



AUGUSTA
UNIVERSITY

Chair, Restorative Sciences - Dental College of Georgia

Leadership Profile

June 2025



WittKieffer

Executive Summary

The [Dental College of Georgia](#) is conducting a search for the position of Chair, Department of Restorative Sciences. Department responsibilities include the oversight for and participation in departmental teaching programs at the pre-doctoral and post-doctoral levels, department research and scholarship, and administrative leadership for the largest department in the Dental College of Georgia (DCG).

Established in 1969, the DCG is the state's sole dental college providing education and training for approximately 400 dental students and 60 residents per year. The DCG provides dental education to the next generation of professionals by offering hands-on education through innovative research, patient care, and service.

Reporting to the Dean, the Chair, Restorative Sciences will be an integral and vital part of the Dental College of Georgia's leadership team. The Chair is expected to work collaboratively with all the other DCG chairs and deans, and demonstrates professional behaviors that promote a positive, productive, and caring environment for all DCG faculty, staff, residents, students, and patients.

Candidates must be a graduate of an ADA-accredited dental school, or an ADA accredited advanced dental education training program (of at least 2 years in length) and have an active unrestricted license in another state or be eligible for licensure by the Georgia Board of Dentistry. The selected candidate must be eligible for faculty appointment at the Assistant Professor, Associate Professor or Professor level.

Augusta University is one of only four public research universities in Georgia and the only one with a nationally recognized academic health center dedicated to training future innovators, leaders, and healthcare providers. Its 11 colleges, offer 160 degrees across four campuses and off-site instructional locations throughout Georgia. More than 1,800 faculty provide exceptional instruction, mentorship, and education experiences to nearly 10,000 students both inside and beyond the classroom.

The national executive search firm WittKieffer has been retained to assist the Dental College of Georgia in this search. Information about how to nominate a candidate or to apply for this opportunity can be found later in this document in the section entitled "Procedure for Candidacy."

Organization Overview

The Dental College of Georgia

Augusta University's [Dental College of Georgia](#) (DCG) is committed to growing in its purpose of teaching, patient care, research, and service. Since inception, the DCG has graduated nearly 3,000 dentists who are now providing oral healthcare in Georgia and around the world. Established in 1969, the DCG is the state's sole dental college now providing education and training for approximately 400 dental students and 60 residents per year. The DCG provides dental education to the next generation of professionals by offering hands-on education through innovative research, patient care, and service.

The DCG was founded to provide the people of Georgia with quality dental care by educating students in dentistry. As a patient, individuals have the option to receive treatment in one of their three different practice models consisting of student clinics, resident care, or in the faculty practice. All dental treatments can be completed by the specialists in our facility. Accredited by the Commission on Dental Accreditation, the college is committed to growing in its purpose of teaching, patient care, research and service. Their programs are designed to prepare successful oral health professionals for practice in public, private or educational settings. Several degree programs are offered to students including a Doctor of Dental Medicine, a Master of Science in Oral Biology, and an accelerated dual-degree Bachelor of Science/Doctor of Dental Medicine. In addition to offering a high-quality education in the college's state-of-the-art facilities, the specialists provide care to nearly 50,000 patients each year, some traveling across the state or more to be treated by our students, residents, and faculty.

The DCG has a long history of preparing dentists to serve Georgia and the world. Since the first class of DMDs graduated in 1973, nearly 3,000 students have earned their Doctor of Dental Medicine degree. While the location and college name have changed over the years, one thing remains constant: their commitment to educating dentists to improve the overall health and reduce the burden of illness in society through dental health and disease prevention.

As part of their commitment to hands-on learning for their dental students and statewide oral health outreach, the college also partners with dental providers in more than 25 dental clinics across GA at community health departments, federally qualified health centers, and a few private practices to provide patient support to those sites, where students gain valuable clinical training experience.

The DCG is organized into the following departments (endodontics; general dentistry; oral and maxillofacial surgery; oral biology and diagnostic sciences; orthodontics; pediatric dentistry; periodontics; restorative sciences). In addition to the department chairs, direct reports to the Dean include six associate deans (academic affairs and advanced education; business and finance; patient services; research; student admissions; student affairs

Mission: In supporting the Augusta University Mission, The Dental College of Georgia will provide leadership and excellence in oral health education, research, clinical care and service.

Vision: To be a globally recognized leader in the prevention of oral disease and the preservation of oral and systemic health.

Values: We adopt and support the Augusta University values of: Collegiality, Compassion, Excellence, Inclusivity, Integrity, and Leadership. Additionally, we embrace the values of:

Service – reflected in volunteerism, altruism, benevolence, advocacy and selflessness.

Loyalty – reflected in mutual commitment among students, employees, alumni and the institution.

Role of the Chair, Restorative Sciences - Dental College of Georgia

The Chair, Restorative Sciences - Dental College of Georgia will report directly to the Dean, Dental College of Georgia and be an integral and vital part of the college's leadership team. The Chair is expected to work collaboratively with all the other DCG chairs and deans, and demonstrates professional behaviors that promote a positive, productive, and caring environment for all DCG faculty, staff, residents, students, and patients.

The Chair, Restorative Sciences will be responsible for the supervision of approximately 44 paid faculty (29 full-time, between 15 and 20 part-time), one office manager and 6 administrative support personnel. Pre-doctoral responsibilities include D1-D3 courses, pre-clinical labs, and clinical experience. Advanced Dental Education responsibilities include Prosthodontics and AEGD programs.

Preference will be given to candidates with post-graduate training in prosthodontics and/or operative dentistry/general dentistry, and/or relevant experiences in dental education and significant clinical experience. Extensive leadership and administrative experience are required. Involvement in research/scholarly activities is expected, and participation in the DCG intramural faculty practice is available. This is a full-time, tenure or non-tenure track faculty position.

Professional Qualifications and Personal Qualities

An earned DDS/DMD or foreign degree equivalent to a DDS/DMD is required. Applicants must be a graduate of an ADA-accredited dental school, or an ADA accredited advanced dental education training program (of at least 2 years in length) and have an active unrestricted license in another state or be eligible for licensure by the Georgia Board of Dentistry. The selected candidate must be eligible for faculty appointment at the Assistant Professor, Associate Professor or Professor level.

- **Assistant Professor:** Early level career as a faculty member with background, education, and training consistent with the following position requirements.
- **Associate Professor:** Mid-level career faculty member with at least five years at the rank of Assistant Professor with background, education, and training consistent with the following position requirements.
- **Professor:** Senior level career faculty member with at least five years at the rank of Associate Professor with background, education, and training consistent with the following position requirements.

In addition, the university seeks a leader with the following attributes:

- Experience collaborating with senior administrative leaders in dental schools, universities, and leadership boards/councils for higher education, accrediting, and/or licensing agencies is preferred.
- At least 7 years of experience in dental education and 5 years of experience in a relevant administrative leadership role.
- Preference will be given to candidates with post-graduate training in prosthodontics and/or operative dentistry/general dentistry, and/or relevant experiences in dental education and significant clinical experience.

Opportunities and Expectations for Leadership

The Chair, Restorative Sciences - Dental College of Georgia will be expected to:

▪ Administration

Support of both the department's teaching mission (approximately 65% of the pre-doctoral curriculum) and the management of department personnel. Develop and implement strategies consistent with and in support of the DCG strategic plan and mission. The department leadership structure is organized with a Vice Chair and Sections with appointed Directors (i.e., Removable Prosthodontics, Fixed Prosthodontics, Operative Dentistry, Clinic Operations and Dental Materials) that have faculty assigned to their sections with specific teaching and clinical missions. The Chair will task the Vice Chair and the Section Directors with their missions and objectives as required and provide support and administrative oversight for the sections by monitoring their educational process, achievement of course objectives and teaching outcomes. Similar administrative leadership and support is required of the advanced education programs assigned to the department.

- The Chair is responsible for overseeing the department's daily operations, which include managing course and clinic scheduling, providing faculty counseling and performance assessments, and analyzing and managing the budget, including faculty salaries and recruitment. The Chair also approves travel and "off-campus" time, verifies and approves OneUSG transactions, and develops departmental policies while enforcing DCG and AU policies. Additionally, the Chair supports departmental faculty development and ensures that all department teaching operations meet CODA standards for both pre-doctoral and advanced education programs. Furthermore, the Chair develops and monitors budget plans to support faculty travel and research initiatives, providing comprehensive oversight of all department operations in alignment with the Dean's mission and vision for the DCG

The day-to-day department mission operation includes course/clinic scheduling oversight, faculty counseling and performance assessment, budget analysis and management (including faculty salary and recruitment), travel and "Off Campus" time approval, OneUSG verification and approval, development of departmental policies and enforcement of DCG and AU policies, departmental faculty development support, and any other duties as assigned by the Dean. The Chair will ensure that all department teaching operations meet CODA standards for both the pre-doctoral and advanced education programs. The Chair will develop and monitor budget plans to support faculty travel and research initiatives. In summary, the Chair provides oversight of all department operations and assumes responsibility for departmental performance in support of the Dean's mission and vision for the DCG.

▪ Teaching

Participation in both pre-doctoral courses and clinics is expected. Perform as an effective and active Clinician-Educator, as measured by quantitative and qualitative educational metrics indicated below. The degree of success in accomplishing these objectives will have a significant bearing on annual performance appraisals.

1. Provide 30-40% effort teaching in pre-doctoral lab courses, and/or pre-/post-doctoral clinics and/or classroom instruction, and receiving above average student, resident, and peer evaluations.
2. Provide leadership and oversight for the pre-doctoral program, inclusive of its curriculum, clinical competencies, and the preparation of students for the ADEX licensing board exam, with a minimum 95% pass rate in the restorative and prosthodontic portions of the exam. The program currently holds 97 students per class with projections of 114 students per class by 2030.

3. Provide feedback on teaching efforts for a minimum of 5 other faculty in the department using the peer review assessment process.
4. Establish and maintain effective and productive interactions with advanced dental education program directors and residents in Restorative Sciences and throughout the DCG.

- **Clinical/Patient Care**

Provide quality patient care in the Augusta University Dental Associates faculty practice clinic.

- **Research/Scholarship**

Participation in department research initiatives and preparation of manuscripts (at a rate of 0.75 articles per year for 10% effort) for publication in peer-reviewed journals. Maintain support for the department FOSTER (Faculty Opportunity Strategies Toward Effective Research) Program through advocacy, participation in, and funding for the program from department resources.]

- **Service**

Leading or serving on DCG and AU level committees and supporting other professional service opportunities that are appropriate for your role.

Obtaining annual CE credit necessary for maintenance of professional licensure, complete mandatory annual/bi-annual training (e.g. HIPAA, BLS) required for clinical duties in the department, the DCG and AU, with no significant compliance issues with college or university policies and practices.



About Augusta University

Augusta University is a public research university and medical center dedicated to training the next generation of innovators, leaders and health care providers. Augusta is one of only four public research universities in the University System of Georgia and the only one with a nationally recognized academic health center dedicated to training future innovators, leaders, and healthcare providers.

The university offers 160 degrees across 11 colleges and schools and has campuses and off-site instructional programs throughout Georgia. The Augusta faculty are insightful and expert instructors dedicated to inspiring students in and outside the classroom. More than 1,800 full- and part-time faculty teach, mentor, and support the success of approximately 9,800 students, including 5,500 undergraduates, with the support of 4,200 staff.

Graduate, undergraduate, and professional students have opportunities to engage in independent and faculty-led research at Augusta. The university's nearly \$130 million research enterprise reflects a longstanding commitment to enriching human experience, particularly in the biomedical sciences. The university and City of Augusta provide the backdrop for several government and corporate partnerships critical to the nation's cyber security and technology enterprise, including [U.S. Army Cyber Command](#) and the Army's [Cyber Center of Excellence](#), the [National Security Agency](#) and the [Savannah River National Laboratory](#), which provide tremendous opportunities for Augusta faculty, researchers, students, and graduates.

Augusta University has founded a [School of Computer and Cyber Sciences](#) and established the [Augusta University Cyber Institute](#); added on-campus undergraduate and graduate [residence halls](#); and grown [undergraduate enrollment](#) by more than 22% and [graduate enrollment](#) by 63%. Augusta University has launched a new strategic plan focused on innovation, engagement, and diversity, equity and inclusion. Guided by the next strategic plan, [Creating a Legacy Like No Other](#), the university seeks to expand enrollment to 16,000 students by 2030.

History

Augusta University was founded on December 10, 1828, as the Medical Academy of Georgia and renamed the Medical College of Georgia (MCG) five years later. As the city of Augusta grew and expanded to meet the needs of the community, other institutions were born, each creating its own legacy.

In 1996, Augusta College became Augusta State University; in 2011, MCG became Georgia Health Sciences University to reflect its broad mission across the health sciences. Both schools continued to expand to meet the education needs of a changing society. In 2013, building on the legacies of its parent institutions, Georgia Health Sciences University and Augusta State University became one. In December 2015, that institution became Augusta University.

Mission and Vision

Augusta University provides leadership and excellence in teaching, discovery, clinical care and service as a student-centered comprehensive research university and academic health center with a wide range of programs from learning assistance through postdoctoral studies. Its vision is to be a top-tier university that is a destination of choice for education, health care, discovery, creativity and innovation.

Values

Collegiality reflected in collaboration, partnership, sense of community, and teamwork.

Compassion reflected in caring, empathy, and social responsibility.

Excellence reflected in distinction, effectiveness, efficiency, enthusiasm, passion, and quality.

Inclusivity reflected in diversity, equality, fairness, impartiality, and respect.

Integrity reflected in accountability, ethical behavior, honesty, and reliability.

Leadership reflected in courage, honor, professionalism, transparency, and vision.

Strategic Plan

In Spring 2022, Augusta University unveiled [Creating a Legacy Like No Other](#), the university's 2022–2027 strategic plan. The plan identifies three aspirational imperatives: enrolling 16,000 students, being among the top 60 NIH-funded institutions by 2030, and earning the Carnegie Foundation's Community Engagement Classification by 2026. Five strategic priorities undergird the strategic plan: **learning, discovery, student success, community, and stewardship**. Interwoven among them are three themes: **innovation, engagement, and belonging**. Read more about the [strategic plan](#).

Belonging

Augusta University is Committed to cultivating a welcoming environment for all students, faculty, and staff. Working hand-in-hand with university administrative units, academic departments and senior leadership, the Office of Institutional Access, Success, & Belonging (ASB) strategically builds, aligns and coordinates efforts throughout the university to advance the organizational goals outlined in our strategic plan "Creating a Legacy Like No Other" and to enhance Augusta University's business operations.

To remain a destination of choice in today's quickly evolving society, Augusta University understands that it must attract and develop talent from a broad array of backgrounds and experiences. The office promotes cultural humility/responsiveness in which all backgrounds and cultures are valued. In addition, Augusta University emphasizes respect, trust, and empowerment, achieved through transparency, open communication, and the development of collaborative working relationships that extend beyond the campus to the surrounding communities that Augusta University serves.

Research

Interdisciplinary and translational research and scholarship distinguish Augusta University's ever-expanding campus, where groundbreaking discoveries span computer science, information technology, cybersecurity, and other fields. Signature basic, clinical, and translational research place Augusta at the forefront of biomedical science, and the National Security Agency and Department of Homeland Security have designated the university a Center of Academic Excellence in Cyber Defense — a distinction held by fewer than 250 universities nationwide.

Leadership

President Russell T. Keen, EdD



Georgia native Russell T. Keen, EdD, assumed the presidency of Augusta University (AU), effective July 1, 2024. Keen previously served as executive vice president for administration and chief of staff to the president at AU, where he held an executive leadership role since July 2015. In this position, Keen managed and allocated the university's more than \$1 billion budget, managed and coordinated its executive vice presidents and served as head administrator in the president's absence. He has worked within the university system for more than 22 years. Previously, he also held leadership roles at Georgia Southern University and in fundraising at the University of Georgia.

Keen, a first-generation college student, holds a bachelor's degree in business administration and a master's degree in higher education administration from Georgia Southern University. He earned an EdD in higher education management from UGA in 2019. His family has been part of the Augusta community for generations.

Outside of his university work, Keen serves the community as a member of several boards, including the Columbia County Chamber of Commerce Board of Directors, the Rotary Club of Augusta, the Georgia Chamber of Commerce, Conservative Policy Leadership Institute and the Government Affairs Council of the Association of Public and Land Grant Universities.

Provost, Maggy Tomova, PhD



Dr. Tomova is a transformative leader who has achieved demonstrated success in many of the strategic areas of focus at Augusta University and will strive to continue the momentum of ongoing efforts to accelerate academic affairs, elevate student success and work to secure funding for scholarships, research and facilities.

As Executive Vice President for Academic Affairs and Provost at Augusta University, Tomova will focus on key priorities, including investing in faculty, strengthening student retention and supporting growth in research and discovery. Tomova previously served as dean of the College of Sciences and vice provost for Strategic Initiatives at the University of Central Florida, leading efforts to surpass the university's four-year graduation rate target as well as doubling research expenditures and fueling the expansion of the college's

research enterprise.

Tomova earned a bachelor's degree in mathematics and biochemistry from California Lutheran University, a master's degree in business administration with a concentration in finance at the University of Nebraska-Lincoln and a PhD in mathematics at the University of California-Santa Barbara.

Dean, Dental College of Georgia - Nancy Young, DMD, MEd



Dr. Nancy Young first joined the faculty of The Dental College of Georgia as an educator in 2012 as an Assistant Professor at the DCG. She was promoted to Assistant Dean for Student Affairs in 2018. She has served the DCG in a variety of roles, including leading the DCG Student Affairs Committee, and as a member of the AU Student Affairs Committee, the DCG Student Academic Review Committee, the DCG Faculty Senate and the Board of Directors for the AU Dental Associates.

In 2022, she was named Dean of the college. Dr. Young has worked extensively with other faculty on numerous research projects and publications and is the course director for several courses. She has mentored dozens of dental students.

Along with being an alumna of the DCG (DMD, 2006), Dr. Young also holds a Master of Education degree from the University of Georgia (MED, 2018) and a Bachelor of Science in health and physical education from East Tennessee State University (BS, 1998). In 2017, she was named an International College of Dentists Outstanding Faculty Member.

Dr. Young is a member of the Georgia Dental Association and the Hinman Dental Society and an American College of Dentists Fellow and International College of Dentists Fellow, and she received the American College of Dentists Faculty Professionalism Award and the DCG ASDA Advocate Award in 2022, among other awards over the years. Some of those awards include the DCG American Student Dental Association Advocate Award, the International College of Dentists Outstanding Faculty Member and the DCG Outstanding Faculty Member.

Colleges and Schools

Augusta University comprises 11 colleges and schools:

- The only dental school in the state, the [Dental College of Georgia](#) educates the next generation of oral health care providers by offering hands-on education through innovative research, patient care, and service.
- The [College of Allied Health Sciences](#) trains and educates today's healthcare professionals — the therapists, technicians, administrators, managers, and assistants who are the backbone of the nation's healthcare workforce.
- The [School of Computer and Cyber Sciences](#) provides innovative education and research in computer science, information technology, and cybersecurity. Augusta's newest school has quickly become a leader in community outreach and engagement, making strong contributions to the military, state, and private and public sectors.
- The [Pamplin College of Arts, Humanities and Social Sciences](#) is the heart of the university's liberal arts mission. It fosters critical thinking about complex questions of the human experience, cultivates creative expression and community engagement, and prepares students for diverse careers in our global society.
- The [James M. Hull College of Business](#) advances the future of business and its workforce through high-quality business education, distinctive academic programs, and experiential learning opportunities.
- Through its degree and professional development programs, the [College of Education and Human Development](#) cultivates innovative educational leaders, advances health practices through kinesiology research, and explores critical questions in public education, sharing exciting ideas and best practices across the world.

- The [Graduate School](#) prepares successful and innovative leaders, scholars, researchers, educators, and clinicians to advance their fields and make a positive impact on their communities and the world. Small class sizes enable a dedicated faculty to cultivate and model supportive and collegial relationships with students.
- The [College of Nursing](#) — the largest in the state — provides leadership through excellent, innovative nursing education, research, practice, and service to promote the health, healing, and well-being of individuals, families and diverse communities across Georgia and the nation.
- The [College of Science and Mathematics](#) provides students with strong foundations in the sciences and prepares them for careers, citizenship, and lifelong learning. Faculty promote scientific inquiry and discovery and are dedicated to creating opportunities for students' intellectual growth and community involvement.
- The [Medical College of Georgia](#) is the state's only public medical school and the eighth largest in the nation. Anchored in Augusta with regional clinical campuses throughout Georgia, the college has more than 2,500 voluntary clinical faculty throughout the state committed to health care, education, discovery, and service.
- The [School of Public Health](#) is the newest school at Augusta University. The Augusta University School of Public Health takes a groundbreaking approach to population health improvement. We leverage the strengths of Georgia's only public academic medical center, combining public health expertise with clinical knowledge to train future public health leaders. Our mission is to address Georgia's distinct public health challenges through exceptional education, innovative research, and collaborative community engagement. We offer a variety of degree programs, from specialized master's options to doctoral programs fostering groundbreaking research.

Campuses

The **Forest Hills Campus** houses the College of Education's Department of Kinesiology and the university's Department of Athletics. Also located on the campus are the Christenberry Fieldhouse; baseball, softball, and soccer fields; and a full-size golf course that is home to the nationally recognized NCAA Division I Jaguars.

Located in downtown Augusta, the **Health Sciences Campus** is at the forefront of healthcare innovation. The campus is home to the College of Allied Health Sciences, College of Nursing, College of Science and Mathematics, Dental College of Georgia, The [Graduate School](#), and Medical College of Georgia. It is the state's only public, academic medical center.

Nestled along the Savannah River, the **Riverfront Campus** is located in Augusta's growing cybersecurity corridor. The campus is home to the [Georgia Cyber Center](#), including the university's School of Computer and Cyber Sciences, which is opening doors for the future of cybersecurity research, workforce development, and entrepreneurship, and is quickly establishing Augusta, Georgia, as a hub for cyber industry talent.

Built in and around a former United States arsenal, the historic **Summerville Campus** is home to the university's liberal arts curriculum. In the shade of ancient trees, professors from the Katherine Reese Pamplin College of Arts, Humanities and Social Sciences; the nationally ranked James M. Hull College of Business; the College of Education and Human Development; and the College of Science and Mathematics' Department of Military Sciences provide students a pathway to be commissioned as an officer in the U.S. Army without interrupting their college courses.



Augusta, Georgia

Situated on the southern banks of the Savannah River, Georgia's second-oldest, second-largest city is a vibrant, progressive community that straddles the line between big-city bustle and small-town charm. A halfway point between the Appalachian Mountains to the north and the Atlantic Ocean to the south, Augusta is affectionately known as the South's Garden City.

In addition to being a haven of technology and the arts, the city is home to some of the nation's most beautiful lakes and trails, offering year-round outdoor adventures. At night, a community of artists, musicians, foodies, and go-getters comes to life, offering live music, theater, and culinary delights ranging from hole-in-the-wall eateries to fine-dining restaurants. Also located a few minutes from Augusta is Fort Eisenhower, which is a large, multi-mission, and multi-service military installation and home to the U.S. Army Cyber Center of Excellence.

Augusta is home to professional baseball, roller derby and rugby teams and the annual Masters tournament. Each year during the first week of April, the city becomes the golf capital of the world, drawing local legends and long-time favorites to what many consider the most beautiful golf course in the world.

Learn more about [Augusta](#).



Procedure for Candidacy

Inquiries, nominations and applications are invited. Review of applications will commence immediately and continue until the position is filled. Candidates should provide a curriculum vitae and a letter of application that addresses the responsibilities and requirements. These documents should be sent electronically via e-mail to Augusta University's consultants Toni Davis, Diane Smith, RN, BSN and Claudia Teschky at AugustaChairRestorative@wittkiewer.com.

Nominations and inquiries can be directed to: Toni Davis at tdavis@wittkiewer.com

Augusta University is an equal opportunity employer and, in compliance with federal and state laws and university policy, is committed to providing equal educational and employment opportunities for all persons without regard to age, color, national origin, race, religion, disability, veteran status, sex, sexual orientation, or gender identity. Individuals from traditionally underrepresented populations are encouraged to apply.