



**Search for the DEAN  
ARIZONA SCHOOL OF DENTISTRY & ORAL HEALTH  
A.T. STILL UNIVERSITY  
MESA, AZ**

**THE SEARCH**

A.T. Still University seeks an accomplished, innovative, and student-centered leader to serve as the next Dean of the Arizona School of Dentistry & Oral Health. This role calls for a visionary leader with a passion for excellence in dental education, a commitment to advancing oral health, and the leadership skills necessary to navigate the evolving landscape of dental medicine.

The Arizona School of Dentistry & Oral Health (ASDOH) is part of the A.T. Still University of Health Sciences (ATSU), the founding institution of osteopathic healthcare, renowned for its preeminence as a multidisciplinary healthcare educator. In 2003, to better address the oral healthcare needs of the underserved, ATSU joined with the National Association of Community Health Centers to establish ATSU-ASDOH, Arizona's first dental school. ATSU-ASDOH was founded with a core institutional value to be a leader in community health, caring for our most vulnerable, underserved populations.

ATSU-ASDOH strives to not only teach students about the importance of caring for those who are underserved, but also to engage students directly with those communities and integrate those principles into the curriculum and student experience from the first day of dental school. This is achieved through an innovative curriculum that allows students to begin clinical experiences in their first year of dental school, to complete a dental public health certificate (via a partnership with the ATSU College of Graduate Health Studies), to engage in community-based service-learning activities, and to participate in the capstone Integrated Community Service Partnerships (ICSP) external clinical rotations.

Approximately 35% of clinical experiences take place during the ICSP external rotations. Each ASDOH student spends 24 weeks in the ICSP's national network of over 60 community-based clinics, where they are embedded with external faculty on dental teams providing oral health care for underserved patients. Students immerse themselves in different cultures and socioeconomic environments as they gain unparalleled depth and scope of clinical experiences in preventive, restorative, and surgical dentistry.

The Dean serves as the chief academic and administrative officer for ASDOH and will report to the Senior Vice President for Academic Affairs (SVPAA). The successful candidate will be responsible for the strategic leadership, coordination, and guidance of the School. They will ensure the School's commitment to

providing students with an innovative educational experience and will uphold the highest standards of care in dentistry and community service.

ATSU-ASDOH has retained Isaacson, Miller - a national executive search firm - to assist with this search. Inquiries, nominations, and applications should be directed to the firm as indicated at the end of this document.

## **A.T. STILL UNIVERSITY**

ATSU stands as a beacon of innovative academic programs, preparing highly competent professionals within a learning-centered environment. With a proud osteopathic heritage, ATSU emphasizes whole person healthcare, underscoring the importance of treating each patient as an individual rather than a set of symptoms. The university's mission extends to a focus on community health, interprofessional education, diversity, and serving underserved populations.

Founded in 1892 with the establishment of the Kirksville College of Osteopathic Medicine, ATSU has grown into a multidisciplinary healthcare educator with a rich history of leadership in healthcare education and research. The university operates across three campuses located in Missouri, Arizona, and California, each fostering an environment of excellence in health sciences education.

ATSU offers a wide array of programs, including doctoral degrees in Audiology, Dental Medicine, Occupational Therapy, Physical Therapy, Osteopathic Medicine, and various master's programs across its seven prestigious schools and colleges. The university is also home to the Museum of Osteopathic Medicine, which houses over 80,000 artifacts, reflecting its deep roots and ongoing commitment to the osteopathic profession.

With a total enrollment of over 4,000 students, ATSU is a vibrant community of learners and educators. The university prides itself on being the first in whole person healthcare and continues to lead with its innovative and comprehensive online and residential programs. ATSU's dedication to community health is evident through its partnerships with over 25 community health centers, providing students with real-world experiences that complement their academic learning.

## **ARIZONA SCHOOL OF DENTISTRY & ORAL HEALTH**

ATSU-ASDOH is a pioneering institution in dental education with a mission that emphasizes dedication to exemplary oral health, research, and service to the community. Established as a part of A.T. Still University, ASDOH leads with a holistic approach to dental care, emphasizing whole person healthcare. The school is known for its innovative curriculum that integrates scientific knowledge with clinical expertise, preparing its students to meet the oral health needs of the communities they will serve. In 2013, ATSU-ASDOH received the Gies Award for Outstanding Innovation by the American Dental Education Association (ADEA),

the Gies Award honors organizations exemplifying dedication to the highest standards of vision, innovation, and achievement in dental education, research, and leadership.

ATSU-ASDOH offers a comprehensive range of programs, including a Doctor of Dental Medicine (DMD) degree, a Master of Science in Orthodontics, and a variety of certificate and residency programs. Each program is designed to equip students with the knowledge and skills necessary to excel in their chosen paths, whether in clinical practice, research, or academia. The school enrolls over 300 students, and its 4-year DMD program includes an average enrollment of 78. Twenty five percent of DMD students also earn an MPH during their time at the school.

ATSU-ASDOH faculty and staff members are the heart of the student's learner-centered experience. Each member shares their commitment to create a supportive learning environment, providing the foundation for the students to achieve exceptional clinical knowledge, skills, and values, and to graduate as compassionate community-minded oral health providers to lead the profession. ATSU-ASDOH's faculty and staff consist of approximately 60 full-time faculty, 100 part-time/adjunct faculty, 60 full-time staff, and 300 community-based faculty preceptors in 65 community health centers across the country. Members of the faculty include nationally and internationally recognized experts in all areas of dentistry who teach and mentor ATSU-ASDOH students and residents in the classroom, simulation clinic, and a variety of clinical settings including several community-based health centers.

ATSU-ASDOH's commitment to innovation is evident in its state-of-the-art simulation clinics, where students master the latest in dental care technology and techniques before advancing to direct patient care. The school's clinical externship programs are a cornerstone of its practical learning approach, offering students the opportunity to gain hands-on experience in diverse settings across the country. These externships are designed to immerse students in real-world scenarios, enhancing their skills and preparing them for the complexities of dental practice.

The school serves a wide range of patient populations, focusing on underserved communities. This commitment is reflected in the school's service-learning projects and integrated community service partnerships, which allow students to engage in meaningful community service while honing their dental skills. Through these initiatives, ATSU-ASDOH students develop a deep understanding of the social determinants of health and learn to provide compassionate, culturally competent care.

ATSU-ASDOH boasts a robust alumni network of 800+ that extends its influence and commitment to service beyond the campus.

## **THE ROLE**

The Dean is the chief academic officer and administrator of ATSU-ASDOH, who is responsible for leading all aspects of the school's operations and ensuring the quality of the innovative educational curriculum, clinical experience, faculty, staff, and student services. The Dean promotes and ensures a diverse and inclusive environment, as well as collaborative and collegial relationships within ASDOH and with the broader ATSU administration and external partners. Reporting to the Senior Vice President for Academic Affairs (SVPAA), the Dean serves as a senior leader on the ATSU Council of Deans. It is the Dean's

responsibility to oversee an efficient and innovative dental school in Arizona that maintains the highest standards/quality as set forth by all other ATSU schools and to ensure the applicable accreditation status with the Higher Learning Commission and Commission on Dental Accreditation.

Additionally, the Dean is responsible for:

- Administering high-quality and innovative academic programs that align with ASDOH's mission, vision, and values.
- Developing, executing, and assessing an ASDOH strategic plan with mission, vision, and goals in alignment with the ATSU mission, vision, goals, and Strategic Plan.
- Developing and supporting a strong leadership team to lead and inspire an effective and efficient organization that is mission-driven and committed to achieving ASDOH's vision and strategic goals.
- Directing faculty and staff recruitment, development, and governance and ensuring compliance with all University Policies and Procedures.
- Overseeing the management and fiscal solvency of ASDOH campus clinics and expanding clinical partners to accommodate fourth-year training opportunities off-campus.
- Engaging and growing external partnerships including funding agencies, accrediting bodies, clinical and community partners and other stakeholders
- Management of the design, execution, and effectiveness of a system of internal controls providing reasonable assurance that operations and assets are safeguarded, financial information is reliable, and ASDOH's policies, procedures, and actions comply with all applicable federal and state laws and regulations, and guidelines.
- Working with the University to facilitate and guide fundraising and the continuing development of philanthropy to support the mission of ASDOH.
- Facilitating and guiding grant-related efforts to advance research, scholarship, innovation, and extramural support of ASDOH. Advancing and expanding the school's research program, focusing on interdisciplinary, clinical translational, educational, and health services research, as well as expanding scholarly focus on community health and health systems.

## OPPORTUNITIES AND CHALLENGES

The new Dean will face a range of opportunities and challenges, including:

**Crafting a strategic vision for the growth of ATSU-ASDOH in alignment with [the university's 2021-2028 Strategic Plan](#).**

The incoming Dean of ATSU-ASDOH will be instrumental in shaping a future that resonates with the university's ambitious 2021-2028 Strategic Plan. This plan, crafted through extensive collaboration, sets forth a vision for a learning-centered university that prepares highly competent professionals. It emphasizes five key themes: innovative education, mission-focused scholarship, an engaged and diverse university community, beneficial partnerships, and agile resource management. The Dean will be tasked

with interpreting these themes within the context of dental education, ensuring that the school's growth is synchronized with ATSU's overarching goals.

**Recruiting, retaining, and mentoring a diverse and exceptional faculty and staff.**

The Dean of ATSU-ASDOH will be instrumental in shaping an academic community that values diversity and excellence by implementing innovative recruitment strategies. These strategies will aim to attract faculty and staff from various backgrounds, recognizing that a multitude of perspectives enriches the learning environment and broadens the school's educational approach. The Dean's commitment to fostering an inclusive culture will be evident in efforts to provide a supportive workplace that values each individual's contribution and encourages professional growth.

Retention and mentorship will be key focuses, with the Dean establishing programs that not only support faculty and staff in their current roles but also prepare them for future leadership opportunities. By prioritizing professional development and mentorship aligned with the university's core values, such as interprofessional collaboration and cultural proficiency, the Dean will ensure a vibrant, dynamic, and supportive academic environment that promotes long-term engagement and satisfaction among the faculty and staff.

**Enhancing clinical productivity while maintaining the highest standards of patient care.**

The Dean will work to enhance the clinical productivity of the school while upholding the highest standards of patient care. This will involve leveraging the school's extensive network of clinical partnerships and externship sites, which provide students with a diverse array of hands-on learning experiences. These partnerships are essential for exposing students to a variety of patient care scenarios, from routine procedures to complex cases, across different demographic groups and communities.

The Dean will work closely with these sites to foster an environment of continuous improvement and learning, ensuring that students are not only productive but also developing the competencies and empathy required to deliver exceptional care. This dual focus on productivity and quality will prepare ATSU-ASDOH graduates to be proficient and compassionate healthcare providers who are well-equipped to meet the evolving needs of the communities they serve.

**Promoting a collaborative and collegial atmosphere within the school and across the university.**

The Dean will be expected to cultivate a culture of collaboration and collegiality within the school and throughout the broader university. This involves creating an environment where faculty, staff, and students are encouraged to work together, share knowledge, and support one another's professional and academic growth. By fostering strong, collegial relationships, the Dean will enhance the school's ability to innovate and adapt to the changing landscape of dental education and healthcare delivery.

Promoting a collaborative atmosphere extends beyond internal interactions; it also involves interdisciplinary engagement with other departments and schools within the university. The Dean will be expected to champion initiatives that facilitate cross-disciplinary research, shared learning opportunities, and community service projects. These efforts not only enrich the educational experience but also

contribute to a cohesive university community where diverse perspectives and expertise are valued and leveraged for the greater good. The Dean's leadership will be crucial in ensuring that ATSU-ASDOH is a place where teamwork and mutual respect drive the pursuit of excellence in all aspects of dental education and patient care.

**Strengthening the school's engagement with the community and its impact on public health.**

ATSU-ASDOH has a strong tradition of community engagement and public health advocacy. The Dean will have the opportunity to build upon this foundation, deepening the school's engagement with the community, thereby amplifying its impact on public health. This responsibility involves not only overseeing the provision of dental care to diverse populations but also spearheading outreach programs that address oral health disparities and promote dental health education. By strengthening partnerships with local organizations, health clinics, and schools, the Dean will ensure that the school serves as a beacon for community health and wellness.

The Dean will be tasked with developing innovative strategies to expand the school's reach, particularly in underserved areas where dental care is most needed. Moreover, the Dean will encourage faculty and students to engage in community service and research projects that seek to understand and mitigate the barriers to accessing dental care.

Through these efforts, the Dean will enhance ATSU-ASDOH's reputation as a leader in community-oriented dental education and as an institution that not only trains skilled dental professionals but also actively contributes to the betterment of public health. The school's community engagement initiatives will serve as a model for how academic institutions can have a tangible, positive impact on the health of the populations they serve.

**Develop and nurture an engaging alumni network, to support the growing alumni base in their current pursuits and to encourage alumni support of future initiatives and projects.**

As the third Dean of this innovative school, the new Dean will be tasked with establishing and solidifying an alumni network. Since its establishment in 2003, the ATSU-ASDOH has averaged a graduating class of 78 students, resulting in an alumni network of over 800 passionate, service-based dental professionals. The new Dean will have the potential to leverage this group to support future projects, philanthropy, partnerships, and initiatives.

**Act as a steward of financial resources to enhance the school's facilities and technologies, while addressing the challenge of rising tuition costs.**

The new Dean will be entrusted with the critical responsibility of managing ATSU-ASDOH's financial resources to ensure the school's continued growth and success. This includes raising funds, allocating budgets for new facilities, and investing in advanced dental technologies that will keep the institution at the forefront of dental education. The Dean will need to navigate the complexities of financial management with a strategic vision that aligns with the school's mission and goals.

At the same time, the Dean will face the challenge of rising tuition costs, which can be a barrier to potential students. The Dean must therefore be innovative in identifying new revenue streams and philanthropic support to offset these costs, ensuring that a diverse and talented student body can access ATSU-ASDOH's high-quality dental education without undue financial burden. Balancing fiscal responsibility with the imperative to provide state-of-the-art educational resources will be a significant aspect of the Dean's role, requiring a forward-thinking approach to financial stewardship and a commitment to the school's values of accessibility and excellence.

**Enhancing academic productivity, including research and teaching excellence.**

ATSU-ASDOH is renowned for its commitment to academic excellence and innovative educational practices. The incoming Dean will be charged with nurturing a culture that prioritizes exceptional teaching and learning experiences. This role involves inspiring faculty to pursue pedagogical innovation, integrating advanced technologies and methodologies into the curriculum, and ensuring that the school's educational offerings remain cutting-edge and responsive to the evolving landscape of dental healthcare.

In addition, the Dean will play a pivotal role in securing resources and support for these academic endeavors, ensuring that faculty and students have access to the tools and opportunities they need to thrive. This may include developing partnerships with industry leaders, engaging with alumni for mentorship programs, and exploring innovative funding models to support the school's educational mission. The Dean's leadership will be instrumental in fostering an environment where academic productivity is synonymous with teaching excellence and student success.

**QUALIFICATIONS AND EXPERIENCE**

The successful candidate for Dean of ATSU-ASDOH will possess:

- A DDS/DMD degree or equivalent dental degree (additional advanced degrees are desirable)
- A previous appointment at a dental school, with rank of associate or full professor
- 5+ years of administrative experience, and a successful record of management and administrative experience
- An outstanding record of leadership, advocacy, and service at a university and in the community
- A proven record of academic activities (i.e., teaching, scholarship, research, and service)
- Demonstrated ability to build strong relationships with internal and external stakeholders to advance ATSU-ASDOH's mission and vision
- Demonstrated knowledge of accreditation and credentialing processes
- Resource development and extensive fiscal management experience
- Strong history of mentoring and faculty development

**LOCATION**

ATSU-ASDOH is located in Mesa, AZ, in the greater metropolitan Phoenix area. The area is serviced by Phoenix Sky Harbor International airport, and a convenient light rail system connects Mesa, Tempe, downtown Phoenix, and the airport.

Arizona is known for its low humidity, pleasant temperatures, and clean air. Average daily temperatures range from 93 degrees in July to 55 degrees in December. The desert location is perfect for enjoying outdoor activities year-round, including hiking, biking, rock climbing, and golf. There are a wide variety of sports teams and events nearby, including MLB spring training, PGA golf, Suns and Mercury basketball, Cardinals football, Diamondbacks baseball, Coyotes hockey, and even thrilling rodeos.

Arizona is home to over 7 million residents, with a diverse population that includes 22 unique American Indian tribal communities. The Phoenix area in particular is known as a culinary hotspot for southwestern food and global cuisine. Public schools in Mesa are highly rated, and offer Montessori, International Baccalaureate, dual-language immersion, honors, and Advanced Placement courses.

### **To Apply**

ATSU-ASDOH has retained Isaacson, Miller - a national executive search firm - to assist the Search Committee for the Dean of ASDOH in its identification and review of candidates. Applications, including a cover letter and resume, should be submitted online:

<https://www.imsearch.com/open-searches/still-university-arizona-school-dentistry-oral-health/dean>

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