

## Director of the Pathways Program

The overarching goal of the Pathways Program is to provide space within the dental curriculum to ignite passion, foster purpose and sustain individual professional identity formation. Flexibility is the foundation of Pathways. Students select from two Pathways: Immersion and Selectives. The Immersion Pathway provides an in-depth focus on a chosen topic by the student and completion of a capstone project, where there is an expectation of dissemination of the results through scholarship that will inform the profession. The Selectives Pathway provides a breadth of experiences through participation in elective courses from the D2 to the D4 year, allowing students to enrich their DDS curriculum based on their own individual experiences and interests. The Pathways Program is based on autonomy. Students direct their own learning through this multiyear program that begins in their D1 year and culminates in a celebratory Pathways Day event in their D4 year.

*The Director of the Pathways Program* works closely with school leadership to integrate the Pathways Program within the predoctoral curriculum, promoting and developing student professional identity and assisting in their clinical competency development. The director provides oversight of the Pathways Steering Committee to support the mission of development and sustainability of this program and ensures its visibility within the greater academic community. Pathways administrative support staff and Pathways Selectives and Immersion directors report (functionally) to the Pathways Director.

This position is a 20% administrative effort in Academic Affairs and reports to the Associate Dean of Academic Affairs.

The Pathways Director oversees the coordination and administration of all aspects of the Pathways program including the following functions:

1. Communicate effectively with faculty, staff and students.
2. Plan the delivery of the overall program and its activities in accordance with the mission and the goals of the UMSOD.
3. Determine desired outcomes for the program. Develop a program evaluation framework to assess the strengths of the program and to identify areas for improvement.
4. Work with individual pathway leaders and staff to build/maintain an effective and sustainable program.
5. Develop an annual budget and operating plan to support the program
6. Work with the Pathways course directors to determine learning objectives, instructional design and assessment of student learning and performance outcomes.

7. Work cooperatively and effectively with others, including staff, students and directors of other courses, to set goals, resolve problems, and make decisions that enhance program effectiveness.
8. Oversee the mentoring and guiding activities provided by faculty.
9. Modify/revise the Pathways program based on outcomes, and the vision for the Pathways as an essential element of the DDS curriculum.
10. Lead the Pathways course directors and staff committee.
11. Coordinate the dissemination of information about the Pathways program including peer-reviewed publications, marketing materials and presentations, among other methods.

Qualifications for this position include: this individual must have a full-time appointment as an instructional or clinical track faculty member, at or above the rank of associate professor. Demonstrated leadership strengths including a track record of leadership training and experience, excellent communication skills, ability to set priorities and manage diverse teams of faculty and staff, collaborative style, creativity and innovation, effectiveness in teaching and experience directing a large course (including the setting of standards, assessment of student learning, remediation, course policies, grading etc.), familiarity with the Pathways program and demonstrated effectiveness as a mentor to students.

To apply, submit a statement of interest and goals CV, diversity statement, and a list of three references to: <http://apply.interfolio.com/76154> Director of the Pathways Program. Applications will be accepted until May 29, 2020

Questions should be directed to Diane Hoelscher, Interim Associate Dean for Academic Affairs, at [[dhoelsch@umich.edu](mailto:dhoelsch@umich.edu)] or [Katrice Yarrington] at [[kyarring@umich.edu](mailto:kyarring@umich.edu)].

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