching, and service missions of the IU School of Dentistry.” The new dean will have the challenge and opportunity of providing vision and leadership that merges those two missions and extends the impact of the office beyond what is presently seen as being primarily student-focused to that of being both institution- and student-focused.

IUSD has the privilege of being part of a campus and university-system with a proud tradition of excellence in research. The new dean will have accountability for IUSD’s research efforts and growth. In 2016, according to data from the American Dental Association Survey of Dental Education Series, IUSD ranked #6 among 65 dental schools in non-federal research expenditures and moved up 11 spaces in the NIDCR-to-dental school funding ranking. A Task Force for Research Strategic Planning was formed in 2017 to aid IUSD in becoming even more deliberate in strengthening IUSD and the dental profession by protecting dentistry’s identity as a science-driven health profession. The new dean will be charged with leading an intellectual and collaborative research environment with ample facility space, equipment, and sustained mentoring.

A final consideration for the new dean is the challenge and opportunity of elevating IUSD’s culture and reputation on the basis of not just what we do but who we are. This includes sustaining an academic environment in which IUSD’s students do more than matriculate, but they thrive. It includes IUSD known as a tuition-conscious top dental institution with relevant academic rigor and faculty and administrators who model commitment, integrity, and inclusiveness. It includes engaged alumni, local and international, feeling valued and connected to IUSD beyond holding an IUSD degree. It includes IUSD patients feeling individually cared for through effective and efficient team care from admissions through billing. It includes IUSD employees, regardless of rank, classification, and service years, knowing that their contributions, professional development, and voices matter. It also includes IUSD’s local and statewide community consistently knowing from IUSD’s stewardship, engagement, and collaborations that corporate and social responsibility are more than mere words.
As Indiana’s premier urban public research university and life sciences campus, IUPUI is a thriving, dynamic, and growing institution. Besides IUSD, IUPUI is home to the Indiana University School of Medicine (the only allopathic medical school in the state), the Indiana University School of Nursing, the Indiana University School of Social Work, the Richard M. Fairbanks School of Public Health, and allied health programs in the School of Health and Human Sciences.

The Dean works closely with the leadership of these schools, especially in the area of interprofessional education.

IUPUI promotes the educational, cultural, and economic development of central Indiana and beyond through innovative collaborations, external partnerships, and a strong commitment to diversity and inclusion. IUPUI empowers all students and employees to pursue excellence in an inclusive and welcoming climate, which is complemented by a drive toward greater internationalization. The dental school is a leader at IU/IUPUI through its collaborations with Saudi Arabia, Newcastle University, Moi University, and Tehran University of Medical Sciences and its Global Service Learning program, which brings students and faculty to underserved communities in Mexico, Haiti, Guatemala, and Ecuador.
About Indianapolis

The 15th largest city in the nation, Indianapolis is the Indiana state capital, home to 1.7 million people. Seen by many as one of the country’s most livable cities, Indianapolis has a cost of living 10 percent below the national average for all communities and has been ranked by Forbes and CNBC as one of the most affordable housing communities in the nation. Because of the richness of the quality of life for residents of Indianapolis and its suburbs, the area is often listed as one of the best places to live in the United States. The diversity among Indianapolis residents, the appeal of the downtown area for housing, recreation, sports, and arts and culture, and the ethos of Hoosier hospitality, consistently attract a wide range of new residents to the city.

Indianapolis is home to outstanding museums and other cultural centers including the world-famous Children’s Museum and the Eiteljorg Museum of American Indians and Western Art. White River Park, the Indianapolis Zoo, the Indiana War Memorial Plaza, and the Indianapolis Museum of Art are among the city’s most popular attractions. With the Indianapolis Colts, the Indiana Pacers, the Indy 500, Indy Eleven soccer, Indianapolis Indians, and other sports teams, Indianapolis is a mecca for sports fans and offers a wealth of sports activities. The city is also home to the national headquarters of the NCAA.

Known as the “Crossroads of America,” the city’s transportation infrastructure, including railroad, highway, and air transportation quickly connects Indianapolis to other parts of the country and world. Companies such as Eli Lilly & Co., Roche Diagnostics, and Corteva AgriSciences are also located in Indianapolis and contribute significantly to the state’s status as the second largest producer of life science products in the country. Forbes ranks Indianapolis as eighth in its list of Best Places for Business and Careers.
Preferred Qualifications

The successful candidate for this position must be prepared and ready to accept the challenge of being an administrator, collaborator, and partner in this climate. Therefore, the successful candidate must hold a D.D.S. (or equivalent) and have a proven record of academic leadership and experience in managing academic programs. In addition, it is preferred the Dean possesses:

- Demonstrated success promoting research and competitive extramural funding as well as a record of excellence as a scholar commensurate with being tenure-eligible and holding the rank of full professor;
- Proven ability to recruit, retain, and foster the professional careers of faculty and staff;
- An ability to actively listen and understand the needs of faculty, staff, and students;
- Demonstrated success in facilitating change in a large, complex organization;
- Experience in fundraising and strategic planning;
- Proven commitment to creating an inclusive environment that embraces diversity and that fosters community and mutual respect;
- Understanding of fiscal management and a high comfort level in working in decentralized budgeting systems such as responsibility center management;
- Demonstrated commitment to quality in the delivery of academic programs;
- Intellectual vision, high levels of energy, impeccable integrity, and other personal qualities that will inspire the IUSD community to attain new levels of excellence;
- Collaborative approach towards other campus leaders; and
- The desire to improve the oral health of the state of Indiana and beyond.