



PennState

Ross and Carol Nese College of Nursing

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Inviting Applications and Nominations for

Associate Dean for Graduate Education





*The Penn State University Ross and Carol Nese College of Nursing is seeking an innovative and visionary academic nurse leader as **Associate Dean for Graduate Education**. This is an opportunity to directly influence the next generation of advanced practice nurses, nurse researchers, and scientists.*



ABOUT THE UNIVERSITY

The Pennsylvania State University, commonly referred to as Penn State and sometimes by the acronym PSU, is a public state-related land-grant research University with 24 campuses and facilities throughout Pennsylvania. Founded in 1855 as the Farmers' High School, with the goal of advancing agriculture through science, the school would go on to become Pennsylvania's first land-grant institution affectionately called Penn State. Its flagship campus, known as University Park, is located in State College, Pennsylvania.

Penn State is an R1 research enterprise, ranking in the top 30 across the nation. For fiscal year 2022–23, research expenditures exceeded \$1.2 billion—a 14% increase from the previous year. Expenditures of this caliber enable Penn State faculty, staff and students to conduct cutting-edge research and drive innovation that positively impact people's lives, both locally and around the globe. Further, the University's interdisciplinary institutes promote collaboration across departmental boundaries to focus research strengths on vital scientific questions and pressing societal needs.

Penn State has eighteen colleges, including the Ross and Carol Nese College of Nursing. The University

Park campus is organized into fourteen distinct colleges, plus the graduate school and the division of undergraduate studies.

Our Values represent our core ethical aspirations for all our daily activities and actions as students, faculty, staff, and volunteers at Penn State.

We act with integrity and honesty in accordance with the highest academic, professional, and ethical standards.

We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.

We act responsibly, and we are accountable for our decisions, actions, and their consequences.

We seek and create new knowledge and understanding, and foster creativity and innovation, for the benefit of our communities, society, and the environment.

We strive for excellence in all our endeavors as individuals, an institution, and a leader in higher education.

We work together for the betterment of our University, the communities we serve, and the world.



ABOUT THE COLLEGE

The **Ross and Carol Nese College of Nursing** is one of the most comprehensive colleges of nursing in any public University in the country. With over \$17 million in research expenditures since the college's inception in 2013, the college has been awarded over \$8 million for gerontology research, over \$4 million for the development of a sexual assault forensic examination telehealth center (SAFE-T Center), and approximately \$1.5 million to support clinical and translational science. The college was recently named a Center of Excellence by the National League for Nursing in recognition of the college's commitment to the investment in its faculty.

With over 2,100 undergraduate students and approximately 200 graduate students, our footprint is worldwide with our faculty creating immeasurable experiences for our students around the globe. We offer four undergraduate degree programs as well as six advanced degree programs. The Nese College of Nursing enjoys the distinction of being the only named nursing school in the Big 10. Being fully accredited by the Commission on Collegiate Nursing Education (CCNE) with programmatic approval from the State

Board of Nursing, the Nese College of Nursing is a premier educator for nurses across the Commonwealth. Further, the college is the academic home to the Tressa Nese and Helen Diskevich Center of Geriatric Nursing Excellence, the Sexual Assault Forensic Examination Telehealth (SAFE-T) Center, Age-Friendly Care, PA, and delivers its award-winning curriculum across 12 Penn State Campus locations including Hershey Medical Center.

OUR MISSION

We are creating nurse leaders to transform lives and health around the world.

OUR VISION

We will redesign the landscape of health and nursing science through education, research, innovation, practice, and service.

OUR VALUES

Integrity, Respect, Responsibility, Discovery, Excellence, and Community

STRATEGIC PLAN

Goal 1: **Transforming Education**

The college will create an equitable, engaging, and meaningful student-centered curriculum that prepares nurse leaders across undergraduate and graduate programs for a complex healthcare system.

Goal 2: **Enhancing Health through Research & Innovation**

The college will be a leader in developing nurse scientists, conducting research, translating innovative findings to clinical practice, and disseminating lessons learned integral to improving nursing science.

Goal 3: **Stewardship of Our Planet's Resources and Community Relationships**

The college will steward our planet's resources as it relates to the health and wellness of individuals, communities, and systems.

Goal 4: **Using Arts & Humanities in Nursing to Address Political and Social/Practice Challenges**

The college will integrate arts and humanities as a way to address political and social/practice challenges experienced in providing nursing care.

Goal 5: **Service through Outreach and Digital Innovations**

The college will provide service through outreach and by using digital innovations across the Commonwealth and beyond.

UNDERGRADUATE PROGRAMS

- General BSN Degree Program
- RN to BSN Degree Program
- Second Degree Program
- Undergraduate Certificates

MASTER'S PROGRAMS

- Nurse Administrator Program
- Nurse Educator Program
- Graduate Certificates

DOCTORAL & POST DOCTORAL

- Doctor of Nursing Practice - Leadership
- Doctor of Nursing Practice - Nurse Practitioner
- PhD in Nursing Program
- Doctor of Nursing Practice - Leadership
- Doctor of Nursing Practice
 - Nurse Practitioner
 - Acute Care Adult-Gerontology Option
 - Primary Care Adult-Gerontology Option
 - Family/Individual Across the Lifespan Option
 - Psych-Mental Health Option
- Doctor of Philosophy
 - BSN to PhD
 - MS/MSN to PhD
 - Dual-Title PhD in Nursing and Bioethics
 - Dual-Title PhD in Nursing and Clinical and Translational Sciences (CTS)



CENTER OF GERIATRIC NURSING EXCELLENCE

The Tressa Nese and Helen Diskevich Center of Geriatric Nursing Excellence (CGNE) is an interdisciplinary community of clinicians, educators, scientists, and learners whose leadership involves actively improving health care and quality of life for older adults in America. For more than a decade, our center's vision and strategic plan have evolved to meet ever-changing needs and direction of health care for older adults and their families in the Commonwealth of Pennsylvania and throughout the United States.

CGNE collaborates with and provides programming for all Penn State nursing campuses, other colleges and departments, and World Campus online education. The CGNE establishes and maintains affiliations and collaborative partnerships with various community members, strategic partners, and organizations on a local and regional basis, throughout the Commonwealth of Pennsylvania, and in countries including Australia, Canada, Germany, and the United Kingdom.

CENTER FOR NURSING RESEARCH

Interdisciplinary collaboration is the hallmark of the college's research. Faculty partner with scientists within and beyond Penn State on studies that encompass the life span. Research is supported by grants from federal and private foundations (including National Institutes of Health, American Nurses Foundation, Inc., Health Resources & Services Administration, International Association of Forensic Nurses, Gordon and Betty Moore Foundation, The Regents of the University of California, Robert Wood Johnson Foundation, National Institute of Justice, Pennsylvania Commission on Crime and Delinquency, ALS Association, Miami University, State of Ohio).

The Ross and Carol Nese College of Nursing's Research Office provides an organized infrastructure designed to support graduate research faculty and their interdisciplinary teams throughout the various stages of their projects, from preparing proposals and obtaining funding to disseminating results in peer-reviewed journals and at national and international conferences.

FOCUSED RESEARCH AREAS

Gerontology

- Person-Centered
- Dementia/Delirium
- Cognitive Health
- Age & Dementia-Friendly Health Systems

Palliative and End-of-life Care

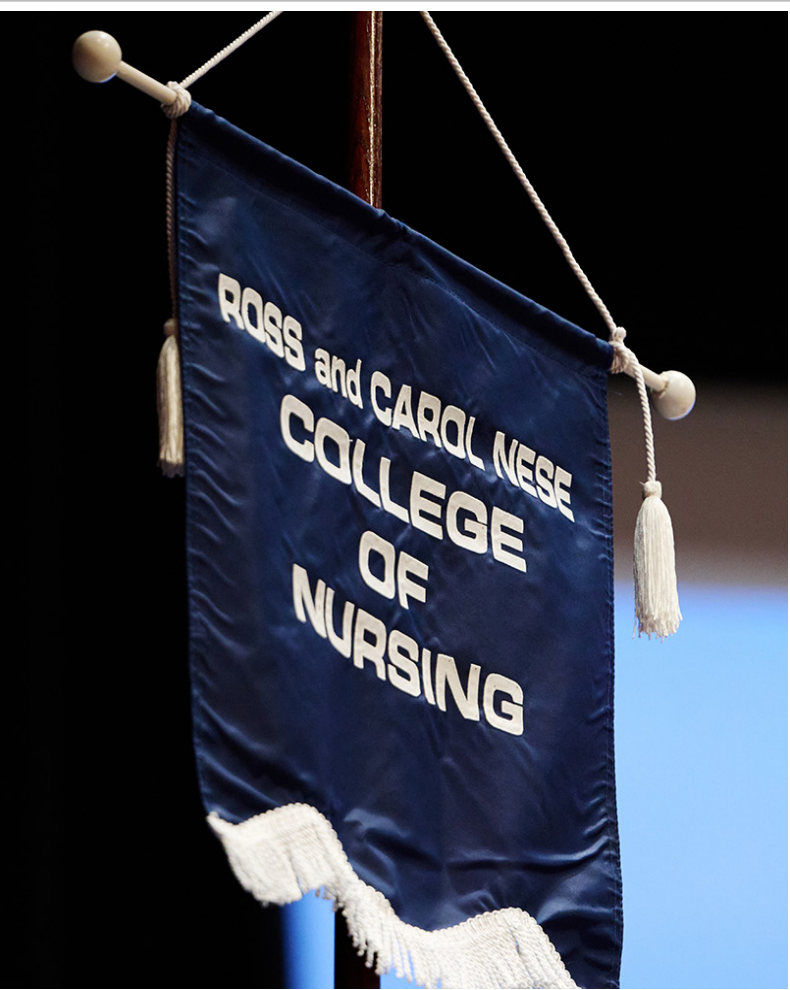
- Individuals & Families Managing Life-Limiting Conditions and Vulnerable Populations

Physiological & Molecular Mechanism Underlying Health and Well-being

- Sleep, mood, cognition, adolescent behavioral endocrinology

Health and Healthcare Disparities

- LGBTQ
- HIV
- College students
- Sexual/Interpersonal Violence
- Rural
- Ethics





THE OPPORTUNITY

The Associate Dean for Graduate Education is responsible for providing strategic leadership and operational oversight of graduate nursing programs (M.S.N., post-baccalaureate and post-Graduate Certificates, D.N.P., and Ph.D. programs). The overarching goal of this position is to facilitate the academic mission at the graduate level and provide vision and strategic direction for the graduate program.

Reporting to the Dean, this key leader will demonstrate progressive administrative leadership experience in an academic nursing environment, the ability to develop new graduate programs within a college of nursing, and the experience to work collaboratively with colleagues within the broader University community and beyond. As a member of the college's leadership team, the Associate Dean for Graduate Education will collaborate closely with the Dean and the rest of the leadership team on policy-making, planning, implementation, and evaluation of the college's activities and assist in ensuring that the university's vision, mission, and values are foundational elements in guiding decision-making and actions within the college.

The successful candidate will demonstrate a high level of conceptual and strategic thinking to participate in the development of academic program policies, procedures, and standards, as well as the college's mission, vision, and related strategic plans. Experience in scholarship and research development with both non-tenure and tenure track line faculty is highly preferred. Qualifications include a doctoral research degree (PhD, DNSc) in nursing or related field, current

nursing licensure or eligibility for nursing licensure in Pennsylvania, and experience in an academic administrative leadership role commensurate with a tenure-eligible appointment.

ESSENTIAL DUTIES & RESPONSIBILITIES

Administrative

- Oversee the work of the graduate faculty, the Assistant Dean for Professional Graduate Programs, the Director of the Ph.D. program, and the Program Manager for Graduate Education. Also, oversee the Graduate Staff Assistant's management of official records associated with graduate programs. Assure confidentiality and security of student records.
- In conjunction with the Dean, generate information requested annually for the BTAA, CCNE, AACN, and other benchmarking reports. Serve on Nese CON committees as outlined in the Nese CON Bylaws and chair the Graduate Affairs Committee.
- Represent the Nese CON at the Advisory Committee on Graduate Education (ACGE) meetings as well as at regional and national meetings concerned with graduate nursing education.
- Secure grants to support educational initiatives and student scholarships.
- Serve as a Nese CON representative as assigned by the Dean. Keep the Dean apprised of issues of significance in the graduate program.

- Oversee course scheduling and faculty assignments. Participate in and/or delegate faculty participation in activities that demonstrate involvement with and support of the students, such as commencement and honors activities.
- Coordinate with the Associate Dean for Research and Innovation with the assignment of graduate assistants. Advise the Dean and the faculty regarding allocating resources and the need for additional resources.

Curriculum Implementation

- Facilitate graduate faculty's systematic revision, implementation, and evaluation of graduate curricula. Request approval for non-officially appointed graduate faculty to teach graduate-level courses.
- In collaboration with Assistant Dean for Professional Graduate Programs, review preceptor agreements to support student clinical experiences and organize recognition events.
- Maintain a program of research/practice/policy scholarship and participate in teaching as appropriate in relation to the other responsibilities.
- Plan and monitor the administration of student surveys and program evaluation.
- Lead faculty discussion and implementation of new program options or specializations to meet market demands.
- Work with Dean and faculty to recruit qualified faculty. Request approval for graduate faculty teaching status for new and/or qualified faculty.
- Implement an effective process to communicate programmatic updates to graduate faculty. Participate in the annual orientation for new faculty.
- Serve as a resource for faculty. Resolve faculty personnel issues and refer to Dean if necessary.
- Participate in the annual performance evaluation of full-time faculty non-tenure-line in graduate programs. Recommend non-tenure line faculty for promotion reviews. Contribute to the annual evaluation of tenure-line faculty, as appropriate.
- Ensure that clinical agency contracts are in place for all clinical sites.

Students

- Lead in the development and implementation of effective strategies to recruit high-quality students with diverse backgrounds for all programs. Serve on the Ph.D. admissions committee.

- Serve as a resource for students. Update students on any program revisions.
- Collaborate with the Dean of the Nese CON and University personnel to ensure fair, reasonable, prompt, and effective resolution of graduate student issues such as misconduct and grade adjudication.
- Monitor student academic progression and facilitate academic reviews of students not progressing satisfactorily by the Admissions and Standards subcommittee.

Lines of Authority

- The Associate Dean for Graduate Education reports to and is evaluated by the Nese CON Dean with input from others as appropriate.
- Direct reports include: Assistant Dean for Professional Graduate Programs, Director of the Ph.D. program, and the Program Manager for Graduate Education.

Professional Qualifications and Personal Characteristics

The ideal successful candidate will preferably have the following competencies, knowledge, skills, abilities, and personal attributes.

Education

- A graduate degree in nursing and an earned doctoral research degree (PhD, DNSc) in nursing or a related field.
- Record of achievement in teaching, scholarship, and service which merits a tenured faculty appointment within the Nese CON.
- Eligible for licensure as a registered nurse in Pennsylvania.

Experience

- Experience in academic administration with graduate nursing programs.
- Leadership experience in graduate curricular development, program development, implementation, and evaluation.
- Keen insights into the range of key issues and opportunities in the nursing profession and nursing education with knowledge of current trends in research and graduate education.
- Demonstrated ability to motivate faculty and lead teams in a dynamic environment.

- Evidence of interprofessional collaboration and a track record of extramural funding preferred.
 - Scholarship in various aspects of nursing education, such as innovative and interprofessional teaching methodologies.
 - Fiscal experience in terms of developing and monitoring budgets and other resources for academic affairs.
 - Experience in developing strategic plans and providing visionary leadership for academic programs.
 - Documented experience in professional scholarship and research.
 - Possess an understanding of management challenges that present themselves in highly complex academic environments.
 - A commitment to enhancing racial, ethnic, and gender diversity in the student body and faculty; demonstrated commitment to fostering a diverse and inclusive environment.
- Personal Characteristics**
- Strong communication and interpersonal skills with demonstrated ability to communicate effectively with faculty, staff, students, and academic leaders across the University.
 - A self-motivated, approachable, and visible leader who has an open-door policy and empowers others.
 - A highly professional, inclusive, and mature individual who is trustworthy and exemplifies honesty and integrity.
 - An open, articulate, engaging, approachable, and innovative leader who offers clarity and inspires respect and credibility. The candidate will generate enthusiasm and passion for this work.
 - Demonstrates creative problem-solving skills with the willingness to take the initiative in leading and managing change.
 - An effective consensus builder and consummate team player who has a proven history of providing timely follow-up.
 - Has strong negotiation and persuasion skills and the ability to work with multiple individuals to bring about a broad perspective.
 - A well-organized, analytical, politically savvy, self-directed individual with excellent time management skills.
 - Demonstrates cultural sensitivity and a commitment to diversity, equity, and inclusion.
 - Possesses a high level of diplomacy and maintains a culture of integrity.





About the Community

State College is a home rule municipality located in Centre County, Pennsylvania. It is a college town, dominated economically, culturally, and demographically by the presence of the University Park campus of Penn State University.

State College is the largest designated borough in Pennsylvania and is the principal borough of the six municipalities that make up the State College area. The largest settlement in Centre County and one of the principal cities of the greater State College-DuBois

Combined Statistical Area with a combined population of 236,577 as of the 2010 U.S. census.

State College is located at an elevation of approximately 1,200 feet above sea level. It is surrounded by large tracts of farmland, and an expanse of Appalachian Mountain ranges and forests. Its location within a valley makes it prone to frequent rain and snowfall. Nittany Mountain is part of Pennsylvania's geologic ridge-and-valley province of the Appalachian Mountains. It is located at the approximate geographic center of Pennsylvania.

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.

Applications

- 1) All application packets must include the following:
 - A letter of interest;
 - Current curriculum vitae or résumé;
 - At least four references with full contact information including e-mail (References will not be contacted without consent from applicant.)
- 2) **Submit application packet** (preferably as PDFs) to **Penn-ADGE@myersmcrac.com**. **Review of applications will begin February 9, 2024.** Additional information will be requested upon receipt of application. Applications will be accepted until the position is filled.

Nominations

Submit nominations to **Penn-ADGE-nominate@myersmcrac.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 the Penn State with this search. **Request a conversation regarding this search at JenniferBarfield@MyersMcRae.com**



It is the policy of The Pennsylvania State University to provide equal opportunity in all terms and conditions of employment, for all persons, as described in the University's Affirmative Action Plan and HR01 (Fair Employment Practices | Penn State Policies at psu.edu). The intent of this policy is to prohibit discrimination (including sexual harassment) and to promote the full realization of equal employment opportunity through a continuing affirmative program in each administrative unit outlined in the Plan. This policy of equal opportunity applies to, and must be an integral part of, every aspect of personnel policy and practice in the employment, development, advancement, and treatment of employees and applicants for employment at the University.