

## POSITION AND CANDIDATE SPECIFICATION



## FRANCES PAYNE BOLTON SCHOOL OF NURSING

### DEAN

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## POSITION SPECIFICATION

### Client Organization

#### Case Western Reserve University

Case Western Reserve University (CWRU) is a nationally recognized research university located in Cleveland, Ohio. It is composed of eight schools: the College of Arts and Sciences, the School of Dental Medicine, the Case School of Engineering, the School of Law, the Weatherhead School of Management, the School of Medicine, the Frances Payne Bolton School of Nursing, and the Mandel School of Applied Social Sciences. CWRU enrolls more than 10,100 students – about 43 percent in undergraduate programs and the balance in graduate and professional programs.

The distribution of major fields of study among 2010 bachelor's degree recipients was approximately: 32 percent in engineering (including computer science); 16 percent in humanities and the arts; 31 percent in social sciences; 26 percent in sciences and mathematics; 9 percent in nursing and other health fields (e.g., nutrition); and 11 percent in management (including accounting). At the post-baccalaureate level, 21 percent of degrees awarded in 2010 were earned in management; 22 percent in medicine or the biomedical sciences; 16 percent in law; 11 percent in engineering (including computer science); 8 percent in social work; 9 percent in nursing; 5 percent in dental medicine; 3 percent in the humanities and the arts; 3 percent in science and mathematics; and 3 percent in the social sciences.

#### Frances Payne Bolton School of Nursing

The Frances Payne Bolton School of Nursing (FPB) at Case Western Reserve University is a globally-recognized leader in nursing education and research. FPB was endowed in 1923 and is named after Frances Payne Bolton (1885-1977), the first woman to be elected from Ohio to Congress and the first congresswoman to represent the United States in the United Nations General Assembly. She also sponsored the Bolton Act of 1943, which created the U.S. Nursing Cadet Corps. FPB consistently ranks among the top nursing programs in the country (*U.S. News & World Report*). Commitment to excellence in research and scholarship, small class sizes, distinguished faculty, global initiatives, and other academic innovations poise FPB as a leading institution of nursing education for students at all levels of study. The School is home to the nation's first practice doctorate in nursing, the first acute care nurse practitioner program, and the first flight nursing program.

#### Academic Programs

- Bachelor of Science in Nursing

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- Master in Nursing (Graduate Entry for Non-Nurses)
- Master of Science in Nursing
  - Acute Care Nurse Practitioner (subspecialties: Flight Nursing, Cardiovascular Nursing)
  - Adult-Gerontology Nurse Practitioner (subspecialties: Cardiovascular Nursing, Gerontology)
  - Pediatric Nurse Practitioner (subspecialty: Cardiovascular Nursing)
  - Neonatal Nurse Practitioner
  - Family Nurse Practitioner (subspecialties: Cardiovascular Nursing, Gerontology)
  - Women's Health Nurse Practitioner
  - Advanced Practice Adult Oncology/Palliative Care
  - Family Systems Psychiatric Mental Health Nursing
  - Advanced Public Health Nursing
  - Nurse Anesthesia
  - Nurse Midwifery
  - Nursing Informatics
- Doctor of Nursing Practice (DNP)
- Doctor of Philosophy in Nursing
- Dual Degree/Combined DNP-PhD in Nursing
- Post-Doctoral Opportunities

## Centers of Excellence

- World Health Organization Collaborating Center
- Sarah Cole Hirsh Institute for Best Nursing Practices Based on Evidence
- University Center on Aging and Health
- Self-Management Advancement through Research and Translation (SMART) Center\*
- Full Inclusion of Persons with Disabilities in Research (FIND) Lab\*
- Building End-of-Life Science through Positive Human Strengths and Traits (BEST) Center\*

\* Funded by the National Institute of Nursing Research/National Institute of Health

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## Students

- Total: 781
  - Undergraduate: 277
  - MN: 62
  - MSN: 246
  - DNP: 135
  - PhD: 47
  - Non-degree: 9

## Faculty

- Total full-time faculty (>50%): 93
- Endowed Chairs: 14
- Fellows of the American Academy of Nursing: 17
- Fellows of Nurse Practitioners: 2
- Fellows of the Gerontological Society of America: 3

## Postdoctoral Fellows

- Total: 9

## Staff

- Total: 60

## Finances

- Total Operating Budget: \$23.9 million (FY11)
- Tuition Income: \$13.7 million (FY10)
- Research Support: nearly \$9.8 million (FY11)
- Endowment: \$85 million

## Alumni

- Total: 8,500

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FPB alumni comprise a global network of leading practitioners, researchers, and educators. They have served as presidents of all major nursing organizations and maintain leadership positions at organizations and universities across the country and around the world. Their strong, passionate commitment to FPB has created the largest known endowment of any nursing school in the country.

FPB is located in University Circle, a 550-acre world-class center of innovation in health care, education, and arts & culture. Just four miles from downtown Cleveland, University Circle is an extraordinary urban neighborhood, home to more than 20 artistic and cultural venues, as well as a host of year-round special events. Combined with neighboring Little Italy, there are close to 100 dining options from which to choose. Within University Circle, FPB students also have ready access to premier healthcare organizations, including:

- University Hospitals Case Medical Center – Among the nation's leading academic hospitals, forming the largest biomedical research center in Ohio and one of the top 20 in the country.
- Cleveland Clinic: The second largest medical group practice in the world and the largest hospital in Ohio; one of 10 U.S. hospitals designated "The Best of the Best" by U.S. News & World Report
- Louis Stokes VA Medical Center: Recognized for more programs of clinical excellence than any other VA medical center in the United States.
- MetroHealth Medical Center: A regional public hospital that is one of only 19 Level 1 trauma centers with a rehabilitation facility specializing in spinal cord injuries.

More information about the Frances Payne Bolton School of Nursing at Case Western Reserve University can be found at <http://fpb.case.edu>.

## Position Summary

Reporting to the Provost and Executive Vice President and working with faculty, staff, students, donors, alumni, and University administrators, the Dean of the Frances Payne Bolton School of Nursing at Case Western Reserve University will provide the leadership, vision and strategic insight required to advance the School in research, education and clinical training. FPB has a proud history as a top School of Nursing, and its constituents are committed to building on that legacy in the 21<sup>st</sup> century. The School seeks an individual who appreciates the significance of research and understands how to engage faculty in growing an already strong portfolio of grants, projects and centers. At the same time, the Dean will encourage continued high-performance in teaching, mentoring and clinical preparation. Finally, the Dean will lead development efforts to secure resources for the School's priorities.

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As the school's chief representative, advocate and spokesperson, the Dean will articulate the school's vision and goals externally to potential students and faculty, alumni, affiliated health service providers, and donors, as well as internally to the School and University community. She/he will identify and encourage new initiatives, partnerships and collaborations to broaden and strengthen the school's programs. The Dean will oversee the budgets to ensure efficient, effective and sustainable operations. In keeping with the collaborative goals of the school and the broader University, the Dean will nurture a collegial academic community characterized by mutual inclusiveness and respect.

## Key Relationships

Reports to:	W.A. "Bud" Baeslack III, Provost and Executive Vice President
Direct reports:	Executive Associate Dean, Academic Programs Associate Dean, Doctoral Education Associate Dean, Research Associate Dean, Undergraduate Programs Associate Dean, Evidence-Based Practice Associate Dean for Minority Affairs and Health Disparities Assistant Dean, Finance and Administration Assistant Dean, Alumni Relations and Development Director of International Health Programs Director, Marketing and Communications Head, World Health Organization Collaborating Center Assistant Director, Marketing and Communications Executive Aide Faculty Affairs Coordinator
Other key relationships:	President Deans of the College and all other schools Administrators in the Office of the Provost Executive leadership at local medical centers and other healthcare organizations National leaders in nursing and healthcare Alumni groups Community organizations, foundations, corporations

## Major Responsibilities

The Dean is the academic and administrative leader of the School of Nursing and part of the senior leadership team of Case Western Reserve University. He/she will:

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- Work closely with the Provost, the School's leadership team, faculty and staff to define and communicate a contemporary vision for the School. In so doing, the Dean will advance the University's broader academic goals, as well as the larger agenda for the profession of nursing.
- Lead the development, execution and evaluation of an innovative strategic plan that reflects the School's vision for local, national and global impact. Work with faculty and staff to identify and implement specific steps to realize the school's aspirations for research, education, and clinical activities.
- Establish and oversee the infrastructure additions necessary to achieve this vision and support the School's success.
- Form strong and productive working relationships with members of the University leadership team; the School's faculty, student body, staff and alumni. Communicate regularly with constituent groups, reach out to colleagues in the university community, and seek increased opportunities to capitalize on the University's immense strengths in the health sciences and close proximity of all of its schools.
- Leverage and enhance existing relationships with Cleveland-area health care partners and develop new ones with institutions outside the immediate community.
- Recruit, hire and retain a diverse and outstanding faculty. Ensure an atmosphere of inclusiveness, support and professional development to promote career success.
- Play a significant and constructive role in promoting educational, research and service collaborations among other schools at Case Western Reserve, and continue to develop academic partnerships with other universities within the United States and abroad. Facilitate faculty-to-faculty collaboration within the School and University, as well as with institutions across the globe. Foster a culture of innovation in research, education and health care.
- Represent nursing globally as a thought leader in the field and serve as a spokesperson for the discipline.
- Effectively communicate the School's strategies and progress to create momentum and encourage additional efforts by key constituencies.
- Deepen existing relationships and expand the School's network with individuals, corporations and foundations to increase the amount of philanthropic funding in the areas of nursing education, research and clinical excellence.

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## **CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA**

### **Ideal Experience**

The successful candidate will be a dynamic leader with a compelling vision for nursing in the 21st century. Ideally, he/she will be a Fellow of the American Academy of Nursing and will have a track record that includes:

- Experience in an administrative leadership role in a top-ranked school of nursing that has a full range of academic programs and a strong research base. The individual should possess a distinguished record of contributions to the institution(s) and the larger field, as well as a demonstrated understanding of the elements of a robust research portfolio.
- A demonstrated ability to recruit, mentor, develop and retain a diverse and top-tier nursing faculty and staff.
- Strong financial and operational management skills.
- Successful fundraising experiences, as well as an appreciation for the stewardship and strategy involved in cultivation and closing gifts.
- Experience building and maintaining productive collaborations and partnerships among a School of Nursing and both local and global practice and research sites.
- A record of national and international leadership experience.
- An earned doctorate in nursing or related field is required, in addition to meeting the credentials for rank of full Professor with tenure at Case Western Reserve University.

### **Critical Competencies for Success**

The successful candidate will also have leadership competencies and personal skills that will enable him or her to accomplish the following:

- *Leadership Strengths:* Consistent with Case Western's reputation as a research-intensive university, the successful candidate will lead the development and implementation of an innovative vision and strategic plan for nursing, with an emphasis on increasing School's breadth and amount of funded research while also continuing to foster clinical practice and education. She/he will also develop a cohesive and high-performance team culture. The Dean will demonstrate accessible, transparent and dynamic leadership and communication style. This leader will



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understand how to build upon previous successes and position the organization for academic growth, financial health and an enhanced national and international profile.

- *Skilled at Partnership and Collaboration:* The successful candidate will establish credibility as a well-regarded, high-impact leader who is able to break down barriers and build relationships across programs, centers and constituencies within a complex and decentralized University environment. She/he will exhibit the stature, confidence and ability to add value to senior academic and clinical leaders within both the School and the larger academic and healthcare community. With an understanding of the importance of functioning in a global community, the successful candidate will bring national and international exposure and will foster interdisciplinary collaboration.
- *Interpersonal Effectiveness:* The successful candidate will leverage strong people and communication skills to further advance the School of Nursing's vision, visibility, and reputation in the context of building upon the successes already made and identifying new opportunities for growth and accomplishment. She/he will be proactive and responsive to the changing landscape of the nursing profession and exhibit an open-minded, transparent and innovative style of leadership in making the necessary changes. She/he will also be an active leader in the local and global communities, articulating the vision for the School and taking an active role in alumni and donor relations to continue to enhance fundraising, outreach efforts and tangible financial results.

## **Other Personal Characteristics**

- An engaged individual who is a natural leader, advisor, consultant and strategist with the demeanor, maturity, intellect and integrity required to establish immediate credibility. Someone who embodies servant leadership.
- An effective, charismatic and self-confident leader with a high degree of drive, energy and passion for excellence; brings the experience and personality necessary to gain the respect of executives at all levels of an organization.
- A high-impact executive who thrives in a team setting, motivated by the advancement of the organization, as well as representing a strong role model and mentor to his/her colleagues.
- Excellent interpersonal skills, demonstrating warmth, caring and commitment to an inspiring work culture and an environment where everyone can achieve their full potential.
- An individual who works well with diverse communities and who embraces international activities and travel.

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*In employment, as in education, Case Western Reserve University is committed to Equal Opportunity and Diversity. Women, veterans, members of underrepresented minority groups, and individuals with disabilities are encouraged to apply.*