The University of Iowa College of Nursing invites applications and nominations for the position of Dean

Responsibilities

The University seeks an individual of distinguished scholarly achievement and administrative accomplishment to act as the senior academic officer of the College of Nursing. The Dean will be responsible for providing visionary and innovative leadership to a dynamic and engaged College. The Dean will generate resources in support of its mission, manage its operations, exercise plenary authority over its programs and budget, and work with the core constituencies of the College in the pursuit of advancing the research, teaching, and service traditions of the College.

The Dean provides innovative, visionary, ethical, and strategic leadership of the College, and will be responsible for the management of the College of Nursing including, but not limited to, efforts that:

- **Strengthen the Research Programs in the College.** Because many research opportunities are sponsored by outside agencies, the Dean is expected to lead and incentivize grant-related initiatives in the College. The Dean is expected to exercise oversight and leadership over the recruitment and development of faculty who can give the College national visibility in the research literature and produce well-prepared graduate students for research careers.

- **Strengthen the Academic Programs in the College.** The Dean is expected to provide visionary leadership and innovative ideas for the assessment and advancement of undergraduate and graduate nursing education.

- **Exercise Sound Financial Decisions.** The Dean is expected to understand the financial complexities of staffing, grant procurement, academic programming, and infrastructure maintenance and development aligned with a public university’s structure. This includes managing resources wisely, maintaining sound budgetary practices, and allocating resources to the greatest benefit of the College.

- **Increase Fundraising Capacity.** The Dean is expected to dedicate significant time and energy to raising funds in order to yield new resources and opportunities for the College from private philanthropic sources and public support.

- **Enhance the Diversity in the College.** The Dean sets the tone for building a welcoming and inclusive environment that reinforces equal opportunity and social justice. The Dean will strengthen efforts to enhance or expand the diversity of the faculty, staff, and student body in persons and perspectives. The Dean is also expected to uphold diversity as central to the College’s research, teaching, and service mission.

- **Maintain Partnerships across the University.** The Dean is expected to continue to work collaboratively with academic leaders from other University of Iowa Colleges, Academic offices, and the University of Iowa Hospitals and Clinics (UIHC). UIHC is a 746-bed quaternary care facility that includes the new state-of-the-art University of Iowa Stead Family Children’s Hospital. The College and UIHC have a strong working
relationship which provides clinical education, research collaboration, and multidisciplinary interactions. The formal collaboration between the College and UIHC Department of Nursing was awarded the 2015 American Association Colleges of Nursing Academic-Practice Partnership Award.

- **Develop Community Partnerships and Promote Advocacy.** The Dean is expected to take the lead in the development of key partnerships with the College including teaching, research, clinical, and service connections. Moreover, it is expected that the Dean will engage legislators, community, and business leaders as needs dictate.

**Competencies for Success**

An effective Dean inspires confidence, motivates others for engagement and innovation, addresses conflict constructively and fairly, is visible to the student body, and assembles a strong internal leadership team. The Search Committee has identified the following as essential professional qualifications for the successful candidate:

- **Academic Accomplishment.** The Dean should be an individual of distinguished academic accomplishment commensurate with an appointment at the rank of Tenured Professor in the College of Nursing.

- **Academic Leadership.** The Dean should bring demonstrated success with the development of excellent educational and research programs. This includes having the expertise to work with accrediting agencies; using innovative strategies to improve on instruction, professional practice, undergraduate and graduate education, and executing a successful program of research. Leadership experience at the collegiate level, including shared governance, is desirable.

- **Fundraising Skills.** The Dean should have the willingness and disposition to serve as the primary fundraiser and the vision to conceive of new funding opportunities that benefit the College.

- **Management Experience.** The Dean should have the expertise and experience to manage the personnel and administrative complexities of a comprehensive college of nursing across its research, teaching, clinical, and service missions.

- **Financial Expertise.** The Dean should have experience with and understanding of financial management with a focus on building strong academic programs, rewarding excellence, and providing the College with a sound financial foundation.

- **Communication Skills.** The Dean should have the ability to communicate persuasively and respectfully with faculty, staff and students and with the various constituencies of the College. The Dean serves as ambassador, and as such must articulate clearly the mission and accomplishments of the College to parties within and external to the University community.

- **Diversity Advocacy.** The Dean should have experience addressing diversity and cultural competence initiatives that advance research, teaching, clinical, and service traditions of the College. The Dean should have the ability to work with diverse colleagues and populations across rank, discipline, and networks and be committed to support the continuous integration of diversity efforts that advance the awareness,
attitude, knowledge, and skills of faculty, staff, students and alumni.

- **Coalition Building.** The Dean should have the expertise and experience needed to develop partnerships and outreach programs with academic institutions, health systems, businesses, and related entities. Such collaborations should advance the College in its research, teaching, clinical, and service missions.

- **Innovative Administrator.** As the senior academic leader, the Dean should promote creative approaches, such as advanced technologies, interprofessional education, team science, and professional best practices, to address challenging problems.

**Qualifications Checklist**

**Required**
- Eligible for licensure as a registered nurse in Iowa
- Terminal degree
- Eligible for appointment to full Tenured Professor
- Demonstrated managerial competencies to oversee a comprehensive College of Nursing
- Clear communication competencies
- Demonstrated commitment to diversity
- Knowledgeable of challenges to 21st century healthcare and higher education
- Commitment to mentoring faculty in successful careers

**Desired**
- Evidence of innovative approaches to problem solving
- Successful record of securing external funding
- Commitment to engage both internal and external constituencies
- Commitment to shared governance
- Clinical practice experience

To apply, refer to: [http://jobs.uiowa.edu](http://jobs.uiowa.edu) and enter **Requisition #70280** to upload your CV, cover letter, and the names of five references. **The cover letter should include a vision statement of no more than 1500 words.**

_The University of Iowa is an equal opportunity/affirmative action employer. All qualified applicants are encouraged to apply and will received consideration for employment free from discrimination on the basis of race, creed, color, national origin, age, sex, pregnancy, sexual orientation, gender identity, genetic information, religion, associational preference, status as a qualified individual with a disability, or status as a protected veteran._