

A photograph of a large, multi-story building at night, illuminated by streetlights and interior lights. The building has a modern design with a mix of brick and stone. A large, curved glass entrance is visible on the right side. The sky is a deep purple.

UAB THE UNIVERSITY OF ALABAMA AT BIRMINGHAM

LEADERSHIP OPPORTUNITY
DEAN, SCHOOL OF DENTISTRY

UAB
SCHOOL OF
DENTISTRY

AN OPPORTUNITY FOR AN INNOVATIVE & VISIONARY DEAN

The **University of Alabama at Birmingham ("UAB")** seeks an innovative and visionary dean to continue the ongoing transformation of its dental school to meet the needs of students while providing critical clinical care to Alabama and beyond.

UAB is one of the nation's leading academic health sciences centers and is located in one of the largest metropolitan areas in the Southeast. The Birmingham metropolitan area has over 1.1 million people and is the business center roughly bounded by Atlanta, Nashville, Houston, and Tampa. As of Fall 2022, the university had nearly 21,700 students, about 7,400 graduate students, and 13,000 undergraduates. In February 2021, UAB was named the best large employer in the country by **Forbes**, and later that year was named America's No. 4 best employer for diversity by **Forbes**. The university has a modern and growing campus on over 100 city blocks in Birmingham.

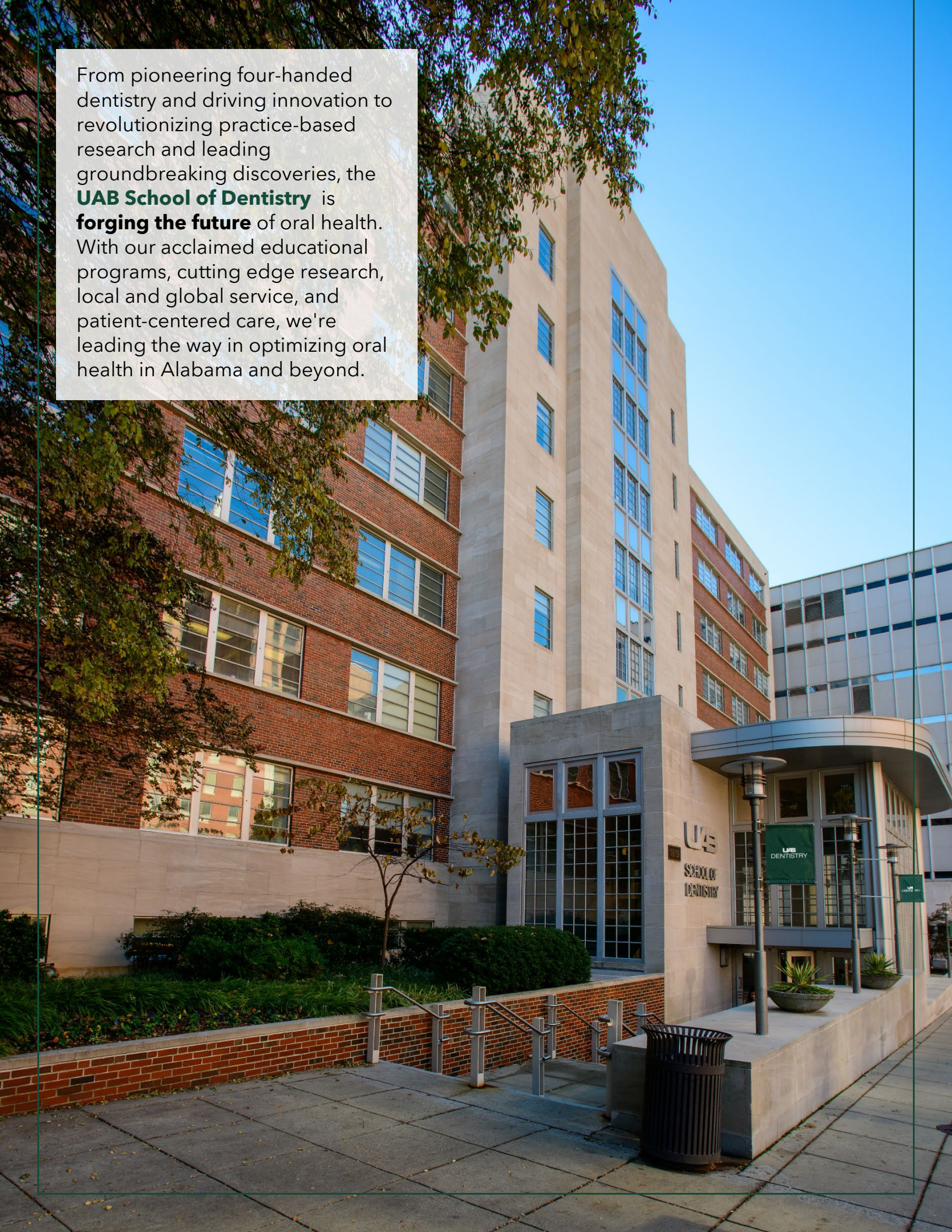
Founded in 1948, the **UAB School of Dentistry** ("the School") is known for its contemporary, holistic approach to dentistry and patient-centered care. Educational programming includes integrated basic and clinical sciences, leading-edge dental technologies in modern clinical facilities, integrated community clinical rotations, and robust community involvement. The School's mission is to prepare students for success as leaders and professionals, using a balanced approach to teaching, research, and service. The UAB School of Dentistry is home to approximately **474 students, 140 faculty, 144 staff, and 1,400 Alumni Association members**. It is the only dental school in the state of Alabama.

The **Dean of the UAB School of Dentistry** is its chief academic and executive officer, reporting to the University's Senior Vice President for Academic Affairs and Provost. The dean's role is to lead the School's core academic functions and be a crucial senior leader of the university's enterprise missions. The new dean will help transform how the School defines and delivers its education and research services, building on the unique strengths of UAB as one of the leading science centers.

UAB has retained **Isaacson, Miller**, a national executive search firm, to assist in this search. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

UAB is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable, and family-friendly environment in which all faculty and staff can excel and achieve work-life balance irrespective of race, national origin, age, genetic or family medical history, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities and veterans. A pre-employment background check investigation is performed on candidates selected for employment.

From pioneering four-handed dentistry and driving innovation to revolutionizing practice-based research and leading groundbreaking discoveries, the **UAB School of Dentistry** is **forging the future** of oral health. With our acclaimed educational programs, cutting edge research, local and global service, and patient-centered care, we're leading the way in optimizing oral health in Alabama and beyond.



UAB SCHOOL OF DENTISTRY

The UAB School of Dentistry was founded in 1948 and is celebrating 75 years of excellence through special events, historical stories, and a **75th Anniversary web page** chronicling milestones throughout the decades. Notably, the School's visionary founding dean, Dr. Joseph Volker, became the inaugural president of the University of Alabama at Birmingham when the University of Alabama became a three-campus system. Volker was later named the first Chancellor of the system, a role he held until his retirement. Charles "Scotty" McCallum, who served as dean of the school from 1962-1978, was also the university's third president.

Aside from its rich history, the School is renowned for its world-class faculty and modern facilities equipped with cutting-edge technology. Educational programming includes integrated basic and clinical sciences, leading-edge dental technologies in modern clinical facilities, integrated community clinical rotations, and robust community involvement. Defined by an immersive student experience, the DMD program affords early clinical experiences as well as depth and breadth of clinical opportunities throughout the four-year curriculum.

The UAB School of Dentistry provides one of the highest student procedural experiences in the country, consistently producing award-winning students and successful graduates with historically strong success on national board and licensure examinations.

KEY HIGHLIGHTS AND DISTINGUISHING FEATURES

- **Only dental school in the state of Alabama;** has garnered state and community support to open a remote clinic in Dothan, Alabama
- **Highly acclaimed faculty** who are accomplished, dedicated, and collegial
- Recently **completed successful accreditation** of predoctoral and postdoctoral programs
- Recently **approved for class size expansion**, currently in progress
- Recently **renovated facilities**, including classrooms and clinics
- One of 6 locations hosting a regional **NDPBRN** (National Dental Practice-Based Research Network) node and the **home of the National Administrative and Resource Center and National Network Director**
- One of a small number of schools with all **4 DART (Dental Academic Research Training) program components**
- One of 12 schools with a **continuously funded SHPEP (Summer Health Professions Education Program)** pipeline for college-level students

- **Master's, Postdoctoral, and Residency programs** in Dental Materials, Oral Biology, AEGD, GPR, Endodontics, Oral and Maxillofacial Surgery, Orthodontics, Pediatric Dentistry, Periodontology, Prosthodontics, and Maxillofacial Prosthetics
- Consistently high level of **alumni giving and engagement**
- Located on the UAB campus, the largest employer in the state, with **national recognition for diversity and being the "best place to work"**
- Located in a city with **tremendous opportunity**, growth, and things to do

RECENT ACCOMPLISHMENTS

The next dean will look to build upon the momentum of the School and build a vision that will lead it to continued success. Recent accomplishments include the following:

- Within the research enterprise, the UAB School of Dentistry is home to the **National Dental Practice-Based Research Network**, which has enabled groundbreaking studies such as the nation's first dental implant registry, led by UAB faculty.
- In 2022, the UAB School of Dentistry completed the **Commission on Dental Accreditation (CODA)** site visit. The DMD and all advanced dental education programs were re-accredited for another cycle.
- The School also supports the **Global Center for Craniofacial Oral and Dental Disorders**, a university-wide research center, to improve oral health through faculty-funded research.
- **UAB received \$332 million in research funding** from the National Institutes of Health in 2022, with **dentistry grants totaling \$6 million.**
- The School was awarded a **\$1.85 million R01 grant from the National Institute of Aging** to study the potential link between periodontitis and Alzheimer's disease and a **\$3.2 million R01 to study senior oral health** in southeast Alaska as part of the National Dental PBRN.
- In 2023, a recently added **Head and Neck Oncology Fellowship Program** became accredited. Additionally, resident recruitment is kicking off a **new Fellowship in Temporomandibular Joint and Orthognathic Surgery.**

LEADERSHIP TEAM

In addition to the dean, the UAB School of Dentistry **Executive Leadership team** is made up of 4 Assistant/Associate Deans, 7 Department Chairs, and Senior Staff Leaders:

- **Associate Dean for Academic Affairs**
- **Associate Dean for Clinical Affairs**
- **Associate Dean for Research**
- **Assistant Dean for Admissions**
- **Senior Director of Development**
- **Executive Director of Administrative & Fiscal Affairs**
- **Director of Communications**
- **Dean's Executive Assistant**
- **Department Chairs**
 - **Clinical & Community Sciences**
 - **Restorative Sciences**
 - **Endodontics**
 - **Oral & Maxillofacial Surgery**
 - **Orthodontics**
 - **Pediatric Dentistry**
 - **Periodontology**

See **SOD Organizational Chart**

STRATEGIC PLAN

The **UAB School of Dentistry Strategic Plan** guides activities in the School and is built on the School's vision for innovative programs, impactful scholarship, and transformative service. The strategic plan is built on four pillars: Education, Research, Engagement, and Patient Care. The **Education** pillar creates an immersive student experience centered on excellence in education that produces a successful graduate. The **Research** pillar leads through preeminence in basic, translational, clinical, and education research. The **Engagement** pillar speaks to cultivating community partnerships and establishes the UAB School of Dentistry as one of the best places to work, learn, and be a patient. The **Patient Care** pillar leads health through better oral health. These pillars align with the **university's strategic plan "Forging the Future"** which is currently being refreshed.

PHYSICAL RESOURCES

The UAB Dentistry clinical enterprise provides expert care with the most board-certified specialists under one roof in Alabama. Clinics include a newly renovated **Urgent/Limited Care walk-in clinic** for dental emergencies and limited, non-emergency treatment, as well as a recently renovated **Comprehensive Care** multi-disciplinary student clinic offering services from cosmetic dentistry to operative dentistry and restorations. For more complex dental care, resident specialty clinics include **Orthodontics, Pediatric Dentistry, Endodontics, Periodontics, Prosthodontics, Oral and Maxillofacial Surgery,** and **Maxillofacial Prosthodontics.**

Several resident clinics have been renovated recently, with additional renovations planned. The pre-and postdoctoral clinics, as well as a beautiful multi-disciplinary faculty practice clinic that provides opportunities for faculty to enhance their skills and supplement their income, are complemented by a Wellness Clinic that promotes overall well-being by offering comprehensive oral health risk assessments and screenings for major health threats in addition to routine dental care.

UAB Dentistry's clinical reach extends beyond the School of Dentistry building. The **Advanced General Dentistry** resident specialty clinic is located within **UAB Hospital**, and several faculty members practice within **UAB's Oral Oncology Clinic**, which is among the first in our area to use augmented reality in head and neck cancer surgery. Faculty and residents provide care in **UAB Hospital, UAB's Kirklin Clinic,** and **Children's of Alabama**, as well as several community clinics.

Departments within the dental school have formed various partnerships and collaborations which facilitate unique education and patient-care opportunities. The Department of Oral and Maxillofacial Surgery is opening its second offsite clinic in the Greater Birmingham area in partnership with UAB Medicine. A collaboration with **Children's Rehabilitation Services of Alabama** and **Medicaid** has created the **UAB Craniofacial Orthodontia Disorders Clinic**, serving the needs of patients with Craniofacial Deformities within the State of Alabama. Notably, the School is also bringing **a new satellite dentistry clinic to Dothan, Alabama**, to recruit, educate, train, and retain dentists to help improve the dental health of those living in the Wiregrass region of the state.

World-renowned faculty and highly skilled staff advance oral health locally and globally at **UAB School of Dentistry**. Our faculty span an impressive range of disciplines and interests, while our diverse and energetic team brings passion and creativity to their work.



FACULTY

The UAB School of Dentistry faculty headcount **averages 56 full-time faculty** dedicated to learner success and high-quality research. The School recruits faculty across all programs and disciplines within seven departments for a total of 140 faculty when adjuncts are included. Our world-renowned faculty advance oral health locally and globally, spanning an impressive range of disciplines and interests. Faculty members in the School are known for their caring and personal attention to learners, exciting innovations in patient care, and thoughtful leadership impacting practice.

The School's award-winning faculty are national and international leaders who serve on governmental healthcare committees and task forces, as well as in leadership positions within the University. They also serve in prominent roles within the **American Dental Association (ADA)**, the **American Dental Education Association (ADEA)**, the **American and International Association for Dental Research (AADR/IADR)**, the **Alabama Dental Association (ALDA)**, and within numerous other dental professional organizations.

DIVERSITY OF FACULTY AND STAFF

One of the foundations of UAB has been its commitment to diversity. The UAB School of Dentistry is committed to fostering access, inclusive excellence, and equity. Faculty and staff are the cornerstone of this work.

- Nearly **40%** of the total faculty are **women**
- **24%** of faculty are from **underrepresented groups**
- **77%** of the entire staff are **women**
- **37%** of the staff are from **underrepresented groups**

SELECT FACULTY ACCOMPLISHMENTS

In addition to being collegial and diligent in their respective roles, the School of Dentistry's faculty is a talented group with many accolades and national and international recognition. These stories provide a sampling of recent faculty accomplishments.

- **Vlachos to give the 2023 Faculty Lecture to the Southern Association of Orthodontics**
- **Trulove becomes President of the American Board of Orthodontics**
- **Morlandt named first holder of school of dentistry's Waite endowed professorship**
- **UAB researcher leads nation's first dental implant registry**
- **UAB's Cheon receives grant to improve dental materials**
- **UAB Oral Oncology among first in Southeast to use augmented reality in head and neck cancer surgery**





The **UAB School of Dentistry** has **seven** interdisciplinary academic departments: **Clinical & Community Sciences, Endodontics, Oral & Maxillofacial Surgery, Orthodontics, Pediatric Dentistry, Periodontology,** and **Restorative Sciences.**

DEPARTMENTS

There are **seven** departments within the UAB School of Dentistry, representing nearly all specialties: the Department of **Clinical & Community Sciences**, Department of **Endodontics**, Department of **Oral & Maxillofacial Surgery**, Department of **Orthodontics**, Department of **Pediatric Dentistry**, Department of **Periodontology**, and the Department of **Restorative Sciences**.

The **Department of Clinical & Community Sciences** has **2 divisions** with **9 faculty** from various disciplines and backgrounds. This department is home to the National Practice-Based Research Network, the BioHorizons Research Clinic, the Biomaterials research laboratory, and faculty who teach and provide service in the areas of behavioral sciences, geriatric dentistry, dental materials and biomechanics, and interprofessional practice and community health.

Divisions

- Behavioral & Population Sciences Division
- Biomaterials Division

Programs

- MS degree in Dentistry with a focus on Dental Materials or Oral Biology

The **Department of Endodontics** has **4 faculty** with clinical and research expertise working in a renovated and highly advanced clinical space. In addition to microscope-equipped resident treatment rooms, the clinic has a dedicated Cone Beam CT. A robust teaching program allows students to receive enhanced experiences in the clinic regarding the number and scope of procedures.

Programs

- Predoctoral Endodontics
- Postdoctoral Endodontics Residency
- 2 year Endodontics Certificate
- 2 years+ Master of Science/Certificate

The **Department of Oral & Maxillofacial Surgery** has **17 faculty**. It provides patient care to the School of Dentistry, University Hospital, Children's, Birmingham VA, and several other clinic sites on and off campus. Patients travel from other states for the expert care provided by the faculty, residents, and students, particularly in the area of head and neck oncology, where providers in the Southeast are few. The department also has a full teaching and research portfolio.

Programs

- Predoctoral Oral and Maxillofacial Surgery
- Oral & Maxillofacial Surgery Residency Program (6-year program)
- Head and Neck Oncology Fellowship Program (1-2 years)
- Temporomandibular Joint and Orthognathic Surgery Fellowship

The **Department of Orthodontics** has **14 faculty** teaching and providing care in a facility with technology that mimics a high-end private practice. The facility includes two state-of-the-art Cone Beam CT Imaging Systems, a 3dMD Surface Imaging System, and intra-oral/extra-oral digital impression scanning technologies. The faculty also have expertise in craniofacial development and work in clinical and research teams with other healthcare providers.

Programs

- Predoctoral Orthodontics
- Orthodontics Residency (30 months)
- Orthodontics Mini-Residency (2 months, international program)
- International Orthodontics Program (3 years)
- Craniofacial Orthodontics Fellowship (1 year)

The **Department of Pediatric Dentistry** has **14 faculty** with varying expertise. While some focus on research, others have a clinical focus or split their time between both areas plus service. Clinical care is provided at the School of Dentistry, Children's (General Anesthesia cases), Civitan-Sparks Clinic (Developmental and Learning Disorders), and other community clinics.

Programs

- Predoctoral Pediatric Dentistry
- Postdoctoral Pediatric Dentistry Residency
 - 2-year Pediatric Dentistry Certificate
 - 3-year Master of Science/Certificate
- International Pediatric Residency

The **Department of Periodontology** has **13 faculty** committed to teaching, research, and service. Their recently-renovated clinic space includes a NOMAD portable radiograph machine and a Cone Beam CT. They also have dedicated spaces for research (the Periodontal Research Clinic) and residents (the Graduate Periodontal Clinic).

Programs

- Predoctoral Periodontology
- Postdoctoral Periodontology Residency


The **Department of Restorative Sciences** has **3 divisions** with **66 faculty**. It is the **largest department in the school**, which manages a large portion of the predoctoral teaching and which leads several postdoctoral programs. The AEGD and GPR programs operate through the University Hospital Dental clinics in close proximity to the School. The predoctoral and prosthodontics clinics are newly renovated spaces.

Divisions

- General Dentistry Division
- Postdoctoral General Dentistry Division
- Prosthodontics Division

Programs

- Predoctoral General Dentistry
- Advanced Education in General Dentistry (AEGD)
- General Practice Residency (GPR)
- Postdoctoral Prosthodontics Residency
- Postdoctoral Maxillofacial Prosthetics Residency

A student wearing teal scrubs is seen from behind, sitting at a desk and looking at a laptop. The laptop screen displays a 3D dental model of a human jaw with various anatomical structures highlighted in different colors (blue, red, green). The model appears to be a CT scan or similar 3D reconstruction. The student is in a classroom or lecture hall setting, with other students visible in the background.

The **UAB School of Dentistry** has **approximately 470 students** in many different stages of their undergraduate and graduate studies, but all seek excellence in their educations.

STUDENTS

Approved in 2021 for a DMD **class size expansion** to meet Alabama's shortage of dentists, the UAB School of Dentistry now has **312 DMD** students (including DMD/PhD, DMD/MBA, and DMD/MPH dual degree students) and **45 International Dentist Program** students, in addition to **26 Certificate** students and **91 Postdoctoral** students.

STUDENT SUPPORT SERVICES

The School provides a rich academic experience with several programs, opportunities, and services for students. As renovations are underway, student facilities are expanding. In addition to classrooms, conference rooms, preclinical labs, dental work labs, and research labs, students currently have access to a study lounge and a general-purpose lounge typically used for lunch and as a gathering space.

The School's Admissions Office and Academic Affairs Office support incoming and continuing students and connect them with a **wide range of university resources** that include health and wellness and financial aid.

The **Admissions Office** is run by the Assistant Dean for Admissions and takes the lead role in:

- Campus visits and admissions
- Early admissions programs
- Welcome and orientation for incoming students
- Liaising for student records and financial aid
- Designating **Student Ambassadors**, who represent the School and interact with prospective students
- Directing Student Organizations

The **Academic Affairs Office** is run by the Associate Dean for Academic Affairs and takes the lead role in:

- Curriculum management
- Organizing faculty training in teaching and learning methods
- Assessment and accreditation
- Student progress towards graduation

STUDENT CEREMONIES

In addition to **Commencement**, the School hosts a **White Coat Ceremony** at the start of the D3 year. As these students are beginning their clinical years, the white coats are symbolic of their entry into the dental profession.

STUDENT ORGANIZATIONS

The **School of Dentistry has an active array of student organizations** across the undergraduate and graduate levels that create community and help students be more successful and engaged, including:

- American Student Dental Association (ASDA)
- American Association of Women Dentists (AAWD)
- Dental Business Club
- Endodontics Interest Group
- Esthetic Dentistry Club
- Geriatrics "Senior Smiles" Student Interest Group
- Hispanic Student Dental Association (HSDA)
- Implantology Student Interest Group
- Oral & Maxillofacial Surgery Student Interest Group
- Pediatric Student Interest Group
- Periodontics Student Interest Group
- Pre-Dental Society
- Prosthodontics Student Interest Group
- Student Government Association (SGA)
- Student National Dental Association (SNDA)
- Student Professionalism and Ethics Association (SPEA)
- Student Research Group (SRG)

*Several UAB School of Dentistry students have held national positions and leadership in their UAB charters.

COMMUNITY ENGAGEMENT

Students actively engage in the community through service work in their student organizations, clinical rotations, and school-wide programs. To name a few examples:

- **Albert Schweitzer Fellowship**, where students spend 200 hours on an organized community-based project to address health disparities
- **Remote Area Medical (RAM)** event where students and faculty treated hundreds of patients with free dental care
- **Back-to-school and classroom/assembly events** where students provide hygiene instructions and toothbrush kits
- Oral health **screenings**
- **5K runs and fundraising** events to raise funds for oral health-related initiatives

EXCHANGE PROGRAMS FOR STUDENTS

International exchange programs with Japan and France have allowed students and faculty to experience dental education in other countries and for foreign educators and their students to experience the program at UAB. The School is reestablishing these programs, which were suspended during the pandemic. Also suspended were the various mission trips sponsored by community partners and student organizations. The School will continue to monitor health and safety protocols concerning these programs.

STUDENT RESEARCH

Students have numerous opportunities to participate in research, such as the School's annual **Scholar's Symposium**, a joint DMD/PhD program, and several grants with positions for student researchers at various levels. We are one of only a few schools in the nation with **all 4 DART (Dental Academic Research Training)** program components.

ON-CAMPUS COLLABORATIONS

The School of Dentistry maintains partnerships and collaborative arrangements with multiple schools, departments, and programs across the university.

- Notably, the School has developed key partnerships as pathways to engage future students from populations underrepresented in dentistry. **UAB is one of only 12 dental schools in the nation with a funded Summer Health Professions Education Program (SHPEP)**, a free six-week summer enrichment program focused on improving access to information and resources for college students from communities underrepresented in the health professions, including but not limited to, individuals who identify as African American, American Indian and Alaska Native, and Hispanic/Latino. These individuals are typically from socioeconomically and educationally disadvantaged communities. SHPEP offers students a number of academic and career experiences, including an introduction to inter-professional education that addresses effective collaboration across health professions. At UAB, SHPEP is a partnership between the **Heersink School of Medicine, School of Dentistry, School of Optometry**, and the **School of Health Professions**, home to the Physician Assistant program.
- The School of Dentistry and the **Collat School of Business** collaborate to form the **DMD/MBA** program that combines a business degree with a dentistry degree, which can help future healthcare leaders learn to manage through rapid change and traverse management uncertainties with flexibility.

SELECT STUDENT HIGHLIGHTS

Students have excelled in a number of areas, including research and community engagement and service.

- **Building Bright Futures: UAB SHPEP program engages, empowers aspiring young dentists**
- **UAB students named to the 2023-24 Schweitzer Fellowship class**
- **UAB's new Blaze to program helps student achieve dream of going into medical field**
- **Smith selected as Gert Quigley Fellow**
- **Lin receives graduate student research award in pediatric dentistry**
- **UAB School of Dentistry well represented in service through fellows program**





The **UAB School of Dentistry** is the **only dental school in the state** and is consistently ranked among the top-funded schools for dental research with **grants totaling \$5.2 million**, placing the School 16th in the nation.

ACADEMIC PROGRAMS

The UAB School of Dentistry offers **residency, predoctoral, pathway, graduate, international, and dental assisting** programs, many of which are accredited by the **Commission on Dental Accreditation (CODA)**. The School has a total of **eight** residency programs.

Endodontics

- **Residency, MS**

The advanced dental education program in endodontics is accredited by the Commission on Dental Accreditation.

Oral & Maxillofacial Surgery

- **Residency, Head & Neck Oncology Fellowship, Temporomandibular Joint and Orthognathic Surgery Fellowship**

The advanced dental education program in oral & maxillofacial surgery is accredited by the Commission on Dental Accreditation.

Orthodontics

- **Residency, Craniofacial Orthodontic Fellowship, Mini Residency, MS, International**

The advanced dental education program in orthodontics is accredited by the Commission on Dental Accreditation.

Periodontics

- **Residency, MS, PhD**

The advanced dental education program in periodontics is accredited by the Commission on Dental Accreditation.

Pediatric Dentistry

- **Residency, MS, International**

The advanced dental education program in pediatric dentistry is accredited by the Commission on Dental Accreditation.

Prosthodontics

- **Residency, MS**

The advanced dental education program in prosthodontics is accredited by the Commission on Dental Accreditation.

Maxillofacial Prosthetics

- **Residency**

The advanced dental education program in maxillofacial prosthetics is accredited by the Commission on Dental Accreditation.

Advanced Education in General Dentistry (AEGD) and General Practice Residency (GPR)

- **Residency**

The advanced dental education programs in AEGD and GPR are accredited by the Commission on Dental Accreditation.

PREDOCTORAL PROGRAMS

- **DMD** program provides robust clinical experiences and exposure to oral health research to help prepare students for a career as a general dentist or as a foundation for other career options within oral health. Our predoctoral dental education program is accredited by the Commission on Dental Accreditation.
- **DMD/PhD** program is designed for students who want to pursue careers in dental academics and uses an integrated clinician-scientist training program to provide in-depth academic and research opportunities. Students in this specialized program apply credits earned in dental and graduate school towards earning both a DMD and a PhD degree in biomedical science.
- **Master of Science (MS) degree in Dentistry** is a collaborative program with the **UAB Graduate School**. It relates basic biological sciences to health and diseases of the oral cavity and craniofacial complex. This program is designed for individuals holding a DDS, DMD, or BA/BS (biology, chemistry, biomedical science major) with minimal or no research experience.
- **DMD/MBA** program combines a business degree with a dentistry degree, which can help future healthcare leaders learn to manage through rapid change and traverse the uncertainties of management with flexibility.
- **International Dental Program (IDP)** offers non-US trained dentists the opportunity to earn a DMD degree from the University of Alabama at Birmingham School of Dentistry. Following an intensive 6-month preparatory term, qualified students merge with traditional students to complete the final two years of the DMD curriculum.
- **Pathway** programs provide coursework and educational experiences to students from underrepresented communities in the health professions. The programs provide an avenue from undergraduate to predoctoral dental education
- **Blaze to DMD** program is an 11-month pathway designed for students who have the potential to succeed in dentistry and need more academic preparation in basic sciences before entering predoctoral dental education.
- **Rural Dental Scholar** program helps scholars build a strong biomedical science foundation and become educated about issues in rural health. This program begins with a one-year Rural Health Master's program delivered by UA CCHS in Tuscaloosa, AL. During this year, students engage in biomedical science courses designed to prepare scholars for a rigorous dental school curriculum.

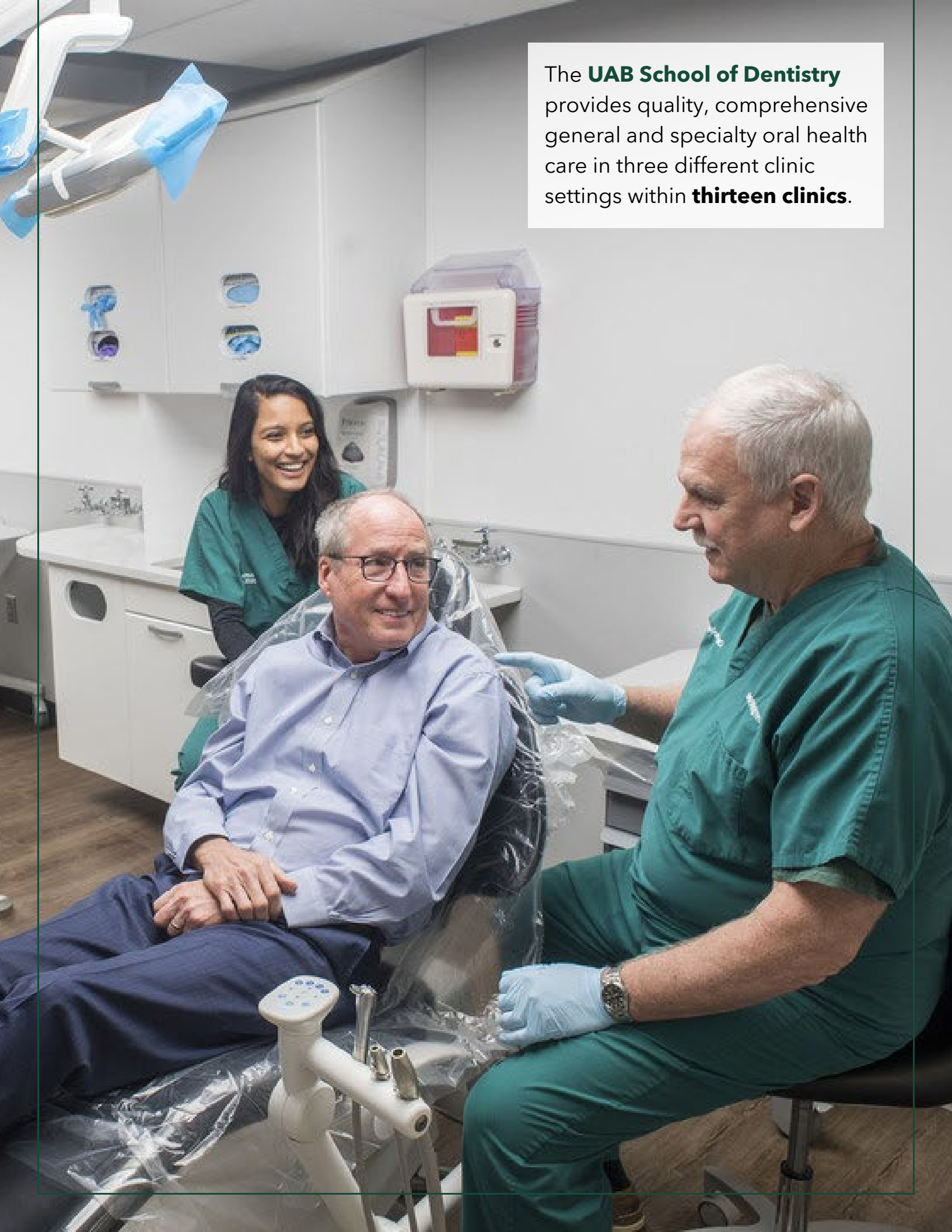
Dental Assisting Program (DAP) is a yearlong program that offers a broad range of clinical experiences and helps position graduates to serve as part of an oral health team. The program includes lectures, demonstrations, and rotations within the School and private dental offices where students engage in broad-based clinical experiences, from pediatric dentistry and orthodontics to comprehensive care, hospital dentistry, and more.

CONTINUING PROFESSIONAL EDUCATION

UAB Continuing Dental Education Programs (CE) is an excellent opportunity to promote goodwill, and provide outstanding educational programs to our community. Our programs are a service that UAB School of Dentistry makes available to meet the CE needs of our graduates and the profession of dentistry within the state of Alabama and surrounding areas. Providing university-sponsored opportunities for lifelong learning, UAB Continuing Dental Education offers curriculum that actively engages the learner in acquiring new information and skills. School of Dentistry faculty respond proactively to changing and advancing technology in dentistry by offering education programs that provide the skills needed to maintain and enhance clinical competency. UAB Continuing Dental Education supplies educational opportunities for dental health care professionals that meet requirements set by the Alabama Board of Dental Examiners.



The **UAB School of Dentistry** provides quality, comprehensive general and specialty oral health care in three different clinic settings within **thirteen clinics**.



CLINICS

The UAB School of Dentistry's clinical reach extends beyond the School building with **thirteen clinics** providing quality, comprehensive general and specialty oral health care for patients and their families. The School offers top-tier healthcare providers, contemporary facilities and equipment, and the latest treatment techniques.

The Comprehensive Care Clinic

Our recently renovated Comprehensive Care Clinic offers the latest in modern delivery of dental care. Operatories offer open spaces to work while also protecting patient privacy. Supervised by our expert team of faculty, students earning a DMD degree spend significant time evaluating all aspects of patient dental and oral health to offer them various treatment options. This clinic has **92 dental chairs** following a renovation and expansion.

Urgent/Limited Care Clinic

Our Urgent Care (limited/emergency) Clinic is a walk-in daytime dental emergency clinic where patients are seen on a first-come, first-served basis. Patients new to UAB Dentistry or those in our care for more than two years may come to this clinic for limited dental procedures and emergencies without an appointment. Recently renovated, this clinic has **16 dental chairs**.

Advanced General Dentistry Clinic

The UAB Advanced General Dentistry Clinic is a hospital-based clinic specializing in general dentistry cases that are more difficult to treat and require advanced care. The clinic is staffed by hospital-trained dentists and residents in the **Advanced Education in General Dentistry program or the General Practice Residency program**. The General Practice Residency Program focuses on medically compromised patients. The clinic has **15 dental chairs**.

Endodontics Clinic

The Endodontics Clinic provides non-surgical and surgical root canal treatment to patients. The clinic has a dedicated Cone Beam CT, eight resident dental operatories with microscopes, and six predoctoral student operatories. The clinic has **14 dental chairs**.

Maxillofacial Prosthetics Clinic

The maxillofacial prosthetic treatment providers work to improve the quality of life for those patients afflicted with acquired, congenital, and traumatic intraoral and extraoral defects. Care is provided by a fellow in the **Advanced Education in Maxillofacial Prosthetics program**, and a maxillofacial prosthodontist is attending. This clinic shares space with the Prosthodontics clinic.

Oral and Maxillofacial Surgery Clinic

The oral and maxillofacial surgeons frequently work alongside other specialists, including dentists, orthodontists, prosthodontists, radiologists, pathologists, oncologists, ENT (ear, nose, and throat) surgeons, neurosurgeons, plastic surgeons, and other medical professionals. UAB Oral and Maxillofacial Surgery patients are served in several locations, including the UAB School of Dentistry, where there are **12 dental chairs**, and faculty practice sites at The Kirklin Clinic of UAB Hospital, UAB Medicine Hoover Clinic, the Birmingham Veteran's Administration Hospital, the Eye Foundation Hospital and Children's of Alabama. The School clinic includes a sedation/general anesthesia room and separate operatories designated for students and residents.

Orthodontic Clinic

This clinic includes **17 newly equipped operatories, a laboratory, a computer/video imaging room, 2 conference rooms, and a project room**. Our facilities are furnished with digital radiology equipment, two state-of-the-art CBCT Imaging Systems, a 3dMD Surface Imaging System, and both intra-oral/extra-oral digital impression scanning technologies. The clinic also utilizes digital photography, computer-based patient check-in and appointment scheduling, and digital charts.

Pediatric Dentistry Clinic

This clinic contains **10 modern operatories**. Equipment for taking oral radiographs and other supportive equipment is available within the clinic. A well-equipped dental laboratory is located adjacent to the Pediatric Clinic and is used by the clinic personnel to fabricate preventive and interceptive orthodontic appliances, etc. Treatment is also provided through Children's Hospital and the Civitan Sparks Clinic, within walking distance.

Periodontology Clinic

The Periodontology clinic is used primarily by residents and faculty and comprises **5 surgical suites** and **5 treatment rooms** with a Cone Beam CT. The clinic also includes a Periodontal Research Clinic, located adjacent to the Graduate Periodontal Clinic, which has **2 treatment rooms** and **1 surgical suite** as well as a full complement of clinical research materials and storage facilities. Faculty and residents also support one dedicated periodontology bay in the newly renovated first-floor clinic.

Prosthodontics Clinic

The Graduate Prosthodontics Clinic is another recently renovated facility with **13 dental chairs**. Residents in the **Advanced Education in Prosthodontics program** provide care. The clinic is located adjacent to the Periodontology Clinic, allowing for easy collaboration of patient cases.

UAB Dental Group - Faculty (Private) Practice

The UAB Dental Group is a multi-disciplinary faculty practice featuring dentists and specialists who provide care in a private practice setting. The faculty practitioners include a wide range of general dentists and specialists. This recently renovated clinic has the look and feel of a true private practice. The clinic has **10 operatories** and **4 hygiene rooms**.

Research Clinics

UAB School of Dentistry centers its research around four themes:

- Craniofacial Development and Genetics
- Biomaterial Science and Biomimetic
- Oral Microbiology, Infection, and Host Response
- Oral Cancer and Bone Marrow Microenvironment

Clinical research is conducted within most of the specialty clinics. Clinical research efforts are directed toward promoting oral health and sharing resources and ideas to improve the quality of life of the general population. Clinical trials are sometimes open for patient enrollment. Past trials have examined periodontal care for pregnant patients and the efficacy of various treatment materials.

Dothan Dental Clinic

The UAB School of Dentistry will launch a **new first-of-its-kind satellite clinic in Dothan, Alabama**. The new clinic will be used to recruit, train, and retain dentists to help improve the dental health of those living in the Wiregrass region. The clinic will provide affordable general dentistry. This project is supported by a **\$3.4 million appropriation from the state of Alabama** to develop this first-of-its-kind model to address the shortage of dental health providers in rural Alabama. The clinic will have **8 dental chairs**.





The **UAB School of Dentistry** has **distinguished alumni** that support the School through their generosity. Our alumni are part of the legacy of touching lives and maintaining the School's margin of excellence.

ALUMNI & GIVING

The Dean of the UAB School of Dentistry collaborates with the School's **Office of Development and Alumni Relations**, the **UAB Central Advancement Office**, the **UAB National Alumni Society**, and the School's **Dentistry Alumni Association** and **Dentistry Leadership Council** to engage external constituents and alumni to support innovative programs, faculty, and student success.

The Office of Development and Alumni Relations is **committed to fundraising and engaging alumni with strategic purpose**. The office coordinates and implements alumni and donor cultivation, fundraising activity, and major gift solicitation. The development and alumni relations office works with prospective donors to support school priority areas. Funding sources counted in development numbers are from individuals, corporations and families, and private or philanthropic foundations. Federal funding sources are not included.

UAB boasts more than 150,000 alumni worldwide, and the School of Dentistry has **approximately 1,400 members** of the School's Dentistry Alumni Association. Through the School of Dentistry Alumni Association, outstanding alumni are selected to receive the distinctions of **Distinguished Alumnus** or **Outstanding Young Alumnus**. These special awards are presented annually during the School's Alumni Association Alumni Weekend to recognize alumni who are pillars in dentistry, have distinguished themselves professionally, brought honor, and made significant contributions of time and philanthropy to UAB, the School, and their community.

The 2023 Alumni Weekend kicked off the School of Dentistry's yearlong **75th-anniversary** celebration, with over 1,900 alumni and 665 registered dentists in attendance. Dentistry alumni are renowned leaders and philanthropists active in university and community service.

In 2023, the School's **fundraising totaled \$9M**.

- **\$8.9M+** non-endowed funds
- **\$760K+** endowed funds
- 147 gifts or pledges of \$1K+
- 48 gifts or pledges of \$10K+
- 5 gifts or pledges of \$100K+

Alumni have helped the school to successfully raise money for renovations, scholarships, and endowed funds. More recently, alumni donations have played a significant role in renovations to the Comprehensive Care and Prosthodontic clinics, Endowed Professorships in Orthodontics and Endodontics, and seven new scholarships.

ADVISORY BOARDS

The dean works closely with the School's alumni Association and **Alabama Dental Association**. These groups are instrumental in supporting the School through development, fundraising, and other efforts.

The Alumni Leadership Council is comprised of dental school alumni who are committed to advancing the School's mission of optimizing oral health locally and globally through fundraising initiatives and serving as an advisory board to the dean.

The Executive Council is comprised of state dental representatives who work with the dean and support statewide dental initiatives.

ALUMNI HIGHLIGHTS

The School of Dentistry's Office of Development and Alumni Relations produces the **Dent Alumni magazine**, an annual publication mailed in the fall to all active members of the Alumni Association. The publication recaps association events, such as Alumni Weekend, "Meet the Dean" receptions, and much more. Members are informed of school news and events, alumni news, including an Alumni Association member spotlight, development and fundraising efforts, and upcoming continuing dental education courses.

- Alumni Association membership totals close to **1,400 members**
- **Alumni Weekend** is the flagship event to celebrate Alumni, held in February each year. Nearly 2000 alumnae attended the last event
- Typical alumni events attended or **hosted by the dean** are held in nearby cities of: Tuscaloosa, Destin, Gadsden, Atlanta, Orlando, Tampa, and Tuscaloosa



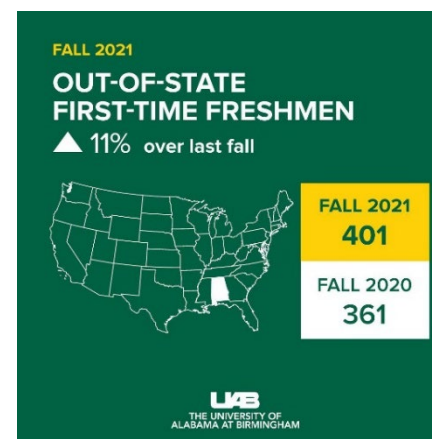
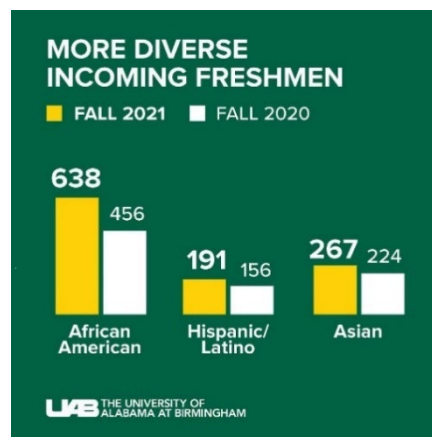
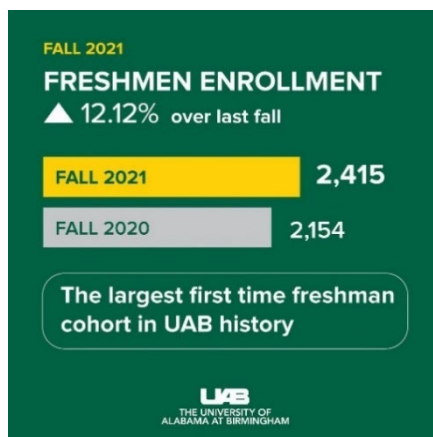
2023 GREAT COLLEGES to Work For®

—Modern Think

The Great Colleges to Work For® program, which recognizes colleges that have been successful in creating great workplaces, is one of the largest workplace-recognition programs in the country.

UNIVERSITY OF ALABAMA AT BIRMINGHAM

- Total enrollment of more than **22,000 students** for the third consecutive year
- **Average GPA** of entering freshmen is **3.82** and **Average ACT score** is **26.5**
- **82%** of students are **Alabama residents**
- **81%** of entering freshmen students are **living in campus residence halls**
- **Most diverse freshman class in UAB history**
- **45.4%** of **freshman** student body and **42%** of the **overall** student body represent **minority populations**
- **26.4%** of **first-time** freshmen are Black
- **7.9%** of **first-time** freshmen identify as Hispanic/Latino
- **11.1%** of **first-time** freshmen identify as Asian
- More than **110 countries** are represented across student, staff, and faculty on campus
- **Four-time recipient** of the Higher Education Excellence in Diversity Award (HEED)
- More than **170 degree options**
- Total budget of more than **\$1.4 billion**
- **A record number of students received national and international fellowships and scholarships** in recent years, including three students named as 2019 Goldwater Scholars, eight students named as 2019 Fulbright Scholars, and two students named as Rhodes Scholars since 2011



UAB ACADEMICS

In addition to the School of Dentistry, **the university has 11 other academic units** (the **Heersink School of Medicine, Collat School of Business, and Schools of Education, Engineering, Health Professions, Nursing, Optometry, and Public Health, the College of Arts and Sciences**, as well as the **Graduate School and Honors College**).

UAB has been identified as a Diversity Champion by INSIGHT Into Diversity magazine for four consecutive years, recognizing UAB's diverse student population, with underrepresented groups making up 42% of the student body. UAB was the first academic partner to support the **Birmingham Promise** scholarship in providing **Birmingham City School** graduates an opportunity to attend the university with a tuition scholarship match and additional academic support.





UAB LIBRARIES

The **UAB Libraries** are integrated academic and health science libraries reflective of UAB's unique role as both a major research and teaching institution and as an academic medical center. The Libraries have 32 librarian faculty and approximately 40 non-librarian staff. About one-third of the faculty have been recruited in national searches within the past five years, including a full-time librarian specializing in emerging library technologies, such as virtual reality, 3-D printing, and other information visualization technologies. Fourteen of the librarian faculty are designated as "liaisons" to the various UAB colleges and schools. The libraries have a total of approximately 1.8 million volumes.

UAB INNOVATION AND ECONOMIC DEVELOPMENT

Driven by an intensely collaborative and entrepreneurial character, UAB is the economic engine of the region, with a statewide economic impact exceeding \$7.15 billion annually. **UAB is Alabama's largest single employer** with more than 23,000 employees (including nearly 3,000 faculty members) and supports more than 64,000 jobs statewide—one of every 31

Alabama jobs. UAB's decades-long partnership with its community and state has led to the economic, cultural and social renaissance of Birmingham—the state's largest metro area with a population of 1.1 million—as the city has grown from a primarily steel-based economy to a thriving nexus of R&D, medicine, banking and other service industries.

THE UNIVERSITY OF ALABAMA AT BIRMINGHAM ECONOMIC IMPACTS TO THE STATE, FY16



The **UAB Harbert Institute for Innovation and Entrepreneurship**, co-located with Collat, generated 83 intellectual property disclosures, 16 US patents, and seven start-up companies in FY2020. The UAB Research Foundation, the technology transfer office that is part of UAB Harbert Institute for Innovation and Entrepreneurship, has generated more than \$100 million in revenues and spun off nearly 75 start-up companies since its founding in 1987. **Innovation Depot**—in which UAB is a founding partner—is the largest business incubator in the Southeast, with 130 member companies and a \$3.06 billion economic impact over the past five years. In technology transfer and other economic development efforts, UAB has worked hand in hand with a number of state and local organizations, such as the **Birmingham Business Alliance (BBA)**. The university was closely involved in drafting BBA's Blueprint Birmingham, a plan for regional economic growth, and continues collaborating on several other economic development efforts.

UAB COMMUNITY IMPACT

The Times Higher Education Impact Rankings 2020 highlighted the impact of UAB on **society** to build healthier communities, ranking first in the United States and seventh in the world for achieving good health and well-being community outreach. UAB partnered with the **City of Birmingham** to create a **smoke-free Health District** on Birmingham's Southside. The Sparkman Center for Global Health works to alleviate health problems in less developed countries by increasing public health capacity.

UAB's **School of Nursing** was designated as a **Pan American Health Organization/World Health Organization Collaborating Center** for its sustained involvement in developing the global nursing workforce. The employee-led **Benevolent Fund** works with more than 140 local non-profits. UAB employees and students built six Habitat houses, volunteering 15,800 hours. **Blazer Pulse**, a community service application, has logged over 60,000 hours of service with 90 community partners. **Blazer Home** is a neighborhood living initiative that provides grants to employees for down payments or renovations on an existing home in an incentive zone in the city.

UAB FINANCIAL STRENGTH

In 2021, **S&P Global Ratings**, the independent data source for credit ratings, revised its outlook to "positive" from "stable" for UAB:

- **Favorable enrollment trend**
- **Growing research base**
- **Healthy financial operating margins**
- **Relatively modest debt**
- **Ability to safely navigate COVID-19 pandemic**

The agency took note of the fact that **UAB is Alabama's only medical and health science university**. It characterized its management and governance as "robust," with multiple levels of oversight from its "stable and talented management team."

UAB RECENT RANKINGS

UAB is ranked #64 among top public universities in US News and World Report. The publication ranks UAB #89 among top universities for veterans and #137 among top national universities. UAB is also ranked 17th in the nation among public universities and 33rd overall in federally funded research expenditures. In February 2021, UAB was named the **best large employer in the country by Forbes.**

In April 2021, **UAB was named America's No. 4 best employer for diversity by Forbes.** In September 2021, UAB received the 2021 Higher Education Excellence in Diversity Award from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education, and the fourth time UAB has received this award.



UAB ATHLETICS

UAB Department of Athletics is transitioning to of the **American Athletic Conference** and participates in Division I of the **NCAA**. The university fields men's sports teams in baseball, basketball, football, golf, rifle, soccer, and tennis. Basketball, beach volleyball, bowling, cross country, track, golf, rifle, soccer, softball, tennis, and volleyball teams comprise the women's program. In keeping with UAB's campus master plan and athletics strategic plan, UAB's athletics facilities have been upgraded in recent years. On October 2, 2021, UAB Football played its first game in the new **Protective Stadium** in the **Uptown District of Downtown Birmingham**.



UAB ARTS

UAB also promotes the cultural and artistic vitality of its community and state. The **Alys Stephens Center** is Birmingham's home for the performing arts, hosting the Alabama Symphony Orchestra, internationally renowned musicians, and performances by UAB's departments of music and theater. The Alys Stephens Center also takes the arts into the community through its **ArtPlay** and **Arts in Medicine**—and is the anchor of UAB's Cultural Arts Corridor, which includes the state-of-the-art **Abroms-Engel Institute for Visual Arts (AEIVA)**.





GOVERNANCE AND LEADERSHIP

The **University of Alabama System** consists of three doctoral research universities: The **University of Alabama**, the **University of Alabama at Birmingham**, and The **University of Alabama in Huntsville**. Total student enrollment among the three campuses exceeds 70,000 students with more than 45,000 full- and part-time faculty and staff. The annual economic impact of the UA System surpasses \$10 billion annually, and more than \$1.7 million patients are served annually in the System's hospitals and clinics. The System is governed by **The University of Alabama System Board of Trustees**. Each of the component institutions has a unique mission that is consistent with the broader mission of the System. The System's chief executive officer is Finis St. John, IV, who served for 17 years on the Board of Trustees before becoming **Chancellor** in 2019.

UAB LEADERSHIP

President Ray Watts, MD, became UAB's seventh **president** in 2013. Before being named president, Dr. Watts had been Senior Vice President and Dean of the School of Medicine since 2010. From 2007 to 2010, he was the John N. Whitaker Professor and Chair of the UAB School of Medicine Department of Neurology.

Dr. Watts is a Birmingham native and earned his bachelor's degree in engineering from the UAB School of Engineering in 1976. The collaborations he had with biomedical engineering students as an undergraduate sparked an interest in medicine, and four years later, he graduated from Washington University School of Medicine in St. Louis as valedictorian of his class. He later joined the faculty at Emory University in Atlanta, where he was part of a team that created an internationally renowned research and clinical center for Parkinson's disease and other movement disorders.

Dr. Watts is a passionate advocate for the value of strategic planning to inspire others toward growing the university and achieving excellence. UAB's strategic plan **Forging the Future** is its blueprint for growth between 2018 and 2023. The more than 23,000 employees of UAB have taken this blueprint and have set measurable goals, allocating resources and establishing metrics to assess progress, all to build an even brighter future. A strategic planning refresh committee is currently working on revising the strategic plan for the next five years.

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Provost Pamela Benoit, Ph.D., became Senior Vice President of Academic Affairs and Provost at UAB in 2017. She joined UAB from Ohio University, serving as executive vice president and provost for eight years.

As chief academic officer of UAB, Dr. Benoit has general oversight of all academic affairs. The deans of the university's schools and colleges report to her, and she also leads the professionals in the **Office of the Provost** responsible for functions such as enrollment management, faculty relations, institutional effectiveness analysis, academic planning, and international student and scholar services. She works closely with President Watts on strategic planning and implementation initiatives.

Under her leadership, UAB has established a committee composed of faculty, students, parents, and community members to develop the **Blazer Core Curriculum** that will address competencies critical for a 21st-century curriculum and better equip students to meet their post-graduation goals.

Earlier in her career, Benoit held several leadership positions at the University of Missouri, where she chaired the Department of Communication in the College of Arts and Sciences and served as Vice Provost and Dean of the Graduate School before being named executive vice president and provost at Ohio University. She received her master's degree in communication from Central Michigan University and her PhD in communication from Wayne State University. She has written or co-written a number of books, chapters, articles, and reports on narratives, communication theory, interpersonal, persuasion argumentation, and leadership.



UAB STRATEGIC PLAN

UAB's **Forging the Future** strategic plan focuses on building collaborations across campus and with the community and key organizations, civic leaders, elected officials, and other stakeholders. The plan, encompassing **years 2018 - 2023**, has four mission pillars: Education; Research, Innovation & Economic Development; Community Impact; and Patient Care.



Forging the Future focuses on top strategic priorities, builds on areas of excellence, and promotes innovation, entrepreneurship, and collaboration in all the university's efforts. Since the plan's inception, much has been accomplished, including an inventory of UAB's strengths, acknowledgment of the challenges facing them, and strategic investments in infrastructure and programs with the aim of moving UAB to the forefront of excellence. The plan outlines what sets UAB apart from other institutions, a situational analysis, identification of peer institutions, and defining their pillars.



A signature program of *Forging the Future* is the UAB Grand Challenge, which launched in 2019 with **Healthy Alabama 2030: LiveHealthSmart**. This ambitious project aims to elevate the state of Alabama out of the bottom 10 in national health rankings by 2030 through a systematic and comprehensive approach to make significant improvements in key health metrics over the next 10 years.

Forging the Future included the development of the Blazer Core Curriculum, which is unique to UAB and focuses on modeling and developing socially conscious global leaders and citizens. The core curriculum is a shared body of courses that undergraduates take during their first two years. Currently, efforts are underway to refresh this plan for the next five years.

UAB HEALTH SYSTEM

As one of the four largest academic medical centers in the United States, UAB also translates its research into the highest quality medical care for the state and region. It sees more than 1.6 million clinic visits annually, including \$62 million in charity care. **The University of Alabama at Birmingham Health System** is based in Birmingham, with facilities and affiliations throughout the state of Alabama. The centerpiece of the system is **UAB Hospital** on the UAB campus, the largest hospital in Alabama and the third-largest public hospital in the nation, with 1,157 beds and provides patients with a complete range of primary and specialty care services. It houses the state's only designated Level 1 adult trauma center and is the **only Alabama hospital to be continually ranked in US News & World Report's "America's Best Hospitals."** The **O'Neal Comprehensive Cancer Center at UAB** is the only NCI-designated center in Alabama and is a national leader in driving cancer research, treatment, and training.

UAB Hospital is listed on Becker's Hospitals Review's 100 Great Hospitals in America.

UAB has earned this distinction every year since 2013 and is the only hospital in Alabama to make the annual list published by Becker's Healthcare, a leading source of cutting-edge business and legal information for healthcare industry leaders. According to Becker, the hospitals included on this list have been recognized nationally for excellence in clinical care, patient outcomes, and staff and physician satisfaction. Becker also lists UAB as one of the 150 Best Places to Work in Healthcare and is rated in the top 25 by Forbes for "Best Midsized Employer."

UAB Health System (UABHS) has developed a strategic alliance with **Ascension St. Vincent's** to increase access to high-quality, innovative medical care through multiple outlets and health programs. This alliance will address health disparities, mental and behavioral health, and diabetes. The hospital also has strong ties with other governmental and private non-profit institutions located within and adjacent to the UAB campus, including the **Birmingham Veterans Affairs Medical Center** and **Children's of Alabama**. A separate not-for-profit corporation, the UAB Health System, directs, coordinates, and manages the healthcare entities affiliated with UAB.



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PROFESSIONAL EXPERIENCE & QUALIFICATIONS

Reporting to the Senior Vice President of Academic Affairs and Provost (see **UAB Organizational Chart**), the new dean of the UAB School of Dentistry manages all human resources, financial, educational, research, student, alumni, and other external relations, development, and community matters for the School. **The dean will work closely with leadership across the UAB enterprise**, including multiple legal entities engaging in activities supporting the university's tri-part educational, research, and patient care mission. The dean must be able to be an advocate for the School and an institutional citizen.

Salary will be competitive and commensurate with experience.

LEADERSHIP

Candidates must possess or demonstrate:

- **Academic and Other Credentials.** An earned terminal degree in an appropriate field and a distinguished record of teaching, research, and service commensurate with an appointment to a department in the UAB School of Dentistry with the rank of professor with tenure are preferred, or commensurate leadership and clinical experience and acumen.
- **Leadership Experience.** At least three years of successful leadership and managerial experience and skills in human resource and financial management in a school of dentistry, preferably at a major research university or other enterprise with comparable complexity.
- **Innovation.** A calculated risk-taker comfortable working with ambiguity. Ability to demonstrate and foster innovation to bring new thinking about ways to provide the following skills to the learners of the School of Dentistry:
 - Leadership
 - Critical thinking
 - Creativity
 - Ethics
 - Global thinking
 - Cultural awareness
- **Faculty.** A commitment to the recruitment, retention, and development of an excellent and diverse faculty.

- **Enrollment.** Engagement with faculty and staff in the School and with enrollment professionals to be at the leading edge of best practices in enrollment management, including a willingness to explore new markets and programs.
- **Students.** An understanding of the needs of a diverse student population that includes many first-generation and working students.
- **Research and Scholarship.** An outstanding record of interdisciplinary scholarship and research, including extramural funding, is preferred.
- **Collaboration.** Effectiveness in interpersonal relations, including the ability to initiate and sustain interdisciplinary collaborations and be an effective project manager.
- **Financial.** Ability to manage budgets and resources in a Responsibility Center Management (RCM) institution.
- **Strategic Vision.** Ability to design and implement a strategic vision for all parts of the UAB enterprise, including the School of Dentistry, with experience in strategic planning processes.
- **Communication and Listening Skills.** Exceptional communication and listening skills, with experience in leading with transparency and collaborating with all stakeholders to advance the goals of a dentistry school at a major research university or comparable organization.
- **Shared Governance.** A commitment to shared governance and working closely with faculty, graduate students, postdoctoral scholars, staff, and student organizations.
- **Community.** A mission-oriented outlook and commitment to and successful experience building community partnerships in an urban setting and securing external funds.
- **Alumni.** Establishing a strong and supportive alumni that leads to meaningful endowments, scholarship opportunities, UAB capital, and core infrastructure gifts is vital and required.
- **Professional Leadership.** Ability to advocate effectively for the professions in the School of Dentistry at the local, state, and national levels.
- **Fundraising.** Strong commitment to strategize, support, and participate in fundraising to achieve the goals of the School of Dentistry.
- **Diversity, Equity, and Inclusion.** A commitment to diversity, equity, and inclusion in all aspects of leadership.

- **Engage.** Actively support and cooperate in a mutually beneficial relationship with alumni, community leaders, and organized dentistry at the local, state, and national levels.
- **Integrity.** Unassailable personal and academic integrity.

QUALIFICATIONS

Candidates must possess or demonstrate:

- Candidates **must hold a DMD/DDS degree or equivalent dental degree** and have scholarly distinction appropriate for a **tenured professor appointment** in the School.
- A strong record of **National Institutes of Health (NIH)** and/or **extramurally funded research and scholarship**, with the stature and ability to cultivate and extend the School's research agenda.
- A record of **successful administrative leadership** in higher education or equivalent experience in government or non-profit organizations that demonstrates strong evidence of his/her capacity to manage the School of Dentistry at UAB.
- An understanding of and **vision for the future** of dental education and the profession.
- A proven track record and support of **clinical excellence** and a strong **commitment to patient care**.
- Experience leading and organizing school-wide **Commission on Dental Accreditation (CODA)** and **Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)** accreditation activities.
- A proven capacity to aid in the recruitment, retention, and development of faculty members with **clinical, research, and service** strengths to be effective leaders within the School of Dentistry and the dental community.
- The ability to develop and implement a strategic plan, establish metrics, assess progress, and align with the **university's strategic plan**.



BIRMINGHAM, ALABAMA

Located in the heart of the Southeast, **Birmingham** is a short drive from Atlanta, Nashville, New Orleans, Memphis, the Blue Ridge Mountains, and Gulf Coast beaches. Birmingham has been recognized as an "All American City" by the National Civic League as one of the top 10 American cities to live and work, and one of the top 10 entrepreneurial and job growth hot spots in America. Conde Nast Traveler named Birmingham one of the **best places in the world to visit in 2022**.

Downtown Birmingham has enjoyed a revitalization in recent years, including the development of nearby **Railroad Park**—an award-winning urban park—and its adjacent Regions Field, home to the minor league **Birmingham Barons**—an award-winning stadium. The park and stadium projects have kickstarted major growth in surrounding districts, including craft breweries, boutique shops, restaurants, loft and apartment buildings, innovative workspaces, and hotels.

Birmingham-Shuttlesworth International Airport is Alabama's largest commercial airport, serving nearly three million passengers in 2019 on American Airlines, Delta Air Lines, Southwest Airlines, and United Airlines. Many direct flights are available to Washington, DC, Detroit, Phoenix, Philadelphia, New York City, Denver, Houston, Miami, Chicago, Baltimore, Charlotte, Orlando and more. The airport has served the area for 85 years and is governed by the Birmingham Airport Authority, continuing to be a catalyst for growth and economic development for the entire region. According to the recent ***Economic Impact of Alabama's Six Major Commercial Service Airports on the State's Economy*** report prepared for The Aviation Council, Birmingham-Shuttlesworth International Airport had an economic impact of \$1.6 billion on the state in 2019.



Because of this platform and its sports history, Birmingham was selected to serve as the host city of the **2022 World Games**. Birmingham is also a **renowned culinary destination**, with one of our signature restaurants recently winning **two James Beard Foundation awards** and many other restaurants named as finalists. Food critics across the country have discovered Birmingham's food scene and consistently rank it as one of the best food cities in America. An award-winning farmers' market is held weekly at **Pepper Place**, near UAB.

There are a host of **attractions** only a short walk from UAB's campus, including the **Birmingham Civil Rights District National Monument**, comprising sites such as **Sixteenth Street Baptist Church**, **Kelly Ingram Park**, and the **Civil Rights Institute**—a major destination for visitors worldwide. Birmingham's cultural scene is thriving, with **museums**, numerous galleries, **music and arts festivals**, **theatres and live music venues**, a **professional ballet company**, a professional opera company, a **School of Fine Arts**, the **Jazz Hall of Fame**, and the recent restoration of the historic **Lyric** and **Alabama Theatres**. In September 1996, **UAB's Alys Stephens Performing Arts Center** became the home of the **Alabama Symphony Orchestra**. Birmingham is in proximity to many state and national parks, lakes, urban greenspaces, and hiking and biking trails. The city has more green space per capita than any other major city in the United States.





RECRUITMENT PROCESS

A **search committee** with representation from across the university has been convened to conduct the search and to recommend finalists to the **Senior Vice President and Provost of UAB**. The search committee is chaired by the **Dean of Nursing**.

Nominations, applications, and inquiries are being accepted for the position, and recruitment will continue until the position is filled. Candidates must submit a curriculum vitae and cover letter. References will be requested later in the process but will only be contacted with the express permission of candidates.

All inquiries, nominations, referrals, and resumes with cover letters will be held in strict confidence and should be directed to **Isaacson, Miller** at

<https://www.imsearch.com/open-searches/university-alabama-birmingham-school-dentistry/dean>

Greg Esposito, Partner
Samuel Ruth, Senior Associate
Kristin Benoit, Associate

Isaacson, Miller
263 Summer Street, 7th Floor
Boston, MA 02210

UAB is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable, and family-friendly environment in which all faculty and staff can excel and achieve work-life balance irrespective of race, national origin, age, genetic or family medical history, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities and veterans. A pre-employment background check investigation is performed on candidates selected for employment.

