



**An Invitation to Apply for:**

**ASSISTANT DEAN  
Family, Community, and Mental Health Nursing  
Wayne State University College of Nursing, Detroit Michigan**

**Assistant Dean Appointment: 50%**  
**Faculty role: 50%**

The Wayne State University (WSU) College of Nursing invites applications and/or nominations for the position of Assistant Dean for Family, Community and Mental Health Nursing (FCMH). Candidates must have a master's degree in nursing, an earned doctorate in nursing or a related field, a strong scholarship history, and be eligible for licensure as a registered nurse in Michigan and for appointment as an associate or full professor. Strong interpersonal skills, including the ability to communicate well with individuals in community organizations are critical. The appointee in this position will hold faculty rank and carry responsibilities for teaching, conducting research, and service. A high degree of knowledge about and comfort with information technology is essential as well as proven success at working in a team-oriented, vibrant, and intellectually stimulating university environment.

The executive search firm, *The Hollander Group* (<http://www.thehollandergroup.net/>), has been retained to assist the College of Nursing in this search. .

**Wayne State University**

Wayne State University (WSU) is Michigan's only urban research university, thereby filling a unique niche in providing access to a world-class education at a great value. Wayne State's 12 schools and colleges offer more than 350 major subject areas to our 33,000 graduate and undergraduate students.

WSU is located in the heart of Detroit's Cultural Center, home to renowned museums, galleries and theatres; most are within walking distance. The WSU main campus

encompasses 203 acres of beautifully landscaped walkways and gathering spots, linking more than 100 education, research, and residential buildings. Five extension centers in the greater Detroit metropolitan area provide convenient access to a wide selection of courses year round.

The College of Nursing is an integral part of Wayne State University, a research intensive institution classified as a ‘doctoral-extensive research university’ by the Carnegie Foundation, a classification that places Wayne State in the top 2.5 percent of all institutions nationwide. The National Science Foundation ranks WSU among the top 50 public research universities. The College of Nursing and the University share a strong multicultural urban research, teaching, and service mission and agenda.

### **Wayne State University College of Nursing**

The College of Nursing (<http://www.nursing.wayne.edu/index.htm>) includes nearly 600 students, faculty, and staff and is led by Dean Barbara K. Redman. The leadership team includes Dr. Stephen Cavanagh, Associate Dean for Academic and Clinical Affairs; Dr. Judith A. Floyd, Associate Dean for Research and Director of the Center for Health Research; Dr. Jean Davis, Assistant Dean for Adult Health and Dr. Naomi E. Ervin, Assistant Dean for Family, Community and Mental Health Nursing (the subject position of this recruitment).

The College of Nursing (CON) is known for its cutting-edge research in nursing, self-care, care giving, and urban health. Faculty research is supported by the College’s Center for Health Research, (the first nursing research facility of its kind) and enhanced by opportunities for collaborative research at the extensive Detroit Medical Center, the Henry Ford Health Care System, numerous community health care centers, the College of Pharmacy and Allied Health, and the Wayne State University School of Medicine.

The CON is internationally recognized as a leader in preparing graduate and undergraduate students to become nurses scholars and researchers and educating them to provide leadership for the profession and discipline of nursing. Wayne State University and the College of Nursing have a long history of supporting international initiatives.

The CON excels in the development, application, and dissemination of nursing knowledge to promote health and well being for people on the community, state, nation, and global levels.

### **Academic Programs**

Accredited by the Commission on Collegiate Nursing Education.

The following programs are offered by the College of Nursing: Bachelor of Science in Nursing, Master of Science in Nursing, Post-Masters’ Certificates, Doctor of Philosophy, and Post-doctoral Studies.

## **Bachelor Of Science in Nursing**

The Bachelor of Science Program **offers** traditional undergraduate study, a Second Career / Second Degree, an RN to BSN option and an accelerated RN-MSN option

Students pursuing baccalaureate degrees in nursing science are provided with theoretical, evidence-based, and clinical foundations that enable them to assess, plan, implement, and evaluate health care to meet the needs of individuals, families, groups, and communities whose health status varies qualitatively and quantitatively.

## **Master's Of Science in Nursing**

Graduate studies at the master's level place primary emphasis upon evidence-based advanced nursing practice, theory, and research. Students may develop a specialized practice focus in Community Health Nursing, Psychiatric-Mental Health Nursing, Adult Health, or Women, Neonates and Child Health.

In addition, Master's level studies provide the student with a basis for further study at the doctoral level.

Graduates of the Community Health Nursing option are eligible to write the national certification examination for advanced practice as a clinical specialist in community health nursing.

Graduates of the Psychiatric-Mental Health Nursing option are eligible to write the national certification examination for advanced practice as a Clinical Specialist in Psychiatric-Mental Health Nursing, or Psychiatric and Mental Health Nurse Practitioner - Adult, or Psychiatric and Mental Health Nurse Practitioner - Family.

The Master of Science in nursing degree with a major in Advanced Practice Nursing with Women, Neonates and Children prepares nurses for advanced practice in the care of women, high risk neonates or children. Students select a specialty focus within the curriculum to be prepared as women's health nurse practitioners, neonatal nurse practitioners, pediatric nurse practitioners, school nurse practitioners, or nurse-midwives.

Upon program completion, students are eligible to take a certification examination through the National Certification Corporation (NCC), American Nurses Credentialing Center (ANCC) or the National Certification Board for Pediatric Nurse Practitioners and Nurses (NCBPNP/N) to become a women's health nurse practitioner, neonatal nurse practitioner, pediatric nurse practitioner, or certified nurse-midwife.

Post-Master Certificates are available in Nursing Education and Transcultural Nursing.

## **Area of Family, Community & Mental Health Nursing**

### Community Health Nursing

The specialty in Community Health Nursing prepares nurses for advanced practice in the care of vulnerable populations and communities addressed through leadership strategies, health policy development, and program implementation. The goal of this program is to prepare a clinical nurse specialist who will promote the health and well being of populations and communities. Upon completion of the master's program, students will be eligible to take the American Nurses Credentialing Center (ANCC) examination for the Clinical Nurse Specialist certificate in Community Health Nursing.

### Research Sequence

MSN students must elect a series of courses which will prepare him/her to be competent in the utilization of research findings. To develop these skills, the student completes courses in inferential statistics and research methods in nursing before conducting a study that includes the scientific analysis of data.

### Psychiatric Mental Health Nurse Practitioner

Students gain expertise in several modalities of psychotherapy as well as knowledge in biological, neurobiological, pharmacological and physiological domains so that they can conduct comprehensive assessments and utilize a range of psychobiological interventions. The specialty courses focus on psychiatric assessment, triage and crisis intervention; bio-psychosocial models of mental health and illness; theory and practice with individuals, families and groups; and analysis of mental health systems and policies. Students have an opportunity to develop their own goals and pursue focused clinical experiences in areas of individual interest. Graduates will have earned the maximum education credits applicable toward national certification in Adult or Child Psychiatric Nursing through ANCC.

### Advanced Practice Nursing with Women, Neonates & Children

The goal of this innovative program is to prepare advanced practice nurses who will promote the health and development of women, neonates, and children as individuals and as population groups. The curriculum combines both broad foundational knowledge and specialty knowledge in women's health, high-risk neonatal care, and child health. Attention is given to health promotion and prevention of disease and disability. Upon program completion, students are eligible to take a certification examination through the National Certification Corporation (NCC), American Nurses Credentialing Center (ANCC) or the National Certification Board for Pediatric Nurse Practitioners and Nurses (NCBPNP/N) to become a women's healthcare nurse practitioner, neonatal nurse practitioner or pediatric nurse practitioner.

### Nurse-Midwifery Option

The Nurse-Midwifery concentration is a new subspecialty within the Advanced Practice Nursing with Women, Neonates and Children (APNWNC) program. The program is pre-accredited by the American College of Nurse-Midwives (ACNM). The graduate concentration in Nurse-Midwifery, leading to a Master of Science in Nursing degree, requires 51 credits distributed among clinical, research and cognate courses.

### School Nurse Practitioner Option

The School Nurse Practitioner option, made possible by a grant from the U.S. Department of Health and Human Services Division of Nursing, is built upon the foundation of the Master of Science in Nursing major in Advanced Practice Nursing with Women, Neonates and Children. The student who elects this option completes the Pediatric Nurse Practitioner tract and two additional seminars on school health issues. The curriculum leads to broad foundational competence in primary care of children. With the SNP concentration, the student also achieves competence in health promotion for school children preschool to grade 12 and in working effectively in school settings and the community. Upon graduation, the student is eligible to sit for certification as a Pediatric Nurse Practitioner (PNP) through the American Nurses Credentialing Center (ANCC) or the National Certification Board for Pediatric Nurse Practitioners and Nurses (NCBPNP/N).

### Graduate Certificate in Nursing Education

This 12-credit certificate program is designed to prepare nurses for teaching positions in educational and service settings. The certificate provides nurses with essential knowledge and skills in teaching, program development, evaluation, clinical instruction and other aspects of the educational process in nursing.

### Doctoral Program in Nursing

The Doctor of Philosophy in Nursing program is designed to prepare researchers and scholars who will provide leadership to the profession and discipline of nursing, the program emphasizes the development of the student's capacity to make significant, original contributions to nursing knowledge.

The purposes of the Doctoral Program are:

- To prepare scientists capable of generating rigorously tested knowledge that contributes to the positive development of individuals, families, communities, society and the discipline of nursing.

- To prepare nursing scholars who will test, generate and extend knowledge related to individuals', families', and communities' self-care and caregiving behaviors; and, to extend knowledge of urban environments that influence and alter health, and reduce health disparities.
- To prepare leaders for the discipline and profession of nursing.

Students gain in-depth knowledge in domains integrating Urban Health and Self-Care and Care giving. Urban Health research focuses on questions regarding the effects of urban environments on health behavior and health outcomes. Self-Care and Care giving research focuses on capabilities and actions directed toward the care of self or others' health or well being. The curriculum focuses on scientific inquiry and includes research methods, nursing theory, cognates, knowledge development, and the substantive domains of the discipline.

Consistent with Wayne State's mission as a national research institution, faculty research is funded by the National Institutes of Health (NIH), foundations and other sources. The opportunities for collaborative research at facilities such as the Detroit Medical Center, an extensive network of hospitals and community health centers; the Wayne State University School of Medicine, the Eugene Applebaum College of Pharmacy & Health Sciences, the Institute of Gerontology, the Center for Urban and African American Health, and other schools enhance faculty research. Representative areas of faculty research include: ethics, homeless women, immigrant and minority health, children and families who have experienced traumatic events such as violence or unintentional injury, self-care strategies for primary and secondary prevention of hypertension and kidney disease, telemonitoring interventions to achieve blood pressure control in African Americans, patient education, adolescents and young adults, pain management, tobacco prevention/cessation, smoking cessation among Arab American youth, low literacy skills and methods of reaching individuals with lower literacy skills, end-of-life care, quality of community health nursing care, improving access to nursing care in the community, immunologic mediators in allergic rhinitis and sleep, treatment of injectable drug users' leg wounds, needs of HIV-infected mothers and their children, and sleep patterns among adults and sleep disruption in vulnerable populations.

### **Faculty**

Faculty positions within the College of Nursing include the following:

<b>Rank</b>	<b>Number of Faculty</b>
Associate/Assistant Dean	4
Professor	7
Associate Professor	7
Assistant Professor	17
Instructor	20
Part time	3

Lecturer	2
Senior Scientist	1

## CHALLENGES OF THE POSITION

The successful candidate for the Assistant Dean for Family, Community and Mental Health Nursing will demonstrate a commitment to excellence in research, education and service. S/he will be a demonstrated leader who can build the division with a solid understanding of a College of Nursing in a complex research extensive, urban, diverse institution. The new Assistant Dean will face many challenges and opportunities, and must be able to:

- *Foster an environment that celebrates and capitalizes on the diversity of the College, its Faculty, Students and Staff.*
- *Foster flexibility to meet the learning needs of a diverse student population with family and work responsibilities in addition to student responsibilities.*
- *Work in the complex assembly of clinical areas in the division of Family, Community and Mental Health Nursing bringing his/her focus to the division while appreciating and fostering all divisional research and clinical foci of all specialty areas.*
- *Possess demonstrated knowledge and ability to garner external research funds.*
- *Balance the administrative role with teaching and research.*
- *Foster connections outside the college.*
- *Work in an environment of strong faculty governance.*

## RESPONSIBILITIES OF THE POSITION

The Assistant Dean for Family, Community and Mental Health Nursing is responsible for the leadership and program and project development. S/he will develop and implement strategic initiatives in conjunction with the Dean and other Assistant Deans. The Assistant Dean has specific responsibilities in the following areas:

- Provide leadership and facilitate program and project development in Family, Community and Mental Health Nursing area. The position is 50% Administration and 50% Faculty Role (Research, Teaching, & Service)
- Implement policies and procedures designed to support and contribute to the achievement of the philosophy, objectives, and mission of the College of Nursing.

- Review and evaluate current area programs, and oversee the scheduling of area course offerings.
  - Interpret established policy to promote the efficient attainment of established goals.
  - Consult with Dean and Associate Dean to determine optimum enrollment.
  - Develop and maintain student recruitment activities in cooperation with the Assistant Dean of Student Affairs.
  - Plan, coordinate, and monitor the personnel activities of faculty and staff to ensure that assigned faculty and personnel are operating in a capable and efficient manner.
  - Make recommendations to hire, promote, and terminate faculty and staff, and evaluate their work.
  - Implement Affirmative Action policies in carrying out responsibilities.
  - Actively recruit faculty, determine faculty assignments, stimulate faculty research, and provide leadership and management to maintain the excellence and integrity of assigned programs.
  - Actively recruit qualified students.
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- Maintain a system for academic advisement in cooperation with Offices of Associate Dean, Academic and Clinical Affairs, and Assistant Dean of Student Affairs.
  - Act in leadership capacity working with faculty, students, staff, and outside organizations to develop and promote understanding and support for area programs.
  - Disseminate information regarding program policies and procedures.
  - Actively participate in committees and task forces; maintain professional memberships, and attend regional and national meetings to represent the interests of the area and maintain awareness of current and future directions in nursing education.
  - Seek external funding for proposed programs.
  - Provide reports and information regarding program participants and activities.
  - Perform related work as assigned.

### **CHARACTERISTICS OF THE IDEAL CANDIDATE**

The ideal candidate for this position will personify the mission and vision set forth by the College of Nursing at Wayne State University. While it is realized that no candidate will exhibit all desired qualities, the ideal candidate will possess the following:

- An active scholar with external funding and an in-depth understanding of one of the practice areas in Family, Community and Mental Health Nursing and a strong appreciation for the other areas.
  - Demonstrated teaching experience in a university setting.
  - Demonstrated leadership skills.
  - Strong interpersonal communication skills, including the ability to communicate well with individuals in organizations outside of the University.

- The Appointee in this position will hold faculty rank and carry some responsibilities for teaching and/or research.
- Scholarly record of publication and funded research commensurate with immediate appointment to Associate Professor or Professor levels with tenure.
- Certification in one clinical area in the division would be highly desirable.
- Master's degree in nursing
- Earned doctorate in nursing or a related field.
- Eligible for licensure as a registered nurse in Michigan.
- Demonstrated leadership skills.
- Record of successful external fund raising.
- Sensitivity and perceptiveness necessary to function successfully in a multi-cultural and multi-ethnic environment.
- Integrity, patience and flexibility.
- Demonstrated ability to work effectively and collaboratively with individuals with a wide range of backgrounds and cultural experiences.

**TO APPLY:**

The search committee is accepting applications immediately and will continue until the position is filled. Please send CV with cover letter, **preferably by email**, in strict confidence to:

Sharon M. Flynn Hollander or Clifford R. Hollander

*The Hollander Group*

[Info@thehollandergroup.net](mailto:Info@thehollandergroup.net)

Fax: 202-337-4046

**The Wayne State University is an Equal Opportunity Employer and encourages a diverse pool of candidates for this search.**

## **APPENDIX A: Research Project Highlights (partial listing)**

### ***Mother – Child Adjustment in Arab Immigrants and Refugees***

[Karen Aroian](#), Principal Investigator, and her research team (Edythe Hough, Anahid Kulwicki, and Tom Templin) received five years of funding from the National Institutes of Health National Institute of Nursing Research to study maternal and child stress, environmental risk, coping, social support, parent-child relationships, and their effects on psychosocial adjustment in adolescents of Arab Muslim mothers who recently immigrated from the Middle East. The longitudinal study tracks developmental transitions from early to middle to late adolescence. A battery of measures on stress, coping, and adaptation are being administered to 700 Arab mothers and their adolescent children at three time points. The measures are in Arabic and have been adapted and tested for relevance to the Arab culture. Information from the study will identify mothers and adolescents at risk and provide direction for prevention and early intervention.

### ***Exercise and Sleep: A Clinical Trial in Menopausal Women***

Jean Davis, Principal Investigator

Two new studies will shed light on one of the most common health complaints among women: sleep problems.

In the first study, funded by the National Institute of Nursing Research, Principal Investigator and associate professor of nursing Jean Davis will work with co-investigators Hermann-Josef Engels, an exercise physiologist in the WSU Department of Health, Physical Education and Recreation of the College of Education and Safwan Badr, professor and chief of the WSU Division of Pulmonary, Critical Care and Sleep Medicine.

The three-year study investigates the relationship between physical activity and disrupted sleep in post-menopausal women. Preliminary evidence shows that exercise improves sleep, but Davis' team is looking for the mechanisms. She hypothesizes that exercise may release estrogen from fat tissue into the bloodstream and that exercise may raise the core body temperature during sleep, both of which allow women to maintain better sleep patterns. The study involves 50 estrogen-deficient, post-menopausal women who are experiencing sleep problems. A test group will exercise for 30 minutes a day, five days a week for 16 weeks, after which they will be compared to a control group by pre- and post- test measurements at a sleep lab and by self reported symptoms.

For her second project, Davis will investigate breast-cancer patients who are undergoing radiation therapy. Davis and co-investigator April Vallerand, pain specialist and assistant professor in the College of Nursing, received funding from the 2004 Detroit Medical Center and College of Nursing Scholars Award to examine the symptom cluster that encompasses fatigue, depression, pain and sleep disruption among this group of patients.

The project will gather data on 60 women in the fifth week of radiation therapy. Besides administering questionnaires on sleep quality, daytime sleepiness, pain, fatigue, and depression, the researchers will analyze interleukin-6 levels and provide preliminary information about possible relationships between patient symptoms, including sleep patterns, and changes in their IL-6 levels.

***\$1 million grant to fund study of HIV-infected mothers***

Edythe S. Hough, Principal Investigator

Professor Edythe S. Hough, EdD, RN, FAAN, has been awarded a \$1 million federal grant to study how HIV-infected mothers and their children cope with the illness. The research team – which includes co-investigator / project director Gail Brummitt, PhD, Professor Darlene Mood, PhD, Assistant Professor April Vallerand, PhD, RN, and research associate Thomas Templin, PhD, all of the College of Nursing – will interview the children three times over the course of three years in order to examine the long-term effects of HIV on mother and child in terms of coping and adjustment.

By conducting the research in Detroit, Hough is able to include information on how urban issues such as poverty, substance abuse, urban crowding and crime affect the subjects. Of particular relevance is the effect of the mother’s illness on the family – what becomes of the family when the primary caregiver is, herself, in need of care?

The grant was awarded by the Maternal Child Health Bureau of the Health Resources and Services Administration, a division of the U.S. Department of Health and Human Services.

***Study of Tobacco Use Among Arab-American Youth***

Virginia Hill Rice, Principal Investigator

Under a \$1.6-million research award from the National Institute for Child Health and Human Development, Professor Virginia Hill Rice, Ph.D., R.N., C.S., F.A.A.N. will conduct a five-year clinical study that will examine cultural, personal, social and environmental forces contributing to tobacco use in Arab-American adolescents and test the effects of a smoking cessation intervention on long-term quitting.

Rice, who has served on the Arab Health Council for the last 12 years, describes southeastern Michigan as home to the highest concentration of Arabs outside the Middle East with an estimated population of 300,000. “Many Arab Americans come to America from countries where tobacco use is an important part of their culture and is a means to show hospitality,” she said. “In that part of the world, health promotion, in terms of smoking prevention and cessation, has been virtually nonexistent.

"If the current generation of Arab-American youths can be helped to stop smoking and to avoid tobacco use, hundreds of smoking-related health problems could be avoided."

### ***Aging-Related Sleep Changes***

Judith Floyd, Principal Investigator

Associate Professor Judith Floyd received a \$405,000 National Institutes of Health (NIH) award for a three-year project: *Aging-Related Sleep Changes: A Meta-Analysis*, which involves gathering all the known research about sleep into a single reference source for sleep researchers. With her research team, Floyd said she will "map the knowledge of how sleep changes from adulthood to 'old-old' age and map the research that has been done on sleep and aging over the last 40 years."

Floyd's grant award follows honors she has earned from organizations such as Sigma Theta Tau and the American Academy of Sleep Medicine, which bestowed her with its Award for Innovative Research in Insomnia. The academy works to promote awareness of insomnia among primary care providers.

## **APPENDIX B: Center for Health Research**

The [Center for Health Research](#), founded in 1966, is one of the nation's first facilities to focus on nursing research. While the majority of medical research is focused on trying to find cures for illnesses, nursing research is more concerned with promoting health for individuals, families, communities, and society. Nurse researchers are finding ways to provide effective care for people and teaching people better ways to care for their own health problems. Through the Center, the College of Nursing became one of the first nursing institutions to garner funding from the National Institutes of Health. Current total funding from all sources is approximately \$8 million

College of Nursing faculty members and their research teams are studying the following topics:

- How diabetics can manage their own health care
- How to help Arab American youths stop smoking
- How mothers with HIV/AIDS cope with their role as caregivers
- How to encourage healthy lifestyles such as heart healthy diets and physical activity in African American and Hispanic populations
- Blood pressure telemonitoring in African Americans
- The role of exercise in sleep for menopausal women
- How to enhance cultural competence
- Ways to improve cancer pain management in the home
- How to reduce the effects of homelessness, and patient literacy levels.