Pathways Director

June 15, 2015

The Pathways program is a four year curricular stream that provides opportunities for all DDS program students to engage in independent, faculty-mentored scholarship. One of its goals is to develop professional habits of lifelong learning, support student independence and career development, as well as develop critical thinking skills through scholarship, reflective practice and teamwork. Students select into one of three Pathways in the Fall of the D1 year: Healthcare Delivery, Research or Leadership. The D1 Fall and D1 Winter Pathways courses are core curriculum for all students. Starting with the D2 Spring semester, students are divided into the three Pathways courses with different course requirements and structure, according to the specified learning objectives for that Pathway. Each Pathway consists of a series of semester-long courses intended to provide curricular time, and a mechanism to track and report progression that will ensure all students will complete their faculty-mentored capstone project on time for graduation. The Pathways course support staff and the Pathways course directors and co-directors report (functionally) to the Pathways Director. The Pathways Director chairs the Pathways Steering Committee, which includes the lead faculty course director for each of the Pathways.

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 UMSD.
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.
The Director of the Pathways program reports administratively to the associate dean for academic affairs. This is a 50% effort position.

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.

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