



An Invitation to Apply:

University of Missouri-St. Louis (UMSL) Dean of the College of Nursing

THE SEARCH

The University of Missouri-St. Louis (UMSL) invites applications, nominations and inquiries for the position of Dean of the College of Nursing. UMSL seeks a visionary and dynamic leader with a strong commitment to excellence in nursing education, demonstrated administrative skills in managing a complex organization within an urban research university and the ability to lead the College to its next level of excellence in further enhancing the discipline of nursing.

The College of Nursing, with an enrollment of slightly over 1,000 students and 44 full-time faculty members, is part of a four campus research intensive land grant university system. The College offers nationally accredited baccalaureate and master's nursing programs with multiple options. The College offers a PhD program and a Doctor of Nursing Practice (DNP) program. The PhD in Nursing program offers both an accelerated post-BSN option and a post-MSN option. The College has many collaborative relationships with in-system campuses at Columbia and Kansas City that enhance nursing research and education, using technology wherever possible.

The Dean of the College of Nursing has authority and accountability for the teaching, research, practice and service programs in the College of Nursing and the budgetary authority to accomplish the College's mission and vision. This individual provides leadership for the undergraduate, graduate and lifelong learning degree programs, and

lifelong learning programs of the College, ensuring curricular excellence and adherence to all accreditation and Missouri Board of Nursing standards, achievement of all curricular essentials and provision of resources necessary to foster academic excellence. This individual facilitates faculty to make major strides in accomplishing their programs of research, make important and significant additions to nursing's body of knowledge, and find and take on key leadership roles locally and nationally.

The Dean of the College reports directly to the Vice Chancellor for Academic Affairs and Provost and is a member of the Provost's Council with the Deans and Vice Chancellors at the University. She or he works collaboratively with the other Deans and Vice Chancellors in the University to achieve the university's mission and vision, while advancing the mission and vision of the College of Nursing. The Dean supports the work of the leadership team and the development of each faculty and staff member within the College of Nursing as they collaborate to achieve the College's mission, vision and goals.

The greater St. Louis metropolitan area is energetic, diverse and family-oriented, offering a multitude of recreational and cultural opportunities, including a world-renowned symphony, a world-class zoo, the Missouri Botanical Garden, Forest Park, theatre, museums, concerts and outdoor festivals. It is situated within easy driving distance of such popular destinations as Chicago, Kansas City and Indianapolis.

RESPONSIBILITIES OF THE POSITION

The responsibilities of this position include:

1. Provides leadership for all aspects of the College of Nursing mission, vision and goals, specifically for leading the development and implementation of the College's strategic plan;
2. Provides leadership for ongoing evaluation of College strategic directions and use of evaluation data for continuous improvement of the College's programs.
3. Develops external resources through partnerships, grants, contracts and philanthropy to expand the College's mission and goal achievement;
4. Identifies the fiscal, human, capital, equipment and supply resources needed for College of Nursing programs and research endeavors;
5. Forges and utilizes productive, effective relationships with other UMSL colleges, thereby providing effective advocacy for the College of Nursing;
6. Recruits highly talented and diverse faculty and staff to carry out the College's mission and goals;
7. Works collaboratively with College of Nursing faculty, staff, students, alumni and community members in providing excellence in nursing education, research, and practice;
8. Facilitates an environment that supports growth of faculty research;

9. Ensures quality in curriculum and teaching/learning strategies, including adhering to requirements of the regulatory and accreditation bodies for undergraduate and graduate nursing programs;
10. Works closely with members of the College's community of interest to ensure that academic and practice programs meet the needs of the community and are progressive and innovative in their implementation;
11. Ensures recruitment, retention, and graduation of diverse, academically qualified students in College of Nursing programs;
12. Ensures regular evaluations of faculty members' progress and mutual goal-setting for faculty development and resources to support goal attainment;
13. Embraces technology in support the College's educational, clinical and research enterprises; and
14. Collaborates with diverse healthcare systems in the urban and surrounding rural areas for new opportunities for nursing education, research, practice and service.

QUALIFICATIONS OF THE IDEAL CANDIDATE AND EVALUATION FACTORS

The successful candidate will possess the following qualifications:

1. An earned research doctorate degree in nursing or an earned research doctorate in a related field with a Master's degree in nursing;
2. Eligibility for licensure as a registered nurse in the state of Missouri; and
3. Academic research and scholarly accomplishments as appropriate for appointment at the rank of professor with tenure.

The factors on which candidates will be evaluated include¹:

1. Evidence of outstanding administrative skills;
2. Leadership style that is open and fosters consensus-oriented decision-making;
3. Evidence of the ability to collaborate effectively with nursing and interprofessional colleagues;
4. Commitment to facilitate research;
5. Commitment to growing and retaining faculty; and
6. Ability to mentor faculty, staff and students to implement a shared vision for the College of Nursing.

¹ **Note:** This list is intended to inform prospective candidates of some of the factors upon which their candidacies will be evaluated. The absence of one or more of these factors will not necessarily cause a candidate to be removed from consideration, or potential appointment. Nor is this list intended to be exhaustive.

TO APPLY:

The executive search firm *The Hollander Group* has been retained by the University of Missouri-St. Louis (UMSL) 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. Review will begin immediately and will continue until the position is filled. For full consideration, interested persons are encouraged to apply early.

Requests for further information should be directed to:

Clifford R. Hollander, PhD, or Sharon M. Flynn Hollander, RN, MBA

Email: info@thehollandergroup.net

Phone: 202-270-8772

The University of Missouri-St. Louis is an affirmative action/equal opportunity employer committed to excellence through diversity.

THE UNIVERSITY OF MISSOURI--ST. LOUIS (UMSL)

Overview

The University of Missouri is one of the nation's largest higher education institutions, with more than 64,000 students on four campuses (St. Louis, Columbia, Kansas City and Rolla) and an extension program with activities in every county of the state. The mission of the University, as a land-grant university and Missouri's only public research and doctoral-level institution, is to discover, disseminate, preserve, and apply knowledge. The University promotes student learning and achievement, fosters innovation to support economic development, and advances the health, cultural, and social interests of the people of Missouri, the nation and the world.

The University of Missouri-St. Louis (UMSL), established in 1963 as part of the University of Missouri system, is the largest public university serving the St. Louis metropolitan area. In its role as an urban research university, UMSL provides quality undergraduate, graduate and professional educational degrees to the greater St. Louis metropolitan area's diverse population while it contributes to economic development. UMSL has a rich tradition of fostering student learning through excellent teaching. The University offers nationally recognized academic programs and a safe, attractive campus environment. *Academic Analytics* has again ranked UMSL in faculty productivity among the top "small" (i.e., fewer than 15 doctoral programs) research universities. UMSL's colleges of International Business, Criminology, Education (Counseling), Nursing and Tropical Ecology are highly ranked and have received for their outstanding programs, including the College of Nursing's master's program.

UMSL is situated in metropolitan St. Louis, an area extremely rich in cultural diversity and activities. Located conveniently within minutes of St. Louis Lambert International Airport with two on-campus MetroLink stops, the UMSL campus has a comfortable, suburban feel. The University has partnerships with local commercial organizations, including ExpressScripts, the largest provider of prescription mail services in the US and has been recognized for its extensive community outreach and collaborative partnerships.

UMSL provides its students with 54 undergraduate degrees, 37 Master's level and 15 doctoral programs, 24 graduate certificate programs, two education specialist programs and the only professional optometry degree in Missouri. Its faculty members are nationally recognized leaders, researchers and scholars, journal editors, consultants and entrepreneurs who provide high quality education. The University is culturally and ethnically diverse with a student population of more than 16,800 individuals representing 48 states and more than 62 countries. More than 60% of the students are women and 23% are from minority groups. In addition to its national and international academic programs, UMSL hosts international students and visiting scholars from all regions of the world.

COLLEGE OF NURSING²

History and Facilities

Founded in 1981 the College of Nursing (College) is one of eight academic colleges and schools at the UMSL. The College first's first degree program was the RN to BSN post-licensure program. This was later expanded to comprise a total of four BSN options (see below for details). The College has a long history of excellence in teaching, research and service, as well as promoting collaborative relationships with the two other schools of nursing in the System and with clinical and community health agencies in the St. Louis metropolitan area. In 1993, the University received independent degree granting authority for the Master of Science in Nursing (MSN) degree program. The MSN degree programs focus on educating nurse practitioners and also nurse educators. following several years of participation in a cooperative MSN program with the UMKC School of Nursing. The PhD program was begun in 1994 and prepares nurse scientists to be outstanding researchers and scholars. In 2008, the College initiated a Doctor of Nursing Practice (DNP) program, which prepares translational investigators, and was funded, in part, by an Advanced Nurse Education Training Grant from the Bureau of Health Professions, Health Resources and Services Administration (HRSA). The MSN, PhD and DNP are, yet are cooperative in that UMSL students can enroll in classes through the nursing colleges at Columbia and Kansas City.

The College is located on the south campus of the University and includes two physical structures, the Nursing Administration Building and Seton Hall. The need for nurses has

² More information about the College is available at: <http://www.umsl.edu/divisions/nursing>.

led to growth of all the programs in the College, and this growth has, in turn, resulted in a need for expansion of the College's physical facilities. The newly renovated Seton Hall contains classrooms, student study and recreational areas, four nursing simulation and skills laboratories, and additional faculty offices. The three main classrooms in Seton Hall are equipped with full computer access (SMART technology). The Nursing Simulation/Skills Center is composed of two nursing simulation and skills labs and two health assessment labs that provide students with multiple learning environments. The College has adequate physical space; and more importantly has adequate resources to support online technologies which are the central educational vehicle for the DNP program. Capitalizing on the robust number of health care facilities in St. Louis, the College has over 100 active clinical contracts for student placements, including primary care sites, acute and rehabilitation hospitals, community mental health sites, community health clinics, and immunization clinics. The College's programs benefit enormously from strategic partnerships with other UMSL academic units, medical centers and myriad institutions, companies and community agencies.

Academic Programs

The College has nationally accredited baccalaureate and master's nursing programs. The BSN programs are a traditional pre-licensure program, a traditional part-time (evening/weekend) pre-licensure program, an accelerated pre-licensure program, and an RN to BSN post-licensure programs. The MSN program has nurse practitioner and nurse educator programs. The PhD program has post-BSN and post-MSN options. The College also has a Doctor of Nursing Practice (DNP) program.

The College's academic programs have been continuously accredited since 1983. In 2010, the Commission on Collegiate Nursing Education (CCNE) granted continuing accreditation of the BSN and MSN programs for ten years until 2020. The pre-licensure BSN option is fully approved by the Missouri State Board of Nursing through 2014. The pediatric nurse practitioner emphasis area is approved by the Pediatric Nursing Certification Board through 2014. The neonatal nurse practitioner and women's health nurse practitioner emphasis areas are approved by the National Certification Corporation. In spring 2011, CCNE granted initial accreditation for the new DNP program.

The Doctoral programs meet the following guidelines: *The Essentials of Doctoral Education for Advanced Nursing Practice* (AACN, 2006), *Indicators of Quality in Research-Focused Doctoral Programs in Nursing* (AACN, 2001), and *ANA's Code of Ethics for Nurses with Interpretive Statements* (2001).

Bachelor of Science in Nursing Program

The **Bachelor Science in Nursing (BSN) program** contains four options: the traditional pre-licensure option, the traditional part-time (evening/weekend) pre-licensure option, the accelerated pre-licensure option, and the RN to BSN post-licensure option. The baccalaureate program provides the education that serves as the foundation for

professional nursing practice. These options focus upon improving health care outcomes nationwide by emphasizing nursing art and science through evidence-based practice. A total of 800 students are enrolled in the various BSN program options.

The **traditional pre-licensure BSN option** is for students who begin their studies as freshmen or as transfer students. The **traditional part-time option** allows for students to complete all clinical coursework over three years. The pre-licensure options have the capacity to enroll 384 students. The **accelerated pre-licensure BSN option** is available for students coming in with a baccalaureate degree in another field or students who have earned sufficient credit hours, and was added in 2000 in an attempt to address the nursing shortage and increase access for qualified applicants.

Graduates of each option are prepared to meet the expected student learning outcomes for the BSN program and eligible to take the NCLEX-RN® licensure exam. The NCLEX-RN first-time pass rate of the pre-licensure graduates fluctuates between 92% and 98%.

The RN to BSN post-licensure option is for registered nurses with diplomas or associate degrees who wish to earn a BSN, and is configured and offered to afford maximum flexibility for the working registered nurse allowing students to complete the program on a part-time basis. The programs may be completed online, on campus, at St. Charles Community College, or at hospital satellite sites located in the St. Louis metropolitan area. The RN to BSN post-licensure track currently enrolls 174 students via on-campus, outreach and online delivery.

Master of Science in Nursing Program

The **Master of Science in Nursing program** offers two options: Nurse Practitioner and Nurse Educator, with a combined enrollment of 236 students. Post-MSN graduate certificates are also offered.

The **Advanced Practice Nurse (APN) program** prepares nurse practitioners to be advanced practice specialists in delivering and managing health care delivery to targeted populations. The curricula span adult nurse practitioner (ANP), child/pediatrics nurse practitioner (PNP), family nurse practitioner (FNP), neonatal nurse practitioner (NNP) and women's health nurse practitioner (WHNP). Coursework and companion clinical activities emphasize such key areas as (a) health promotion and illness prevention in a primary care setting, (b) issues and concepts critical to understanding the rapidly changing health care system, (c) values in health care decision making, policy and finance in health care organizations, (d) societal issues impacting health, (e) population-based foundations of health, (f) theoretical foundations and (g) research for evidence-based practice. The program requires summer study. The Neonatal Nurse Practitioner option is offered in collaboration with the University of Missouri-Kansas City School of Nursing. Students complete core courses at UMSL and NNP specialty courses online.

The **Nurse Educator option** prepares nurses to teach in basic nursing programs, staff development and/or community education.

Doctoral Programs (PhD and DNP)

The College's doctoral programs focus on preparation either for original research (PhD) or for data-based improved practice outcomes (Doctor of Nursing Practice, DNP). The PhD program currently enrolls 32 students and the DNP program enrolls 17 students.

The **PhD program** is designed to prepare graduates to: (a) serve as leaders in nursing and health care; (b) function as nurse scientists to advance the practice of nursing and contribute to interdisciplinary knowledge; (c) demonstrate advanced knowledge, values and skills in a selected functional role; and (d) use theory, research knowledge and methods to, implement and evaluate practice interventions, health systems and clinical teaching.

Courses in nursing science and theory, research and statistics and cognates are required. Students complete dissertation research under supervision of the graduate faculty that produces new nursing knowledge. Students may select additional courses in order to prepare for faculty or administrative positions during or after completion of the program.

The **DNP program** is designed to prepare graduates to: (a) generate integrated clinical and translational strategies to improve health care delivery and health outcomes in the region and in complex clinical environments; (b) use clinical scholarship and analytical methods in collaboration with multiple disciplines to shape healthcare delivery and policy; and (c) lead the health care community by providing excellence in advanced clinical nursing practice.

The focus of the DNP program is preparation for the highest level of leadership in clinical nursing in order to improve quality of health care for individuals and populations through advanced practice and through improving systems of care. The curriculum is based on national standards for DNP education. The College has a cooperative agreement in place, so that UMSL DNP students can enroll in classes at the nursing colleges at Columbia and Kansas City.

Courses are designed to support nursing science, clinical research, leadership and a specialty area. Concepts woven throughout the courses include methodologies for translating research into practice, using culturally competent leadership techniques with diverse and underserved populations, advanced nursing science and clinical scholarship, clinical prevention, advanced nursing practice and clinical decision making, understanding organizational systems and change, and policy development. The DNP program is available for currently certified advanced practice nurse practitioners who have completed an accredited MSN degree.

Faculty Profile

The nursing faculty currently includes the following positions: five full-time tenured faculty members (including the Dean), three tenure-track faculty, 36 full-time non-tenure track faculty, 58 adjunct faculty members, and 2.5 FTE graduate teaching and research assistants. The College currently has two endowed professorships and anticipates a third endowed clinical professorship to be available this academic year. Twenty full-time faculty hold doctorates and seven are currently enrolled in doctoral programs.

In addition to a roster of nurse scholars, the College also includes preceptors. They are intended to serve as role models, mentors, and supervisors for the BSN and MSN programs. They are expected to fulfill the duties and responsibilities defined by the College and their employer and provide written and verbal information about students to course faculty. Each appropriate course is expected to limit the preceptor: student ratio to 1:2. MSN preceptor specifically include several of whom are certified as advanced practice nurses in such areas as family, pediatric, adult, neonatal and women's health nursing.

Staff Profile

In the Office of Student Services, an admissions representative leads the College's recruitment efforts for undergraduate and graduate programs, and is often the first point of contact for prospective students. The College recognizes the importance of consistent student advising to ensure a smooth progression into and through the curricula. Because of the complexities of the nursing curricula and scheduling challenges, the College maintains a staff of four full-time academic advisors who support students in all programs to ensure that program requirements are fulfilled and the students' educational plans are as efficient as possible.

The College's technology office, comprised of a software support expert and two student technical assistants, provides technological support to faculty, staff, and students in the areas of computer training, computer help and AV equipment use. Additionally, the College employs support staff who perform accounting and fiscal, secretarial and administrative assistant duties. Finally, the College employs graduate research and graduate teaching assistants to facilitate the work of faculty and editors, statisticians, and consultants as needed by researchers.

Student Profile

The College enrolls 1,085 diverse students in the following degree programs: the Bachelor of Science in Nursing, the Master of Science in Nursing, and the Doctoral programs in Nursing.

Enrollment Data for 2010-2011

Program Area	Total Headcount
Pre-clinical Undergraduate	315
Clinical Undergraduate	485
Masters	236
PhD	32
DNP	17
Total	1,085

Demographic Data for 2010-2011

Student Ethnicity	Percentage
Caucasian	69%
African American	15%
Other	5%
No Report	11%
Gender	
Female	92%
Male	8%

Clinical Facilities

Seton Hall contains classrooms, student study and recreational areas, four nursing simulation and skills laboratories, and additional faculty offices. The three main classrooms in Seton Hall are equipped with full computer access (SMART technology). The Nursing Simulation/Skills Center is composed of two nursing simulation and skills labs and two health assessment labs that provide students with multiple learning environments. The College has adequate physical space; and more importantly has adequate resources to support online technologies which are the central educational vehicle for the DNP program. Capitalizing on the robust number of health care facilities in St. Louis, the College has over 100 active clinical contracts for student placements, including primary care sites, acute and rehabilitation hospitals, community mental health sites, community health clinics, and immunization clinics.

Research

Active researchers at the College have programs of research in the areas of outcomes management; promoting and maintaining health in African American men and their children; exercise and diet (wellness) in adults at risk for cardiovascular disease or with chronic illness; pre-conception health and the risks and benefits of weight loss in overweight and obese pregnant women; the prevention of injury and disability in the chronically ill; informatics; interventions for school age children with chronic illness; Chinese family care giving with an emphasis in gerontology; breast cancer survivorship, health disparity and genetics aspects as they relate to cancer; application of the trans-

theoretical model, social cognitive theory, and the 5 A's framework in designing health promoting exercise interventions; needs assessments and educational programs for a variety of populations including in school age children for the prevention of methamphetamine use. The College serves as a site for recruitment for breast cancer survivors with lymphedema as part of a study by Dr. Armer at the Columbia campus. This past year, several researchers also have formed a collaboration with Quingqing Lou, Clinical Nurse Specialist and Researcher, in Nanjing, China for the purpose of studying health promotion in Chinese and American adults with obesity, hypertension, and diabetes. Faculty also have international collaboration in Taiwan in the area of research methodology and instrumentation. Research faculty publish; are guest editors for journals; serve on cardiovascular, cancer-related and NIH study sections; and hold national level positions in the areas of cancer care, psych mental health, and evidence based nursing interventions.

In Seton Hall and in the College of Nursing building, there are dedicated research work areas containing large tables, work areas, computers and printers, and rooms to house GRAs. SPSS software are provided by the university IT department. Consultants, editors and statisticians are provided for researchers as needed. Budgetary help during grant writing is provided by the Office of Research Administration at UMSL using budget template software. The College has a faculty who is the Nursing IRB representative to the central campus Office of Research Administration IRB committee. She signs off on nursing research proposals before they go the central committee. The Office of Research also is responsible for all grant compliance standards. Through the Office of Research on campus, faculty have been oriented to the Community of Scientist software which contains a search engine for locating grant funding. Researchers orient to NIH study section procedures via sample review sessions on DVD, discuss research and budgets, and review faculty's manuscripts and grants at the College Research Advisory Committee (RAC) meetings held at least monthly.

The Dean of the College invites four students per year to enroll in the student poster competition at the annual Midwest Nursing Research Society (MNRS) conference. The local STT organization is a source of small grants for research. The Office of Research Administration holds small grant competitions twice a year. Research funding twice a year is also available through the University of Missouri System Research Board mechanism. Faculty and doctoral students are affiliated with the Washington University Center for Translational Research which also provides research grant monies. Researchers have been recently oriented to the Missouri Foundation for Health, Missouri Capture (MOCAP), consultative service where faculty can seek assistance with planning and writing program grants without charge.

Accreditation

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