



Dean of the College of Nursing and Health Sciences Position Profile

The Role

Reporting to the Academic Vice President and Provost, the Dean of the College of Nursing and Health Sciences is responsible for enhancing the College's profile, visibility and effectiveness. With the input and support from faculty, staff, students, alumni, and external stakeholders, the Dean will maintain a vision and strategic plan that builds upon the College's strengths and aligns with the mission and vision of the University, develops collaborative relationships and recognizes the opportunities for innovation in healthcare education. With an expanding Nursing and Health Sciences Campus and recent classification as a Carnegie R1 University, the Dean has the opportunity to develop and expand academic programs and foster a robust research environment.

Established in 1898, the University of Louisiana at Lafayette is the largest member of the University of Louisiana System with current enrollment at over 16,000 students. Designated a Carnegie "very high research activity" institution (R1) and accredited by the Southern Association of Colleges and Schools Commission on Colleges, the University of Louisiana at Lafayette's mission is to offer an exceptional education informed by diverse world views and to develop leaders and innovators who advance knowledge, cultivate aesthetic sensibility, and improve the human condition. The essential values of the University are equity, integrity, intellectual curiosity, creativity, tradition, transparency, respect, collaboration, pluralism, and sustainability. More information about the University's mission and values can be found at <https://louisiana.edu/about-us/mission-values>.

The University is located in Lafayette, Louisiana, an exciting community within Louisiana's beautiful Cajun Country. The city of Lafayette is a regional hub for not only education but also government, commerce, and the arts, and consistently ranks high on national measures of quality of life and affordability. The community is highly technology-oriented and has a reputation of being a community in which people are prone to remain due to the high-quality lifestyle, pleasing climate, and the friendly nature of its people. Lafayette is located midway between New Orleans and Houston and is the heart of Louisiana's Acadian-Creole region. The city of over 120,000 is part of the Lafayette-Acadiana area, which has a total population of over 600,000 and is one of Louisiana's fastest-growing metropolitan areas. Lafayette serves as the energy, financial, retail, and medical center for South-Central Louisiana.

Key Priorities of the Dean of the College of Nursing and Health Sciences:

- Provide visionary leadership and strategic planning to strengthen the existing programs within the LHC Group • Myers School of Nursing and the Department of Health Sciences and to expand program offerings in order to maintain the College's current state and national stature.
- Advance and support the College's efforts toward diversity, equity, inclusion and belonging and to provide an unbiased and respectful learning and working environment for students, faculty, and staff.
- Recruit and retain quality faculty, provide career development opportunities for faculty, and empower them to achieve excellence in the three core areas of teaching, research, and service.
- Support the expansion of the undergraduate and graduate research mission and provide the necessary resources and mentorship to encourage collaboration and innovation within and outside the College.
- Manage the College's budget ensuring that financial resources are allocated effectively to meet the College's academic and operational goals.
- Raise support for the College through philanthropic funds.
- Advance interprofessional education (IPE) among programs within the and outside the College.
- Build coalitions inclusive of alumni, community volunteers, and advisory councils.
- Ensure that programs will obtain and maintain full accreditation with respective accrediting bodies.
- Enhance student success and retention and graduation rates.

Responsibilities within Core Areas of the College of Nursing and Health Sciences:

Strategic Vision – Provide leadership in creating a shared vision for the College that supports the University's commitment to teaching excellence and advances the research mission of the University and College; provide visionary leadership to ensure programs within the College are excellent, relevant, transformable, and viable for the future.

Academic Leadership – Ensure that the collective goals of the College's faculty, staff, and students are aligned with the mission, vision, and strategic plan of the University; ensure the delivery of high-quality nursing and healthcare education that meets the needs of students, faculty, and the healthcare community; collaborate with faculty and Department Heads to shape program and curriculum development and encourage innovations in teaching and learning; work collaboratively with other Deans and Department Heads to identify opportunities for interprofessional education; support the development of high-quality

academic programs and pedagogies and implement initiatives designed to improve the undergraduate and graduate programs.

Research Advancement - Develop a multi-disciplinary research program at the undergraduate and graduate levels which is supported by external funding; increase the exposure of students and practitioners to the research potential of the College with the goal of attracting graduate students; support faculty research development in collaboration with Endowed Chairs.

Fiscal Oversight – Ensure the long-term financial viability of the College of Nursing and Health Sciences and its programs, including strengthening existing and seeking new diversified revenue streams, strategically leveraging the college’s relationship with public and private partnerships, and capitalizing on fundraising success.

Philanthropy – Facilitate an advancement program and present the College’s needs for financial support to potential donors; Engage in fundraising, build innovative community alliances and partnerships, and pursue foundation and grant support.

Development and Enhancement of Faculty Members – Attract, develop, and retain top-tier faculty and staff and continue to advance a diverse community where all members feel valued and have a shared sense of mission; provide oversight on faculty issues such as promotion and tenure, selection of Department Heads and Associate Deans, and the assurance of collegiality and collaboration.

Student Recruitment and Retention – Develop strategies to address the economic, demographic, and technological trends that impact student enrollment, retention and graduation rates; in collaboration with Department Heads, increase student enrollment and retention at all levels through positive recruitment strategies; create and maintain a positive learning environment that focuses on safety and respect of all students, and actively seeks out scholarship opportunities.

Simulation- Lead faculty and staff of the Nursing Simulation Program to meet the needs of the campus community, particularly student learning experiences, faculty support, and community engagement initiatives.

Collaboration and Strategic Partnerships – Maintain strong working relationships with affiliated hospitals, clinics, and other healthcare facilities; leverage and enhance relationships with internal and external constituencies including organizations/associations, corporations, and the community in order to support growth and innovation in the College.

Accreditation – Lead efforts to obtain and maintain accreditation from the appropriate agencies (CCNE, Commission on Accreditation of Health Informatics and Information Management Education, Southern Association of Colleges and Schools) for all programs, as appropriate, and achieve the highest standards of quality and effectiveness.

The Ideal Candidate should possess the following:

Knowledge/Education:

- Earned terminal degree in a discipline representative of the programs offered in the College.
- Professional accomplishments and qualifications consistent with appointment as a tenured professor.
- Minimum of 5 years of demonstrated administrative leadership in nursing/health sciences academics (dean, associate dean, program director, department head, or equivalent).
- Demonstrated excellence as a professional educator, researcher, and administrator.
- Understanding of Commission on Collegiate Nursing Education (CCNE), Commission on Accreditation of Health Informatics and Information Education (CAHIIM), and other accreditation organizations.

Skills/Abilities

- Commitment to a culture of diversity, equity, respect, and inclusion, demonstrated ability to build working relationships with people having a wide variety of backgrounds, perspectives, and experiences different from one's own.
- Success in collaborating with stakeholders to create new programs that address the workforce needs.
- Exceptional skills in communication, interpersonal relations, consensus-building, and advocacy, with the ability to be persuasive while speaking with different audiences.
- Ability to work collegially and effectively, building trust and relationships both internally and externally.
- Excellent problem-solving skills and ability to advance change.
- Experience with fund-raising, professional organizations, university governance, and the legislative process.
- Success in advocacy for the College across the campus, the external community, and the state of Louisiana.

Application Process:

Academic Search, Inc. has been selected to assist the University in this important search. All inquiries and nominations can be submitted to Kate Nolde, Senior Consultant at ULLNAHS@academicsearch.org. Ms. Nolde is available to speak confidentially during the holiday break. You may call her at 570-419-3457.

Interested applicants should upload all the following materials to [Nursing & Health Sciences Application Site](#) to be considered for this position: 1) letter of interest stating how the

candidate's experiences and qualifications address expectations and priorities of the position; 2) curriculum vitae; 3) statement of leadership philosophy; and 4) list of five references. All applicant names will remain confidential, except for those candidates invited for a campus interview. Screening of applications will begin immediately and will continue until the position is filled. For best consideration by the search committee, candidate materials should be submitted by March 1, 2024.