



School of Nursing



**An Invitation to Apply:
University of Kansas School of Nursing**

Oncology Faculty Position

THE SEARCH

The University of Kansas (KU) School of Nursing invites applications and nominations for the tenure-track Oncology Faculty position. The School seeks qualified faculty applicants interested in becoming part of an innovative environment that offers strong research, academic and clinical practice support. Located within the University of Kansas Medical Center (KUMC), the School houses the inter-professional Center for Healthcare Informatics and offers collaborations with the KU Centers on Cancer, Aging, Biostatistics and Advanced Informatics, and, Telehealth, along with the Heartland Institute for Clinical and Translational Research, and the Institutes for Community and Public Health, Cardiovascular Research, and Diabetes Research. These collaborations present abundant opportunities for inter-professional research. The well-established Kansas City Area Life Sciences Center located in Metropolitan Kansas City (<http://www.kclifesciences.org>) provides support and opportunities for collaborative research across several institutions. The School also houses the National Database of Nursing Quality Indicators (NDNQI), sponsored by the American Nurses Association (ANA). The School holds a key role with the University of Kansas as a leading institution in the utilization and study of complexity sciences, both as applied to clinical practice and to its utilization in leading organizations.

The successful applicant will have an opportunity to work in collaboration with researchers and clinicians who are part of the University of Kansas Cancer at KUMC. A top State of Kansas and KU priority for 2010 is the development of National Cancer Institute, a designated comprehensive cancer center for this region.

Qualified applicants must have an advanced degree in nursing with a doctorate in nursing or related field, a master's degree in nursing or related field, demonstrated excellence in baccalaureate and graduate education, and a strong program of research. Expertise in symptom management research related to oncology care is desirable.

Nominations and applications will be reviewed immediately and will be accepted until the position is filled. Individuals from underrepresented groups are encouraged to apply. All inquiries, nominations, and applications will be treated in a confidential manner. The executive search firm, *The Hollander Group*, <http://www.thehollandergroup.net>, has been retained to assist in conducting this search.

Responsibilities

Major responsibilities include:

- Maintaining an ongoing program of research/scholarship.
- Securing external funding for research/training programs appropriate to expertise.
- Teaching in undergraduate and graduate programs according to educational preparation and research expertise.

Qualifications

Required qualifications for the Oncology Faculty Position include:

- Advanced degree in nursing
- Doctorate in nursing or related field
- Master's degree in nursing or related field
- Demonstrated excellence in baccalaureate and graduate education
- Strong program of research.

Desirable qualifications include:

- Expertise in symptom management research related to oncology care is desirable.

TO APPLY

Nominations and applications will be reviewed beginning immediately, and will be accepted until the position is filled. Individuals from underrepresented groups are encouraged to apply. All inquiries, nominations, and application materials will be treated in a confidential manner and should be sent, **preferably in electronic form**, to:

The Hollander Group
Info@thehollandergroup.net
Phone: 202-486-9097

*The University of Kansas School of Nursing
Is an Equal Opportunity/Affirmative Action Employer*

UNIVERSITY OF KANSAS SCHOOL OF NURSING

Mission

The University of Kansas School of Nursing is committed to educating students for diverse and changing roles as clinicians, teachers, researchers and leaders; generating new knowledge for nursing practice and science; and using our expertise in service to the global community.

KU School of Nursing Means Innovation

If the University of Kansas could be described in one word, that word would be “innovation”. The University of Kansas is widely recognized as a leader for cutting edge academic programs, research and clinical service opportunities that have enhanced the traditional excellence of the School of Nursing. The cultural environment is one that promotes planned change in order to prepare future health professionals who will conquer the challenges of an evolving complex healthcare environment. With a focus on scholarship and mentorship for all faculty, KU is an exciting place to work and grow at any point in your career.

Philosophy

The School of Nursing is a School within the University of Kansas. The School of Nursing derives its philosophy and purposes from the mission statement of the University. The faculty have the responsibility for implementing the three major functions of the University, that is, research, teaching and service. The faculty believe that nursing education, practice and research are inextricably intertwined through research and teaching mutually reinforcing the scholarly inquiry that is underlying and informing the educational experience. Through faculty practice contracts negotiated in primary, secondary and tertiary care settings, faculty provide expertise, model interdisciplinary collaboration for students, and create opportunities for research. Use of advanced information technology allows the extension of faculty expertise into rural communities. Faculty practice in the community further creates the opportunity for cultural encounter, a necessary experiential component of cultural competence Faculty draw on these practice experiences in teaching students in all three programs-- baccalaureate, masters, and doctoral.

ACADEMIC PROGRAMS

The University of Kansas School of Nursing offers three degrees in nursing: baccalaureate, masters and doctoral degrees. Students use research and theory from nursing and other disciplines throughout the three programs, with content increasing in

complexity at each level. Critical thinking, communication skills, and problem-solving are required in all three curricula. All students are considered adult learners. Education for entry into professional nursing occurs in the baccalaureate program and requires a foundation in the liberal arts and sciences. Baccalaureate students obtain a basic preparation in nursing and have didactic and clinical experiences dealing with a variety of client health and illness needs across the life span in community-based, ambulatory, long-term and acute care settings. They are prepared for beginning clinical leadership roles. Masters students expand skills and knowledge to become advanced practice nurses or administrators, actively identifying research problems and using research findings in practice. The advanced practice nurse is prepared in one of three specialty areas, Nurse Practitioner, Clinical Nurse Specialist, and Nurse Midwife. Nurse leaders are prepared for middle management and executive leadership roles. Doctoral students develop skills in theory development and in the conduct of original nursing research. In all three programs, faculty serve as role models, resource persons, and facilitators for student learning.

Bachelor of Science in Nursing

The Bachelor of Science in Nursing (BSN) is designed to prepare generalists for three professional nursing practice roles: care provider, manager, designer, and coordinator of care; and member of the profession. These graduates are prepared to work in multiple settings, e.g., pediatric, medical/surgical, obstetrical, psychiatric or community health nursing settings. They are prepared for continuing their education through master's and doctoral programs in nursing.

The RN-to-BSN degree completion program at the University of Kansas School of Nursing provides registered nurses a way to complete their bachelor's degrees in an on-line environment. The program can be completed in as little as one calendar year of full-time study (provided an RN begins the nursing coursework in June) or up to five years of part-time study.

With an online RN-to-BSN program, registered nurses can earn their degrees through the KU Medical Center's Virtual Classroom. An internet website on the KU Medical Center network, the Virtual Classroom, houses courses for the Schools of Allied Health, Medicine, Nursing, and Pharmacy as well as for Graduate Studies and Continuing Education. The Virtual Classroom does not require the student to have a physical presence in a traditional classroom.

Master of Science in Nursing

The Master of Science (MS) degree in nursing program expands the focus of nursing, using as its foundation the basic baccalaureate nursing program. Specialty tracks are offered in the following areas:

- Clinical Nurse Specialist – Adult/Geriatric, Community Health, Psychiatric
- Healthcare Informatics
- Nurse-Midwife

- Nurse Practitioner – Adult/Geriatric, Family, Psychiatric/Mental Health
- Nurse Leadership – Clinical Research Management, Healthcare Informatics, Organizational Leadership and Public Health (joint degrees are offered: MS in nursing/MS in Health Services Administration or MS in nursing/MS in Public Health)

RN to MS Program

A RN to MS Program is available for non-degree registered nurses seeking to earn both a BSN and MS.

BSN to PhD Program

Students can apply to the doctoral program after completing the baccalaureate degree with a major in nursing. The post-baccalaureate entry option is for exceptionally well-qualified BSN graduates whose career goals are research oriented and who wish to progress as rapidly as possible toward the doctorate degree in nursing.

Doctor of Nursing Practice (DNP)

The Doctor of Nursing Practice (DNP) was established in 2008 as a Post-MS DNP program. In 2010, the post-BSN option was added. The DNP provides nurses with skills in collaboration, innovation, and evaluation to help them engage in complex, dynamic, and demanding health care careers. DNP nurses are prepared to provide patient-community-centered care that is evidence-based, contribute to the development of evidence-based practice, and to pursue leadership roles in a variety of health care and educational settings.

Doctor of Philosophy in Nursing

The doctoral program at the University of Kansas School of Nursing has been in existence since 1983. Only 23 doctoral programs in nursing were established prior to the KU program. In 2006, the program offered courses in the on-line format.

The four purposes of the PhD program in nursing are to prepare graduates to function in faculty positions in college and university settings; to conduct independent research and scholarly endeavors in nursing; to generate and expand theoretical, empirical, and philosophical bases for nursing practice; and to provide leadership to the profession and interpret nursing to society

RESEARCH EMPHASIS AREAS

Research is being conducted with emphasis in two areas: Health Behavior and Symptom Management Research; and Clinical and Organizational Systems Research.

(a) Health Behavior and Symptom Management Research is central to nursing science and nursing practice. The KU SON views symptom management as an integral part of health behavior research because actions to manage symptoms are conceptualized as healthy behaviors. Health behavior and symptom management research encompasses work with individuals, families, and communities, and may include work at the cellular level. It covers the continuum from promoting healthy lifestyles to facilitating a comfortable end-of-life experience. Research in this area includes understanding the individual, family, and community barriers to good health practices, motivations for engaging in healthy or health risky behaviors, and the complexities of managing a variety of symptoms from acute and chronic illnesses. Study designs may be qualitative or quantitative—ranging from select bench science aimed at identifying mechanisms underlying symptoms, to descriptive studies for characterizing and understanding a particular health behavior or symptom, to randomized clinical trials of interventions for promoting healthy behaviors, reducing or eliminating health risky behaviors, and/or managing, ameliorating or alleviating specific symptoms. Health behavior and symptom management research assumes a base of scientific evidence for the link between the health behavior or symptom management action under study and a positive health outcome.

(b) Clinical and Organizational Systems Research is central to nursing science and nursing practice within health care delivery, whether in institutional or community-based settings. The KU SON views communication and information research as an integral part of clinical and organizational systems research. We believe this research is necessary for understanding the impact and effectiveness of macro-processes and functions, of decision-making, and of organizational dynamics within complex practice environments for improving patient and client care and satisfaction as well as staff satisfaction. Clinical and organizational systems research is conducted in a variety of settings—including primary care, acute care, public health, long-term care, and home care organizations. Studies may be quantitative or qualitative in nature and may use naturalistic and descriptive approaches, appreciative inquiry and action research, program evaluation, or experimental methods. Research in this area assumes a base of scientific evidence for the link between characteristics and processes within health care delivery organizations and positive patient and client outcomes.

ACCREDITATION

The KU School of Nursing's baccalaureate and master's programs are accredited by the Commission on Collegiate Nursing Education. The baccalaureate and master's programs are also approved by the Kansas State Board of Nursing. The Nurse Midwifery Program is accredited by the Accreditation Division of the American College of Nurse-Midwives.

KU SCHOOL OF NURSING HISTORY AND FACTS

For over a century, the University of Kansas School of Nursing has been dedicated to preparing students for the challenges that await them upon graduation. The first class to

complete their nursing education at KU was comprised of just four young women. Today, the School has a diverse student body of 647 men and women.

Founded as the Department of Nursing in 1906, the KU School of Nursing has exemplified its responsiveness to health care needs through its innovative education, nationally recognized research initiatives and professional activities.

STATE OF THE SCHOOL

Dean Miller, who also serves as Senior Vice Chancellor for Academic and Student Affairs at the University of Kansas Medical Center, recently addressed faculty. She said the KU School of Nursing had 647 students in the Fall 2010 class. Of those, 278 were undergraduate students and 369 were graduate students. This reflects a 55% increase in graduate enrollment over 2005.

Last year, the KU School of Nursing graduated 240 students -- 153 were undergraduates and 87 were graduate students. And, in the School's 100 year history, over 6,000 students have graduated with over 3,000 currently working in Kansas, a good percentage of nurses remaining in the state, Miller told faculty.

Kansas employs 125,000 health care professionals and staff, with 32,500 being Registered Nurses. When looking at the nursing job outlook for Kansas, it is estimated that 28,973 nurses will be needed by 2010. The total number of new nurses needed by 2010 is 11,350.

In 1994, the Kansas Collaborative Primary Care Nurse Practitioner Program was created. A total of 649 nurse practitioner students have graduated, serving 91 counties. The Bi-State Nurse Midwifery Program was created in 2002 and has graduated 20 nurse midwives. Distance education programs for rural parts of the state, including the online RN-BSN Degree Completion Program, help make furthering a nurse's education easier. Other programs include the statewide placement of students, TeleHealth technologies, special grant programs, the Kansas Continuing Learning Project, KUMC/Kansas Department of Health and Environment State Health Care Workforce Project and internal evaluation of Kansas' future needs for physicians and other providers through the KUMC Healthcare Provider Workforce Board.

In addition to KU's efforts, Miller has been meeting with legislators and the Kansas Board of Regents to develop a plan for increasing the number of nurses.

The Kansas Board of Regents submitted a proposal to the Kansas Legislature to annually increase the number of nurses in the state, by all state-funded schools, by 250 each year. This proposal would cost an estimated \$11 million, but would help put more new nurses into the workforce at a time of critical need.

The Kansas Legislative recommendations are to increase the number of nursing faculty; to increase clinical site availability; address classroom, lab and equipment needs; to create a Center of Excellence for Health Care Workforce Development; to manage program effectiveness and funding accountability; to develop a Statewide Nursing Workforce Consortium; and to create collaborative partnerships.

The KU School of Nursing's role in this plan would be to educate more nursing faculty, more nurse leaders, and more graduate-level nurses in a variety of clinical specialties.

Other health care professionals, including medical and allied health professionals, also are experiencing shortages. To help ease the shortage of all professionals, Miller said we need to increase the recruitment of teaching and research faculty, increase school enrollments to meet the need for clinical providers and leaders in health care organizations, increase post-graduate physician residency numbers and increase efforts to achieve appropriate geographic distribution of graduates.

SCHOOL OF NURSING STRUCTURE AND GOVERNANCE

Karen L. Miller, PhD, is Senior Vice Chancellor for Academic and Student Affairs at the University of Kansas Medical Center. She is Dean and Professor of the KU Schools of Nursing and Allied Health. Prior to her Dean's appointment, Dr. Miller was Vice President of Nursing and Clinical Services at The Children's Hospital, Denver, and Associate Professor at the University of Colorado Health Sciences Center. Dr. Miller has over thirty years health care executive experience.

Dr. Miller completed her baccalaureate degree at Case Western Reserve University and her Master's and Doctoral degrees from the University of Colorado. Her research has been in the areas of health systems, finance and patient care outcomes. She has published on the organizational context of patient care, financial management of clinical services and healthcare workforce issues. She is President of KU HealthPartners, Inc., a direct clinical services corporation for nursing and allied health professionals.

Among past national committee appointments, Dr. Miller has been a member of the Commission on Workforce for Hospitals & Health Systems of the American Hospital Association. She is active in the National Association of Schools of Allied Health and the American Association of Colleges of Nursing. Dr. Miller recently completed a four-year term on the National Advisory Council on Nurse Education and Practice of the U.S. Department of Health and Human Services and she has served on the National Advisory Council of the National Institute of Nursing Research of the National Institutes of Health (NIH).

Dr. Miller was named a fellow of the American Academy of Nursing in 1995 and serves on several editorial boards and corporate Boards of Directors, including the University of Kansas Hospital in Kansas City. In 2010, she was inducted into the KU Women's Hall of Fame.

Assisting the Dean are five Associate Deans, respectively holding the positions of:

- Associate Dean for Undergraduate Programs
- Associate Dean for Graduate Programs
- Associate Dean for Student Affairs
- Associate Dean for Research
- Associate Dean for Integrative Technologies

In addition the School benefits from a number of steering and standing committees, including:

- Steering Committees
 - Faculty Steering Committee
- Standing Committees:
 - Curriculum Committee
 - Undergraduate Advisory Council
 - DNP/MS Advisory Council
 - PhD Advisory Council
 - Student Admission & Progression Committee
 - Research Committee
 - Appointment, Promotion & tenure Committee
 - PROFITS Committee
 - BSN Honors Admission Committee
 - AUSN
 - Continuing Nursing Education Committee
 - Faculty Practice Committee

FACULTY PROFILE

	Tenured	Tenure Track	Non-Tenure Track	Total
Professor	10			10
Associate Professor	11	1		12
Assistant Professor	1	1	2	4
Clinical Professor			1	1
Clinical Associate Professor			5	5
Clinical Assistant Professor			18	18
Clinical Instructor			14	14
Research Professor			1	1
Research Associate Professor			1	1
Research Assistant Professor			8	8
Research Instructor			2	2
Total	22	2	52	76