



MGH INSTITUTE  
OF HEALTH PROFESSIONS

A graduate school founded by Massachusetts General Hospital

BOSTON, MASSACHUSETTS



*Associate Dean for  
Academic Affairs  
and Program  
Innovation*

SCHOOL OF NURSING

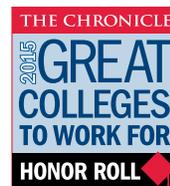
## SCHOOL OF NURSING

### Associate Dean for Academic Affairs and Program Innovation

**M**GH Institute of Health Professions, an independent graduate school founded by the world-renowned Massachusetts General Hospital and the only degree-granting affiliate of Partners HealthCare, invites applications and nominations for the position of the **Associate Dean for Academic Affairs and Program Innovation in the School of Nursing**. The Institute seeks an experienced, innovative, detail- and process-oriented leader to serve as this key member of the School of Nursing's administration.

#### THE LEADERSHIP OPPORTUNITY

MGH Institute of Health Professions operates within Partners HealthCare and offers its employees unparalleled opportunities for career growth and development. It has been recognized multiple times by *The Chronicle of Higher Education* as a "Great College to Work For." A leading health sciences educational institution, the MGH Institute provides students with outstanding academic programs, many of which are ranked among the best in the nation.



**The Associate Dean for Academic Affairs and Program Innovation** in the School of Nursing (SON) is an exceptional opportunity for a nursing leader who desires to be part of an educational team committed to educating and preparing students in an interprofessional learning environment. The Associate Dean will serve primarily as the operations administrator, overseeing the details of services and programs, while enhancing programs with cutting-edge innovation.

The Associate Dean holds a ranked faculty position at the Institute and reports directly to the Dean of the SON. This senior administrator is a member of the SON Executive Council and is primarily responsible for providing leadership for the SON's academic affairs and innovation in nursing education.

The position is designated as 85 percent administration and 15 percent teaching (1-2 classes per year) and mentoring faculty. Scholarship and service are also essential elements of the faculty role.



**Primary Responsibilities** include working collaboratively with the SON Executive Council to:

- Oversee the quality of the SON's academic programs based on trends in nursing education and health care and propose ideas for innovative programs.
- Oversee program and faculty evaluation processes in collaboration with nursing administration and faculty and the implementation of program changes based on evaluation data.
- Provide curriculum and policy leadership to faculty and standing committees.
- Collaborate with the Dean to ensure program compliance with all state and national accreditation or approval standards between site visits and prepare reports as needed.
- Periodically review and update the curriculum in conjunction with course faculty and curriculum committee to ensure compliance with national guidelines and to ensure required uniprofessional, interprofessional, and Institute competencies are incorporated into the curriculum.
- Develop faculty expertise in the areas of teaching and scholarship.
- Provide leadership for the SON's expansion and growth.

## SPECIFIC DUTIES OF THE POSITION

### Increase Innovation In Program Development

- Propose ideas for program development based on local, national, and global trends in health care and nursing education.
- Conduct regular external scans for opportunities to develop graduate nursing education.
- Provide leadership on the SON Executive Council regarding academic program development.
- Collaborate with the Dean to identify and develop new opportunities for nurses to achieve a graduate degree.
- Collaborate with the Dean to develop and implement a focused plan to achieve enhanced levels of external funding for the school.
- Develop business plans for proposed programs and conduct cost/benefit assessments of new and continuing programs.
- Work collaboratively with clinical partners to facilitate new initiatives.



## Graduate Programs Administration

- Develop and participate in program evaluation and prepare reports for AACN, NLN, and Board of Nursing Registration.
- As a member of the SON Executive Council, set priorities for the SON and assist in identifying and implementing new initiatives.
- Analyze resource needs related to teaching and make recommendations to the Dean.
- Collaborate with Assistant Dean for Student Support and Clinical Facilitation and with Program Directors to design uniprofessional and interprofessional clinical education for students at all program levels.
- Develop processes and procedures for maintaining ongoing accreditation of all SON degree programs.
- Participate in budget planning/management as needed.
- Prepare internal reports and drafts of proposals as requested by the Dean.
- Monitor collection of student feedback data on program satisfaction measures (per evaluation plan) and program outcomes measures.
- Represent the SON to the Partners network community and to alumni as appropriate.
- Collaborate with the members of the Executive Council to develop and maintain a timely, effective response to concerns raised by faculty and/or students and to maintain a process of quality improvement.
- Collaborate with the Assistant Dean for Student Support and Clinical Facilitation to develop and retain appropriate clinical placements for prelicensure and graduate students, test new models of clinical education for advanced practice nurses, expand clinical opportunities for students, and engage in continuous evaluation of clinical placements.
- Participate in student recruitment activities and collaborate with the Office of Enrollment Services.
- Provide administrative leadership in the absence of the Dean.
- Participate as ex-officio member on SON-related faculty committees.



## Faculty Administration

- Develop and implement a plan to ensure effective faculty teaching and evaluation.
- Collaborate with the SON Executive Council to project faculty and program needs and assign faculty workloads.
- Collaborate with faculty to develop teaching and learning scholarship consistent with faculty members' individualized work plans and goals.
- Create a program for faculty development in concert with Program Directors based on learning needs.
- Participate in faculty hiring process and provide for the on-boarding and mentoring of new and continuing faculty.
- Mentor and assist faculty with student advisement.

## Institute Governance

- Represent the SON on Institute-level committees as assigned.
- Serve as a resource and maintain communication between SON and IHP councils and committees.

## Teaching, Research, Scholarship

- Participate in scholarly and teaching activities commensurate with rank.

## Community and Professional Service

- Participate in and assume a leadership role in appropriate community and professional associations and activities.



## QUALIFICATIONS

The successful candidate will have a terminal degree in nursing or a related field, an MS degree in nursing, and prior experience in teaching at the graduate level and administering nursing education. Knowledge and experience of best practices in curriculum development and evaluation are also highly valued.

A strong record of scholarship or research and a commitment to an ongoing program of research or scholarship is preferred. Prior experience with grantsmanship is desirable.

Additional requirements include:

- Excellent interpersonal, written, and oral communication skills
- Experience with quality assurance
- Demonstrated ability to provide leadership and foster collaborative efforts
- Commitment to increasing diversity of faculty, staff, and students

## THE SCHOOL OF NURSING

The mission of the School of Nursing is to educate individuals to become exceptional professional nurses and to lead the discipline through practice, scholarship, and service.

Since its creation in 1977 as the successor institution to the 104-year-old Massachusetts General Hospital diploma nursing school, the MGH Institute has been at the forefront of nursing education. In addition to the original Master of Science in Nursing degree, in 2007 the school created one of the country's first four accredited Doctor of Nursing Practice (DNP) programs. The next year, the Institute inaugurated an Accelerated Bachelor of Science in Nursing degree to meet the demand of filling more than 100,000 nursing vacancies nationwide. In 2011, the Institute introduced Mind Body Spirit (MBS) nursing certificate programs for nurses who want to integrate a holistic approach with enhanced patient care.

Today, the SON offers:

- Accelerated Bachelor of Science in Nursing
- Direct-Entry Master of Science in Nursing
- RN to Master of Science in Nursing



- RN to Doctor of Nursing Practice
- Post-Master's Doctor of Nursing Practice for Nurse Executives and Advance Practice
- Certificate of Advanced Study in Nursing
- Global Health Certificate
- Mind Body Spirit Certificate
- HIV/AIDS Certificate

A top-ranked nursing program by *U.S. News and World Report*, the school takes an interprofessional approach to learning, giving students the competencies needed to be leaders in their field and effective members of high-performing, health care teams. Students benefit by being mentored by faculty who are premier practitioners and researchers in nursing. A majority of the faculty hold doctoral degrees, actively publish in peer-reviewed journals and textbooks, and are practicing clinicians. Many faculty members are recognized nationally and internationally.

The MGH Institute receives priority clinical placements for its students at prestigious health care facilities within Partners HealthCare. The Institute is affiliated with Massachusetts General Hospital, Spaulding Rehabilitation Network, Children's Hospital Boston, Brigham and Women's Hospital, Newton-Wellesley Hospital, McLean Hospital, Faulkner Hospital, and North Shore Medical Center.

Graduates consistently score well above both state and national averages on both the registered nurse licensure (NCLEX-RN®) and advanced practice nursing certification exams.



## MGH INSTITUTE OF HEALTH PROFESSIONS

The Massachusetts General Hospital School of Nursing, a program granting diplomas in nursing, established in 1873 by the Massachusetts General Hospital, is the predecessor of the MGH Institute of Health Professions. When the State of Massachusetts authorized the hospital system to grant academic degrees in 1977, the MGH Institute began to develop into the diverse academic institution it is today.

MGH Institute of Health Professions graduated its first class of students in 1983 with a Master of Science in Physical Therapy. The MGH Institute began admitting its first entry-level Master of Science in Nursing students in 1982. Three years later, the MGH Institute became an independent corporation, and in 2001 moved to the Charlestown Navy Yard in Boston.

Throughout its history, the Institute has embraced innovation and has been a leader in health care education. Today, the MGH Institute offers six post-baccalaureate programs: Doctor of Occupational Therapy, Doctor of Physical Therapy, Master of Science in Speech-Language Pathology, Master of Science in Nursing, Master of Physician Assistant Studies, and an Accelerated Bachelor of Science in Nursing. Additionally, it offers several post-professional programs: PhD in Rehabilitation Sciences, Doctor of Nursing Practice, and Master of Science in Health Professions Education, along with several certificates.

The MGH Institute has more than 100 faculty members and 1,500 students. Retention is high, with more than 98 percent of students matriculating through to the end of their degree program. The Institute has an alumni base of over 7,100 worldwide.

In March 2017, Paula Milone-Nuzzo, PhD, RN, FHHC, FAAN, was named the sixth President of the MGH Institute. Dr. Milone-Nuzzo has spent the past 14 years in leadership roles at the College of Nursing at The Pennsylvania State University, serving as Dean and Professor of the College since 2008. She is a widely published and nationally recognized nursing leader who has led the College to new heights in research activity and academic excellence.



## NAMED BY THE *CHRONICLE OF HIGHER EDUCATION* AS A “GREAT COLLEGE TO WORK FOR”

*The Chronicle of Higher Education* has named the MGH Institute a “Great College to Work For” with Honor Roll status for the past three years. The Institute was recognized in the following nine categories:

- Collaborative Governance
- Compensation & Benefits
- Confidence in Senior Leadership
- Job Satisfaction
- Professional/Career-Development Programs
- Respect and Appreciation
- Supervisor or Department-Chair Relationship
- Teaching Environment (faculty only)
- Work/Life Balance

## BOSTON, MASSACHUSETTS

One of the oldest and most historic cities in the United States, Boston is the capital and most populous city of the Commonwealth of Massachusetts. Boston is the economic and cultural anchor of the metropolitan area known as Greater Boston, which is home to an estimated 4.7 million people.

Recognized as a world leader in innovation and entrepreneurship, Boston has an economic base that is diverse, including health care, education, finance, tourism, biotechnology, and information technology.

The city is home to some of the nation’s top sports teams and has a vibrant arts community. While the city’s mass transit systems are popular, Boston ties with Washington, D.C. in the highest number of commuters who bike or walk to work.



## APPLICATIONS & NOMINATIONS

Confidential inquiries are welcomed and nominations are invited.

Applications must include:

- a) Letter of interest
- b) Current curriculum vitae
- c) Five professional references with contact information, including email addresses

Submit application materials to: [MGHIHP@myersmcrac.com](mailto:MGHIHP@myersmcrac.com)

Applications are being reviewed. The position remains open until filled.

Nominations should provide contact information, including email addresses, for the individual being nominated.

Submit nominations to [MGHIHP-Nominate@myersmcrac.com](mailto:MGHIHP-Nominate@myersmcrac.com).

**Emily Parker Myers**, CEO, and **Kenny Daugherty**, President, of **Myers McRae Executive Search and Consulting**, are assisting MGH Institute of Health Professions with this search.

### **Myers McRae Executive Search and Consulting**

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## MISSION STATEMENT OF THE MGH INSTITUTE

As an independent, interprofessional graduate school of health sciences, MGH Institute of Health Professions prepares health professionals and scientists to advance care for a diverse society through leadership in education, clinical practice, research, and community engagement.



*The MGH Institute of Health Professions is an equal opportunity employer and is committed to enhancing the diversity of its faculty and staff. We welcome nominations and applications from individuals who would bring diversity of experience, thought and practice to the Institute's research, teaching and clinical missions. Applications from protected veterans and individuals with disabilities are strongly encouraged.*