

Position and Candidate Specification



University of Nebraska Medical Center

Dean, College of Nursing

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Founded in 1869 and chartered as the state's first medical college in 1881, the University of Nebraska Medical Center (UNMC) today encompasses a formidable research enterprise, provides excellent clinical care and trains more health professionals than any other institution in the state. UNMC consists of six colleges, two institutes and a graduate studies program, serving more than 4,000 students in more than 60 programs. Scientists and clinicians are at the leading edge of discovering new medical breakthroughs and transforming lives across the state and around the world. Nearly half of Nebraska's physicians, dental professionals, pharmacists, prepared nurses and allied health professionals have graduated from UNMC. The Medical Center and its hospital partner have an annual economic impact of \$4.8 billion. In addition, UNMC has been named a Fulbright U.S. Scholar Program Top Producing Institution for the second year in a row, as established by the U.S. Department of State's Bureau of Educational and Cultural Affairs.

US News and World Reports ranks UNMC's programs in primary care, nursing, physical therapy, physician assistant and pharmacy programs – plus online graduate nursing programs – among the best in the world. UNMC's world-class research drives breakthroughs that make life better for people throughout Nebraska and beyond. Researchers work with providers to speed research discoveries and bring life-changing therapies to patients. UNMC's researchers are solving today's critical medical questions while inspiring the next generation of providers and researchers. The organization has 800 active research projects, 340 faculty researchers and \$163.9 million in annual research grants.

UNMC is one of four University of Nebraska campuses, along with the University of Nebraska-Lincoln, the University of Nebraska Omaha and the University of Nebraska at Kearney.

The UNMC campus is known as the 500-mile campus located in a handful of Nebraska's landmark hometowns. Each campus site is its own community, connected to a greater community. UNMC's divisions across the state are bonded through a shared culture – and in real time – by distance-learning technology. Locations include:

- Omaha – ever-growing flagship campus is in the heart of the state's biggest city, where we share a campus with our primary clinical partner, Nebraska Medicine.
- Lincoln – Dentistry and nursing students share a city and a campus with spirited undergrads from the University of Nebraska-Lincoln.
- Kearney – This central Nebraska mecca boasts a world-class facility, which serves as home to divisions for nursing and allied health professions, on the campus of the University of Nebraska at Kearney.
- Norfolk – Northeast Nebraska's hub hosts nursing's Northern Division in a beautiful facility on the Northeast Community College campus.
- Scottsbluff-Gering – Nursing and dentistry divisions reside in these Panhandle twin cities, where new possibilities meet the Old West.

UNMC is comprised of the College of Allied Health Professions, College of Medicine, College of Pharmacy, Eppley Institute for Research in Cancer and Allied Diseases, Graduate Studies, College of Dentistry, College of Nursing, College of Public Health and the Munroe-Meyer Institute. UNMC recently completed its strategic planning process, and the organization has developed the following strategic goals to guide the work necessary to support the UNMC mission.

THE COLLEGE OF NURSING

The UNMC College of Nursing was established in 1917 and is nationally recognized for excellence in teaching, research, practice and leadership. The College is the largest and most far-reaching of UNMC's six health colleges, and it has a major presence and impact. Its mission is to transform lives through premier nursing education, innovative research, the highest quality healthcare and promotion of health equity. There are more than 160 College of Nursing faculty members who work with more than 1,000 students. Through the great generosity of alumni and friends, the College has ten fully endowed faculty positions that provide exceptional opportunities for faculty and students to work with talented and distinguished faculty.

Within Nebraska, UNMC offers five nursing divisions within its 500-mile campus, which extends from each end of the state's border. UNMC nursing students choose programs that meet their career goals from locations in Scottsbluff, Kearney, Norfolk, Lincoln and Omaha. All campuses support and encourage interdisciplinary learning across the Medical Center. The Kearney Campus, in particular, is furthering its commitment interdisciplinary education.

In the Spring of 2022, UNMC received nearly \$85 million in government and private funding to construct a new Rural Health Education Building at the University of Nebraska at Kearney. A collaboration between UNK and the University of Nebraska Medical Center, the Rural Health Education Building will grow the state's talent pipeline by expanding existing UNMC programs offered in Kearney, including all nursing programs. It will also bring new options to the UNK campus, including medicine, medical nutrition, genetic counseling and respiratory care – all high-need areas in rural Nebraska.

Vision

The vision of the College of Nursing is to be a vital contributor to a world-renowned health sciences center and to:

- to train tomorrow's nurses through innovative nursing education, incorporating evidence-based experiential and active learning approaches;
- to develop tomorrow's leaders who will lead healthcare and health systems solutions based on world-class nursing research;
- promote health, reduce the burden of illness and foster health equity in Nebraska and beyond; and
- embrace diversity and inclusivity as essential to excellence.

Education

Of over 100 major nursing schools in the U.S., the UNMC College of Nursing ranks in the top tier, as measured by academic standing and federal research funding. The University of Nebraska Medical Center's College of Nursing's Bachelor of Science in Nursing Program is ranked 15th out of 681 nursing programs by *U.S. News & World Report*.

The comprehensive B.S.N., M.S.N., D.N.P., Ph.D. and continuing education programs prepare students for leadership roles in nursing practice, research, education, health policy and administration. In addition to traditional undergraduate, graduate and continuing nursing education, the College of Nursing is committed to continuously evaluating and creating educational programs that serve the interest of its students, communities and healthcare partners by offering a variety of learning opportunities and developing new programs to meet the healthcare needs of the state of Nebraska and beyond. New offerings include: Clinical Nurse Leader, Nursing in the U.S. Context, Registered Nurse to Bachelor's degree and Undergraduate Certificate in Perioperative Nursing.

Clinical Service and Community Engagement

The UNMC College of Nursing's Office of Transformational Practice and Partnerships (TPP) works to improve the health of the state and world through business models that allow faculty to grow more, and reach more. The college empowers team members to practice at the top of their scope and to collaborate with partners in their communities, and beyond, in order to make a difference in the lives of patients and students. In total, the College of Nursing had an estimated 28,000 patient encounters in 2021.

The Morehead Center for Nursing Practice at the UNMC College of Nursing serves as an advocate for our faculty in an innovative approach: the right clinical practice as part of an academic appointment. Through the Morehead Center's integrated model, faculty can achieve work-life balance while modeling for their students firsthand what extraordinary care looks like. To the Morehead Center, clinical practice is not in addition to an academic appointment, but a mindful part of it.

Research

UNMC nurse scientists lead innovative programs of research that impact healthcare, patients, policy and the community. Research areas of emphasis include cardiovascular health, cancer survivorship and symptom science; in addition, much of our research addresses social determinants of health and health disparities.

The Center for Patient, Family and Community Engagement in Chronic Care Management (CENTRIC) provides pilot funding, learning opportunities and mentorship to foster collaborative, interdisciplinary research led by nurse scientists with a common focus on "Technology and Interventions for Self-management: Promoting Access and Equity Across the Lifespan" to strategically leverage knowledge and resources.

The college is home to \$3.3 million in total grant funding. UNMC nursing research is funded by intramural and extramural sources, including: NIH, HRSA, IDeA-CTR, CENTRIC, UNMC Vice Chancellor for Research Office and Fred & Pamela Buffett Cancer Center.

For current research and publications, please visit: <https://www.unmc.edu/nursing/research/research-publications/index.html>.

Accreditation

The University of Nebraska Medical Center is accredited by the Higher Learning Commission, a commission of the North Central Association of Colleges and Schools, 30 North La Salle Street, Suite 2400, Chicago, Illinois 60602-2504. The baccalaureate degree program in nursing, master's degree program in nursing, Doctor of

Nursing Practice program, and post-graduate APRN certificate programs at the University of Nebraska Medical Center, College of Nursing are accredited by the Commission on Collegiate Nursing Education, 655 K Street NW, Suite 750, Washington, DC 20001, 202-887-6791. The bachelor's degree program also is approved by the Nebraska State Board of Nursing, P.O. Box 95044, Lincoln, NE 68509-5044.

For more information on the College of Nursing, please visit: <https://www.unmc.edu/nursing/>.

The Dean of the College of Nursing sets the College's overall vision and nurtures a culture of innovation and collaboration in education, research, clinical care and engagement throughout the state. The Dean's work is essential to creating a healthy future for all communities. As the Dean of a highly functional college on solid financial footing, this individual will sustain a dynamic, inclusive and supportive culture that underpins its success. The Dean oversees the recruitment and development of diverse and outstanding faculty and staff; positive educational outcomes for students; and expansion of research and clinical programs. The Dean is responsible for the ongoing development and implementation of sound fiscal policy, procedures and control systems to ensure positive financial performance of the College, and access to resources necessary for accomplishing the College's mission.

The Dean of the College of Nursing is a collaborative role, encouraging interdisciplinary education across the State. The Dean will be the spokesperson of the College while developing public private partnerships that facilitate new educational, research and community engagement opportunities. This is critical to the future of Nursing in Nebraska.

As a senior leader at UNMC, the next Dean is expected to be a contributing member of the Chancellor's Council as well as other university, college and professional communities. The Dean collaborates with other deans, vice chancellors and senior leaders in strategic planning and implementation of campus priorities. The Dean works directly with the College's associate and assistant deans, leads the College Executive Council and is an ex-officio member of all committees within the College of Nursing.

KEY RELATIONSHIPS

Reporting to	Senior Vice Chancellor of Academic Affairs
Other key reporting lines	Chancellor of the University of Nebraska Medical Center
Direct reports	Associate Dean for Academic Programs Associate Dean for Research Associate Dean for Transformational Practice and Partnerships Director, Administration and Operations Assistant Deans for Omaha, Lincoln, Kearney, West Nebraska, and Northern Divisions Director, CENTRIC Director of Evaluation
Other key relationships	Executive Council Chief Nursing Officer, Nebraska Medicine Chair, General Faculty Organization Director of Development, NU Foundation Director, UNMC Alumni Association

KEY RESPONSIBILITIES

- Collaborates with faculty and staff to create a dynamic and compelling vision; inspires achievement of the College of Nursing mission, vision and goals.
- Monitors external trends in nursing, higher education and socioeconomic impacts on health and global health, and communicates those to faculty, staff, students and key stakeholders to inform strategic priorities.
- Leads the development, implementation and evaluation of a compelling strategic plan that will advance the College of Nursing's effectiveness and national reputation.
- Promotes a culture of scholarship, inclusiveness, equity and excellence.
- Recruits, retains, develops and mentors College of Nursing leaders; leads faculty recruitment and development to continuously build a vibrant, talented and engaged faculty.
- Maintains accountability for the quality and innovativeness of the College's educational programs; invests in college leaders, faculty, staff and students to ensure they have the necessary resources to offer premier educational programs.
- Ensures that College of Nursing programs retain accreditation and other markers of academic excellence.
- Mentors college leaders to guide scholarly, funded research and collaborative working relationships among faculty throughout UNMC and the NU system, as well as external partners.
- Creates an environment that fosters growth and success of the research enterprise, inclusive of ensuring that adequate research facilities and core staff are available to support research programs within the College of Nursing.
- Advances the growth of faculty practice through the Morehead Center for Nursing Practice.
- Ensures the financial viability and integrity of the College of Nursing; develops financial resources to advance the College of Nursing mission and programs.
- Contributes to scholarship through books, manuscripts and/or abstracts in recognized peer-reviewed publications, through participation and leadership on regional and national committees, through research and educational based regional and national lectures, and encourages and mentors college leaders and faculty to do the same.
- Maintains relationships with NIH, HRSA and other external funders, inclusive of leadership, policy and review committees, to further the research and scholarly goals of the profession and members of the College.
- Cultivates relationships with related organizations, including community providers, to further the development of programs of excellence in nursing education, research and clinical practice.
- Serves as an ambassador of the College of Nursing to key stakeholders in the community of Omaha.
- Plays a leadership role at national, state and local levels to advocate for the College of Nursing and for nursing education, research and practice more broadly. And cultivates similar opportunities for members of the College.
- Collaborates with leaders throughout UNMC and the NU system, and partners with other educational institutions to advance initiatives that meet health and nursing needs in Nebraska and beyond.

- Builds productive relationships with alumni, donors, government leaders, community leaders, schools of nursing within Nebraska and the Big Ten Academic Alliance, and related external stakeholders.

DESIRED OUTCOMES

- An ambitious, cohesive strategy that leverages the College's strengths across an integrated medical center and multiple urban and rural locations state-wide.
- New research collaborations that align with the College's success in clinical and translational discoveries, and that connect to research initiatives across UNMC and the rural clinical research network across the state.
- Education programs that prepare tomorrow's nurses to practice in a rapidly changing world.
- A supportive community for students, with high attention to well-being and success.
- A vibrant culture of collegiality, empowerment, transparency, belonging and innovation.
- Recruitment and retention of the best faculty members, each of whom contributes to the College's overall excellence.
- A lived commitment to diversity as seen in increased numbers of students and faculty from groups historically underrepresented in nursing, and to the systems that support and enable their success.

IDEAL EXPERIENCE

Leadership experience with demonstrated skills in academic nursing administration, teaching, research and professional service

Progressive and broad administrative leadership experience at the departmental, institute or central administrative level at an accredited nursing school. Experience with accreditation bodies, clinical supervision/leadership, research oversight and areas of external regulatory compliance. Candidates should demonstrate innovation, commitment to faculty, staff, students and patients, and wise use of resources. Experience in a state institution would be valued.

Substantive operational and financial management experience

Experience in nursing schools and with budgets, as well as leading teams in matrixed environments, oversight of a research activity and education program, and integration of educational-clinical partnerships.

Excellence and innovation in education, research, patient care and community engagement

Amid dramatic changes in society and healthcare, ideal candidates will have a record of innovating and leading teams that will support the College's broad impact and strong outcomes.

Proven commitment to equality

A sustained, demonstrable record of shaping communities that are genuinely diverse, supporting professionals and learners from underrepresented groups and building cultures of belonging.

ADDITIONAL REQUIREMENTS

- A graduate degree in nursing and an earned doctorate in nursing or a related field.
- Registered or eligible to register to practice nursing in Nebraska.
- A distinguished record of scholarship consistent with appointment as full professor with tenure.
- Experience in undergraduate and graduate nursing education.
- A record of leadership in professional organizations, preferably including membership on external boards.
- Eligible for appointment as graduate faculty within the University of Nebraska Graduate College.

CRITICAL LEADERSHIP CAPABILITIES

Driving Results

The Dean must develop cooperative strategies and lead the implementation of change initiatives.

Responsibilities include:

- Develop new paradigms that yield outcomes in the context of a stretched workforce and the dramatically changing needs of learners.
- Work with campuses and leadership to train outstanding providers to meet the healthcare needs of the state and produce research and scholarship that matter.
- Frame strategy and decisions across the system while empowering campuses to innovate and share best practices for greatest efficiencies and to keep an innovation edge.

Collaboration, Communication, and Influence

Successful candidates will possess the ability to thrive in a highly relationship-driven organization that requires collaboration across UNMC's multiple campuses and clinical partners. The Dean will:

- Nurture the existing culture of collegiality, shared purpose and access, thus allowing people to collaborate and innovate.
- Maximize the benefits of distinct campuses and an integrated center to shape a truly distinctive college where the whole is greater than its parts.
- Thrive while interacting with internal and external constituents, including donors, alumni, clinical partners and community organizations, to realize mutually beneficial goals.

Leading People

Within a large, multifaceted health sciences setting, the Dean will inspire and hold accountable unit leadership, as well as motivate and energize colleagues, stakeholders and influencers throughout UNMC and the system.

The Dean will:

- Communicate long-term direction, empower the College to align with and achieve system goals, and provide sustained support to reach objectives.
- Champion and communicate the value of diversity and support individuals from backgrounds that are underrepresented in nursing.
- Establish forums or practices to enhance collaboration and reinforce independent and open communication across the enterprise.

About Omaha

Founded in 1854, the city of Omaha has always been a dynamic, energetic city continually transforming itself.

Whether it was the Native American Indian tribes, pioneers, railroad laborers or meat packers, everyone who came to call Omaha home helped shape its current cultural diversity, hard work ethic, and friendly demeanor. Named after an American Indian Tribe, Omaha means “Those going against the wind or current,” Omahans proudly continue to live up to the name.

In recent years, the Omaha riverfront and downtown area have experienced tremendous growth with over two billion dollars in new development. A one-of-a-kind \$22 million pedestrian bridge S-curves its way across the Missouri River, the signature, cable-stayed Bob Kerrey Bridge is one of the longest pedestrian bridge projects ever constructed, giving Omaha visitors a breathtaking view of the ever-changing skyline.

CHI Health Center Omaha, the city’s convention center, and arena attracts big-name talent while providing a spacious technology-rich venue for conventions. The 346,000 sq. ft. facility is complemented by the two-million-dollar public art project, “Illumina.” The colorful display features more than 40 sculptures inspired by the 13th Century Carnival of Venice and was created by artist Matthew Placzek. It’s just a small sample of the creative public art that sprinkles the city.

The 41st largest city in the United States, the Omaha metropolitan area is home to nearly 1 million people who welcome visitors with open arms and authentic Midwestern hospitality.