



**An Invitation to Apply:
University of North Dakota
Associate Dean for Research
College of Nursing and Professional Disciplines**

THE SEARCH

The University of North Dakota seeks a dynamic and visionary leader to become the Associate Dean for Research (ADR) for the College of Nursing and Professional Disciplines (CNPD), which is comprised of the Departments of (i) Nursing, (ii) Nutrition and Dietetics and (iii) Social Work. The ADR collaborates with the Dean to advance the College of Nursing and Professional Disciplines strategic plan and provides leadership for research and scholarship activities. The ADR works with faculty, staff, and students in the development of research and scholarship projects, funding support and dissemination of research findings. This person facilitates and promotes collaborative research and scholarship relationships with interprofessional teams, agencies, and practitioners with varied research expertise.

This administrative appointment will be for 12 months, and will constitute 75 percent of the appointee's workload. The remaining 25 percent may include any or all of teaching, research, and service responsibilities.

The Associate Dean for Research reports directly to the Dean of the College.

REQUIRED QUALIFICATIONS:

1. Earned research doctoral degree in nursing, nutrition, social work, or related field.
2. Demonstrated record of scholarship through research and publication.
3. Ability to develop and lead interdisciplinary research teams, programs, and projects.
4. Successful experience in obtaining and administering extramural funding for research.
5. Experience mentoring others in research and scholarship.

RESPONSIBILITIES:

1. Promote a climate that rewards scholarship and research productivity.
2. Facilitate collaborative research relationships with culturally diverse, rural and other underserved communities and health care agencies.
3. Facilitate opportunities for increasing student and faculty knowledge and skills in research and scholarship, across all levels, ranks, and departments.
4. Mentor tenure track faculty in development, implementation, and advancement of their program of research.
5. Provide all research faculty support in refining or developing research initiatives that will lead to external funding and publication.
6. Seek resources for the enhancement of support for research and scholarly activities within the College. Collaborate in the development of research and other grant preparation.
7. Promote faculty leadership in multidisciplinary and interdisciplinary research collaborations.
8. Enhance professional growth and research expertise of faculty through a mentorship program and professional development.
9. Promote the building of nationally recognized centers of research excellence within the College.
10. Supervise and evaluate support staff assigned to the Office of Research and Grants Management.
11. Serve as a member of the Dean's Administrative Team with Chairpersons and Associate Dean.
12. Serve as College representative to the Associate Deans for Research committee and other related committees at the University level.

Evaluation of the faculty role is conducted through the usual processes. Evaluation of the role of Associate Dean of Research will be completed annually by the Dean, with input solicited from faculty and appropriate others.

TO APPLY:

The Search Committee for the Associate Dean for Research of the College of Nursing and Professional Disciplines will review applications beginning immediately, and will continue to do so until the position is filled. Please send CV with cover letter, **via email**:

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

Website: *The Hollander Group*

Email: info@thehollandergroup.net

Phone: 202-270-8772 or 202-486-9097

~The University of North Dakota is an equal opportunity/affirmative action employer. This search is being conducted consistent with the State of North Dakota Open Records statutes. ~

ABOUT THE UNIVERSITY OF NORTH DAKOTA

The University of North Dakota (UND), the state's leading university and one of the nation's premier regional public research universities, is at an exciting crossroads in its 130-year history. Major growth and positive change are the hallmarks of this new era – externally sponsored research has expanded and is now more than \$100 million annually; enrollment has increased to over 15,000 students; and a \$300 million capital campaign has recently concluded. UND also features an award-winning Essential Studies program, and an innovative strategic roadmap, “Exceptional UND”, points the way to a vibrant future.

UND boasts more than 3,000 courses, nearly 40 online degree programs and 84 graduate education programs. The University's student body represents all 50 states and more than 60 countries. UND is a flagship research university with research and scholarship emphases spanning the health sciences, energy and the environment, aeronautics and aerospace disciplines. The University's innovative strategic vision, *Exceptional UND*, (see <http://und.edu/provost/exceptional-und/index.cfm>) lays out a visionary roadmap outlining five strategic priorities.

ABOUT THE COLLEGE OF NURSING AND PROFESSIONAL DISCIPLINES

The College of Nursing & Professional Disciplines (CNPD) is at the forefront of providing innovative inter-professional education in healthcare and human services. The CNPD prepares future leaders to advance human well-being and improve the quality of life, with an emphasis on rural communities and diverse populations. The College's academic programs focus upon preparing students for a broad range of professional roles spanning education, research, clinical practice, leadership, administration, policy and advocacy. Where appropriate, the programs aim to be interprofessional and forward-looking in alignment with national trends. Total current CNPD student enrollment comprises 1,111 undergraduate students and 406 graduate students.

The CNPD has three departments with 50 FTE faculty and 62 part-time faculty, and offers four undergraduate, seven master's, 1 DNP and 1 PhD track in Nursing; two undergraduate programs and one graduate program in Nutrition & Dietetics; and one undergraduate degree and three master's tracks in Social Work. The CNPD has 347 clinical affiliation agreements with numerous community, public health, and industry organizations. The CNPD has an annual budget of over \$10.4 million dollars and employs over 200 individuals.

The College is home to the Recruitment/Retention of American Indians into Nursing (RAIN) Program, which has graduated the most American Indian nurses in the U.S., the Clinical Resource and Simulation Center, a distinctive teaching and learning environment directed toward advancing human well-being and improving the safety and quality of patient care, and the Children and Family Services Training Center (CFSTC), the primary training agency for child welfare services in North Dakota. Additional information about the CNPD can be found at <http://nursing.und.edu/>.

CNPD Mission Statement:

The mission of the College of Nursing and Professional Disciplines (CNPD) is to prepare future leaders, to advance human well-being and improve quality of life for diverse populations, with an emphasis on rural communities in North Dakota, the region and beyond, through the provision of high-quality innovative inter-professional education, research and service.

CNPD Vision Statement:

CNPD will lead the state and nation, and influence the world through the impact of our research, educational programs and practice innovations on health and human services.

CNPD Core Values:

The College of Nursing and Professional Disciplines believes in empowerment of students, individuals, and communities. Scholarly investigation, practice, and service are the foundations of our professions. The College has a commitment to excellence through creative partnerships, and is accountable to the people we serve. CNPD values:

- Diversity
- Community Engagement and Empowerment
- Discovery and Scholarship
- Professionalism
- Excellence

CNPD Goals:

- Facilitate collaboration and expand UND's presence by conducting meaningful scholarly activity that impacts the health and well being of individuals and communities in the state of North Dakota, regionally, nationally and globally.
- Empower communities and enhance quality of life through exceptional service efforts facilitated by faculty, staff, students, and alumni.
- Encourage gathering of students, faculty, staff, and alumni in ways that build a meaningful sense of connection with and belonging to the College, its departments, and UND.
- Enrich the student experience in ways that prepare culturally and environmentally responsive students to be ethical global citizens and leaders, to think critically, to translate evidence into practice, and to

maintain a commitment to lifelong learning through inter-professional inquiry, education and service.

Academic Programs

Nursing

Undergraduate Programs

The undergraduate program offers four different pathways for prospective students to receive a nursing degree:

- Traditional Track: typically filled with students who come to UND as freshmen or transfer students without a previous bachelor's degree or RN license. Courses are completed on-campus with clinical experiences in the region.
- Accelerated or BAC-2 Track: A bachelor's degree in a field other than nursing is required. Once admitted to the program, students complete nursing courses in four academic terms - three semesters and a summer. Students are required to attend on campus and clinical rotations are completed in the region.
- LPN to BSN Track: Students who are licensed practical nurses may complete prerequisites and apply for admission to the traditional on campus nursing program, with a modified schedule.
- RN to BSN Track: Students who are registered nurses with a diploma or associate degree in nursing and who wish to attain a BSN may apply to this program. Courses are completed online utilizing distance education technology.

Masters Programs

The advanced practice programs include the nurse practitioner programs in Family, Adult-Gerontology and Psychiatric-Mental Health NP. These programs are offered as distance programs using asynchronous/synchronous blended learning methods. The Adult-Gerontology CNS program is a campus-based program as is the Certified Registered Nurse Anesthetist program. Other master's offerings include the MS Nurse Educator track, which focuses on preparing the level one nurse educator to meet the need of regional constituencies. The MS Advanced Public Health Nurse track focuses on preparing public health nurses to lead the public health systems of care in the region.

Doctoral Programs

- Doctor of Nursing Practice (DNP) Program
The DNP program seeks to provide advanced practice nurses with a practice doctorate and the expertise to become strong clinical leaders who will improve health outcomes for individuals and families with an added focus on the care of rural and vulnerable populations. The first cohort of DNP students was admitted in Fall 2013. The DNP is currently a post-master's program open to NPs, CNSs, clinical nurse midwives (CNMs)

and Certified Registered Nurse Anesthetists (CRNAs). There are plans to expand the program to have a post-baccalaureate option.

- PhD in Nursing Program

The PhD in nursing leads to a research focused doctoral degree in nursing, including research in rural health.

Recruitment/Retention of American Indians into Nursing (RAIN) Program

The CNPD is also home to the Recruitment/Retention of American Indians into Nursing (RAIN) program. Started in 1990, the RAIN program was one of four projects funded under Section 112 of the Indian Health Care Improvement Act, through the IHS Division of Nursing to increase the number of nurses prepared to provide health care to Indian people. Through 2011, the RAIN Program has graduated 167 American Indian nurses with their BSN and 43 American Indian nurses with their MS. Overall, UND has awarded 207 nursing degrees to American Indians. Five American Indian graduates have earned a PhDs in Nursing. RAIN Program grant funding from federal agencies has yielded over \$7.8 million dollars.

Nutrition and Dietetics

The Department of Nutrition and Dietetics offers two majors and a minor. Students graduate with either a Bachelor of Science in Community Nutrition or a Bachelor of Science in Dietetics. The Community Nutrition major meets the requirements to become a Licensed Nutritionist (LN) in North Dakota upon graduation. Dietetics majors complete a coordinated program that encompasses both the academic requirements and the experiential training required before graduates may take the national credentialing examination required to become a Registered Dietitian (RD).

Undergraduate Programs

- Community Nutrition Major:

The major in community nutrition is designed to enable students to develop a thorough understanding of nutrition and the ability to communicate those principles to the public. The focus of the major is achieving and maintaining health, emphasizing changing nutritional needs throughout life. Graduates work cooperatively with other professionals in improving the overall health of individuals and communities.

- Coordinated Program in Dietetics (Major):

The Coordinated Program in Dietetics (CP) at the University of North Dakota has been producing outstanding dietetics professionals over more than 35 years. As registered dietitians, students will be qualified to work in a variety of health care, industry, and community settings.

- Nutrition Minor:
The nutrition minor complements many other disciplines. Students majoring in nursing, exercise science, public health education, athletic training and other health fields find connections between their primary interest area and nutrition. Other students in communication or English may see themselves using their nutrition minor as the basis for a journalism or broadcasting focus.

Graduate Program

- Master of Science in Nutrition program:
The mission of the Master of Science (MS) in Nutrition program is to prepare graduates for leadership roles that address nutrition problems, develop solutions, and measure impacts. The Master's program with a specialization in Nutrition Education and Counseling began August 2015 and is the first graduate program for the Department of Nutrition and Dietetics. The program is a part-time, distance program designed to meet the needs of working professionals who desire advanced practice and research skills in the areas of nutrition education and counseling.

Social Work

Social Work courses at UND were first offered in 1905 with the Social Work Program formally established in 1939. The undergraduate program in Social Work, offering a Bachelor's of Science in Social Work (BSSW) degree, has been accredited since 1974, when undergraduate accreditation first began. The MSW program was established in 1989 and was fully accredited early in 1993. The Department has a strong distance-learning program, which was established in 1989, for place-bound students.

Undergraduate Programs

- Bachelor of Science in Social Work Program:
The BSSW program provides students with the knowledge, values and skills for generalist social work with an emphasis upon culturally responsive practice in rural communities. The program prepares students for service, leadership and continued growth within the community and within the social work profession.
- Gerontology Minor:
The Interdisciplinary minor in gerontology enhances professionals' capacity to work with older person. It requires five courses in four disciplines. Students select another 6 credits to earn 21 credits in coursework related to gerontology.

- Chemical Dependency Minor:
This program offers two options:
 - Addiction Counselor Training Program
 - BSSW Second Degree Program

Graduate Programs

- Master of Science in Social Work (MSW): On Campus Concentration (2nd Year) and Distance Foundation (1st Year) and Concentration (2nd Year)
The MSW Program offers advanced generalist curriculum that prepares students to practice competently in a variety of settings and across practice levels. Upon completion of this program, the student will have earned an MSW degree.

Accreditation

All Departments in the College of Nursing and Professional Disciplines are accredited.

- The Department of Nursing is accredited by the North Dakota Board of Nursing and the Commission of Collegiate Nursing Education (CCNE). The Baccalaureate and Masters level nursing programs received the maximum 10-year accreditation from CCNE in 2010. And the baccalaureate and masters level nursing programs received the maximum 5-year accreditation from the North Dakota Board of Nursing in 2010. Additionally, the nurse anesthesia graduate program also received the maximum 10-year accreditation from the Council on Accreditation of Nurse Anesthesia program in 2010. The DNP program will seek initial CCNE accreditation in 2015.
- The Department of Nutrition & Dietetics is accredited by Accreditation Council for Education in Nutrition and Dietetics (ACEND). The Department's programs received the maximum 10-year accreditation in 2011 through 2021. Per ACEND requirements, a midpoint Program Assessment Report (PAR) will be submitted in 2016.
- The Department of Social Work is accredited by Council of Social Work Education (CSWE). The Department's BSSW and MSW programs were reaffirmed in 2014 for the maximum 8-year period until 2022.

Faculty Profile

Department	# of Faculty
Nursing	28 Full Time (5 Tenured/Tenure Track, 23 Clinical Track), 43 Part Time
Nutrition and Dietetics	2 Full Time (1 Tenured, 1 Tenure Track, 1 open TT recruitment, 2 Clinical Track, 3 adjunct)
Social Work	17 Full Time (9 Tenured/Tenure Track, 8 Clinical)

Student Profile

Department/Program	# of Students Enrolled
Nursing Programs:	1,050
Undergraduate, including Pre-Nursing	817
Pre-Nursing	514
Nursing (Traditional BSN, Accelerated/BAC2, RN-BSN)	303
<u>Graduate</u>	233
Masters (MSN)	
FNP	67
Nurse Anesthesia	35
Advanced Public Health Nursing	15
Adult-Gerontology NP	30
Psych-Mental Health NP	37
Nursing Education	19
<u>Doctoral</u>	27
DNP	9
PhD	20
Nutrition and Dietetics Programs:	130
<u>Undergraduate</u>	124
Pre-Dietetics/Dietetics	77
Community Nutrition	29
Nutrition minor	18
<u>Graduate</u>	6
MS Nutrition	6
Social Work Programs:	337
<u>Undergraduate (BSW)</u>	170 (17 distance/online)
<u>Graduate (MSW)</u>	167 (125 Online)

Staff Profile

The College employs 47 staff members, 23 graduate assistants and 26 student employees.

Existing Funded Research

<p>Project:</p> <p>Project PI:</p> <p>Funding Agency:</p> <p>Project Purpose:</p>	<p>Advanced Public Health Nurse Specialization</p> <p>Tracy Evanson, Nursing</p> <p>Health Resources and Services Administration</p> <p>Recruit, mentor, and support American Indian nurses and nurses from other disadvantaged backgrounds in the APHN program, thereby increasing the number of APHN graduates who will serve American Indian and other underserved populations. As well as, potentially increasing the number clinical faculty prepared to teach public health nursing.</p>
<p>Project:</p> <p>Project PI:</p> <p>Funding Agency:</p> <p>Project Purpose:</p>	<p>Nurse Anesthetist Traineeship Program</p> <p>Kevin Buettner, Nursing</p> <p>Health Resources and Services Administration</p> <p>The purpose of this project is to prepare registered nurses as Certified Registered Nurse Anesthetists (CRNAs) for advanced nursing practice roles through the provision of substantial financial assistance, primarily tuition support, to qualified full-time nursing students who are enrolled in the nurse anesthesia track at the CNPD.</p>
<p>Project:</p> <p>Project PI:</p> <p>Funding Agency:</p> <p>Project Purpose:</p>	<p>RAIN-Quentin N. Burdick American Indians Into Nursing</p> <p>Gayle Roux, Nursing</p> <p>Indian Health Services</p> <p>RAIN (Recruitment/Retention of American Indians Into Nursing) Program is a nationally-recognized program whose purpose is to identify, recruit and retain American Indians (AI) and Alaska Natives (AN) into nursing. Emphasis is placed on prospective students at all levels, including high school, LPN, AD/RN, Diploma RN and BSN graduates. RAIN has developed a comprehensive approach of mentoring AI/AN students which reduces attrition and improves graduation rates. The Program has developed a model which provides students a sense of belonging; academic supports which include two Nurse Mentors, a Writing Mentor and advisement provided by a culturally competent staff. This model has proven successful and many of the program graduates are providing health care in their AI</p>

	communities and are role models.
Project: Project PI: Funding Agency: Project Purpose:	RAIN-Nursing Workforce Diversity Gayle Roux, Nursing Health Resources and Services Administration RAIN (Recruitment/Retention of American Indians Into Nursing) Program is a nationally-recognized program whose purpose is to identify, recruit and retain American Indians (AI) and Alaska Natives (AN) into nursing. Emphasis is placed on prospective students at all levels, including high school, LPN, AD/RN, Diploma RN and BSN graduates. RAIN has developed a comprehensive approach of mentoring AI/AN students which reduces attrition and improves graduation rates. The Program has developed a model which provides students a sense of belonging; academic supports which include two Nurse Mentors, a Writing Mentor and advisement provided by a culturally competent staff. This model has proven successful and many of the program graduates are providing health care in their AI communities and are role models.
Project: Project PI: Funding Agency: Project Purpose:	RAIN-Next Steps Gayle Roux, Nursing Cankdeska Cikana Community College RAIN (Recruitment/Retention of American Indians Into Nursing) Program is a nationally-recognized program whose purpose is to identify, recruit and retain American Indians (AI) and Alaska Natives (AN) into nursing. Emphasis is placed on prospective students at all levels, including high school, LPN, AD/RN, Diploma RN and BSN graduates. RAIN has developed a comprehensive approach of mentoring AI/AN students which reduces attrition and improves graduation rates. The Program has developed a model which provides students a sense of belonging; academic supports which include two Nurse Mentors, a Writing Mentor and advisement provided by a culturally competent staff. This model has proven successful and many of the program graduates are providing health care in their AI communities and are role models.
Project: Project PI:	Indian Child Welfare Act (ICWA) Study, Audit, and Training Melanie Sage, Social Work

Funding Agency:	North Dakota Supreme Court System
Project Purpose:	The proposed audit will assess statewide ICWA compliance.
Project:	Human Factors in Aerospace Research
Project PI:	Glenda Lindseth, Nursing
Funding Agency:	U.S. Department of Defense
Project Purpose:	To examine the effects of dietary tryptophan on mood, cognition, and depression in a population of pilots.
Project:	Diabetic Foot Ulcer Study
Project PI:	Patricia Thompson, Nursing
Funding Agency:	DermaSciences
Project Purpose:	The purpose of this prospective clinical trial is to compare healing rates between two treatment modalities in patients with diabetic foot ulcers in an ambulatory wound care clinic.
Project:	Interprofessional Training & Dissemination of SBIRT in ND
Project PI:	Christine Harsell, Nursing
Funding Agency:	Substance Abuse and Mental Health Services Administration
Project Purpose:	The overall purpose of this project is to increase access, availability, prevention and treatment of substance abuse in North Dakota. The interprofessional approach to this project will enhance interprofessional understanding and collaboration among providers during substance abuse identification and treatment. Most importantly, this project will focus heavily on outreach and sustainability efforts in order to provide SBIRT training to areas in the state where it is needed most. Disseminating SBIRT training will help to improve prevention strategies, increase the rate at which substance abuse is diagnosed, treated and referred, decrease the incidence of and associated morbidity/mortality related to substance abuse, and decrease overall health care costs.
Project:	Weatherization Evaluation Project
Project PI:	Andrew Quinn, Social Work

Funding Agency:	North Dakota Dept. of Commerce
Project Purpose:	To generate a randomized stratified sample to collect data on the biological and psychological outcomes in relation to having one's home weatherized.
Project:	Training and Evaluation Services for Texas Muslims Women's Foundation Culturally Specific Trauma Services for Families Impacted by Domestic Violence
Project PI:	Dheeshana Jayasundara, Social Work
Funding Agency:	Administration on Children and Families; Texas Muslim Women's Foundation
Project Purpose:	To provide culturally specific trauma training and evaluations services for families impacted by domestic violence.
Project:	Exploratory Research on the Impact of the Growing Oil Industry in North Dakota and Montana on Domestic Violence, Dating Violence, Sexual Assault, and Stalking
Project PI:	Dheeshana Jayasundara, Social Work
Funding Agency:	National Institute of Justice
Project Purpose:	To examine the impact of the Bakken oil development on domestic violence, dating violence, sexual assault, and stalking. The impact of increased interpersonal violence, or perceptions of an increase, will be studied. The findings will help health and human service officials, government officials and policy makers, legal and criminal justice officials, and oil industry executives to develop policies and best practices to address interpersonal violence in the oil patch.
Project:	Two-Community Sexual Assault and Tribal Blueprint of Safety Project
Project PI:	Dheeshana Jayasundara, Social Work
Funding Agency:	Department of Justice; Office on Violence Against Women
Project Purpose:	To increase sexual assault and domestic violence services and training by collaborating with local service provider agencies located on the Spirit Lake reservation/community and the Becker County, MN. The program will augment sexual assault services with trauma informed and culturally specific program approaches and training in partnership with First Nations Women's Alliance.
Project:	Children & Family Services Training Center

Project PI:	Pete Tunseth, Social Work
Funding Agency:	North Dakota Department of Human Services
Project Purpose:	The Children & Family Services Training Center designs and provides training opportunities for child welfare practitioners and foster parents; and serves as a resource center for child welfare training activities.
Project:	Family Based Group Decision Making Evaluation
Project PI:	Melanie Sage, Social Work
Funding Agency:	Administration on Children and Families; The Village Family Service Center
Project Purpose:	This project's aim is to reduce the disproportionate number of American Indian children in county foster care. The project will measure the efficacy of Family Group Decision Making (FGDM) or Family Team Decision Making with American Indian families in seven of the counties which have the highest representation of AIs in North Dakota.
Project:	Recruitment & Retention of Child Welfare Scholars to Meet Critical Workforce Shortages in North Dakota's "Oil Patch"
Project PI:	Carenlee Barkdull, Social Work
Funding Agency:	Administration for Children & Families; The Children's Bureau
Project Purpose:	To recruit and train child welfare scholars to serve in the oil-impacted communities in North Dakota and MHA Nation.