



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

THE SEARCH

The University of North Dakota is seeking a dynamic and visionary leader to become Dean of 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. Reporting directly to the Provost, the Dean is the chief executive officer of the CNPD and is responsible for its effective administration. The Dean will build upon the College's strengths to provide exceptional undergraduate and graduate educational experiences, recruit and develop outstanding faculty, and promote faculty-driven scholarly and creative endeavors that advance the size, scope, and impact of the scholarly enterprise and significantly enhance the CNPD's translational impact on the state and region. Rank and tenure will be commensurate with background and achievements.

QUALIFICATIONS

The essential knowledge, skills, and experience of this position include:

- An earned doctorate that qualifies the applicant in any of the three disciplines within the College; or in related areas, such as health sciences.
- Demonstrated leadership and administrative experience, budgetary and development skills, and personal attributes consistent with being an effective leader in an interdisciplinary College.
- Demonstrated focus on collaboration, collegiality, professionalism, and teamwork.
- A track record of innovation that advances the scholarly enterprise to the next level, including via externally sponsored research, publications, and applied or translational research, while maintaining College excellence in educating the next generation of practitioners.
- Experience focusing on internal and external matters of the College including strong internal leadership as well as in community outreach and fundraising/alumni relations.
- Ability to prioritize interdisciplinarity to foster collaboration within the CNPD as well as with academic programs throughout UND, especially to advance the

- research enterprise, interprofessional education, and programs that serve the state of North Dakota.
- Well-developed written and verbal communication skills that support advocacy for the College within the University, the community and beyond.
 - Current North Dakota license or eligibility for North Dakota licensure, as applicable to the candidate's discipline.
 - Unquestioned integrity, as well as an ability to quickly form strong relationships with key stakeholders.
 - Record of academic achievement in her/his discipline meriting appointment as a tenured Professor or Associate Professor.
 - An innovative, creative leadership style that is forward-looking regarding undergraduate and graduate education programs.
 - University teaching experience complemented by a strong research and scholarly record.
 - Ability to collaborate effectively with faculty, staff, students and the broader educational and professional communities, including health service providers and community-based organizations.
 - Demonstrated effectiveness working in a diverse, multi-cultural environment.
 - Experience in curriculum development and program accreditation.

RESPONSIBILITIES OF THE POSITION

- Prioritize outreach and development to foster innovative initiatives within the CNPD, across the university, and with community, professional partners and students.
- Engage in activities to further develop the faculty's research, scholarly, and creative activity potential.
- Enhance the College's profile, resource streams, and engagement with alumni and community.
- Support the College's commitment to diversity and service to underserved populations.
- Formulate and implement programs to further faculty and staff recruitment, review, and development.
- Oversee formulation and implementation of strategic plans for the College.
- Provide visionary and strategic leadership for the College.
- Support high quality teaching, faculty research, and creative and professional activities.
- Foster academic planning and innovative curricular and scholarly development.
- Encourage research grants, expanded advancement effort, and public/private partnerships.
- Ensure effective management of financial resources including budget planning and management.
- Fosters relationships with students.
- Support the College's efforts to educate the healthcare workforce to ensure state-of-the-art skills.

TO APPLY:

The Search Committee for the Dean 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 vision 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 terms alignment with national trends. Total current CNPD student enrollment comprises 1,034 undergraduate students and 462 graduate students.

The CNPD has three departments with 50 FTE faculty and 67 part-time faculty, and offers four undergraduate, seven master's, 1 DNP and 1 PhD tracks in Nursing; two undergraduate programs 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 are 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 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.

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 Bachelors 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 | 29 Full Time (6 Tenured/Tenure Track, 23 Clinical Track), 50 Part Time |
| Nutrition and Dietetics | 5 Full Time (1 Tenured, 1 Tenure Track, 2 Clinical Track, 1 instructor), 2 Part Time |
| Social Work | 16 Full Time (8 Tenured/Tenure Track, 8 Clinical Track), 1 Part Time |

Student Profile

| Department/Program | # of Students Enrolled |
|--|----------------------------|
| Nursing Programs: | 1,001 (+8 on leave) |
| Undergraduate, including Pre-Nursing | 762 |
| Pre-Nursing | 442 |
| Traditional BSN | 274 |
| Accelerated/BAC2 | 31 |
| RN-BSN | 15 |
| Masters (MSN) | 212 (+8 on leave) |
| FNP | 77 (+3 on leave) |
| Nurse Anesthesia | 24 |
| Advanced Public Health Nursing | 19 (+1 on leave) |
| Adult-Gerontology CNS | 2 |
| Adult-Gerontology NP | 30 |
| Psych-Mental Health NP | 27 |
| Nursing Education | 33 (+4 on leave) |
| Doctoral | 27 |
| DNP | 6 |
| PhD | 21 |
| Nutrition and Dietetics Programs: | 121 |
| Undergraduate | 121 |
| Pre-Dietetics/Dietetics | 75 |
| Community Nutrition | 31 |
| Nutrition minor | 15 |
| Social Work Programs: | 419 |
| Undergraduate (BSW) | 186 |
| Graduate (MSW) | 233 |
| MSW (on campus) | 74 |
| Online MSW foundation | 101 |
| Online MSW concentration | 58 |

Staff Profile

The College employs 45 staff members, 25 graduate assistants and 31 student employees.