

UNIVERSITY OF MINNESOTA
SCHOOL OF
NURSING



THE
HOLLANDER
GROUP

AN INVITATION TO APPLY:
Associate Dean for Research
University of Minnesota
School of Nursing

The mission of the School of Nursing is to generate and disseminate to students, peers, the wider community and the world knowledge necessary for improving the nursing care of individuals, families, communities and populations.

THE SEARCH

The University of Minnesota invites applications and nominations for the Associate Dean for Research position at the University of Minnesota School of Nursing. The School offers a rich and stimulating research environment with faculty leaders and scientists involved in three centers of research excellence: the *Center for Child and Family Health Promotion Research*, the *Center for Gerontological Nursing*, and the *P20 Center for Health Trajectory Research*. Numerous opportunities exist for interdisciplinary collaboration with investigators across the University and with partners in the community. This position is anticipated to require 75% to 100% commitment to administrative duties, leadership and mentorship, as opposed to research conduct.

The University seeks an Associate Dean who will provide visionary leadership to achieve the School's strategic plan for research. The ideal candidate will possess the following: a graduate degree in nursing, PhD or international equivalent; capacity to foster development of a broad portfolio of research funding through federal, foundation and corporate grants; ability to develop and lead interdisciplinary research-focused teams, programs and projects; ability to mentor faculty; and a history of extramural funding, including NIH funding. This individual must be eligible for an appointment as tenured full professor; a Chair or Professorship is available. S/he must have experience as a senior researcher and national recognition as a scholar in nursing.

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*, www.thehollandergroup.net, has been retained to assist in conducting this search.

THE UNIVERSITY OF MINNESOTA SCHOOL OF NURSING

The University of Minnesota School of Nursing (<http://www.nursing.umn.edu>), established in 1909, ranks among the top five percent of U.S. nursing schools. It is also the world's oldest continuing school of nursing established as part of a university. This early acknowledgement of the profession's intellectual underpinnings endowed the School with its fundamental character as a leader in nursing research and education in Minnesota, the nation and, increasingly, the world. The School of Nursing research funding has increased continually over the past five years. Current research efforts emphasize health promotion and nursing interventions for populations across the life span.

As part of the state's land-grant university, the School of Nursing is Minnesota's flagship nursing school. The School prepares more than half of the state's nursing faculty and all of its nursing PhDs. It offers programs for BSN, post-baccalaureate, masters and doctoral study for more than 800 students; the graduate program, with 266 MS and Post MS Certificate students, 43 post-baccalaureate and 53 PhD students, is the University's largest. Nurse-midwife and public health nursing master's programs are ranked third and seventh in the nation, respectively. Students are of high quality, have a high completion rate and are employed quickly after graduation. In 2003 the School received nearly a third of the nation's Maternal and Child Health Bureau nursing education funds to support adolescent care nursing and children with special health needs. It is the only school of nursing to be funded by the NIH to support an MS-to-PhD program for Native Americans/Alaska Natives.

Faculty members are a great strength; many have national and international reputations. They enjoy the resources of a rich academic and health-care community. Beneficial attributes of the University of Minnesota's community include:

- A strategic vision to be one of the top three public research universities in the US.
- One of the nation's most comprehensive and vigorous academic health centers, providing inter-professional education, research and practice opportunities.
- A collaborative nursing community that speaks with one voice at the State Capitol that, among other successes, has won prescribing authority for advanced practice nurses.
- Minnesota's famously progressive health care environment and its many potential research, clinical, practice and funding partners – from 3M to United Health Care, the Mayo Clinic, Minnesota Department of Public Health, and other health care organizations with which the School has excellent collaborative relationships.
- The School's own five research and education centers – which are catalysts for fresh, innovative work and supportive collegial relationships, and are also magnets for funding.
- The School's *Katharine J. Densford International Nursing Leadership Center*, which explores the future of nursing in the spirit of its namesake, the visionary dean who

helped institute the National Nursing Cadet Corps and bring racial integration to the American Nurses Association.

Faculty and staff are exceptionally dedicated and hardworking. Faculty members create innovative curricula and partnerships with other University programs including the *Center for Spirituality and Healing*, the *Center for Bioethics*, the *Center on Aging*, and the *School of Public Health*. They take advantage of the University's faculty development opportunities for teaching excellence. Faculty and staff engage in inter-professional activities in the *Academic Health Center (AHC)*, and have pioneered technology-enhanced and distance learning, notably with several MS specialty areas available online and its satellite BSN program in Rochester, Minnesota, one of the nation's foremost health-care capitals.

The School of Nursing's research centers of excellence include two established research centers, The *Center for Gerontological Nursing*, and the *Center for Child and Family Health Promotion Research*. Three other centers provide outstanding education and research opportunities: the *Center for Adolescent Nursing*, the *Center for Children with Special Health Care Needs*, and the *Katharine J. Densford International Center for Nursing Leadership*. The *Densford Center* fosters leadership and collaboration with community partners. The School's *Research Resource Center* provides consultation and support for research design, measurement, analysis, and grant and budget preparation. Of special note is the new P20 *Center on Health Trajectory Research*, which will enhance the school's research capacity and help propel it toward its ambitious goals.

The recent School of Nursing capital campaign generated \$15.8 million, well over its goal. This and other philanthropic funds support *The Densford Center*.

The University's culture strongly supports collaboration with renowned scholars in departments and disciplines across the campus and with industry partners.

High levels of energy and commitment characterize the School's atmosphere. With the recent appointment of our new Dean, Connie Delaney, PhD, RN, FAAN, FACMI, the School is in an exciting period of growth and change, and seeks a leader to join its team and to help the School reach its full potential in research.

RESEARCH IN THE SCHOOL OF NURSING

Empirical research and other forms of original scholarly inquiry are exciting enterprises at the School of Nursing.

There are numerous competitive opportunities at the University to support faculty in obtaining preliminary data to strengthen extramural grant applications. These include the Graduate School Grant-in-Aid of Research program, the Academic Health Center (AHC) Faculty Seed Grants, the AHC Faculty Research Grant, the AHC Clinical Research

Scholars Program, and President's Multicultural Awards.

Opportunities for interdisciplinary research are abundant at the University of Minnesota. A wide variety of research methodologies are appreciated and supported, and faculty are experienced in a variety of qualitative and quantitative methods. Faculty expertise is currently demonstrated by participation as co-investigators on 17 interdisciplinary research grants. Students at all levels engage in the research process in order to learn; faculty, PhD students, and thesis-option master's students are expected to contribute to the body of nursing knowledge.

RESEARCH FUNDING

Faculty are constantly engaged with new and exciting ventures. The school advanced from 28th to 24th in NIH rankings from 2003-2004 to 2004-2005. In that time annual external funding for research activities grew to more than \$2 million. Forty-eight faculty have research funding and grants of 32 faculty are from extramural sources. Currently, School faculty are principal investigators on 61 funded research projects. Some examples of funded research projects include:

- A Clinic-based Intervention Targeting Primary and Secondary Prevention of Childhood Obesity
- Fall Prevention Program for High-risk Elderly
- Impact of Fiber Fermentation on Fecal Incontinence
- Innovative Stress Intervention in Refugees: Pilot Test
- Latino-based Multimedia to Prevent NIHL
- Patient-controlled Sedation Feasibility Study
- The Utility of Upper Extremity Aerobic Training for Critical Limb Ischemia
- Validation of a Self-administered Tool to Assess the Types of Foods Served at Family Meals for the Prevention of Childhood Obesity
- Web-based Asthma Education for Urban Head Start Program

ACADEMIC PROGRAMS

Ph.D. Program

The Ph.D. program at the University of Minnesota School of Nursing is research-oriented and is designed to prepare creative and productive scholars in nursing.

M.S. Program

The graduate nursing major is offered through the University of Minnesota Graduate School, which has a [Plan A](#) (thesis) and a [Plan B](#) (non-thesis) option. Graduates can prepare to be advanced practice nurses in a variety of specialty nursing areas from anesthesia to gerontology.

Post-Baccalaureate Certificate Program

The University of Minnesota Graduate School, in collaboration with the School of Nursing, offers a 16-month program for people who have a 4-year baccalaureate degree in another field and wish to become nurses. Graduates receive a certificate from the Graduate School, are eligible to take the National Certification Licensure Examination (NCLEX) to become Registered Nurses (RN), and can apply five courses to the MS degree at the School of Nursing.

B.S.N. Program

The School of Nursing mission is to improve nursing care through education and research, and to respond to the health concerns of society. The undergraduate program is both clinically and academically challenging and is designed to prepare nursing leaders of the future. Graduates are eligible to take the registered nursing (RN) licensure examination and be certified as public health nurses.

The School of Nursing is accredited by the [Commission on Collegiate Nursing Education](#).

FACULTY

The numbers of faculty and staff by professional role within the School are:

Professors	11
Associate Professors	22
Assistant Professors	20
Teaching Specialists, Research Specialists and Instructors	63
Staff	38

CENTERS AND PARTNERSHIPS

The [Center for Adolescent Nursing](#), which supports masters and doctoral studies, serves as a national hub for nurses with expertise in adolescent health. The Center's purpose is to narrow the disparity that exists between the needs of youth and the preparedness of nurses to address these needs.

The mission of the [Center for Child and Family Health Promotion Research](#) is to improve the health of infants, children, adolescents, parents, and families through the development and dissemination of evidence-based knowledge of effective interventions and best practices in primary and secondary prevention.

The [Center for Children with Special Health Care Needs](#) offers a leadership track for nurses desiring expertise in the care of children with chronic illness and their families.

This program prepares advanced practice nurses to fulfill leadership roles in interdisciplinary clinical primary and specialty care, in the organization and delivery of nursing services, in policy and research arenas, and in educational and advocacy settings.

The [Center for Gerontological Nursing](#) is committed to improving the health, quality of life, and delivery of quality nursing care to older adults of diverse cultures. Center faculty are strengthening and expanding partnerships with community agencies and organizations that will advance gerontological nursing research and its utilization in practice and education.

The [Center for Health Trajectory Research](#) develops and tests interventions that help individuals and families create optimal pathways to health across the life span within the context of their environments. Center researchers explore the interrelationships among the many biological, behavioral, psychosocial, and environmental factors responsible for health or illness in order to effectively manage them over time. The Center is funded by a \$1.5 million five-year grant from the National Institute of Nursing Research. The Center will develop new knowledge and use specialized methods to answer complex research questions.

The mission of the [Katharine J. Densford International Center for Nursing Leadership](#) is to improve health and health care worldwide through the education, collaboration and promotion of nurses as strong leaders and good partners. The Center is valued throughout the world for helping nurses advance as leaders.

The [Native Nurses Career Opportunity Program](#) in collaboration with the US Department of Health and Human Services-Indian Health Service offers scholarships for American Indian and Alaska Native nurses (RNs) to obtain their Master of Science (MS) degree, Major in Nursing.

The [Center for Spirituality and Healing](#) was the first in the nation to offer a graduate minor program in Complementary Therapies and Healing Practices. Through its minor program and a wide-range of stand-alone courses, the Center offers students an unparalleled opportunity to learn from some of the world's top educators and researchers in holistic therapies, cross-cultural and spiritual care.

CHALLENGES AND OPPORTUNITIES FOR THE NEW ASSOCIATE DEAN FOR RESEARCH

The successful candidate for the School of Nursing Associate Dean for Research position will demonstrate a commitment to excellence in research, and to creating synergies between the research mission and the education and service missions of the school. S/he will be entrepreneurial, and possess a solid understanding of the operations and philosophy of a research enterprise at a complex research institution like the University

of Minnesota. Building on an established track record and infrastructure, the new Associate Dean for Research will successfully face many challenges and exploitable opportunities, and must be able to:

- Achieve research parity with the top-rated schools/colleges of nursing in the US
- Translate the vision and mission of the School into executable research strategies and initiatives
- Position and advocate for the School of Nursing in a research leadership role within the University
 - Promote multidisciplinary research projects/initiatives
 - Create new collaborative research opportunities within the Academic Health Center (AHC) and elsewhere within the University, as appropriate, including the Graduate School
- Mentor junior faculty in defining, funding and executing top-quality nursing research
 - Advance the maturation of nursing research programs of all faculty
- Administer and grow the School's burgeoning research enterprise
 - Enhance all aspects of grant-proposal writing, conduct of grant-funded research, and dissemination of completed research
- Blend and enhance synergies of nursing education, clinical activities/service and research
- Create a supportive, nurturing environment for research, including serving as an agent for change and culture shift where appropriate
- Diversify the nursing research funding portfolio, including non-traditional sources of support

RESPONSIBILITIES OF THE POSITION

Carrying out the administrative responsibilities of Associate Dean for Research will require at least 75% of this 100% time position. This administrative position would be a twelve-month, annually renewable appointment.

Responsibilities of the position include but are not limited to:

- Providing visionary leadership in implementing the School's Strategic Plan for Research and the Research Visibility Plan
- Shaping an environment that supports and rewards scholarly productivity within the School
- Enhancing professional growth and research expertise in faculty and students through mentorship and professional development
- Fostering the development of a broad portfolio of research funding at the School through federal grants, foundation grants, and industry and corporate partnerships
- Promoting faculty leadership in interdisciplinary research collaborations
- Providing direction for the development of international research collaborations
- Promoting the development of research partnerships with culturally diverse and underserved communities and health care agencies

- Advancing the research mission of the School at the national and state levels, in nursing and other scholarly organizations, and within the University and local community
- Advocating for resources to advance the research mission of the School and managing the School's research infrastructure resources
- Ensuring compliance with all University policies and providing leadership for research and scholarly ethics

CHARACTERISTICS OF THE IDEAL CANDIDATE

While no one candidate may embody all of the attributes enumerated below, the **ideal** candidate will possess the following personal characteristics and professional experience:

- Visionary
- Inclusive
- Charismatic
- Highly respected researcher in her/his own right with solid nursing research emphasis
- Unimpeachable integrity in nursing research and administration
- Proven administrative/grants management experience
- Multidisciplinary across nursing work units as well as across schools and institutions
- Proven success in mentoring faculty on all aspects of research, especially grant proposal writing and grants management
- Proven ability to take advantage of unique aspects of a healthcare environment that translate into research opportunities and synergies
- Opportunistic, developing new opportunities for research
- Consummate advocate for nursing and the School
- Proven ability to work with people at all levels of the School, including students, faculty and staff
- Experienced in assisting in recruitment and retention of nursing researchers
- Effective in defining and advocating for the infrastructure, including technologies, needed to support and further nursing research

Essential Qualifications:

- National recognition as a scholar in nursing
- PhD or international equivalent and experience as a senior researcher
- Ability to develop and lead interdisciplinary research teams, programs and projects
- Excellent history of extramural research support, including NIH funding
- Eligibility for appointment as tenured full professor with full membership in the Graduate School faculty

Preferred Qualifications:

- Experience on national scientific review committees
- Previous leadership experience in an academic institution, preferably Research I level

A VITAL, PROGRESSIVE COMMUNITY

The University of Minnesota is located in the heart of the vital and progressive Twin Cities of Minneapolis and St. Paul—a beautiful urban area of more than 2.1 million people.

Famous for its urban parks, lakes and rivers, the area provides year-round opportunities for outdoor recreation. The Twin Cities has one of the most active and progressive arts communities in the country.

Child magazine puts the Twin Cities third on its list of the top ten best cities to raise children, and *Places Rated Almanac* ranks it eighth out of 354 metropolitan areas in the United States and Canada for its variety and participation in the arts.

For a record seven years in a row, Minnesota has been ranked the nation's Most Livable State in *State Rankings 2003*, an annual reference book of state statistics published by Morgan Quitno Press of Lawrence, Kansas. Minnesota is well known for its commitment to the education, welfare and rights of its citizens and protection of the environment. The Land of 10,000 Lakes offers natural beauty and a full menu of sports and recreation, available in both urban areas and the state's wild lakes and forests.

Its health care industry is one of the most advanced and innovative in the nation. Minnesota's famed "Medical Alley" is home to health care giants from Medtronic to the Mayo Clinic. Minnesota has been the "healthiest state" for nine of the 15 years from 1990 to 2004, according to the United Health Foundation.

This setting has long fostered one of the nation's most progressive environments for the practice of nursing.

TO APPLY:

A Search Advisory Committee has been appointed by the Dean to lead the selection of the new Associate Dean for Research. This Committee is co-chaired by Drs. Donna Bliss and Ann Garwick. Nominations and applications will be reviewed by the Search Advisory Committee 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:

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The University of Minnesota is an equal opportunity educator and employer