



# Charles R. Drew University of Medicine and Science

MERVYN M. DYMALLY COLLEGE OF NURSING

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*Inviting Applications and Nominations for*

## Associate Dean and Director of Nursing Education



**Charles R. Drew University of Medicine and Science (CDU)**, a private, nonprofit, community-founded, and student-centered University is seeking an innovative and dynamic leader to serve as **Associate Dean and Director of Nursing** in the Mervyn M. Dymally College of Nursing.



## ABOUT THE UNIVERSITY

**Charles R. Drew University of Medicine and Science**, located in the Watts-Willowbrook area of South Los Angeles, was founded in 1966 with a vision of creating a world without health disparities. CDU offers undergraduate degrees, graduate degrees, and certificate programs across a range of health and medical professions including nursing, X-ray technology, medicine, biomedical science, public health, computed tomography, physician assistant, and psychology. Since its inception, CDU has helped nearly 10,000 students start or accelerate their careers in the medical and health professions. The University is comprised of the College of Medicine (COM), the College of Science and Health (COSH), and the Mervyn M. Dymally College of Nursing (MMDCON).

CDU is the second-most diverse university nationally in terms of student and faculty diversity. The University has earned designation as a minority-serving institution by the U.S. Office for Civil Rights and is recognized by the Department of Education (DOE) under Title III B as a Historically

Black Graduate Institution (HBGI). One of only four Historically Black Medical Colleges, CDU is also a charter Hispanic Serving Health Professions Schools member as well as a member of the Hispanic Association of Colleges and Universities.

The California Wellness Foundation has estimated that one-third of all minority physicians practicing in Los Angeles County are graduates of CDU or come from CDU's residency training programs. More than 85 percent of CDU's students report that they intend to practice and provide much-needed care in underserved communities following graduation. A Brookings Institute college evaluation system called CDU a "hidden gem," positioning the University third in the nation for providing the greatest value-added boost to alumni in occupational earnings power. In the 2019 U.S. Department of Education College Scorecard, CDU ranks as the 7th highest college in California in median annual earnings of former students one year after graduation.



## Mervyn M. Dymally College of Nursing

The South Los Angeles area surrounding CDU has the highest concentration of racial/ethnic minorities and is the most socioeconomically disadvantaged community in Los Angeles County. To tackle the growing demand for nurses who can provide health care in South Los Angeles and similar communities across the nation and throughout the world, CDU opened the Mervyn M. Dymally School of Nursing in fall of 2010. The school was the first comprehensive nursing program to open in Southern California in decades, and the first ever of its kind in South Los Angeles.

In 2017, MMDCON received a 10-year accreditation from the Commission on Collegiate Nursing Education (CCNE) and began a Baccalaureate of Science in Nursing completion program for RNs from Diploma and Associate Degree programs and this program has been extended to a concurrent curriculum. In 2018, the school partnered with Ross University School of Medicine, a for-profit medical school in Barbados, to educate doctors for South Los Angeles, since Charles R. Drew University typically receives more than 3,000 medical school applications, but only has space for 28 medical students each year.

In Spring 2019, MMDCON began the Master of Science in Nursing and Post Master of Science in Nursing in the Psychiatric Mental Health Nurse Practitioner (PMHNP). Currently, MMDCON enrolls more than 400 students in all nursing programs.



### OUR VISION

Excellent health and wellness for all in a world without health disparities.

### OUR MISSION

Charles R. Drew University of Medicine and Science is a private non-profit student centered University that is committed to cultivating diverse health professional leaders who are dedicated to social justice and health equity for underserved populations through outstanding education, research, clinical service, and community engagement.

### OUR VALUES

**Community:** At CDU, community encompasses historically underserved, underresourced, and underrepresented groups such as those in South Los Angeles and around the world that are impacted by health disparities. As a value, “community” is the binding spirit that inspires and drives our unique approach in preparing health professionals dedicated to social justice and health equity.

**Leadership:** At CDU, we hold ourselves accountable and define our collective and individual responsibility as a catalyst for change necessary to reduce and eliminate health disparities. As a value, “leadership” means we embrace our role as a pioneer in health education and research.

**Excellence:** At CDU, excellence is the highest quality performance in our operations, interactions, activities, and service to our community. Excellence invokes the desire to challenge and transcend the status quo. As a value, “excellence” represents the transformation we seek in ourselves and in our students, faculty, and staff.

**Diversity:** At CDU, diversity is defined by the multiple perspectives and ideas, plurality of cultures, variety of ethnicities, and differences in individuals within our communities. As a value, “diversity” represents a quintessential element of humanity and social justice for all.

**Integrity:** At CDU, integrity is the strength of character necessary to remain true to our values even in the face of adversity. As a value, “integrity” is conducting trustworthy, ethical, and respectful education, research, clinical, and other services in our committed engagement with underserved communities.

**Compassion:** At CDU, compassion is empathy for the plights and predicaments of disadvantaged populations. As a value, “compassion” propels us to hear the voiceless, compels us to advocate for the oppressed, and obliges us to seek relief for the deprived.



# THE OPPORTUNITY

Charles R. Drew University seeks an experienced and innovative leader to serve as Associate Dean and Director of Nursing in the Mervyn M. Dymally College of Nursing. This position reports directly to the Dean of the College of Nursing and assists in implementing a comprehensive pre-licensure registered nurse program at the baccalaureate level that is in support of university, campus, and/or departmental goals. The Associate Dean and Director ensures regulatory compliance, programmatic accreditation, internal consistency, and graduate outcomes that meet workplace expectations.

This position participates in curriculum development and evaluation for continuous process improvements and provides academic leadership in nursing that results in exceptional student learning outcomes and faculty development in academics and classroom management. The Associate Dean and Director enables an environment that fosters creativity, responsiveness, and self-responsibility. In addition, this position focuses on implementing academic programs that lead to core nursing student retention and graduate passage of board licensure exams (NCLEX).

## Essential Duties & Responsibilities

- Leadership knowledge in the program field to cultivate a learner-centered environment and to foster excellence.
- Knowledge in technological support and delivery of program area and services.

- Knowledge and evidence of strong supervisory and management skills applicable to specialized program areas.
- Knowledge of state, federal and local laws/regulations relating to programs, governmental compliance, and other regulatory standards such as Board of Registered Nursing (BRN), Commission on Collegiate Nursing Education (CCNE), and other accreditation standards (WASC).
- Experience with MS Office.
- Knowledge of applicable databases and computer application systems to supply the most accurate information, reports, and projections.

## Education

- A terminal degree from an accredited college or university which includes course work in nursing, education, or administration required.

## Licenses / Certifications (If Applicable)

- Current Registered Nurse License required in state of employment.
- Approval by the Board of Registered Nursing as needed.
- Current Driver's License.
- Current CPR Certification.

## Experience

- Five years of relevant experience is required.

## Skills & Knowledge

- Knowledge of nursing educational program administration.
- Knowledge of the principals and practices of nursing, including nursing guidelines set for the Board of Registered Nursing.
- Knowledge of compliance requirements and challenges facing academic nursing programs.
- Knowledge of curriculum development.
- Knowledge of teaching and clinical practice in the nursing field.
- Knowledge of current developments, trends, and complexities within nursing and the health care industry.
- Knowledge of health-related education in a global economy.
- Ability to recruit for and market an education program.
- Ability to develop a strategic plan.
- Demonstrated commitment to serve in underserved communities.
- Demonstrated leadership in teaching, research, and public service.
- Demonstrate a willingness to perform and a commitment to extracurricular responsibilities on behalf of the department, College, and University.
- Excellent interpersonal and communication skills.
- Knowledge of development, implementation, assessment and mentoring student-centered programs.

## Supervisory Actions

- Assigning and scheduling work activities.
- Monitoring workloads/levels.
- Performance counseling/coaching.
- Planning and evaluating performance.
- Providing on-the-job training.
- Reviewing and checking work.
- Hiring new employees.
- Determining salary actions.
- Disciplining/terminating employees.
- Promoting/demoting employees.
- Mentoring faculty and staff.

## Complexity

- The ability to perform highly detailed work with sustained attention and care while providing/obtaining information on numerous inquiries is paramount to success in this position.

## Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Occasional stooping.
- Frequent standing.
- Constant walking, sitting.
- Climbing, reaching high/low levels
- Finger movement/feeling
- Speaking clearly, hearing conversationally, and seeing far and near.

## Work Environment

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Occasionally required to work in confined space.

## Mental Demands

- The mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Frequent variety of unrelated tasks. Constant calculating, interrupted work, a variety of interrelated tasks, and use of sustained concentration, reasoning, judgment, resourcefulness, analytical ability, and ingenuity.

## Special Requirements

- Ability to work effectively with a diverse community.



## Dr. Gail Washington

### Dean of the Mervyn M. Dymally College of Nursing

Gail Washington, DNS, PHN, RN, FAAN, was appointed as Dean of the Mervyn M. Dymally College of Nursing at Charles R. Drew University of Medicine and Science in April 2022 following an extensive national search. Dr. Washington has more than 25 years of professional experience as an educator, visionary leader, and researcher in higher education.

Dr. David M. Carlisle, President, and CEO of CDU, has emphasized the nursing profession's vital role in health care and society and Dr. Washington's pivotal role in guiding the MMDCON. "Dr. Washington's experience, knowledge, and passion towards creating the next generation of nursing professionals and leaders, combined with her dedication to addressing health disparities among the vulnerable population, is truly a windfall of CDU in general and our nursing students in particular." Prior to her appointment at CDU, Dr. Washington served as the Director of the Patricia A. Chin School of Nursing at California State University, Los Angeles (CSULA), a role she held since 2016. Dr. Washington joined the CSULA faculty in the Fall of 2002 and held multiple leadership positions before becoming a Professor and Director.



Dr. Washington's educational journey started at Clemson University of South Carolina with an Associate Degree in Nursing. She obtained a bachelor's and Master of Science in Nursing from Drake University in Iowa followed by a Doctorate in Nursing Science from Louisiana State University. Her research concentrates on health disparities, vulnerable populations, quality of life, and instrument development.





Community Center at Magic Johnson Park

## Willowbrook Community, South-Central Los Angeles

The unincorporated community of Willowbrook offers residents a combination of urban, suburban and rural qualities, and provides family-oriented amenities for people of all ages. Willowbrook is ideal for those looking for a charming multicultural, and diverse neighborhood. Not only is the area a transportation and health hub for residents of South Los Angeles, it also is a bustling community with many things to see and do.

There are ample outdoor activity areas in Willowbrook including the vibrant 126-acre Magic Johnson Park, Washington Carver Park, and Chester Washington Golf Course. Foodies will appreciate

Willowbrook's diverse culinary offerings including numerous soul food, and authentic Mexican restaurants. Journey into Willowbrook's cultural heritage by visiting the African American Firefighter Museum or visit the famous Watts Towers.

Willowbrook is home to the Martin Luther King Community Healthcare Campus that reopened in 2014. The mission of MLK Community Health is to provide quality health care for residents of South LA.

The education system in Willowbrook is highly rated. Children in the area may attend the Los Angeles Unified School District or the Compton Unified School District, and there are numerous private schools a short distance away.

When looking for the next place to call home there are many reasons to choose Willowbrook.

## Application & Nomination Process

*Confidential inquiries are welcomed, and nominations are invited.*

### Applications

- 1) All application packets must include the following:
  - A letter of interest
  - Curriculum vitae or résumé
  - At least four references with full contact information including e-mails (References will not be contacted without consent from applicant.)
- 2) **Submit application packet** (preferably as PDFs) to **MMDCON-AssocDean@myersmcrae.com** by **January 12, 2024**, for best consideration. Additional information will be requested upon receipt of application. Applications will be accepted until the position is filled.

### Nominations

Submit nominations to **MMDCON-AssocDean-nominate@myersmcrae.com** with complete contact and e-mail information for the individual being nominated.

### Consultant

**Jennifer Barfield**, Executive Vice President of **Myers McRae Executive Search and Consulting**, is assisting Charles R. Drew University with this search. Request a conversation regarding this search at **JenniferBarfield@myersmcrae.com**.



**Statement of Non-Discrimination:** Charles R. Drew University of Medicine and Science (CDU) does not discriminate on the basis of race, color, sex, sexual orientation, gender, gender identity or expression, age, marital status, religion, disability, national origin, ethnic origin or prior military service in any of its policies, procedures or practices, including admission policies, educational policies, fellowship and loan programs, employment policies, and other University-administered programs and activities.