

Position Title: Dean

Working Title: Dean, School of Dental Medicine

School of Dental Medicine

Position Number: 00852412

Position Summary:

Reporting to CU Anschutz's provost and executive vice chancellor for academic and student affairs, the dean leads the CU Anschutz School of Dental Medicine and serves as a member of the campus leadership team alongside the deans of medicine, nursing, public health, pharmacy and the graduate school. Together, these leaders advance the campus's academic, research, and clinical priorities. This integrated academic health center provides a rich environment for collaboration, fostering interdisciplinary education, enhancing clinical programs, and accelerating research. The CU Anschutz location is adjacent to a growing biotechnology zone, the Fitzsimons Innovation Community, and two nationally ranked hospital affiliate partners, University of Colorado Hospital and Children's Hospital Colorado. This location offers a distinctive biomedical research and clinical environment, where innovation transforms bold ideas into real-world impact.

The Dean works closely with faculty, staff, and campus leadership to support innovation, reinforce academic and clinical excellence, and align with the CU Anschutz mission and strategic priorities across education, clinical care, research, and community. The ideal candidate will be a collaborative and strategic leader who can navigate the complexities of academic health systems, build strong relationships, and guide the School of Dental Medicine through its next phase of growth and distinction.

The CU Anschutz School of Dental Medicine is poised to build on its long-standing strengths in innovative dental education, interdisciplinary clinical care, team-based research, and community engagement while pursuing new opportunities for growth and impact. With its innovative curriculum, cutting-edge research, excellent clinical programs, and collaborations with clinical partners across the state and globally, CU Anschutz Dental strengthens oral health in Colorado and beyond.

The dean is the chief academic officer (CAO) of the School of Dental Medicine. In consultation with faculty and administrators, the dean has overall responsibility and authority for: strategic planning and vision; education and curriculum; clinical operations and patient care; research, scholarship, and innovation; financial stewardship and resource development; facilities and infrastructure; student affairs and enrollment management; faculty and staff recruitment, development, and retention; and fundraising and external relations.

The dean serves as the school's lead ambassador and advocate, representing the CU Anschutz School of Dental Medicine across the campus, the university, the profession, and the broader community while advancing its reputation, partnerships, and mission-driven impact.

Reports to: Executive Vice Chancellor of Academic and Student Affairs, Provost and Chief Academic Officer

Direct Reports:

The current Strategic Leadership team, consisting of senior associate deans and associate deans; department chairs; program directors; and an executive assistant, reports directly to the Dean of the School of Dental Medicine.

Core Responsibilities:**Strategic Leadership and Vision**

Provide visionary leadership for the School of Dental Medicine and position the school as a national leader in dental education, research, clinical care, and community engagement.

- Develop and execute a comprehensive strategic plan that advances the school's mission, vision, and priorities.
- Align school goals and initiatives with the strategic direction of CU Anschutz and the University of Colorado System.
- Foster a culture of innovation, collaboration, accountability, and continuous improvement.
- Identify emerging trends and opportunities in oral health, health professions education, research, technology, and patient care.
- Build and sustain partnerships that advance the school's influence and impact regionally, nationally, and internationally.
- Lead change initiatives that enhance the school's academic, clinical, research, and community impact.
- Serve as a key member of the CU Anschutz leadership team and contribute to campus-wide strategic priorities.

Academic Excellence and Educational Leadership

Ensure excellence, innovation, and continuous improvement across all educational programs.

- Provide oversight of predoctoral, graduate, postdoctoral, and continuing education programs.
- Advance curricular innovation and evidence-based educational practices.
- Promote interprofessional education and collaborative learning opportunities across CU Anschutz schools and programs.
- Maintain academic quality and ensure compliance with accreditation standards and regulatory requirements.
- Support student recruitment, admissions, retention, success, and professional development.
- Promote student success, professional formation, and workforce readiness across all educational programs.
- Foster a culture of academic excellence and lifelong learning among students and faculty.

Clinical and Patient Care Leadership

Provide strategic oversight of clinical programs and support the delivery of exceptional patient care.

- Guide the growth, quality, and sustainability of clinical operations.
- Lead the strategic advancement of clinical technologies and digital infrastructure to support excellence in patient care, education, and operations.
- Promote innovative and interdisciplinary models of patient care.
- Strengthen clinical collaborations with University of Colorado Hospital, Children's Hospital Colorado and other clinical partners.
- Strengthen clinical performance and growth while preserving excellence in patient care and educational experiences.
- Strengthen integration and collaboration with other CU Anschutz clinical and health profession programs.
- Ensure compliance with applicable clinical, regulatory, and quality standards.
- Support initiatives that improve access to oral healthcare across Colorado and beyond.

Research, Innovation, and Discovery

Champion a robust research enterprise that advances oral health and interdisciplinary scientific discovery.

- Develop and implement strategies to expand research funding, scholarly productivity, and innovation.
- Promote team science and collaborative research across CU Anschutz and the Fitzsimons Innovation Community.
- Expand opportunities for translational, clinical, and community-engaged research.
- Recruit, support, and retain high-performing researchers and clinician-scientists.
- Advance translation of discoveries into clinical, educational, and community impact.
- Strengthen research infrastructure and promote opportunities for faculty and student scholarship.
- Encourage partnerships with industry, biotechnology organizations, government agencies, and other external stakeholders.

Faculty, Staff, and Organizational Development

Build and sustain a high-performing and engaged community of faculty and staff.

- Lead strategic recruitment, development, retention, and succession planning efforts.
- Foster a culture that values collaboration, professional growth, well-being, and shared governance.
- Support faculty advancement, promotion, tenure, and leadership development.
- Ensure effective workforce planning and organizational effectiveness.
- Foster a welcoming and supportive environment that values diverse perspectives, equitable opportunities, and a strong sense of belonging.

- Cultivate transparent communication and strong engagement among faculty, staff, and leadership.

Financial Stewardship and Resource Management

Ensure the effective management and long-term financial sustainability of the School of Dental Medicine.

- Oversee financial planning, budgeting, and resource allocation.
- Identify and pursue strategic opportunities that strengthen the school's financial position and long-term sustainability.
- Ensure responsible stewardship of school resources and assets.
- Evaluate and prioritize investments in academic, research, clinical, and infrastructure initiatives.
- Monitor financial performance and implement corrective actions as needed.
- Lead facilities planning and support the optimization of physical and technological resources.

Community Engagement, Advancement, and External Relations

Serve as the lead representative and advocate for the School of Dental Medicine.

- Build and maintain strong relationships with alumni, donors, community partners, professional organizations, governmental agencies, and industry leaders.
- Partner with university advancement leadership to cultivate philanthropic support and secure resources that advance strategic priorities.
- Represent the school locally, statewide, nationally, and internationally.
- Promote the school's achievements and enhance its reputation and visibility.
- Strengthen community-based partnerships that improve oral health outcomes and educational opportunities.
- Support outreach and service initiatives aligned with the school's public mission.

Interdisciplinary Collaboration and Academic Health System Leadership

Advance collaboration across CU Anschutz and contribute to the success of the integrated academic health environment.

- Partner with deans and campus leaders to advance institutional priorities and strategic initiatives.
- Foster interdisciplinary education, research, and clinical programs that improve health outcomes.
- Identify and pursue collaborative opportunities among the health professions schools.
- Advance the integration of oral health within broader healthcare delivery, education, and research initiatives.
- Leverage the unique resources of CU Anschutz and the region's innovation ecosystem.
- Serve as an active and collaborative member of campus and system-wide leadership councils.

Governance, Accreditation, and Compliance

Ensure sound governance practices and compliance with all applicable policies, regulations, and accreditation standards.

- Maintain accountability for accreditation requirements and successful accreditation outcomes.
- Support shared governance and collaborative decision-making processes.
- Ensure compliance with university policies, legal requirements, and regulatory obligations.
- Provide regular reports to the provost, campus leadership, and other governing bodies.
- Manage institutional risks and promote ethical leadership practices.
- Establish and monitor performance measures that support organizational excellence.

Minimum Qualifications

- DDS, DMD, or equivalent dental degree from an accredited institution.
- The dean must have a record of research, scholarship, teaching, and service/leadership sufficient to be appointed at the rank of full professor with tenure at the University of Colorado Anschutz School of Dental Medicine.
- Progressive senior leadership experience, such as service as a department chair, division head, associate dean, assistant dean, dean, or equivalent leadership role, within an academic dental institution, academic health center, healthcare organization, or similarly complex environment.
- Demonstrated leadership experience in dental education, clinical operations, research, and administration.
- Experience with strategic planning, organizational leadership, and change management.
- Demonstrated success in faculty recruitment, development, retention, and performance management.
- Experience overseeing financial planning, budgeting, resource allocation, and operational performance.
- Demonstrated ability to build collaborative relationships across academic, clinical, community, and professional constituencies.
- Experience working with institutional leadership, governing bodies, community organizations, and external stakeholders.
- Demonstrated commitment to advancing excellence in education, patient care, research, and community engagement.

Preferred Qualifications

- Advanced degree in a related field (e.g., PhD, MD, MPH, MBA, MHA, MS, or equivalent).
- Significant experience serving in a dean, associate dean, department chair, chief executive, or other senior executive leadership role within a dental school or academic health system.
- Demonstrated record of achievement as an educator, mentor, and academic leader with a commitment to student success and professional development.

- Established record of scholarly accomplishment, research leadership, and success in expanding research funding and innovation initiatives.
- Demonstrated ability to lead transformational initiatives while sustaining and advancing existing strategic priorities.
- Experience fostering interdisciplinary education, research, and clinical collaboration across health professions.
- Proven success securing, stewarding, and deploying institutional resources to support strategic growth and operational excellence.
- Demonstrated experience engaging donors, alumni, industry partners, and other constituents in fundraising and philanthropic initiatives.
- Experience advocating effectively with state, federal, professional, and regulatory organizations.
- Experience leading within a large public research university or academic health center and navigating complex organizational, political, regulatory, and fiscal environments.
- Demonstrated commitment to promoting a collaborative and high-performing culture that supports faculty, staff, students, and patients.
- Record of innovation in dental education, clinical care delivery, research, or organizational effectiveness.
- Experience strengthening community partnerships and expanding access to oral healthcare through service, outreach, and population health initiatives.

Knowledge, Skills, and Abilities

- Knowledge of dental education accreditation standards and experience supporting accreditation reviews and compliance processes.
- Deep understanding of emerging trends and challenges in oral health, healthcare delivery, dental education, and academic health systems.
- Ability to provide visionary leadership in dental education, clinical care, research, and administration.
- Knowledge of strategic planning, organizational leadership, and change management principles.
- Knowledge of financial planning, budgeting, resource allocation, and operational performance management.
- Strong communication, relationship-building, and consensus-building skills.
- Knowledge of the organizational, political, regulatory, and fiscal environments of public research universities and academic health systems.
- Skill in building collaborative relationships across academic, clinical, community, and professional constituencies.
- Skill in leading complex organizations through strategic planning, organizational growth, and transformational change.

Typical Functions / Functional Attributes

Select any / all that apply.

Your input must be verified and approved by HR before any items in this section are accepted as official.

Physical Demands

Please refer to [functional attributes definitions document](#) for further information on the following selections.

- ☐ Accommodation
- ☐ Balancing
- ☐ Climbing
- ☐ Color Vision
- ☐ Control of Others (physical)
- ☐ Crawling
- ☐ Crouching
- ☐ Depth Perception
- ☐ Far Acuity
- ☐ Feeling
- ☐ Field of Vision
- ☐ Fingering
- ☐ Handling
- ☐ Hearing
- ☐ Kneeling
- ☐ Near Acuity
- ☐ Reaching
- ☐ Stooping
- ☐ Talking
- ☐ Tasting / Smelling
- ☐ Other Click or tap here to enter text.

Mental Functions

Updated 03/2025

Please refer to [functional attributes definitions document](#) for further information on the following selections.

- ☒ Analyzing
- ☒ Communicating
- ☒ Comparing
- ☒ Compiling
- ☐ Computing
- ☐ Coordinating
- ☐ Copying
- ☒ Instructing
- ☒ Interpersonal Skills/Behaviors
- ☒ Negotiating
- ☒ Synthesizing
- ☐ Other Click or tap here to enter text.

Environmental Conditions and Physical Surroundings

Exposure results in marked bodily discomfort. Please refer to [functional attributes definitions document](#) for further information on the following selections.

- ☐ Atmospheric Conditions
- ☐ Confined/Restricted Working Environment
- ☐ Exposure to Weather
- ☐ Extreme Cold
- ☐ Extreme Heat
- ☐ Noise
- ☐ Vibration
- ☐ Wet and/or Humid
- ☐ Potential Exposure to Biological Substances & Infectious Materials
- ☐ Other Click or tap here to enter text.

Hazards

Please refer to [functional attributes definitions document](#) for further information on the following selections.

- ☐ Exposure to electrical shock
- ☐ Exposure to radiant energy
- ☐ Exposure to toxic or caustic chemicals
- ☐ Proximity to moving, mechanical parts
- ☐ Working in high, exposed places
- ☐ Working with explosives
- ☐ Other Click or tap here to enter text.

Additional Requirements

Select any / all that apply.

Your input must be verified and approved by HR before any items in this section are accepted as official.

Driver's License:

- ☐ Will be required to drive a University vehicle (Colorado driver's license)
- ☐ Will be required to transport other people utilizing a University vehicle (CDL endorsement)
- ☐ Will be required to drive, but will operate personal vehicle (valid driver's license, any state) (this does not include traveling between Denver & Anschutz)

List any other endorsements required: Click or tap here to enter text.

- ☐ **Essential Services** – FLSA non-exempt – required to report without delay or interruption to provide essential or emergency services to ensure health, safety, and welfare
- ☐ **Critical** – FLSA exempt or non-exempt - Employees designated as critical must report to work as needed during emergency situations.

Designated by campus Provost or Vice Chancellor for positions required to report without delay or interruption to provide essential or emergency services to ensure health, safety and welfare of campus residents.

Background Check (Select all that apply):

- ☒ **Criminal (mandatory for all)**
- ☐ **Financial/Credit - reason(s):**Click or tap here to enter text.

☐ **Motor Vehicle:**

- ☐ Requires valid driver's license – complete reason(s) above
- ☐ Receives University vehicle

☐ **Pre-Employment Drug Screening** (must have approved drug testing policy on file)

Reason(s): Click or tap here to enter text.

☒ **Sex Offender Registry Check**

☐ **Other Background Check** Click or tap here to enter text.

☐ **Shift Work — Explain:** Click or tap here to enter text.

☐ **On-call Hours — Explain:** Click or tap here to enter text.

☐ **Pre-placement Physical** - Describe any special physical requirements: Click or tap here to enter text.

Health Insurance Portability and Accountability Act (HIPAA)

☐ Research

☐ Treatment, payment, or health care operations

☐ Both research and treatment, payment or health care operations

☐ Duties other than research, treatment, payment or health care operations

☐ Work duties DO NOT require access to protected health information

Health and Safety Training

This assignment requires the use or handling of or exposure to (check all that apply):

☐ hazardous chemicals.

☐ radioactive materials or ionizing radiation.

☐ infectious materials, recombinant DNA, or human blood or bodily materials.