



Position Specification



College of Nursing

Dean, University of Arizona College of Nursing

The Opportunity

Senior Vice President for Health Sciences, [Dr. Michael Dake](#), with the advice and counsel of a Search Committee, invites applications and nominations for the Dean of the University of Arizona College of Nursing (College of Nursing).

Reporting directly to Dr. Dake, the Dean will be a key leader in the University of Arizona Health Sciences (UAHS). The Dean will have primary oversight for the College of Nursing and related activities. The UAHS seeks a leader with a demonstrated commitment to nursing education, research, clinical practice, and community outreach. Strong candidates will have a record of distinguished scholarly achievement and substantial administrative experience in academic nursing leadership, and an unwavering commitment to high quality education; innovative research; outstanding clinical patient care and population health; and establishing and fostering strong community partnerships. The next Dean should have a record of demonstrated success in faculty recruitment and external fund development and be an individual with broad understanding of national health policy and its implications in relation to future challenges and opportunities for the College of Nursing.

UAHS seeks an individual who will endeavor to grow the educational portfolio of the College and strive to enhance the competitiveness of the College's six degree programs. Moreover, UAHS seeks an individual who will be creative in leveraging the incredible opportunities at UAHS and its community stakeholders for interprofessional education, research, training, and patient care excellence, including the opportunities for expanded education and research across the entire footprint of the University and its clinical partner, Banner Health. Finally, UAHS seeks an individual who will raise the level of recognition and rankings for the College of Nursing.

University of Arizona College of Nursing – An Overview

The College of Nursing was founded as the School of Nursing in the College of Liberal Arts at the University of Arizona in 1957 with an initial class size of 42 students. By 1963, there were 200 students in the program and the School had developed agreements with 10 Tucson healthcare facilities, including hospitals, the county health department and the Tucson Visiting Nurses' Association, to form a core of labs for the program's rapidly expanding student population. For [65 years](#), the College of Nursing has been transforming nursing education, research, and practice to help people live their best lives. Today, the College of Nursing is home to over 330 faculty and staff and enrolls over 1,400 students in six programs.

Located on campuses in Tucson and Gilbert, Arizona, the College of Nursing has key focal strengths in integrative health, cancer prevention and survivorship, informatics, biobehavioral neuroscience, health equity, and population health and wellness. The college has more than 9,500 alumni worldwide promoting health and wellness in their workplaces and communities. As one of 20 colleges at the University of Arizona, and one of five colleges comprising the University of Arizona Health Sciences, the College of Nursing offers a wealth of educational resources. In addition, [Banner – University Medical Center Tucson](#) provides exceptional clinical and research opportunities.

The College of Nursing is accredited by the Commission on Collegiate Nursing Education and ranks among the top 15 percent of graduate nursing programs in the United States. The College of Nursing's doctorate of nursing practice ranked No. 30 and its master's program tied for No. 34 in the 2023 U.S. News & World Report Best Graduate School rankings. The online Graduate Nursing Program ranked No. 29. Additionally,

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our Bachelor of Science in Nursing ranked 23rd overall and 16th among public universities in the latest U.S. News & World Report, making it the No. 1 Arizona BSN program. In 2015, the College of Nursing became the fourth nursing school in the United States and first in Arizona to become a Hispanic Serving Health Professions School. The College is also one of the few to offer a dual-degree PhD/DNP program, an innovative dual-degree PharmD/DNP with an FNP specialty in collaboration with the R. Ken Coit College of Pharmacy, and a dual-degree DNP/MPH degree for students in collaboration with the Mel Enid Zuckerman College of Public Health.

The mission of the College of Nursing is to innovate nursing and interdisciplinary education, practice, research, and service to develop leaders, address health care challenges, and promote health, equity, and inclusiveness. The faculty includes diverse professionals with expertise in clinical practice, research, and teaching. Nursing students can choose from a broad array of courses that support and extend their nursing education and training program. Resources available within the College include the [Steele Innovative Learning Center](#) in Tucson and the [Gilbert Simulation Center](#), which offer an array of tools and performance coaching allowing students to simulate nursing care ranging from basic skill acquisition to participation in complex, high-tech simulation-based realistic scenarios designed to enhance higher-level clinical thinking and actions; the Instructional Resources Center; the Computer Laboratory; the Behavioral/Clinical Research Core Laboratory; the [Biological Core Laboratory](#); and the [Office of Research and Scholarship](#), whose personnel provide comprehensive research facilitation to investigators and doctoral students in the College.

Research within the College of Nursing is focused in three [Areas of Research Excellence](#): Precision Science, Health Determinants Science, and Data & Systems Science. Among schools of nursing, the College ranks No. 27 in National Institutes of Health funding as reported by the Blue Ridge Institute rankings. Total extramural grant funding in FY22 reached over \$6 million. Faculty in the College are leaders in transdisciplinary research at the University, many engage in research that is collaborative, interdisciplinary, multi-site, national, and international. The proximity to the Arizona-Mexico border affords unique opportunities for cross-cultural, binational research collaboration.

During the 2020 academic year, a task force convened to formulate the [FY2021-2026 College of Nursing Strategic Plan](#) informed by a college-wide gap analysis and Strategic Plans of the University and Health Sciences division. This five-year plan has six broad “Pillars” that align with the College’s mission, vision, and values as well as its commitment to equity, diversity and inclusion and an environment of excellence. Each Pillar has a College Champion who will be responsible for implementing and evaluating Pillar objectives and strategies. The Pillar Objectives and Strategies are bold and ambitious; they will chart the future of the College.

Degree Programs

- Bachelor of Science in Nursing (BSN)
- Bachelor of Science in Nursing – Integrative Health (BSN-IH)
- Master of Science in Nursing (MSN)
- Doctor of Nursing Practice (DNP)
 - Adult-Gerontology Acute Care Nurse Practitioner
 - Executive Health Systems Leadership
 - Family Nurse Practitioner
 - Nurse Anesthesia
 - Nurse-Midwifery
 - Pediatric Nurse Practitioner

- Psychiatric Mental Health Nurse Practitioner
- Doctor of Philosophy in Nursing (PhD)
- Graduate Certificates
 - Autism Spectrum Disorder
 - Health Care Informatics
 - Innovations in Aging
 - Nurse-Midwifery
 - Nurse Practitioner
 - Adult-Gerontology Acute Care Nurse Practitioner
 - Family Nurse Practitioner
 - Pediatric Nurse Practitioner
 - Psychiatric Mental Health Nurse Practitioner
 - Nursing Rural Telehealth

For more information, visit: <https://www.nursing.arizona.edu>

The University of Arizona

The University of Arizona, a land-grant university with two independently accredited medical schools, is one of the nation's top 50 public universities, according to U.S. News & World Report. Established in 1885, the university is widely recognized as a student-centric university and has been designated as a Hispanic Serving Institution by the U.S. Department of Education. The university ranked in the top 20 in 2020 in research expenditures among all public universities, according to the National Science Foundation, and is a leading Research 1 institution with \$761 million in annual research expenditures.

The university advances the frontiers of interdisciplinary scholarship and entrepreneurial partnerships as a member of the Association of American Universities, the 66 leading public and private research universities in the U.S. It benefits the state with an estimated economic impact of \$4.1 billion annually.

The University of Arizona is home to some of the leading nationally ranked programs in information and computational sciences, optics and engineering, including Management Information Systems, Computer Science, and Applied Mathematics and Statistics, providing an active and vibrant ecosystem of interdisciplinary collaborators and opportunities.

The University of Arizona provides access to leading-edge research computing technologies, including access to institutionally supported CPU/GPU-based high-performance computing systems, research data centers, AWS cloud, and dedicated analysis enclaves for processing HIPAA and CUI data through its Controlled and Regulated Research Services Program.

[The University of Arizona Land Acknowledgement](#)

The University of Arizona Health Sciences

Located on campuses in Tucson, Phoenix and Gilbert, Arizona, the University of Arizona Health Sciences is one of the top-ranked academic medical centers in the southwestern United States. UArizona Health Sciences includes the College of Medicine – Phoenix, College of Medicine – Tucson, College of Nursing, Mel and Enid Zuckerman College of Public Health, R. Ken Coit College of Pharmacy, and Health Sciences

International. In addition, 16 UArizona Health Sciences centers and programs focus on cancer, neurodegenerative diseases, pain and addiction, and respiratory diseases; biomedical informatics, health technology innovation and simulation training; and health disparities, precision health care and treatments, and pandemic preparedness. A leader in next-generation education, research, clinical care and public outreach, UArizona Health Sciences employs nearly 5,000 people, has approximately 4,000 students and 900 faculty members, and garners more than \$220 million in research grants and contracts annually.

For more information: healthsciences.arizona.edu

The Role

The next Dean of the University of Arizona College of Nursing will provide innovative and visionary academic leadership; exhibit strong financial management; lead the pursuit of excellence in education, research, and practice; champion recruitment and retention of diverse faculty, staff and students; promote interdisciplinary collaborations; cultivate community relations and expand existing local and global partnerships; invest in resource development fundraising; and enhance the reputation of the College of Nursing.

The Dean of the University of Arizona College of Nursing will be responsible for:

Setting and Executing Strategy

- Guide the vision for the strategic direction of Nursing as a national and international leader in health care education and research, which includes greater levels of community engagement and direct participation in the reduction of health disparities and overall improvement of health in the region.
- Lead a clear and actionable vision to enable Nursing to differentiate itself from local, national, and international competitors.
- Support the commitment to equity, diversity, and inclusion, and efforts to eliminate health disparities.

Leading the Education Portfolio

- Drive significant growth of Nursing education programs. Lead the formulation of distinctive and innovative strategies to expand programs to more closely align with the critical demand for exceptionally well-prepared nurses, nurse leaders, nurse educators, and nurse scientists.
- Support faculty in adapting educational models in alignment with the American Association of Colleges of Nursing (AACN) and ongoing efforts to maintain accreditation through the Commission on Collegiate Nursing Education.
- Develop and maintain professional partnerships with health care and other community organizations.

Leading the Research Enterprise

- Support and provide resources for participation in research and scholarship for tenure track, career track, and research track faculty and staff.
- Facilitate the development of new and innovative multidisciplinary research programs that leverage resources and scholarly networks of the College of Nursing, UAHS, University of Arizona, and community partners.
- Facilitate the development of research partnerships with community-based health care organizations and other agencies.

Development and Recruitment

- Increase the presence of diverse perspectives and create a diverse, equitable and inclusive work environment and culture within the College of Nursing.
- Provide strategic leadership and direction to promote recruitment, retention, and recognition of world-class faculty members.
- Support comprehensive professional development for all faculty to advance their careers.

Administrative Leadership

- Be accountable for the financial performance of Nursing and contribute careful oversight to budgetary planning and resource allocation.
- Build and maintain effective working relationships with all internal and external stakeholders and possess an institutional approach to leadership to build trust among critical stakeholders.
- Lead fundraising and resource development for the College of Nursing.

Relationships:

Reports To: Senior Vice President, Health Sciences

Direct Reports:

- Associate Dean, Research
- Associate Dean, Academic and Faculty Affairs
- Assistant Dean, Finance and Administration
- Assistant Dean, Learning and Healthcare Technology Innovations
- Division Chair, General Nursing and Health Education
- Division Chair, DNP Programs
- Division Chair, PhD and Research Programs
- Faculty Practice Director & DNP Director
- Director, Teaching/Learning Practice & Evaluation Director
- Director, Marketing and Communications
- Director, Development and Alumni Relations
- Senior Manager of College Operations

Candidate Profile

The University of Arizona seeks candidates with a distinguished record in research; substantial administrative leadership experience, particularly in an academic medical center and/or a college of nursing; demonstrated achievement in faculty recruitment, external fund development, and community partnerships; and a broad understanding of national health policy, and the future challenges and opportunities for nursing and academic health sciences. The successful candidate should have had progressive, broad leadership experience in complex academic environments. They should exhibit a substantive understanding of the important issues in nursing and national health care, as well as a deep understanding of academic health centers.

- An experienced nursing executive (PhD or similar earned doctorate) with an outstanding track record of accomplishment in nursing education and research.

- Eligible for licensure as a registered nurse in the State of Arizona.
- Demonstrated success leading an educational portfolio and fostering the growth of programs at the undergraduate and graduate degree levels.
- Track record of success obtaining NIH and other extramural research funding.
- Nationally and internationally recognized in the field of nursing education and research.
- Administrative and leadership experience at an academic institution, serving as Dean, Associate/Assistant Dean, Department Chair, Vice Chair, Director of a major program, or similar academic leadership role.
- Experience in research and training achievement, commensurate with qualifications consistent with appointment to the faculty at the rank of Full Professor.
- Able to grow research programs and to continue the tradition of academic excellence.
- Demonstrated experience recruiting, developing and cultivating a diverse, equitable and inclusive team and culture.
- Track record of mentorship and faculty development.
- Demonstrated success recruiting and building multidisciplinary programs.
- Strong financial acumen and fiscal management.
- A visionary and strategic leader with a track record of innovation and an entrepreneurial spirit.
- Excellent communication and listening skills; able to unite and inspire a diverse group of faculty and staff members.
- Collaborative relationship-building skills, with an ability to successfully partner and build consensus with key internal and external stakeholders at all levels of the organization.
- Experience developing and mentoring academic and clinical leaders; demonstrated ability to identify and recruit high-performing, diverse leaders and faculty at all levels.

Diversity Statement

At the University of Arizona, we value our inclusive climate because we know that diversity in experiences and perspectives is vital to advancing innovation, critical thinking, solving complex problems, and creating an inclusive academic community. As a Hispanic-serving institution, we translate these values into action by seeking individuals who have experience and expertise working with diverse students, colleagues, and constituencies. Because we seek a workforce with a wide range of perspectives and experiences, we provide equal employment opportunities to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information. As an Employer of National Service, we also welcome alumni of AmeriCorps, Peace Corps, and other national service programs and others who will help us advance our Inclusive Excellence initiative aimed at creating a university that values student, staff and faculty engagement in addressing issues of diversity and inclusiveness.

Application/Nomination Procedure

The Search Committee invites inquiries, nominations, and applications for the position of Dean, College of Nursing at the University of Arizona. Dr. Dake and the Search Committee are partnering in this search with Russell Reynolds Associates; the Russell Reynolds Associates team is being led by Ben Grover.

Prospects nominated and/or those who wish to be considered by the Search Committee should provide an electronic version of their ***curriculum vitae as well as a brief bullet point summary of administrative roles they have held and their accomplishments in each***. While not required, letters of interest are strongly encouraged.

Confidential review of nominations and expressions of interest will begin immediately and will continue until an appointment is made. To be ensured full consideration, email a curriculum vitae and supporting materials to Russell Reynolds Associates at UA.Nursing@russellreynolds.com.

The University of Arizona is an equal opportunity, affirmative action institution. The University does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information in its programs and activities.

Russell Reynolds Associates Contact Information

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