

Unit/Campus
SCHOOL OF DENTISTRY

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Amount Requested	Fiscal Year	Permanent or Temporary?	# of Years Needed	Description
\$162,100	FY15	Permanent	ongoing	To meet new CODA accreditation requirements, the School must develop a program in which Seattle-based students are given the opportunity to participate in Service Learning rotations at Community Health Clinics. Carry over funds will be used to phase in the program. It must be fully implemented (60 rotations) by the summer of 2014 to meet 2015 CODA requirements. Costs include faculty and staff support, database maintenance and distance learning support. In addition, the budget includes funds to support students off-site. Our RIDE program has given us the experience in implementing a rotation program for students.
\$395,000	FY15	Permanent	ongoing	We are requesting funding to support one faculty member (\$250,400) and one senior staff member (\$149,540) to meet new CODA accreditation and newly overhauled curriculum model requirements to provide a comprehensive assessment of student performance throughout their 4 years of dental school. The curriculum will include greater emphasis on interprofessional education and professional ethics training that must be tracked with measurable milestones throughout the 4 years. Our new Office of Evaluation and Metrics will create a dashboard and database to track the progress of our 300 DDS students within their 18-20 Dental School competencies. This office will also manage a number of educational technologies and resources deployed throughout the School to ensure a calibrated faculty.
\$1,540,000	FY15	Temporary	one time allotment	Of this amount, we request \$40,000 as partial funding for planning of space renovation in SCC for an IPE Active Learning Center. This is a combined effort of the Health Sciences schools to create more effective space that is better suited to IPE learning, an element that is now required by our accrediting body and by those of many of the other HS schools. Additionally, as we plan to revise our curriculum, a most important part is the implementation of a third-year clerkship system that will give our students more intensive training in the core competencies of general dentistry. We will re-configure our registration, screening, oral diagnostic and treatment planning clinic. This will allow us to double our patient load, providing more experiences for students and additional income for the clinics.

Compensation-Related Bridge Funding Plans

Unit/Campus	Amount Received	Fiscal Year Rec'd	How does your unit plan to cover compensation-related expenses permanently?
SCHOOL OF DENTISTRY	\$26,168	FY14	<p>We requested bridge funding for Dr. Zee Lui to support part of his research while he awaited word on funding for a proposal he submitted to NIDCR. The School and Department of Orthodontics contributed equal amounts to match the Provost's commitment. Dr. Lui's proposal was approved, effective September 18, 2013, sponsor award # 1 R21 DE 023127-01. Just about 50% of the bridge funding was spent. We are in the process of returning the amount due back to the Provost.</p>

Carryover Balance Explanation

Unit/Campus	Expenditure Category	Percent of Total	Please provide any additional information about carryover balances for Provost Cauce's review.
SCHOOL OF DENTISTRY	Start-up Expenses		<p>Carryover balances will be used to support temporary salaries, to implement process changes School-wide and to support efforts to recruit more patients to meet our current goal of doubling our patient population. This will include outside consultants and space renovation costs.</p>
	Aid & Waiver Reserves		
	Temporary Salaries	50%	
	Deferred Mntc./Capital Investment		
	Reserves		
	Equipment		
	Strategic Initiatives	50%	
	Total	100%	

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Faculty Status Report and Lecturer Recruitment/Hiring

Please describe your unit's emerging or changing faculty needs, including information about faculty hiring trends and the recruitment and appointment of lecturers.

While the School faces challenges in recruiting and retaining faculty, we also face the challenge of an aging faculty (45% of our professors are 62 years of age or older). Over the past 5 years, the following trends have emerged: competitive recruitments comprise a smaller proportion of new appointments (66% in 2008-11 (12 of 18) vs. 28% in 2011-13 (5 of 18)); employment of part-time faculty has increased from an average of 8 during the period 2009-12 (equivalent to 3 FTEs) to 13 in 2013 (equivalent to 6 FTEs). This emphasizes the difficulties in recruitment and retention of full-time faculty. The reasons for this include the increasing income differential between academia as compared to private practice, escalating indebtedness of recent dental school graduates, greater competition and declining research dollars, and cuts to government funding of health care services (Medicare and Medicaid).

HOWEVER, recently we have been very successful in recruiting several key faculty members who will make enormous contributions to the School. Dr. Thomas Dodson started September 1 as the Chair of Oral and Maxillofacial Surgery and Associate Dean for Hospital Affairs. Dr. John Sorensen arrived last year as Acting Professor of Restorative Dentistry and he is directing our wide-spread clinic organizational improvements. We plan to formalize his appointment this year. Dr. Rebecca Slayton became our Chair of Pediatric Dentistry and Associate Dean for Graduate Programs in March 2013. Our leadership team is taking shape with the appointment of Dr. Linda LeResche, Professor of Oral Medicine, as Associate Dean for Research and Dr. John Wataha, Professor of Restorative Dentistry, as Director of Project Management - leading the organization and documentation of all of our process changes. We plan to hire an Associate Dean for Academic Affairs (currently our Associate Dean for Student Life serves both as a student advocate and overseer of student progress/discipline -- an obvious conflict). We also plan to appoint an Associate Dean for Metrics and Evaluation. Dr. Sorensen and the two associate deans will be funded using temporary gift funds, available for the next two years. We need to work to obtain permanent funds to support these positions. We also need additional clinic leadership, including faculty directors for the third and fourth year student clinics. In 2014, we will need to hire a faculty director of the Screening Clinic and a director of Special Needs Patient clinics.

We have finalized our recruitment of the Graduate Program Director for the Department of Periodontics who will start within the next year. Finally, with retirements, we will have funds to hire a needed Graduate Program Director for our Prosthodontics Program. These are all key hires, necessary to move the School forward as we reinvision our curriculum and student clinics.

With faculty retirements, we will concentrate on recruiting faculty with strong research backgrounds. As we make new hires, we are also going to improve the faculty efficiency by consolidating the clinical and administrative processes. This will free up the faculty to concentrate on their core duties: teaching, research and service. Faculty will be calibrated for efficiency, using standardized methods.