



CENTRA

College of Nursing

NATIONAL SEARCH FOR THE

Dean of Centra College

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EXECUTIVE SEARCH

CENTRA, a regional, nonprofit healthcare system based in Lynchburg, VA, seeks a dynamic nursing leader to serve as Dean of Centra College. Reporting to the Senior Vice President and Chief Nursing Officer at Centra Health, the Dean will provide visionary and administrative leadership that will advance the college in fulfilling its full potential in preparing nursing professionals to meet the demands of today's healthcare environment. The appointment will begin in July 2020.

The Opportunity

Centra College is committed to providing excellent care to individuals, families, and patients in the community through the development of professional nurses. Graduates are prepared to engage in best practices through critical thinking, interdisciplinary collaboration, and building community relationships.

Centra College has 400 students and 65 faculty and staff. It offers four programs: RN to BSN, Associate Degree in Nursing, Practical Nursing, and Nurse Aide Education. The college incorporates various aspects of the Professional Practice Model developed and implemented by Centra for the purpose of educating nursing students to provide safe, quality, patient-centered care based on best practices. All of the programs:

- Focus on the patient and family as the center of the nurse's work.
- Are based on Professional Standards and Professional Development.
- Are based on Service Excellence which incorporates patient-centered care.
- Provide learning about the healthcare environment and clinical microsystem, and the care delivery models used in each system.
- Focus on teamwork and collaboration.
- Take a developmental approach to teaching based on Benner's theory of Novice to Expert.
- Address outcomes management by focusing on best practices for better patient outcomes.

Faculty members are role models of the use of course and end-of-program student-learning outcomes as the basis for teaching/learning strategies. This serves as an example for students regarding the importance of managing and measuring outcomes in professional practice.

Students hone their nursing skills and knowledge in the new state-of-the-art Central Virginia Center for Simulation and Virtual Learning. The 15,000+ square feet of simulated environments for learners includes flexible

patient care rooms, intensive care unit, labor and delivery suite, apartment, nurses station, and a pre-hospital provider area with a full-size helicopter and ambulance.

Each room is designed to mimic a clinical environment with the same supplies, technology, and equipment throughout the hospital system. Each space can be used with A/V technology to capture learners on video for feedback and debriefing.



VISIT THE COLLEGE AT WWW.CENTRAHEALTH.COM/CCON.

Dean of Centra College

EXECUTIVE SEARCH

The Position

The Dean of Centra College is responsible for the leadership and coordination of day-to-day education services and multidisciplinary practice standards of assigned business units and academic programs. The Dean participates in developing and implementing college budgets, performance improvement activities, staffing plans, recruitment, and retention efforts. While promoting collaborative initiatives with other disciplines in the use of evidence-based practice, the Dean oversees the effectiveness of academic programs as per relevant accreditation body, including standards of practice and evidence-based instruction.

Principal Duties and Responsibilities

- Facilitates progressive development of all collegiate programs and maintains a commitment to academic excellence and the achievement of Centra's program goals and objectives.
- Responds to student academic concerns and seeks resolution at the faculty level, ensuring accurate records of these issues are kept.
- Fosters the recruitment and retention of qualified students and provides leadership to students in academic endeavors.
- Collaborates with other organizational leaders to assure proper hiring and disciplinary procedures.
- Commits to and supports the development of diversity and ensures that the needs of culturally diverse faculty, staff, and students are considered in educational programs.
- Holds self and others accountable for meeting objectives and commitments.
- Facilitates clear, timely, and positive communication channels at the college and Centra levels.
- Develops a strong track record of exceptional decision making resulting in positive outcomes for the college.
- Manages and supports innovation and organizational change to improve effectiveness.
- Participates in the establishment of the vision, long-term and short-term planning documents, and decision-making, and assists with the strategic planning for both the college and Centra.
- Convenes strategic intellectual discussions with faculty, staff, and students about the future academic direction of college programs and assures a positive, high-quality working environment.
- Creates and enhances a positive collegiate climate.



Shelley Harris, DNP, CPPS, FACHE

Senior Vice President and Chief Nursing Officer at Centra Health

Dr. Harris joined Centra Health in February of 2020. The Senior Executive has more than 30 years of healthcare experience and is known for her authentic leadership in motivating others to attain organizational transformation through colleague empowerment.

Over Dr. Harris' distinguished career, she has served in chief executive roles in nursing with Saint Alphonsus Hospital & Health Care in Idaho and Hospital Sisters Health System in Illinois. Her commitment to excellence in healthcare leadership has been recognized with numerous award and honors.

She earned her Associate of Science in Nursing degree at SouthWestern Illinois College, formerly Belleville Area College. She holds a Bachelor of Science in Nursing degree and a Doctorate of Nursing Practice degree in Health Care and Nursing Administration, *Summa Cum Laude*, from Southern Illinois University, Edwardsville.

Dean of Centra College

EXECUTIVE SEARCH

- Fosters an institutional attitude and department/college climate that promotes a collegial environment of excellence, including advising.
- Ensures orientation of all new and adjunct faculty.
- Ensures all students are advised and have a program of study.
- Provides leadership to achieve the mission of the college in the areas of teaching, scholarship, and service.
- Analyzes challenges in a systematic, logical, and timely manner, and identifies and implements creative solutions.
- Maintains accountability for the financial management and oversight of the assigned areas.
- Maintains accurate and timely education program records.
- Conducts education program planning and management activities in support of Centra's goals meeting accreditation standards.
- Monitors student, faculty, and staff satisfaction survey reports and develops action plans to meet established targets.
- Provides leadership for faculty development and professional growth.
- Maintains licensure and certification appropriate to professional field and/or academic discipline and maintains professional competence through appropriate activities, such as clinical practice; attending conferences, workshops, seminars, and classes, and holding membership in professional organizations.
- Represents and promotes the college both internally and externally.
- Works effectively with direct reports in establishing and adhering to Centra's Standards of Behavior and creating a sense of commitment and comradery among team members.
- Assists in the establishment of support for the orderly and regular review of programs and curriculum.
- Reviews and approves all college curricular requests and coordinates instruction, ensuring programs meet accreditation standards.
- Engages in teaching, clinical practice, and scholarship according to expertise and professional interests, and as is compatible with the administrative role.
- Develops comprehensive proposals for the development or modification of educational programs.
- Assures orientation and education development programs for staff and faculty.
- Acts as a resource to assist staff and faculty in meeting their professional needs.
- May perform other duties as assigned or requested, and job specification can be modified or updated at any time.



Dean of Centra College

EXECUTIVE SEARCH

Qualifications

Candidates must have an earned doctoral degree in nursing (DNP or PhD) from a regionally accredited college or university. A current RN license is required.

Other requirements:

- Minimum of seven years healthcare clinical experience.
- Minimum of five years healthcare teaching experience.
- Minimum of five years management experience.
- Record of teaching, professional development/scholarly work, and service to warrant faculty rank of professor.
- Understanding of appropriate accreditation, preferably having national review experience.
- Administrative experience in higher education.
- Effective budget planning, implementation, execution and evaluation, as well as, strategic, operational, and contingency planning.

Centra employees are expected to model the Standards of Behavior below:

Commitment to Patients & Visitors

- Serve with compassion.
- Communicate with clarity.
- Create a connection.
- Show Integrity.

Commitment to Colleagues

- Exceed expectations.
- Lead by example.
- Be dependable.
- Build ONE team.

Lynchburg, VA

Lynchburg, VA, has a population of more than 75,000, with the metropolitan area tallying over 250,000 residents.

Situated on the banks of the James River, Lynchburg has a vibrant central city that fosters a strong sense of community and offers outstanding cultural venues, performing arts, and recreational opportunities. Locally owned stores, casual and fine dining restaurants, art galleries, theatre, and special events mean something is always happening downtown. Lynchburg operates one of the top school systems in the state.

Outdoor recreational opportunities include hiking, camping, biking, fishing, boating, rowing, rock climbing, and more. Eight miles of hiking and biking trails, including portions through downtown, run through the city's Blackwater Creek Natural Area.

Nearby cities include Roanoke, VA, at 50 miles; Greensboro, NC, at 115 miles; and Washington, DC, at 180 miles.



Dean of Centra College

EXECUTIVE SEARCH

Application and Nomination Process

Confidential inquiries are welcomed, and nominations are invited.

1. Application packet must include:
 - a) A letter of application that addresses the responsibilities and qualifications of the position
 - b) Current curriculum vitae
 - c) At least five references with full contact information including e-mails (References will not be contacted without consent from applicants.)Additional information will be requested upon receipt of application.
2. Submit application packet to Centra-Nursing@myersmcrac.com (preferably as PDFs) by July 8, 2020, for best consideration.

Submit nominations to Centra-Nursing-nominate@myersmcrac.com with complete contact and e-mail information for the individual being nominated.

Emily Parker Myers, CEO, and **Jennifer Barfield**, Senior Vice President, of **Myers McRae Executive Search and Consulting** are conducting this search.



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Centra is an Equal Opportunity Employer. In accordance with applicable law, we do not discriminate against applicants or employees on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis protected by appropriate law. All employment is decided on the basis of qualifications, merit, and business need. We encourage all interested and passionate candidates to apply.

