



**An Invitation to Apply:
Wichita State University
Associate Dean of the College of Health Professions
and Chair of the School of Nursing**

THE SEARCH

The Wichita State University School of Nursing (WSUSON) invites applications and nominations for the position of Associate Dean of the College of Health Professions and Chair of the School of Nursing. The Associate Dean/Chair is a vital member of the leadership team of the College of Health Professions who reports directly to the Dean. S/he represents the College within the University and community, maintaining collaborative relationships with the entire College and its external stakeholders. S/he participates in executing the essential operations of the College, and in College-wide strategic planning that is essential to determining and fulfilling the future educational needs of the students. Responsibilities span a broad range of administrative functions within the College, across the University and the community, including operations, admissions, budget, personnel, program assessment/evaluation, interdisciplinary ventures, faculty development, course scheduling, strategic planning and initiatives.

As a member of the College's Leadership Team and Executive Council, the Associate Dean/Chair must be fully engaged in continuously and collaboratively diagnosing, disrupting, and innovating to meet the evolving challenges facing the College.

The selected individual for the Associate Dean/Chair will hold a full-time 12-month, faculty position at the rank of Associate Professor or Professor. Qualifications sufficient for

appointment with tenure is preferred. Rank, salary, and tenure will be commensurate with background and experience.

RESPONSIBILITIES OF THE POSITION

Responsibilities of the Chair (75% time):

- Administers the School of Nursing within the provisions of department, college, and University policies and procedures.
- Oversees an effective governance structure within the department including the creation and use of appropriate committees, processes, policies, and procedures.
- Oversees faculty personnel matters and make recommendations to the dean on hiring, tenure, promotion, academic merit, reassigned time, sabbatical leaves, and other leaves of absence.
- Directs and oversees faculty and staff evaluation and development.
- Provides effective supervision and direction to part-time instructors, graduate students, support staff, and student workers.
- Assigns teaching and other duties within the department consistent with the concept that the appropriate mix of teaching, research or creative work, scholarship, and service may differ from person-to-person, and from time-to-time in the career of an individual faculty colleague.
- Maintains academic standards through the recruitment, mentoring, professional development, and retention of faculty.
- Provides effective leadership and management in the recruitment, advising, learning, development, retention, and timely graduation of students.
- Directs and oversees ongoing activities related to the development and assessment of academic programs and curriculum; and compliance with accreditation standards as appropriate.
- Ensures use and development of changing educational technology in order to maintain the quality and relevant curricula in education and research.
- Responds to student concerns and work with students, faculty, staff, and other University offices to resolve concerns, conflicts, and disputes.
- Administers the financial affairs of the department in accordance with allocations and with University rules and procedures and in order to meet department goals and objectives.
- Oversees custody and authorized use of University property charged to the department and the assignment of department space and facilities to authorized activities in accordance with University policy and regulations.
- Maintains faculty and staff personnel files as well as student advising/program files.
- Establishes effective external relations and programs with constituencies such as alumni, advisory committees, industry, and so forth, as well as assisting in the development of external resources.
- Communicates with students, faculty and staff in ways that promote and facilitate learning, instructional, and research processes.
- Participates in scholarly or research activities.

- Carries out the responsibilities of faculty as assigned.

Responsibilities of the Associate Dean (25% time):

- Provides input and counsel on college administrative, budget and fiscal matters.
- Maintains and initiate new partnerships with university and community stakeholders.
- Provides leadership and guidance with facilitating progress on the College's strategic directions.
- Represents the College on or to appropriate university committees and councils.
- Participates in professional activities and ceremonial functions, including representing in the College in appropriate professional organizations, attending functions and ceremonies within the College, and representing the College within and outside the institution as designated by the Dean.

QUALIFICATIONS

Minimum Qualifications:

- Earned Doctorate in Nursing, or earned doctorate in a related field with a Master's Degree in Nursing.
- Current active unencumbered license to practice as a Registered Nurse in any United States jurisdiction.
- Demonstrated effective organizational and project management skills.
- Demonstrated ability to collaborate and work with others in a team environment.
- Minimum of 5 years of demonstrated successful and progressive administrative and teaching experience in higher education, with at least 2 years spent in a nursing program within the last 5 years.
- Minimum of 3 years of experience in the practice of nursing as a registered nurse.
- Previous supervisory experience in an academic or clinical setting.
- A record of research and publication or other scholarly or creative achievements.
- Understanding of academic issues related to health professions education and nursing licensing and accreditation requirements.
- Strong interpersonal, team building and both written and verbal communication skills.
- Evident leadership, management and organizational skills. High level of initiative, sound judgment, and problem-solving skills.
- Commitment to diversity and inclusion.
- Commitment to interprofessional and interdisciplinary education and collaboration.
- Ability to guide assessment and outcome measures needed by accrediting and licensing agencies.
- Ability to establish and maintain open lines of communication with faculty, staff, students, and college and university personnel to ensure effective decision-making and interaction.
- Contemporary expertise in assigned teaching areas, and demonstrated effectiveness in teaching and student evaluation.
- Accomplishments that would meet the requirements for appointment at the rank of associate professor or higher.

- Understanding of student affairs issues including academic advising and academic grievance processes.
- Understanding and demonstrated ability to work with evolving technology in teaching and learning.

Preferred Qualifications:

- Earned Doctorate in *Nursing and Healthcare Innovation* or related field(s).
- Prior university academic departmental administration at the graduate level.
- Strong demonstrated skills in leadership in a shared governance environment.
- History of working collaboratively with students, staff, and faculty in a team environment.
- Curriculum development and/or accreditation experience.
- Experience in financial analysis and budget development.
- Experience with grant management.
- Experience with innovative nursing and health professions programs, approaches, or modes of delivery.
- Demonstrated interest in and ability to seek external funding/grants.
- Experience with alternative instructional environments (e.g. distance education, applied learning, use of educational technologies).
- Strong skills in building communities and alliances with constituencies internal and external to the university setting.
- Prior nursing education teaching experience at the graduate and undergraduate levels.
- Qualifications sufficient for appointment with tenure.

TO APPLY:

The executive search firm The Hollander Group has been retained by Wichita State University College of Health Professions to assist in this recruitment. Applications, comprising cover letter and curriculum vitae, as well as nominations and inquiries should be submitted electronically to: info@thehollandergroup.net. Questions may be directed by telephone to: 202-270-8772.

Review will begin immediately and will continue until the position is filled. For full consideration, interested persons are encouraged to apply early.

Wichita State University does not discriminate in its employment practices, educational programs or activities on the basis of age, ancestry, color, disability, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran.

Offers of employment are contingent upon completion of a satisfactory criminal background check as required by Board of Regents policy.

All employees of Wichita State University are expected to support the WSU Vision, Mission and Values and to help foster an environment rich in diversity of culture, thoughts and experience. Candidates for faculty positions should be able to demonstrate the ability to effectively educate and empower a diverse student population.

WICHITA STATE UNIVERSITY¹

Wichita State University is a public state university in the Kansas Board of Regents system. The University is a growing leader in innovation, creativity and collaborative learning. Its students study business, education, engineering, fine arts, health professions, and liberal arts and sciences at the undergraduate and graduate levels.

Located in Wichita, Kansas, the university was established in 1895 and originally named Fairmount College. Wichita State University enrolls over 15,000 students: around 12,000 undergraduate students and 3,000 graduate students. WSU offers 60 undergraduate degree programs in more than 200 areas of study. Through the Cooperative Education and Internships program, students earn college credit, make professional connections, and participate in experience-based learning. Wichita State has 15 teams that compete in NCAA Division I athletics.

The vision of Wichita State University is to be internationally recognized as the model for applied learning and research. The mission of Wichita State University is to be an essential educational, cultural, and economic driver for Kansas and the greater public good. WSU is a place where creativity, innovation, and entrepreneurship are valued; a living/learning ecosystem has been custom-made to nurture success; and risk-taking and collaboration are not only accepted, but also encouraged. At WSU lessons extend beyond walls and campus boundaries to influence change on the grandest scale.

WICHITA STATE UNIVERSITY COLLEGE OF HEALTH PROFESSIONS (CHP)

Located in the state's health care capitol, WSU's College of Health Professions is the leading provider of health care education in Kansas, and a primary source of working professionals in the region. As of Fall 2017, there were approximately 2,000 undergraduate and graduate students enrolled in the CHP.

The College offers interprofessional education opportunities, high-tech simulation labs, patient-serving clinics and unmatched community and health care industry partnerships.

Vision

Lead change in health care education.

¹ For more information on Wichita State University, please visit www.wichita.edu.

Mission

Improve the health of the community by engaging students, faculty, staff and the larger community in the preparation of health care leaders, scholars and professionals. An innovative learning environment is created by embracing:

- Adaptive leadership
- Interprofessional education
- Scholarly engagement
- Community partnership

Guiding Principles

- Model and teach adaptive leadership to equip graduates with skills necessary to address the challenges in health care.
- Strive for excellence and continuous improvement in health care education, scholarly engagement and service to students, colleagues and the community.
- Exemplify stewardship and accountability for the resources provided by the citizens of the state of Kansas.
- Assure that all graduates are competent to provide evidence-based professional care within an interdisciplinary health care system.
- Promote and sustain a culturally diverse environment that respects the values and perspectives of individuals and professional disciplines.

Departments in the College of Health Professions

- [Advanced Education in General Dentistry](#)
- [Communication Sciences and Disorders](#)
- [Dental Hygiene](#)
- [Public Health Sciences](#)
- [Medical Laboratory Sciences](#)
- [School of Nursing](#)
- [Physical Therapy](#)
- [Physician Assistant](#)
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WICHITA STATE UNIVERSITY SCHOOL OF NURSING

Academic Programs

Undergraduate Programs

- [Traditional BSN Program](#) prepares students for entry-level professional nursing positions in a variety of health care settings and provides a foundation for graduate study in nursing;
- [Early Admission BSN Option](#) is a benefit given to high school students who start their college career at Wichita State University
- [Accelerated BSN Program](#) helps students become qualified nurses in less than two years.
- RN to BSN Program

Graduate Programs

- Master of Science in Nursing (MSN) Program with two concentrations
 - Nursing Education
 - Nursing Leadership and Administration
- Doctor of Nursing Practice (DNP)

The Doctor of Nursing Practice (DNP) has two program entry points

- Post-baccalaureate with concentrations in:
 - Adult Gerontology Acute Care Nurse Practitioner (AG/AC NP)
 - Family Nurse Practitioner (FNP)
 - Psychiatric/Mental Health Nurse Practitioner (PMHNP)
- Post Masters

The post master program provides the students who are already nationally certified in a specialization, opportunities to advance their knowledge in multiple areas including healthcare systems, policy/politics, and evidence-based practice.

Nursing Faculty Profile

The College of Nursing currently has 66 faculty members, of which 13 positions are tenure track, 33 positions are in the clinical track, and 20 are lecturer positions.

Nursing Student Profile

Current student enrollments by option in the College of Nursing are:

Graduate:

NURS	Nursing Practice BSN to DNP	81
NURS	Nursing Practice MSN to DNP	15
NURS	Nursing MSN	21
UND	Nondeg A-Nursing	4
UND	Nondeg B-Nursing	3

Undergraduate:

NURS	Pre-Nursing	453
NURS	Pre-Nursing RN-to-BSN	3
NURS	Nursing	234
NURS	Nursing-Accelerated BSN	30
NURS	Nursing-RN-Progression	109

TOTAL **953**

Accreditation

Accredited since 1973, the Baccalaureate, Master's and Doctor of Nursing Practice programs at the School of Nursing are accredited by the Commission on Collegiate Nursing Education.

WICHITA, KANSAS

Wichita (population 389,902) is the medical, communication, cultural, financial and entertainment hub of Kansas. The city's size and diversity gives WSU students unique opportunities to build a career foundation.

Wichita is at the center of everything in the region. As the state's largest city, Wichita is the commercial, financial, medical, cultural and entertainment hub for the state and a major player in the region. Wichita has huge annual festivals and serene nature preserves, world-class dining and a thriving arts scene. This combines with a University that offers endless opportunities for experiential learning and creative collisions with entrepreneurs, dreamers and experts from all disciplines who are working for positive change in the world.

Among its distinguished honors are:

- **"Top 10 Best Places to Live"**– *Money Magazine*
- **"Top 10 Best Value City"**– *Kiplinger*
- **"No. 3 U.S. Advanced Industry Hotspot"**– *Brookings Institution*
- **"Top 10 Best Cities for New College Grads"**– *SmartAsset.com*
- **"Top 10 Cities with the Best Work-Life Balance"**– *SmartAsset.com*
- **"Top 10 Most Secure Large Metro Areas"**– *Farmers Insurance*
- **"Top 10 Surprising Foodie City"**– *Livability.com*
- **"Top 50 Sunniest Cities in the U.S."**– *www.nerdwallet.com*
- **"America's Least Congested Big City,"**– *Homeinsurance.com*
- **"Top 10 Most Demographically American City,"**– *FiveThirtyEight.com*
- One of only 15 cities to be named an **All-American City four times** by the National Civic League.