



**Invitation to Apply:
The Pennsylvania State University
Dean of the College of Nursing**

THE SEARCH

The Pennsylvania State University (Penn State) seeks a dynamic and visionary leader to become Dean of the College of Nursing (CoN). Penn State is the land-grant university of the Commonwealth of Pennsylvania, comprising the University Park campus (its administrative hub) and 23 other campuses throughout the state. Reporting directly to the Executive Vice President and Provost, the Dean is the chief executive officer of the CoN and is responsible for its effective administration and for representing the CoN at the national level and providing leadership to the profession. The Dean will build upon the College's strengths to provide exceptional undergraduate and graduate educational experiences; recruit, develop, and retain outstanding faculty; and promote faculty-driven scholarly and creative endeavors that advance the size, scope, and impact of the enterprise on the state and region.

THE COLLEGE

The CoN is the newest college at Penn State, having been established by the Board of Trustees in September 2013. Although the College is new, Penn State has a 50-year history of excellence in the education of nursing students on which to build for the future.

The CoN features a complete range of educational programs in nursing, serving approximately 2,100 full-time undergraduate and graduate students at 12 campuses in Pennsylvania and online through Penn State's World Campus (see details on pages 5-6).

U.S. News & World Report ranked Penn State's master's degree programs in Nursing among the top 20 nationwide in its 2017 list of "Best Nursing Programs." An online doctor of nursing practice (D.N.P.) program in nursing leadership is the first doctoral degree offered through the University's World Campus.

The College has an annual recurring budget of approximately \$4.8 million. The CoN's robust research enterprise spans areas such as palliative and end-of-life care, geriatrics, dementia and delirium in older adults, child and adolescent health, and organizational change in complex systems.

The College is home to the Center of Geriatric Nursing Excellence, established in 2007 as one of seven centers of excellence selected and funded by the John A. Hartford Foundation.

Interdisciplinary opportunities exist with the Colleges of Health and Human Development, Engineering, Information Sciences and Technology, Education, Arts and Architecture, and Medicine, as well as several academic centers within the University, including the Child Maltreatment Solutions Network. In addition, the CoN is a co-leader of the Penn State Clinical and Translational Science Institute.

QUALIFICATIONS

The essential knowledge, skills, and experience for an individual in this position include:

- Earned doctorate in nursing or a related discipline
- Experience and credentials appropriate for a tenured appointment at the rank of Professor
- Personal attributes consistent with being an effective leader in an interdisciplinary research university
- Ability to inspire students to expand their knowledge and understanding of their impact in a multicultural, global society
- Commitment to high-quality disciplinary and interdisciplinary education and research
- Demonstrated effectiveness working in a diverse, multicultural environment
- Familiarity with national issues affecting graduate and undergraduate nursing education
- Prior leadership experience with responsibility for strategic management of personnel, programs, and resources
- Demonstrated focus on collaboration, collegiality, professionalism, and teamwork
- Track record of innovation that will continue to advance the CoN's scholarly enterprise, including grants, publications, and research, while maintaining excellence in educating the next generation of practitioners
- Ability to foster collaboration within the CoN and with academic programs throughout the University, especially to advance the research enterprise, interprofessional education, and programs that serve the Commonwealth of Pennsylvania
- Well-developed written and verbal communication skills that support advocacy for the College within the University, the community, and beyond
- Current Pennsylvania registered nursing license or eligibility for licensure
- Unquestioned integrity, as well as an ability to quickly form strong relationships with key stakeholders
- Ability to build and sustain relationships with external stakeholders, including alumni, volunteers, donors, and members of the profession

RESPONSIBILITIES OF THE POSITION

- Effectively lead and manage a cutting-edge, rapidly growing academic unit in a multidisciplinary and highly interdisciplinary research university
- Work closely with Commonwealth Campus academic administrators to oversee the baccalaureate nursing programs at Penn State's campuses outside of University Park
- Enhance the College's profile, reputation, and visibility within the University community and the broader community, locally to internationally
- Foster innovative initiatives within the College, involving faculty, alumni, students, deans, and chancellors of the other academic units, directors of other centers of excellence, University leadership, and other key stakeholders
- Prioritize outreach and development for the College, helping to achieve the College's goal for its current fundraising campaign, *A Greater Penn State for 21st Century Excellence*, and forging strong long-term ties with individual and institutional donors and strategic partners through ongoing relationship stewardship
- Support the College's commitment to diversity and service to underserved populations
- Formulate and implement programs to further faculty and staff recruitment, retention, and development
- Oversee formulation and implementation of strategic plans for the College
- Support high-quality teaching, research, and creative and professional activities
- Foster academic planning and innovative curricular and scholarly development
- Ensure effective management of financial resources, including budget planning and stewardship
- Foster strong academic relationships with students
- Support the College's efforts to educate the health care workforce for the Commonwealth of Pennsylvania

TO APPLY:

The executive search firm, *The Hollander Group*, has been retained to assist the University with this search. The Search Committee for the Dean of the College of Nursing position will review applications, beginning immediately, and will continue to do so until the position is filled. Please send CV with cover letter in strict confidence, **via email**:

Principals: Ms. Sharon M. Flynn Hollander and/or Dr. Clifford R. Hollander

Email: info@thehollandergroup.net

Phone: 202.270.8772 or 202.486.9097

Website: http://www.thehollandergroup.net/exec_search.htm

The Pennsylvania State University is committed to and accountable for advancing diversity, equity, and inclusion in all of its forms. We embrace individual uniqueness, foster a culture of inclusive excellence that supports both broad and specific diversity initiatives, leverage the educational and institutional benefits of diversity, and engage all individuals to help them thrive. We value inclusive excellence as a core strength and an essential element of our public service mission.

ABOUT THE PENNSYLVANIA STATE UNIVERSITY

As Pennsylvania's only land-grant university, Penn State has a broad mission of teaching, research, and public service. The University was chartered by the Commonwealth in 1855 as one of the nation's first colleges of agricultural science, with a goal to apply scientific principles to farming.

Penn State began offering systematic advanced-degree programs in 1922 with the formation of the Graduate School, and graduate education and research evolved hand in hand. By 1950, the University had won international distinction for investigations in dairy science, building insulation, diesel engines, acoustics, and other specialized fields.

A College of Medicine and teaching hospital were established in 1967 with a \$50 million gift from the charitable trusts of chocolate magnate Milton S. Hershey. In 1989, the Pennsylvania College of Technology in Williamsport became an affiliate of the University. Penn State has two distinct, accredited law schools in Pennsylvania: Dickinson Law in Carlisle and Penn State Law in University Park. Penn State's online World Campus graduated its first students in 2000 and now enrolls nearly 18,000 learners annually.

Today, Penn State has 24 campuses in Pennsylvania, approximately 17,000 faculty and staff, nearly 100,000 students, a research enterprise with more than \$835 million in annual expenditures, and a teaching hospital that has more than 1 million patient visits each year.

ABOUT THE COLLEGE OF NURSING

The College of Nursing (CoN) takes great pride in its student-centered environment. Low student-to-faculty ratios allow students to develop strong, supportive relationships with professors and one another.

Core CoN Values

- **Integrity, Civility, and Respect**: We value honesty and strong moral principles in practice, academics, and research. We demand respect for others in all of our interactions with others, regardless of our differences.
- **Community**: We value the integrity of groups of people with shared interests or goals—our college is a “community of scholars” and we engage with many other communities across our programs of study and research.
- **Collaboration**: We value bringing multiple perspectives or multiple voices to our thinking by working with other organizations and interdisciplinary colleagues.
- **Leadership**: We know that education is not only about learning new content or skills; it is also about learning how to influence change by leading others to reach shared goals.
- **Innovation**: We value the capacity to think differently, to devise new solutions to old issues. Our programs spur you to think creatively, to explore and test new solutions.
- **Excellence**: Our community of scholars strives to be outstanding—not just good, but *outstanding*.

- Unity: As is evident on our website, we are one College of Nursing, geographically dispersed across multiple campuses and online destinations.

CoN Mission

The mission of the College of Nursing is to improve the health of all people in the Commonwealth of Pennsylvania, the nation, and the world through the development of qualified nurse leaders at all levels of practice, the development of nursing science related to health and health care, and the provision of nursing care to individuals, families, and communities. This mission will be accomplished through the integrated programs of nursing education, research, scholarship, and outreach.

CoN Strategic Plan

CoN's [Strategic Plan for 2014-2019](#) is posted on the College's website.

CoN Academic Degree Programs

The College of Nursing features a complete range of educational programs in nursing.

The [baccalaureate degree](#) program has three options for study: the [B.S.N.](#), for those students who are entering the four-year program of study for an initial professional degree, the [Second Degree option](#) for those who already have a bachelor's degree in another field, and the [RN to B.S.N.](#) for RNs who wish to complete the B.S.N. degree.

The master's programs include an [M.S.N. program](#) with five options for advanced nursing roles. Two options—[Nurse Administrator and Nurse Educator](#)—are offered fully online through [Penn State World Campus](#). There is also a [B.S.N.–Ph.D. program](#) that incorporates an M.S. degree as preparation for the Ph.D.

The interdisciplinary [Ph.D. program](#) in Nursing and [dual-title Ph.D. in Nursing and Bioethics](#) are designed to develop clinical scholars, faculty, and researchers who can teach and provide leadership through scientific inquiry and innovative practice.

The [D.N.P. program](#) prepares nurse leaders for the highest level of clinical nursing practice. Offered online through the [Penn State World Campus](#), the program also requires three in-person intensives.

Select CoN degree programs are offered at campus locations across the state.



CoN Accreditation

The College of Nursing is approved by the [Pennsylvania State Board of Nursing](#). The baccalaureate, master's, certificate, and D.N.P. programs are accredited by the [Commission on Collegiate Nursing Education](#) (CCNE). The next scheduled accreditation cycle for these programs is set for a site visit in 2020.

CoN Graduate Program Funding (U.S. Health Resources and Services Administration (HRSA))

The College of Nursing received a \$1.12 million grant from the HRSA to embed interprofessional (IP) competencies into the Nurse Practitioner (NP) program through shared learning experiences between NP students and medical students at the Penn State Milton S. Hershey Medical Center.

Center for Nursing Research

The Center for Nursing Research provides faculty and graduate students with consulting services on quantitative and analytic approaches.

The CoN's Research Office provides an organized infrastructure designed to support graduate research faculty and their interdisciplinary teams throughout the various stages of their projects, from preparing proposals and obtaining funding to disseminating results in peer-reviewed journals and during national and international conferences.

Interdisciplinary collaboration is the hallmark of the CoN's research. Faculty partner with scientists within and beyond Penn State on studies that encompass the human life span.

Grants from many federal and private organizations—including the NIH, the Patient-Centered Outcomes Research Institute (PCORI), the American Lung Association, The Donaghue Foundation, and the Josiah Macy Jr. Foundation—support the work of CoN researchers.

Research Nurse Initiative

The Research Nurse Initiative (RNI) is a collaborative of clinical nursing faculty from Penn State campuses who have been trained as research nurses. These professional nurses are engaged with numerous clinical and community agencies through their clinical and teaching experiences.

Center of Geriatric Nursing Excellence

The Center of Geriatric Nursing Excellence at Penn State is a community of nurse educators, clinicians, and researchers whose leadership is improving health care for older adults in America. Housed within the College of Nursing, the Center was established in 2007 with a mission to prepare a growing number of nurse educators who possess both the passion and the expertise to forge the future of gerontological nursing education and practice. Consistent with this mission, the Geriatric Center offers state-of-the-art graduate programs in gerontological nursing education and research.

Through the College of Nursing, the Centre of Geriatric Nursing Excellence offers several programs:

- Graduate Degree Programs
 - Ph.D. Program: Prepares nurses to teach at the *graduate* level and to enrich the body of gerontological knowledge that will define the future of nursing care.
 - M.S. Program: Prepares nurses to teach at the *undergraduate* level and to disseminate gerontological nursing knowledge across diverse practice settings.

Fully Online Post-Master’s Certificate Program in Geriatric Nursing Education: Helps current nurse educators to retool their knowledge base, consistent with the growing need for gerontology expert nurse teachers and clinicians, especially in rural areas.

CoN Faculty Profile

During the 2016-17 academic year, the College had 123 faculty members across the Penn State campuses that offer academic nursing programs.

CoN Student Profile

During the 2016-17 academic year, the College had 2,122 students enrolled in the various academic nursing programs on Penn State campuses.

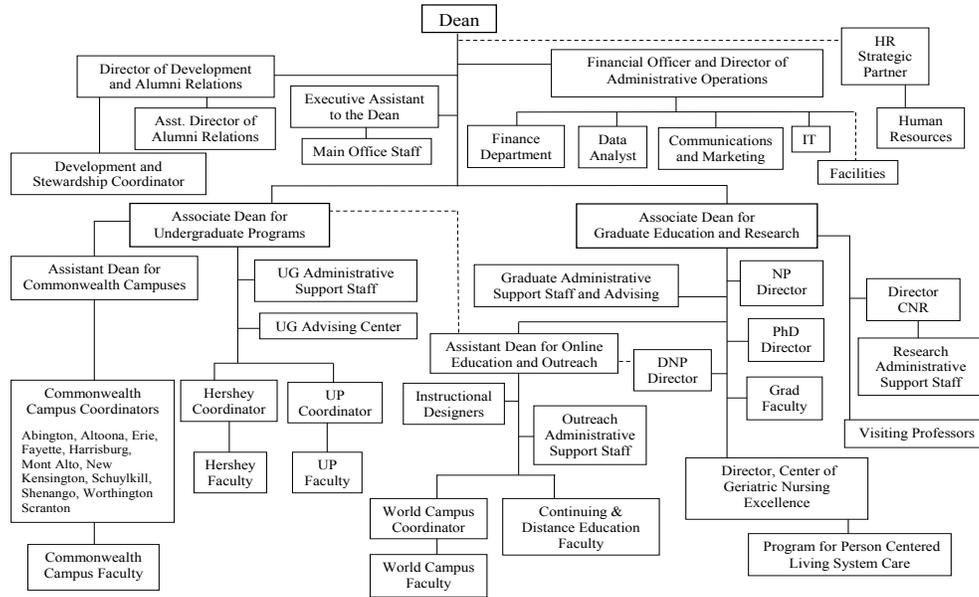
Program	# of Students Enrolled
B.S.N. Degree:	
Traditional	1,129
Second Degree	122
RN-B.S.N.	683
Master’s Degree – all 3 programs	143
Doctoral Degree	
Ph.D. Degree	13
D.N.P. Degree	32
Total	2,122

CoN Staff Profile

The College’s faculty and students receive support from more than 50 staff members whose responsibilities span a wide range of administrative, advising and ancillary functions.

APPENDIX A: COLLEGE OF NURSING ORGANIZATION CHART (July 2017)

Organizational Chart: The Pennsylvania State University College of Nursing



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