



UNIVERSITY OF THE
PACIFIC
Arthur A. Dugoni
School of Dentistry

Dean
Position Description
October 2025



POSITION SPECIFICATION

Position	Dean, Arthur A. Dugoni School of Dentistry
Organization	University of the Pacific
Location	San Francisco, California
Reporting Relationship	Provost and Executive Vice President for Academic Affairs
Websites	University of the Pacific: www.pacific.edu Dugoni School of Dentistry: www.pacific.edu/dental

THE OPPORTUNITY

The University of the Pacific invites applications and nominations for the next Dean of the Arthur A. Dugoni School of Dentistry.

The University of the Pacific seeks an outstanding academic leader to serve as its next Dean of the Arthur A. Dugoni School of Dentistry. Reporting to the Provost and Executive Vice President for Academic Affairs and serving as the chief administrative and academic officer of the Dugoni School, the Dean will build upon an established and very successful educational program, leading its next exciting phase of growth and development while maintaining its commitment to humanistic values and community collaboration.

The Dean will set a bold and cohesive vision that maintains the Dugoni School's place at the forefront of dentistry. The Dean will also provide operational leadership to all aspects of the academic and scholarly programs. The Dean will collaboratively set priorities while guiding the School toward strategic goals of enhancing and promoting excellence in undergraduate, graduate, and professional education with a diverse population of students, faculty, staff, and stakeholders. The Dean will develop a clear, innovative vision that keeps the School on the cutting edge of dental education and service in the midst of significant technological changes in the health and dental care system. The Dean will continue to assess the impact of the School's curriculum as well as its defining features, including the School's humanistic approach to education, three-year DDS program, and focus on students and community-based education. The next Dean will also take a meaningful look at the cost of dental education and find ways to enable a talented pool of students to pursue careers in dentistry. At the same time, the Dean will support research and innovation excellence, including interprofessional and community-engaged scholarship.

The Dugoni School is a proud and supportive family. The next Dean must continue to inspire this community by fostering genuine connections, encouraging collaboration, and bringing curiosity and optimism to the culture. Through visibility, engagement, and open communication, the Dean will earn boundless support and lead a community ready to rally behind shared goals. The Dean is the Dugoni School's chief advocate and steward, honoring the School's legacy, promoting its goals and achievements, leading its development and fundraising activities, and speaking for its mission of excellence in scholarship, teaching, and service.

Supporting the University of the Pacific's research mission, the Dean will advance the scholarly activities of the faculty, including interdisciplinary opportunities and external collaborations. The



Dean will inspire students and promote an ethos of respect, high standards, mutual support, professionalism, service, and care. The Dean will also be the Dugoni School's public voice, promoting innovative ideas and building and solidifying partnerships within Pacific, locally, and nationally as a recognized leader in the field.

Alongside the leadership of President Callahan and Provost Gretchen Edwalds-Gilbert, the Dean will have a tremendous opportunity to capitalize on substantial investments in facilities and equipment, as well as partner with other Pacific leaders to further develop and enhance interprofessional education, collaborative care, and creation of new partnerships. The successful candidate will be a collegial, nationally recognized, and entrepreneurial leader prepared to advance the mission of the Dugoni School and to support and sustain a large number of existing areas of innovation including new programs currently in development.



ABOUT UNIVERSITY OF THE PACIFIC

University of the Pacific is a comprehensive national university located in northern California, with campuses in Stockton, Sacramento and San Francisco. Established in 1851, it is California's first and oldest university and is ranked by the *Wall Street Journal/Times Higher Education* in the Top 100 nationally and the Top 20 in the West.

More than 6,300 students attend the three campuses. The Stockton Campus is home to most of the university's undergraduate programs and a variety of graduate and professional degree programs in six schools and colleges: College of the Pacific (liberal arts and sciences), Eberhardt School of Business, Thomas J. Long School of Pharmacy, School of Engineering and Computer Science, Conservatory of Music and Benerd College. Stockton also is home to the university's 17 Division I athletics programs. The Sacramento campus, in the state's capital, is home to the McGeorge School of Law, the School of Health Sciences (SHS), as well as many graduate programs.



The San Francisco campus houses the renowned Arthur A. Dugoni School of Dentistry. Located in the bustling South of Market area in downtown San Francisco, the campus offers a gateway to one of the country's most vibrant cities and provides graduate and professional students opportunities to impact the community through hands-on clinical experiences. Home of the top-rated Dugoni School of Dentistry and graduate programs in audiology (SHS), music therapy, and data science, the San Francisco Campus offers easy access to world-class arts, culture, theater, sports, historic landmarks, parks, and restaurants.

Pacific takes pride in providing the highly personalized and caring educational, social and residential environments of a small college combined with the choices and opportunities of a major comprehensive university. Pacific graduates rank in the top 2 percent in the nation in lifetime earnings. The university focuses on experiential learning in which students serve the community in more than a dozen clinics focused on legal aid, oral health care, speech, audiology, diabetes screening, vaccinations and more.

Under the leadership of President Christopher Callahan, Pacific has the ambitious goal of becoming the best student-centered comprehensive university in the nation. His focus includes the personalized learning that is a hallmark of Pacific, expanding on-campus and off campus experiential learning opportunities coupled with service to communities, accelerating the pace of innovation and excellence.

UNIVERSITY OF THE PACIFIC QUICK LINKS

Rankings and Fast Facts: [Here](#)

Mission and History: [Here](#)

Campuses: [Here](#)

Student and Learning Outcomes: [Here](#)

Community Impact: [Here](#)

University Leadership: [Here](#)

Schools and Colleges: [Here](#)

Research and Scholarship: [Here](#)





THE ARTHUR A. DUGONI SCHOOL OF DENTISTRY

Founded in San Francisco in 1896 as the College of Physicians and Surgeons and eventually becoming part of University of the Pacific in 1962, the Arthur A. Dugoni School of Dentistry is committed to providing a student-centered educational program and the highest quality oral health care in the Bay Area.

In 2004, the School was named after long-time Dean and renowned dental educator Dr. Arthur A. Dugoni. Pacific became the first and only university in the United States to name its dental school after a current dean. In addition to his service as Dean, Dr. Dugoni was past president of the American Dental Association and the American Dental Education Association. He enjoyed a remarkable lifetime of leadership and achievement. Available online [here](#) is an oral history interview about his life and career as well as the evolution of the dental profession over the last 60 years. Also available online [here](#) is a timeline of the School's history and major milestones.

The Dugoni School is comprised of 550 students and residents, 507 faculty (69 full-time, 217 part-time, and 221 adjunct), 221 staff/administrators, and over 8,000 living alumni. The School is highly regarded for its humanistic model of education that respects the dignity of each individual and fosters limitless potential for growth. The School is also known for its accelerated year-round predoctoral program where students complete four academic years of instruction in three calendar years and for its innovation in dental curriculum, including comprehensive patient care and competency-based education. Also notable is recognized, strong alumni involvement in the school, as well as leadership in the organized profession.

Of note, the Dugoni School is expanding oral health care with a new Ambulatory Surgical Center and Multidisciplinary Advanced Care Clinic on the San Francisco Campus designed specifically to serve individuals of all ages with special needs. More information about this exciting development is available online [here](#). The Dugoni School is also taking the lead on a University of the Pacific initiative, the Pacific Health Care Collaborative (PHCC), centered around a visionary new approach to health education and patient care. Capitalizing on the strength of Pacific's three health professional schools, the groundbreaking initiative combines dental and medical services in a teaching and learning environment, the first of its kind at a U.S. university. The collaborative is dedicated to educating the next generation of health care professionals and spearheading research efforts that advance value-based care. The 30,000-square foot facility is located on Pacific's Sacramento Campus in the historic Oak Park neighborhood. More information about the PHCC is available online [here](#).

DEPARTMENTS AND ACADEMIC PROGRAMS

The academic programs represented in the Dugoni School are focused on the mission of enhancing oral health through education, scholarship, and innovation with the larger vision of preparing professionals who will go on to transform oral health in ways that impact the world. For a complete list of faculty and staff, please visit the website [here](#). The School's departments include:

- Biomedical Sciences
- Clinical Oral Health Care
- Dental Hygiene
- Diagnostic Sciences
- Endodontics
- Oral and Maxillofacial Surgery
- Orthodontics
- Pediatric Dentistry



- Periodontics
- Preventive and Restorative Dentistry

The Dugoni School is the only dental school in the United States with a decades-long track record of offering a year-round, accelerated three-year DDS program. The challenging, year-round academic program prepares graduates to provide excellent quality dental care to the public and to enter a changing world that will require them to be lifelong learners. The Dugoni School offers a comprehensive suite of academic programs, including:

Academic Programs

- Doctor of Dental Surgery (DDS)
- International Dental Studies (IDS)
- Dental Hygiene (BS)
- Pre-Dentistry (BS – through the College of the Pacific)

Residency and Post-Graduate Programs

- Graduate Orthodontics Residency
- Dental Sleep Medicine Fellowship
- Endodontic Internship
- Oral and Maxillofacial Surgery Internship
- Special Care/Hospital Dentistry Internship
- Graduate Endodontology Residency
- Global Dental Educators Program
- Endodontics Residency + Doctorate Dual Degree Program
- Anaesthesiology Internship

For information about the above programs, please visit the website [here](#).

CLINICAL EXCELLENCE

The Dugoni School prides itself on producing excellent clinically trained dentists. Graduates develop the skills they need to adapt to an ever-changing world, where new skills and knowledge will be required to keep pace with advancing technology and the challenges faced by an increasingly diverse population.

Students begin their clinical instruction on their first day of dental school. The students learn from the beginning that excellent patient care involves technical skills, communication skills and a humanistic viewpoint. Because of this approach to education, graduates are in very high demand by both practicing dentists and graduate programs.

The Dugoni School is a pioneer in competency-based dental education, which is an approach that replaces the traditional system of clinical requirements with experiences that ensure graduates possess the skills, understanding, and professional values needed for the independent practice of general dentistry. The School's comprehensive patient care program is based on the concept of private dental practice where the student assumes responsibility for assigned patients' treatment, consultation, and referral for specialty care.

The competency-based clinical model consistently produces one of the highest pass rates on initial licensure examinations and there is a sense of community that honors the potential in all individuals. The outstanding clinical training students receive has earned the Dugoni School national prominence. Dentists from all over the country come to the Dugoni School to learn



advanced techniques and to further their understanding of dentistry. Every year, the School hosts many continuing education programs for practicing dental professionals.



RESEARCH LABS, CENTERS, AND INITIATIVES

The Dugoni School has a number of research labs, centers, and initiatives, including:

- **Pacific Center for Equity in Oral Health Care**

With a focus on inequities in resources for oral health care and dental education, The Pacific Center advocates for health systems and health policies that support broad inclusion of oral health care as an integral and meaningful part of the health care system, available to all. To learn more, please visit the website [here](#).

- **Center for Innovation and Translation**

Formally launching in mid-2022, the Center for Innovation and Translation is an exciting new venture driving clinical research partnerships to support the oral and overall health of people in the United States and beyond. To learn more, please visit the website [here](#).

- **NIH-NIDCR Pacific-Stanford PRIMED Program**

A collaboration between University of the Pacific and Stanford University, PRIMED focuses on the next generation of clinical oral health researchers by providing formal training and mentorship to students, residents, faculty, and alumni. The goals are to enhance clinical research skills, translate biomedical findings into practice, and ultimately achieve optimal oral health outcomes. To learn more, please visit the website [here](#).

- **Center for Dental History and Craniofacial Study**

The Center for Dental History and Craniofacial Study maintains four collections to support its mission of collecting and preserving skulls for the understanding of craniofacial biology



and evolution, as well as artifacts for the presentation of dental history, and to make these materials available for research and education. To learn more, please visit the website [here](#).

- **Craniofacial Research Instrumentation Laboratory**

The Craniofacial Research Instrumentation Laboratory is devoted exclusively to clinical research that focus on the effects of therapeutic interventions designed to correct dentofacial malocclusions and craniofacial malformations by orthodontic and/or surgical means. The goal of these endeavors is to create better future conditions for evidence-based orthodontic practice. To learn more, please visit the website [here](#).

KEY RESPONSIBILITIES

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is the chief administrative and academic officer of the Dugoni School. The Dean must be an outstanding educator and scholar and possess a detailed understanding of the current challenges in the field, as well as national and global healthcare, and be willing to work with state, regional, and national stakeholders, including professional practice and industry leaders, to address these challenges, advocating for not only the field of oral health and dentistry, but for each and every program within the School's portfolio.

The Dean must also forge relationships for future partnerships and innovation. The ideal candidate will be an experienced, inclusive, and collaborative leader who is committed to guiding the Dugoni School to the next level of excellence. The Dean will be expected to work effectively with students, faculty, staff, educators, practice leaders, and industry representatives as partners to advance the institution's research, teaching, and service missions. The successful candidate will bring the experience necessary to represent the Dugoni School articulately and compellingly to both internal and external constituencies, enhancing the visibility and impact of its work while increasing gifts, research funding, contracts, and other mission-aligned revenue. Key responsibilities of the Dean include:

- Protect, support, and promote the School's strong humanistic climate, culture, and traditions by being a collaborator who brings people together in shared purpose and mutual respect
- Provide visionary leadership to the School in academic, clinical, research, and service initiatives to further strengthen its excellent reputation
- Ensure that all educational programs offer a positive learning experience, uphold social accountability to the community, and deliver high-quality, innovative opportunities that facilitate the transition from student to professional placing emphasis on interprofessional education
- Provide leadership to the Dugoni School in all academic matters, including research and curricular initiatives, as well as faculty recruitment, to strengthen the School's reputation in academic, clinical, scholarship, and service excellence – all while maintaining the School's strong legacy and commitment to humanistic values
- Provide supportive leadership to clinical leadership and teams to advance the School's clinical excellence and align clinical operations with the academic mission
- Ensure that the educational programs at the undergraduate, professional, and graduate levels provide a positive learning experience and social accountability to the community,



offering high-quality and innovative educational opportunities to facilitate the transition from student to professional, with a particular emphasis on interprofessional education

- Lead the School's ability to benefit from extramurally funded research and form collaborations to further develop a robust clinical and translational research program
- Support the School's mandate to educate the highest caliber of health professionals, leaders, and researchers, equipping them to effectively promote wellness, impact policy, and improve health outcomes across multiple settings with diverse individuals, groups, and communities
- Promote collaborative relationships with other Pacific schools and colleges to further the goal of program development, interdisciplinary education, research, and patient care
- Promote professionalism and high ethical standards with an understanding of cultural humility and responsiveness
- Work effectively with clinical partner leadership to promote the success of the institution's clinical enterprise and to ensure its support of the academic mission
- Provide the necessary stewardship of the Dugoni School's fiscal and human resources to ensure successful execution of its primary missions, ensuring financial security and additional funding for expanded high quality space and key strategic initiatives
- Ensure that the School continues to be a leader working with the communities it collaborates with, addressing a broad co-developed list of needs that impact the community's health and social welfare to advance equity and eliminate health disparities
- Strengthen alumni engagement, recognition, and participation in the life of the school, while expanding its philanthropic support and institutional appreciation
- Serve as the principal advocate and spokesperson within the Pacific community and to local, national, and international audiences across public and private sectors
- Represent the school at local, national, and international events that advance its mission, visibility, and spirit of collaboration
- Serve as principal advocate and spokesperson for the Dugoni School within the Pacific community and to local, national, and international constituencies in the public and private sectors
- Lead development and fundraising activities, in partnership with the advancement team
- Interpret and respond to local, national, and international events that affect the School

EXPERIENCE AND QUALIFICATIONS

Candidates must have professional leadership experience in academic instruction, scholarly attainment, and personnel and resources management. Competitive candidates will also demonstrate the skills necessary to lead students, faculty, and staff across the many diverse oral health and dentistry programs within the Dugoni School. Competitive candidates will also have demonstrated the following traits:

- A humanistic, energetic leadership style that invites collaboration, encourages teamwork, welcomes diverse perspectives, and values transparency
- The skills to navigate the organizational, political, and fiscal realities of a major university
- A deep understanding of oral health and dental education and the experience necessary to transform current practices through coalition building and effective use of resource advocacy to promote the success of the Dugoni School as a whole
- A strong foundation of clinical excellence that ensures credibility, practical insight, and the ability to bridge academic leadership with clinical experience and expertise.



- The ability to work productively and cooperatively with students, faculty, staff, alumni, educators, and community leaders as partners to advance the School's and Pacific's research, teaching, engagement, outreach, and service missions
- The ability to foster the growth of department chairs, empowering them to lead collaboratively and to build a culture grounded in mutual respect and inclusiveness, where every member of the department is treated with fairness and dignity
- A track record of administrative achievement that gives strong evidence of capacity to manage a complex School, including its budget, workforce, and programs
- The capacity to represent the School compellingly to external constituencies, enhancing the visibility and impact of its work
- Demonstrated commitment and understanding of supporting mutually beneficial community partnerships
- The ability to imagine and explore new possibilities, while also supporting existing and important initiatives that are currently in development within the School
- Demonstrated capability to support research and innovation at the student and faculty levels and to foster interdisciplinary and interprofessional collaboration
- Demonstrated success as an educator and ability to excite students about oral health, practice, research, service, leadership opportunities, and advanced dental programs
- The ability to recruit and retain highly desirable research, innovation, and instructional faculty in a competitive environment
- A genuine appreciation of, and good rapport with, students, who will become the School's future colleagues, professional peers, and the School's future alumni
- Demonstrated capability to lead professional and support staff effectively, including hiring, motivating, training, developing, and evaluating the job performance
- Strong written, oral, and interpersonal skills with the ability to communicate the School's points of pride, needs, plans, and programs effectively

EDUCATION, RANK, AND TENURE REQUIREMENTS

Candidates must have earned a DDS, DMD, and/or PhD in a relevant field. Candidates must also have a distinguished track record of teaching, research, clinical experience, service, and/or community engagement that is commensurate with appointment to the rank of full professor and eligibility for tenure within the Dugoni School of Dentistry.

NOMINATIONS AND APPLICATIONS

The University of the Pacific has retained the services of Dr. Josh Ward at the executive search firm Korn Ferry. Applicants should submit the following two documents (as two separate PDFs):

1. An up-to-date and detailed curriculum vitae.
2. A brief (2-4 pages) letter of interest describing why you are interested in becoming the next Dean of the Dugoni School of Dentistry at Pacific, why you would be successful based on your professional and/or lived experience, and why now is a good time for you to consider this opportunity.

For priority consideration, please submit all application materials by **January 9, 2026**.

The two documents (as separate PDFs) should be sent directly to **Josh Ward, PhD**, Senior Client Partner, Education and Academic Medicine, at the e-mail address Josh.Ward@KornFerry.com.



University of the Pacific is an affirmative action and equal opportunity employer dedicated to workforce diversity. In compliance with applicable law and its own policy, Pacific is committed to recruiting and retaining a diverse faculty and staff and does not discriminate in its hiring of faculty and staff, or in the provision of its employment benefits to its faculty and staff on the basis of race, color, religion, national origin, ancestry, age, genetic information, sex/gender, marital status, military and veteran status, sexual orientation, medical condition, pregnancy, gender identity, gender expression or mental or physical disability. The university will provide reasonable accommodations to individuals with a disability. The budgeted annual salary that the University of the Pacific reasonably expects to pay for the Dean of the Dugoni School of Dentistry is \$450,000. This considers a wide range of factors that are considered in making compensation decisions, including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. Salary offers are determined based on final candidate qualifications and experience.