



Dean, School of Nursing



Position Description

Greenwood/Asher & Associates, Inc.
Executive Search, Consulting and Training

The Position

Florida A&M University is seeking an experienced nursing administrator and/or educator to serve as Dean for its School of Nursing. This leader and visionary will be at the helm of preparing a new generation of the nation's most sought-after nurses by creating a world-class learning environment that offers the knowledge, skills, clinical experience and research opportunities for students' optimal development.

The new Dean will bring the most advanced practices in nursing education to the School of Nursing. As the new leader of the school, this individual will continually enrich the environment for students, as well as faculty and staff; enhance the curriculum so that it keeps pace with evolving practices and technologies; and shape students' clinical experiences so that they are instructional and meaningful.

The new Dean also will take leadership in achieving the School's future goals, including the implementation of a Doctor of Nursing Practice Program. The Dean will attract a diverse faculty that reflects a balance of clinical and educational experience. The new Dean will improve and expand on many of the School's current strengths, including inter-departmental partnerships and collaboration, particularly with state agencies on governmental issues that affect nursing health policies.

The new Dean will improve and expand many of the School's current strengths with foresight and innovation. The new Dean will lead the School of Nursing in achieving statewide and national distinction for nursing education, research and clinical care.

Duties/Responsibilities

- › Provides leadership for faculty and staff, strongly emphasizing professional faculty development;
- › Fosters a stronger collaborative research-oriented environment within the School; works with faculty to identify opportunities for multi-disciplinary partnerships; and secure resources to support, engage and develop faculty capacity;
- › Secures grant and other external funding to support students and program expansion and improvement;
- › Leads and maintains accreditation and all relevant compliance programs;
- › Maintains effective relationships with alumni and relevant internal and external constituents and effectively represent the School and University on and off campus;
- › Provides leadership for the development, implementation, and continuous improvement of the current curriculum and new programs to show strategic growth of scholarly activity within the School;

- › Develops and implements appropriate program guidelines and processes; recommend changes in college policies and procedures;
- › Manages program budgets effectively;
- › Supervises and evaluates faculty and staff objectively and effectively in accordance with College policy, and supports and coordinates appropriate faculty and staff professional development;
- › Through proactive community engagement, positions the deanship as a leading voice in the community and manages cooperative agreements and community relations with clinical agencies and other organizations that support health professions, and coordinates faculty and advisory committees according to program bylaws and College policy; and
- › Performs other job-related duties as assigned by the Provost and Vice President for Academic Affairs.

Minimum Qualifications, Knowledge, Skills and Abilities

A master's degree in nursing and an earned doctorate in nursing or a related field from an accredited institution is desired. Successful candidates would have other experiences to include:

- › Successful experience as a teacher and administrator/manager. At least 10 years of progressive, related experience will be given greater consideration.
- › Evidence of scholarly productivity; and record of professional service in a baccalaureate and higher degree granting institution.
- › Experience with the Accreditation Committee for Education in Nursing (ACEN) or Commission on Collegiate Nursing Education (CCNE).
- › Eligibility for RN licensure in Florida.
- › A commitment to diversity as well as a willingness to commit to the mission of Florida A&M University.



About the School of Nursing

The Florida Agricultural and Mechanical University (FAMU) School of Nursing was founded in 1904, making it the oldest continuing baccalaureate nursing program in the state. It is also the oldest continuing baccalaureate nursing program among the nation's historically black colleges and universities, and therefore has a commitment to serving the healthcare needs of our community and beyond. This past year, toprntobsn.com named FAMU one of the top HBCU nursing schools, and hbculifestyle.com named it one of the top 25 HBCUs overall.

According to the Bureau of Labor Statistics, the nation will need a million new nurses by 2022. Indeed, nursing continues to be an in-demand field. Yet, the FAMU School of Nursing accepts a limited number of applicants, making the selection process highly competitive. Our selectivity means that the brightest and best benefit from the attention and closer embrace of a dedicated faculty. Faculty members, who represent the best educators, researchers and practitioners in the nursing field, are able to develop close, mentoring relationships. They share their wealth of expertise to prepare their students with the clinical reasoning skills, technological proficiency and knowledge of social justice principles that will make them competitive in a variety of medical and health care delivery systems nationally and internationally.

The School of Nursing offers the bachelor's degree, an accelerated Bachelor of Science for students who are already Registered Nurses (RN), and master's program: Adult Gerontology Primary Care Nurse Practitioner.

In addition, The FAMU School of Nursing is planning to implement its own Doctor of Nursing Practice (DNP) program.

Our Faculty

One of the School of Nursing's greatest assets is the exemplary faculty who are dedicated to teaching the best and the brightest students. They also are engaged in research and clinical practice in and around the community.

The School sees development of the faculty as an investment in the future outcomes of our graduates. Every effort is made to provide the latest and greatest teaching resources—from “clickers” to concept mapping to test writing and “flipped” classroom workshops.

We have impressive teacher/student ratios: undergraduate clinical ratios do not exceed 1 to 10; classroom ratios are 1:60; and all students are in a 1:18 ratio with their preceptors for clinical experiences. Graduate classroom ratios are 1:6 and graduate clinical ratio is 1:1. The School's environment fosters close mentoring relationships, including those where graduate students have the opportunity to work alongside their professors in research initiatives.

The faculty is grounded in their understanding of the realities of delivering services, with a focus on contemporary community-based health promotion and disease-prevention nursing. Health care challenges across the lifespan of both rural and urban populations are addressed.

Faculty members are encouraged and supported in their activities in the community, on board memberships and on health-related committees.

About the University

Florida Agricultural and Mechanical University is a public, historically black university that is part of the State University System of Florida. FAMU's main campus has 156 buildings spread over 422 acres atop the highest of Tallahassee's seven hills. The university also has several satellite campuses, including a site in Orlando, where its College of Law is located, and sites for its pharmacy program in Miami, Jacksonville and Tampa.

The university offers 54 bachelor's degrees, 29 master's degrees, three professional degrees and 12 doctoral degrees. The three professional degrees include the JD, PharmD, and the Doctor of Physical Therapy. The 12 doctoral degree programs include 11 Ph.D. degrees and one Doctor of Public Health (DrPH). The Ph.D. degrees include the following: biomedical engineering, chemical engineering, civil engineering, electrical engineering, mechanical engineering, industrial engineering, pharmaceutical sciences, physics, educational leadership, environmental science and entomology. FAMU also has 14 schools and colleges, and a number of centers and institutes.

The National Science Foundation has ranked FAMU among the top HBCUs in the nation for research and development expenditures annually. FAMU is also a member-school of the Thurgood Marshall College Fund, which financially supports nearly 300,000 African-American students around the

country in their pursuit of higher education. Combined with an already low tuition, this makes FAMU an attractive choice for students looking for a rigorous and affordable college in Florida.

The university is fully accredited by the Southern Association of Colleges and Schools and was recently classified by the Carnegie Classification of Institutions of Higher Education in the second of three research categories: R2 Doctoral Universities- High Research Activity.

Mission

Florida A&M University is an 1890 land-grant institution dedicated to the advancement of knowledge, resolution of complex issues and the empowerment of citizens and communities. The University provides a student-centered environment consistent with its core values. The faculty is committed to educating students at the undergraduate, graduate, doctoral and professional levels, preparing graduates to apply their knowledge, critical thinking skills and creativity in their service to society. FAMU's

Core Values

*Scholarship, Courage, Excellence,
Integrity, Openness, Respect, Fiscal
Responsibility, Collegiality,
Accountability, Freedom, Collaboration,
Ethics, Service, Shared Governance,
Fairness*

distinction as a doctoral/research institution will continue to provide mechanisms to address emerging issues through local and global partnerships. Expanding upon the University's land grant status, it will enhance the lives of constituents through innovative research, engaging cooperative extension, and public service. While the University continues its historic mission of educating African Americans, FAMU embraces persons of all races, ethnic origins and nationalities as lifelong members of the university community.

Institutional Governance and Structure

The University is part of the State University System of Florida, composed of 12 universities of varying sizes and missions, which is overseen by the Board of Governors, a constitutional body. The president reports directly to the Board of Trustees, which consists of 13 members. Six trustees are appointed by the governor and five are appointed by the Board of Governors, subject to confirmation by the Florida Senate.

Trustees serve staggered terms of five years. The presidents of the Faculty Senate and Student Government Association are elected by their bodies and serve a one-year term. As the governing body of the University, the Board of Trustees is charged with policymaking for the University. The powers and duties of the Board of Trustees are set forth in Sections 1001.71 - 1001.73, Florida Statutes; and Board of Governors Regulation 1.001. Trustees serve without compensation and meet



at least quarterly. The officers of the Board of Trustees are chair and vice-chair. Each is elected for a term of two years and may be re-elected for one additional consecutive term. The president serves as the corporate secretary to the Board of Trustees. The president has the responsibility for the day-to-day management of the University.

The University is committed to shared governance, with faculty members represented through a Faculty Senate. The

Faculty Senate is the highest legislative body within the University and advises the president on academic matters and other concerns affecting more than one school or college. The Faculty Senate considers, legislates and advises on all matters of general University interest.

Faculty senators are elected annually for two-year staggered terms in March of each year by the faculty of each college or school. New senators take office at the initial fall meeting of the Faculty Senate. In addition, various members of the University administration may be ex-officio members, and the Student Government Associate elects four student members. The Faculty Senate elects its officers, sets its own rules of procedure and establishes committees to perform Senate functions.

Academics

Florida A&M University is known as a top producer of African American graduates in the nation and leads among universities within Florida. FAMU encourages and supports innovative teaching, research and public service, enhanced by informational and instructional technology and distance learning. It also provides service programs through cooperative extension, technology transfer, international affairs and a variety of public service programs to ever-broadening, diversified constituencies. FAMU has increasingly developed a graduate infrastructure of master's and doctoral programs.

Research

During the 2017-2018 fiscal year, faculty research proposals totaled \$99.1 million and \$182.1 million during 2018-2019. Research expenditures also increased from \$38 million in 2017-2018 to \$49.6 million during the 2018-2019 fiscal year.

Two FAMU faculty members were honored with the Emerging Researcher Award, one for research on industrial and manufacturing engineering, and one for a focus on cancer research. FAMU is one of two universities in Florida that were awarded nearly \$1 million over three years to conduct research on improving water qualities.

The FAMU faculty is involved in cutting-edge research activities that are leading to advances in physical, chemical, biological and social sciences, the quality of health care, the food and agriculture industry, environmental health and safety, bioengineering and much more. The Division of Research provides FAMU investigators the maximum level of service and a solid infrastructure for all research activities of the University.

Accreditation

Florida A&M University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools, Commission on Colleges to award baccalaureate, master's, professional and doctoral degrees. In addition, individual colleges, schools, and departments are accredited by their appropriate associations.

<http://www.famu.edu/index.cfm?AboutFAMU&AccreditingAssociations>

About Tallahassee, Florida

Tallahassee residents will tell you that this mid-size city of nearly 195,000 is a wonderful place to call home. And many outsiders agree.

Tallahassee has been recognized by Money Magazine as one of the three top medium-sized cities in which to live (the population is just under 200,000, and the medium household income is around \$40,000) and also the "Best in America" for parks and recreation by the National Recreation and Park Association. A long list of yearly festivals, museums, gardens, dining, and entertainment options attract interest from both local residents and tourists. In 2018 and 2019, Tallahassee was ranked as one of the Top 100 Places to Live by livability.com for its education, economics, as well as its artistic and cultural venues.



As the state capital, Tallahassee is home to the Florida State Capitol, Supreme Court of Florida, Florida Governor's Mansion, which was added to the U.S. National Register of Historic Places in 2006, and nearly 30 state agency headquarters. The city also is known for its large number of law firms, lobbying organizations, trade associations and professional associations, including the Florida Bar and the Florida Chamber of Commerce.

Tallahassee has a humid subtropical climate with long summers and short, mild winters, as well as drier springs and autumns. Summers in the city are hotter than in the Florida peninsula and it is one of the few cities in the state to occasionally record temperatures above 100 °F (37.8 °C), averaging 2.4 days annually. The average summer temperature in July, the hottest month, is 82.0 °F. In the winter, the city is markedly cooler, with a January daily average temperature of 51.2 °F.

Salary

The salary is competitive and commensurate with qualifications and experience.

Nomination & Application Process

Greenwood/Asher & Associates, Inc. is assisting Florida Agricultural and Mechanical University in this search. Applications and nominations are now being accepted. Screening of complete applications will begin immediately and continue until the completion of the search process. Each applicant should submit the following: (1) a letter of interest that clearly states the applicant's qualifications for the position; (2) a current curriculum vitae; (3) the names, addresses, telephone numbers and e-mail address of three references. Individuals wishing to nominate a candidate may contact the search firm via phone or in writing and provide the name, position, address, and telephone number of the nominee

Additionally, confidential inquiries, nominations and application materials should be directed to Greenwood/Asher. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Inquiries, nominations and application materials should be directed to:

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For more information on Florida Agricultural and Mechanical University, please visit www.famu.edu

Florida Agricultural and Mechanical University is an equal opportunity/affirmative action university providing access to education and employment without regard to race, color, religion, national or ethnic origin, age, sex (including pregnancy), political affiliation, veteran status, genetic information, sexual orientation, gender identity, gender expression or disability. Women, minorities, veterans and persons with disabilities are encouraged to apply.