



Chair, Department of Comprehensive Dentistry
The University of Texas Health Science Center at San Antonio

The Search

The University of Texas Health Science Center at San Antonio (UT Health San Antonio) School of Dentistry seeks an innovative, visionary leader to serve as Chair of the Department of Comprehensive Dentistry (the Chair). The Chair will join a thriving and rapidly evolving health science center and School of Dentistry at a time of significant growth and investment in next generation facilities and academic, clinical, and research support. The largest department in the School of Dentistry, the department is home to almost 50 full-time faculty committed to teaching, research, and service.

Reporting to the Dean of the School of Dentistry, the Chair will be a forward-thinking and progressive leader. The Chair will empower faculty and staff and set a tone of shared purpose within the School of Dentistry and across UT Health San Antonio, establishing the highest standards in educational outcomes, research impact, patient experience, and financial stewardship, via a transparent and inclusive style of leadership. The Chair is directly responsible for the recruitment, development, mentorship, and retention of a richly diverse and world-class faculty. They will seize the opportunity to grow the dental care practice, while ensuring the highest quality patient care and efficient operations. The Chair will also seek to develop and expand opportunities for research and for collaboration across departments and schools and will lead the continued growth and modernization of this already highly regarded department, to affect change at every level, positioning the unit as one of the world's preeminent comprehensive dentistry departments.

The School of Dentistry seeks candidates with significant leadership experience and a demonstrated capacity to seize and develop new opportunities, including building and sustaining partnerships that advance the departmental missions of education, patient clinical care, research, and community outreach. The successful candidate for this opportunity will be an accomplished leader, with a DDS/DMD or

equivalent, who understands the current trends in academic dentistry and the larger healthcare landscape, someone who wants to make an impact on dental education, and who values the vital missions of the Department, School, and greater health science center.

The University of Texas Health Science Center at San Antonio is collaborating with Isaacson, Miller, a national executive search firm, to assist with this vitally important search. Please direct all inquiries, nominations, and applications, in confidence, as indicated at the end of this document.

UNIVERSITY OF TEXAS SYSTEM

The University of Texas (UT) System was established by the Texas Constitution in 1876. It is one of the nation's largest higher education systems and is currently comprised of nine academic universities and six health institutions. The nine-member Board of Regents is the governing body for The University of Texas System. The Chancellor, chief executive officer of the UT System, reports to the Board of Regents and is responsible to the Board for all aspects of the UT System's operations. The UT System has an annual operating budget of \$22.1 billion in sponsored programs funded by federal, state, local, and private sources. It confers more than one-third of the state's Baccalaureate degrees and educates nearly three-fourths of the state's healthcare professionals annually. With approximately 100,000 employees in Texas, the UT System is one of the largest employers in the state. It is responsible for central management and coordination of the multiple campuses and is in Austin, Texas. For more information about the UT System please see: <https://www.utsystem.edu/>.

UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT SAN ANTONIO

Located in San Antonio, Texas with over two million square feet of facilities for education, research, treatment, and administration, UT Health San Antonio is a dynamic and rapidly expanding health science center with five professional schools, a diverse work force of 7,100, a FY2022 annual operating budget of more than \$1 billion, a clinical practice with revenues of over \$540 million and a research portfolio of \$309 million. The institution enrolls over 3,400 students annually in its five schools, including the Joe R. & Teresa Lozano Long School of Medicine, the School of Nursing, the Graduate School of Biomedical Sciences, the School of Health Professions, the University of Texas School of Public Health (under development), and the School of Dentistry. UT Health San Antonio has produced more than 38,600 graduates and has been designated by the U.S. Department of Education as a Hispanic-serving Institution, consistently ranking among the top schools in the nation for graduating Hispanic healthcare providers.

The mission of UT Health San Antonio is to make lives better through excellence in education, research, healthcare, and community engagement. Strategies for achieving this mission are:

- Education: Educating a diverse student body to become excellent healthcare providers and scientists.

- Research: Engaging in research to understand health and disease, and to commercialize discoveries, as appropriate, to benefit the public health.
- Patient Care: Providing compassionate and culturally appropriate healthcare and influencing thoughtful advances in health policy.
- Community Engagement: Engaging our community to improve health.
- Organizational Effectiveness: Striving for excellence, innovation, quality, and professionalism in every aspect of our operations and outcomes.

UT Health San Antonio has excelled at fostering mutually beneficial, collaborative arrangements with business, industry, education, government, and the military. Its current primary teaching hospitals in San Antonio – the University Hospital and clinics of University Health, the South Texas Veterans Health Care System (VA), and UT Health’s important military hospital partner, San Antonio Military Medical Center (SAMMC) – all play a vital role. University Hospital is a component of University Health, a separate governmental entity serving San Antonio and Bexar County that serves as the teaching hospital for UT Health graduate medical education residency programs with the physicians of UT Health San Antonio serving as the medical staff for University Hospital. In addition to serving as an educational site for trainees, the VA holds an important relationship with UT Health in clinical and basic science research. The concentration of military medicine centered at the historic and internationally recognized Brooke Army Medical Center of the San Antonio Military Medical Center, also provides unique opportunities to collaborate in education, research, and clinical care.

UT Health San Antonio is the chief catalyst for the \$42.4 billion healthcare and biosciences sector of the San Antonio economy, the city’s largest economic sector. It is ranked in the top 3% worldwide for all organizations that receive National Institutes of Health funding. The institution is a national research leader in cancer, diabetes, stroke prevention, heart disease, kidney disease, orthopedics, respiratory disorders, transplant surgery, imaging research, pain management, psychiatry and clinical neurosciences, genetics, nursing, dentistry, allied health, and public health preparedness. The institution is home to numerous centers and institutes in aging, Alzheimer’s and neurodegenerative diseases, cancer, population health and trauma research, among others. Currently, UT Health San Antonio has more than \$309 million in annual research awards and sponsored program activities and is on track to reach nearly \$400 million in the next few years. For more information regarding UT Health San Antonio, please visit <https://www.uthscsa.edu/>

THE SCHOOL OF DENTISTRY

The UT Health San Antonio School of Dentistry was founded in 1970 and graduated its first class of 14 members in 1974, rapidly rising to a level of national and international distinction. Today, the School graduates more than 100 dentists every year. With more than 200 dedicated faculty members in 10 fields of study, the School of Dentistry is on the leading-edge of oral health research, the delivery of patient care and the education of the next generation of oral healthcare professionals.

The School of Dentistry's mission is to improve oral health through excellence in education, research, patient care, and community engagement. School of Dentistry offers 17 different degrees and programs spanning multiple disciplines. Degrees offered include bachelor's, master's, D.D.S, Ph.D., and postgraduate certificate programs, as well as an International Dentist Education Program. Please click the following link to review all School of Dentistry programmatic offerings: [please click here](#)

UT Health San Antonio has heavily invested in state-of-the-art facilities. The recently completed, four-story [Center for Oral Health Care & Research](#) is a technologically advanced, \$96.5 million facility, located adjacent to the Medical Arts & Research Center in the heart of San Antonio's Medical Center district. It features 12 specialty clinics and 400 predoctoral and specialty operatories. From general dentistry to advanced dental care, UT Dentistry provides expert care, with all dental specialties available to provide comprehensive care in this one location. At UT Dentistry, patients have the choice to receive dental care by students, advanced graduate residents, or faculty from the nationally recognized School of Dentistry.

The School of Dentistry has consistently ranked in the top of all school of dentistry in the country. [Shanghai Ranking currently places the School at #35 in the world](#), and the School is also currently ranked 16th among all dental school for the number of grants received from the National Institutes of Health.

LEADERSHIP

[Peter M. Loomer](#), BSc, DDS, PhD, MRCD(C), FACD, has served as Dean of the School of Dentistry since February of 2019. He previously served as chair of the Ashman Department of Periodontology & Implant Dentistry and Director of the Center for Global Oral Health Sciences at New York University College of Dentistry. Dr. Loomer was also affiliated faculty in the New York University Global Institute of Public Health.

Dr. Loomer is a graduate of the University of Toronto where he obtained his BSc, DDS, PhD (Biochemistry) and specialty training. He is a Diplomate of the American Board of Periodontology and the Royal College of Dentists of Canada. Over the past 25 years, he has studied the microbiome of periodontal diseases.

Dr. Loomer is an expert in health professions curriculum, which has been a major focus of his international research program. His work in global oral health is focused on interprofessional education, student international education and global research experience, faculty development and curriculum reform in developing nations with an emphasis on East Africa and the Middle East. He also has several projects in Africa and Brazil focused on improving oral health in children of poverty.

THE DEPARTMENT OF COMPREHENSIVE DENTISTRY

The Department of Comprehensive Dentistry is the largest department in the School of Dentistry. It has more than 150 faculty and staff and is comprised of the areas of general dentistry, prosthodontics, dental diagnostic sciences, and dental public health. Each area is home to world-renowned faculty members, clinicians, and researchers who are providing deeply innovative and hands-on education to the dentists of tomorrow. In addition to participating in the teaching of the DDS program, the department administers several advanced education programs including Advanced Education in General Dentistry (AEGD), prosthodontics, oral and maxillofacial radiology, and dental public health. The department also has robust and diverse leading-edge research activities in biological, biomaterial, and clinical sciences. The Department's recent research has been focused on dental trauma, caries, composite resins, and restorations. The rapidly growing research and clinical enterprises of UT Health San Antonio provide for unlimited possibilities for collaborations with the other five schools across campus.

The Department's programs develop top-notch dentists. The faculty train residents in post-doctoral general dentistry programs and specialists in prosthodontics, dental public health, and radiology. The following degree and certificate programs are offered by the Department of Comprehensive Dentistry:

- [Advanced Education in General Dentistry](#)
 - One-year AEGD certificate program
 - An optional second year programmatic offering
 - AEGD certificate plus M.S. in Dental Sciences from the Graduate School of Biomedical Sciences
- [Dental Public Health Residency](#)
 - Offers one-year full-time or two-year part-time DPH residency options
- [Oral & Maxillofacial Radiology Residency](#)
 - Three-year certificate program
 - Qualified students who successfully complete the certificate also have the option to pursue the M.S. in Dental Science from the Graduate School of Biomedical Sciences
- [Prosthodontics Residency](#)
 - Three-year certificate program in prosthodontics
 - Qualified students who successfully complete the certificate also have the option to pursue the M.S. in Dental Science from the Graduate School of Biomedical Sciences
 - Five-year dual certificate program in prosthodontics and periodontics

PATIENT CARE

[UT Dentistry](#) is the San Antonio region's largest and most comprehensive dental care practice, offering everything from routine oral exams to advanced oral health care across every dental specialty and for patients of every age. Comprised of almost 100 dentists from the School of Dentistry faculty, many of whom call the Department of Comprehensive Dentistry home, the majority of UT Dentistry practices are centrally located in the Center for Oral Health Care & Research, a four-story clinical space located in the heart of San Antonio's Medical Center District. Each department is tasked with running its own practice. To provide community-based care and services, satellite clinics – including pediatric satellite clinics at Children's Hospital of San Antonio and in the towns of Salinas and Laredo – as well as mobile clinics, offer care in areas in South Texas that are considered Dental Health Professional Shortage Areas.

UT Dentistry patients have the choice to receive dental care by students in the [Teaching Practice](#), from advanced graduate residents in the [Resident Practice](#), from Department of Comprehensive Dentistry and/or School of Dentistry faculty in the [Faculty Practice](#), as well as from the [General Dentistry Clinic](#), a private practice dental care model.

RESEARCH

University of Texas Health Sciences Center San Antonio has a strong culture of research, collaboration, and innovation. Researchers at UT Health San Antonio contribute to leading publications in numerous fields of specialty and compete with institutions nationwide for grants to support research with the potential for high-impact discoveries. In 2021 there were 356 faculty with extramural grants and in total UT Health San Antonio had \$143.9 Million in organized research awards. The rapidly growing research and clinical enterprises of UT Health San Antonio provide unlimited possibilities for collaboration across campus.

In the advance of oral health research, School of Dentistry scientists collaborate worldwide with clinicians and researchers to find new treatments and advance the knowledge of oral health, biomaterials, cancer, pain, and more. The Department's scientists have produced some of the most influential research publications in modern dentistry, while continuing to expand the scope of research to examine a wide variety of oral and systemic conditions. They are leaders in the discovery and promotion of evidence-based practice. The Department's investigators have demonstrated expertise in epidemiological research, basic science research, and clinical trials.

The South Texas Research Facility, a state-of-the-art facility opened in 2011 on the UT Health San Antonio campus houses many specialized resources and technologies such as mass spectrometry, flow cytometry, and micro CT, and there are extensive research facilities available for use by faculty, researchers, and

students. In addition to subjects from the community, approximately 6,000 patients screened per year at the dental school pre-doctoral and residents' clinics form the source of the participants for clinical studies.

Please click on the following link to learn more about the current collaborative research initiatives being undertaken by School of Dentistry and Department of Comprehensive Dentistry researchers: [Please click here](#)

ABOUT SAN ANTONIO

Located in south-central Texas, the southwestern corner of an urban region known as the Texas Triangle, San Antonio thrives as one of the fastest-growing cities in the United States. San Antonio is the seventh-most populous city in the United States of America and the second-most populous city in the state of Texas, with a population of 1.4 million. It ranked 41 on the *U.S. News and World Report's* list of best places to live in the United States, based on factors including its low unemployment rate, annual household income, cost of living, education, healthcare, and migration.

San Antonio has a strong public school system with 13 school districts across the metropolitan area and several of the nation's highest-ranked private schools as well. The city also is home to dozens of private and public colleges and universities.

"As comfortable as an old pair of jeans," San Antonio offers big-city amenities and world-renowned attractions coupled with a relaxed and inviting atmosphere. Residents benefit from living in a destination city with year-round access to such attractions as Six Flags Fiesta Texas and SeaWorld San Antonio, while also enjoying such arts and culture venues as the Majestic Theater, the Tobin Center for the Performing Arts, and the McNay Art Museum, along with the Alamo and other historic Spanish missions.

COST OF LIVING

San Antonio's cost of living is consistently ranked among the lowest of major U.S. cities. In addition, according to [myaffordableluxury.com](#), San Antonio ranked as the city with the lowest luxury property price among 51 major U.S. cities as of December 15, 2020.

CLIMATE

The average high is 80.2 degrees Fahrenheit and average low is 58.6 degrees. San Antonio sees approximately 300 days of sunshine per year. During the winter, below-freezing temperatures and snow are very uncommon.

THE ROLE

The Chair of the Department of Comprehensive Dentistry leads a department with more than 150 full and part-time faculty and staff and a budget of \$18M. Reporting directly to the Chair include department research faculty, unit program directors, and department staff, totaling 18 FTEs.

OPPORTUNITIES AND CHALLENGES

To succeed in this role, the Chair will address several key opportunities and challenges, as detailed below:

Develop a vision for a modern Department of Comprehensive Dentistry.

In collaboration with the Dean of the School of Dentistry and department stakeholders, as well as in collaborative partnership with other UT Health San Antonio leaders, the Chair will work to develop a compelling vision for the department which spans, incorporates, and takes advantage of its multiple missions.

The development of a shared vision will be a considerable driving factor toward the goal of achieving a top 10 nationwide ranking. With a current major emphasis university-wide on the development of leading-edge facilities and new collaborative educational, clinical and research efforts, the stage has already been set for a leader in academic dentistry to advance a comprehensive vision for the department.

Embrace an innovation and growth trajectory.

There is a major opportunity for the new Chair to embrace an innovation and growth trajectory. The Chair will model next-level leadership, empowering faculty and staff, setting a tone of shared purpose within the Department, across the School of Dentistry and the larger health science center, establishing the highest standards, and incentivizing collaboration and innovation. The Chair will set clear benchmarks and foster a sense of enthusiasm in the department, embracing innovation, growth, and an esprit de corps, ensuring each program has clear direction and the resources to meet their goals. The Chair will be known for be a visible presence on campus and in the clinics and seen as an innovative agent of growth, uniting collaborative efforts across the department, school, university, and beyond to realize latent growth opportunities.

Continue the growth of faculty practices.

As the 2nd largest city in Texas and one of the top cities in the nation in terms of population growth, with 2,000 new residents arriving every month, San Antonio, the surrounding metropolitan area, and all South Texas present extraordinary opportunities to grow the clinical operations of the department and to tie that growth back to expressive support of all department missions.

In this context, the Chair has major opportunities to continue to grow the faculty practices and expand their clinical focus to support the population in the San Antonio metropolitan area and across South Texas. Parts of South Texas are considered Dental Health Professional Shortage Areas. The Chair will continue to build patient access while focusing on building differentiated services and the highest quality outcomes. While achieving continued clinical growth, in collaboration with clinical stakeholders, the Chair will also drive a review of clinical operations to enhance efficiencies and to identify opportunities for improvements and expanded revenue growth.

Collaborate with the Dean and faculty of the new School of Public Health, university leadership, and other university stakeholders to develop new cross-functional educational, clinical, and research opportunities.

The University of Texas Health Science Center at San Antonio and The University of Texas at San Antonio have collaborated to establish a research-intensive, community-centric school of public health. The first Master of Public Health students will be admitted in 2024 and the first doctoral students in 2025. The University of Texas School of Public Health San Antonio, just approved by the UT System Board of Regents on Nov. 18, 2021, will also address demand for public health professionals in San Antonio and the South Texas border region and meet strong demand for public health education.

The new School of Public Health provides a myriad of opportunities for collaborative engagement efforts across the Department of Comprehensive Dentistry's educational, clinical, research and community outreach missions, and brings the unique expertise of department faculty to support School of Public Health initiatives, particularly in the area of oral health, as well as collaborative community engagement to support public health across South Texas.

Increase and support faculty mentorship and development.

The Chair will enhance the mentorship and development of department faculty, including the mentorship and development of assistant and associate level faculty to ascend to the rank of full professor. To ensure the highest levels of mentorship and faculty development, the Chair will develop a department vision for mentorship and faculty development.

Grow the research portfolio of the department.

The Chair will lead opportunities to grow research conducted not only by Department of Comprehensive Dentistry faculty, but also to support cross-functional research collaboration which advances oral health, within the School of Dentistry and across other schools at UT Health. The Chair will appreciate the impact that research can have, not only on the dental profession and its body of knowledge, but also how research collaboration supports faculty and departmental growth. The Chair will seek to engage with

department researchers in support of their unique needs, working with department and clinical administrators, the Office of the Dean of the School of Dentistry, and the Office of the Vice President for Research to ensure that leading edge research continues to grow and flourish.

QUALIFICATIONS AND CHARACTERISTICS

The School of Dentistry seeks a DDS or DMD from a CODA accredited school, or equivalent foreign training, with significant leadership experience in a hands-on approach, someone who can seize and develop opportunities for the continued growth and modernization of the department, with the ability to build and sustain partnerships that advance the departmental missions of education, patient clinical care, research, and community outreach. Reporting to the Dean, the Chair is the administrative leader for this diverse department. The successful candidate for this opportunity will understand the current trends in academic dentistry, dental clinic operations, dental research, community care and outreach, and the larger healthcare landscape, someone who wants to make an impact on dental training, and who values the vital missions of the Department, School, and UT Health San Antonio. A track record successfully running and growing clinical operations is essential. Someone with strong clinical practice acumen and a deep understanding of clinical community outreach programming is highly desired. The position could be suitable for a candidate who is currently a chair of a smaller department, who seeks to be a chair of a larger department in preparation to ascend to a future deanship. Candidates must qualify for a tenured faculty position at University of Texas Health Science Center San Antonio, be eligible for licensure by the state of Texas as dental faculty and will have attained at least the rank of Associate Professor.

The Chair will also possess most, if not all, of the following qualities and characteristics:

- Excellent interpersonal skills to build and maintain relationships with faculty, administration, and technical staff.
- Exceptional leadership skills, with the proven ability to foster a spirit of unity and collaboration across a major department.
- Strong clinical operations acumen and commitment to quality care.
- A strong understanding of research and community care in oral health and dental education.
- The ability to identify and seize on opportunities that support continued growth across the missions of the Department of Comprehensive Dentistry.
- A commitment to transparency and an inclusive management style.
- The ability to establish and support a collaborative culture.
- Demonstrated experience in recruiting and retaining top faculty through active mentorship.
- Value for the continuum of dental education that spans undergraduate, graduate, and post graduate dental education.
- Strong financial budgeting and resource management skills is desired.
- Demonstrated commitment to valuing and actively promoting diversity in all its unique forms.

- Demonstrated ability to function effectively and collaboratively in a complex, fast moving, dynamic environment with multiple stakeholder groups.
- Excellent interpersonal, written, and oral communication skills.
- Exceptional planning and organizational skills and superb follow-through.
- Proven capacity to earn the loyalty of staff and earn credibility with colleagues.
- Personal qualities that include creativity, flexibility, adaptability, tenacity, courage, a sense of humor, and unquestionable integrity.

TO APPLY:

Review of applications, nominations, and expressions of interest will begin immediately and will continue in a confidential basis until an appointment is made. All inquiries, nominations, referrals, and applications (including resume and letters of interest responding to the requirements outlined in this position profile) should be submitted in confidence via Isaacson, Miller's website:

Dan Rodas, Partner
Tim Lanigan, Senior Associate
Isaacson, Miller
263 Summer Street, Boston, MA

<https://www.imsearch.com/search-detail/S8-522>

Electronic submission of materials is required

UT Health San Antonio and The University of Texas System are equal opportunity employers and do not discriminate on the basis of race, color, religion, age, national origin, sex, sexual orientation, gender identity/expression, disability, veteran status, genetic information, or any other basis protected by federal, state, or local laws, unless such distinction is required by law.