



announces an executive search  
for the

**DEAN**  
of the  
**School of Nursing**

# Rhode Island College Dean of the School of Nursing Executive Search



**Rhode Island College**, a public, comprehensive liberal arts college, seeks a dynamic and experienced academic nursing leader to serve as **Dean of the School of Nursing**. Applications and nominations are invited.

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## The Opportunity

Rhode Island College is a highly respected post-secondary education institution dedicated to preparing students through rigorous academic programs, thoughtful service, and enriching opportunities. The new Dean of Nursing (Dean) will take a high quality, high-performing program to the next level of regional, national, and global leadership in nursing education.

Graduates of RIC's School of Nursing have consistently high NCLEX test scores, with the most recent scores reaching 98%. RIC's scores are the highest among the state's nursing programs and among the very best in the Northeast. The faculty is committed to providing learning experiences focused on mastering the knowledge and skills for professional nursing and assuring a deep understanding of the professional roles nurses play in today's health care delivery systems. The School offers the Bachelor of Science in Nursing (including an RN to BSN program), the Master of Science in Nursing (including specializations in

Adult/Gerontology emphasizing acute care, Nurse Anesthesia, and Population/ Public Health), and the Doctor of Nursing Practice degrees. Two graduate studies certificate programs - Nursing Care Management and Healthcare Quality and Patient Safety - also are available.

More than 500 students are enrolled in the undergraduate nursing program. These students combine liberal arts and nursing education to develop the skills and perspectives required for professional practice. The BSN student population is richly diverse: 37% are students of color, 11% are male, and 25% are second-degree candidates. Ninety students are enrolled in graduate programs, which educate nurses for diverse and expanded roles. These programs foster intellectual development, personal growth, and professional collaboration. Faculty describe their students as exceptional – hard-working, diverse, and passionate.

The School provides a nurturing, inclusive, performance-based, innovative learning environment that promotes caring, competence, and professionalism. Seventy-six percent of faculty (29 of 38) hold doctoral degrees and two others are currently enrolled in doctoral programs. Faculty members are professional nurse educators who teach in the classroom and in clinical or community-based settings.

The facilities are world-class: a new

## Rhode Island College, School of Nursing

### Mission Statement

Educating and empowering nurses to enrich the health and well-being of all people.

### Vision Statement

The RIC School of Nursing will be increasingly recognized for its excellent, highly competitive programs, leadership in inter-professional education, and valuable contribution to making a difference in people's lives. The SON will expand faculty scholarship and practice and strengthen professional and community partnerships to promote significant changes in healthcare. The SON will offer a wide array of educational opportunities to emerging student populations and communities. It will be known for embracing diversity and educating empowered nursing professionals who lead the dynamic healthcare delivery system locally, nationally and globally.

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nursing addition to the Fogarty Life Sciences Building on the RIC campus, for students in the first two years; and the Rhode Island Nursing Education Center (NEC), a new state-of-the-art facility for advanced undergraduate and graduate students that is shared with the University of Rhode Island nursing program and with Brown University.

Several of the major health care system hospitals in Rhode Island and Brown's Alpert Medical School are adjacent to the NEC. To reinforce and master the technical skills and knowledge that students gain throughout their program, the School has the latest in simulated clinical learning technology at the NEC and on the RIC campus. The School's simulation lab is one of only two labs in New England to receive national accreditation. Simulated experiences use the technology, involve trained medical actors, and include significant opportunities for interprofessional scenarios and teamwork. The School of Nursing also partners with all healthcare facilities in the state to offer students the best clinical education possible.

The Dean of the School of Nursing is an exceptional opportunity to advance

nursing education in a program that is recognized across the state, regionally, and nationally for its excellence.

## Duties and Responsibilities

Within the School of Nursing and in collaboration with faculty and staff of the School, the Dean will:

- Provide leadership and oversight for faculty, staff, and programs across the RIC and Nursing Education Center campuses.
- Articulate a clear vision for the School of Nursing (SON).
- Collaborate and demonstrate leadership within the Nursing Education Center.
- Promote a culture of high standards and accountability.
- Work with department chairs and program directors to improve and advance all programs and support educational innovation.
- Prepare a strategic plan for the SON reflecting the RIC Strategic Plan: Affirming our Strength, Building our Future.
- Promote development of new programs and projects that enhance the missions of the School and College.
- Promote faculty and staff awareness of industry trends.
- Oversee completion of accreditation and approval reports required by the College, RI BON, RI BOE, CCNE, COA, NEASC, and others.
- Oversee a continuous quality approach to evaluation of program effectiveness.
- Motivate faculty and staff to achieve goals; support professional development; promote awareness of opportunities; promote research and scholarship; acknowledge contributions of members.

- Participate in hiring, promotion and tenure, and human resource decisions and recommendations.
- Demonstrate a commitment to mentoring, shared governance, diversity, and inclusion.
- Review performance evaluations prepared by the department chairs.
- Support inter-professional education and practice.
- Oversee internal and external communications, including the website (<http://www.ric.edu/nursing/Pages/default.aspx>).
- Collaborate with the Office of Communications and Marketing to promote awareness of the value and accomplishments of the School.
- Oversee all physical facilities.
- Oversee the SON Simulation facilities, program, and personnel.
- Develop and augment the School's budget and monitor expenditures.
- Improve efficiency of administrative procedures and educational approaches.
- Build relationships with alumni and encourage their involvement in the School.
- Develop scholarships and other supports for students.



# Rhode Island College

## Dean of the School of Nursing

### Executive Search

- Enhance external funding and development of resources.

#### Within the College, the Dean will

- Participate in College affairs through academic leadership groups.
- Demonstrate leadership through committee and project assignments.

#### In the Community, the Dean will

- Engage in health care agency work, community events, and partnership projects.
- Participate in discussions of health care issues in local, state, national, and global venues.
- Advocate broadly for the school in local, state, national, and global venues.

#### Qualifications

- A graduate degree in nursing and an earned doctorate from an accredited institution
- Experience as a nursing faculty member at least at the rank of Associate Professor
- At least five years of administrative experience at the level of department head or higher
- Teaching or administrative experience in a CCNE-accredited program
- Sufficient experience, scholarship, and/or professional achievement to be appointed at the rank of Associate or Full Professor with tenure
- Demonstrated administrative competence
- Demonstrated competence in curriculum development, program assessment, assessment of student outcomes, and in working with diverse populations
- Demonstrated knowledge of CCNE accreditation standards and procedures
- Demonstrated knowledge of hospitals, community-based settings,



and other health care environments that provide clinical opportunities for nursing education

#### Rhode Island College

Since its founding in 1854, Rhode Island College (RIC) has delivered high-quality, low-cost, education in innovative ways. As Rhode Island's first institution of public higher education, the College has grown from its origins in teacher preparation to becoming a leading regional comprehensive college, with particular strengths in nursing, teacher preparation, social work, business, STEM, and liberal arts disciplines.

With the goal of preparing students to be engaged citizens as well as meeting the state's and region's needs for today's workforce and tomorrow's leaders, RIC ensures that students have the support, skills, and opportunities to learn and thrive. The College offers an extraordinary collegiate experience with top-notch academic programs, active classroom learning, significant experiential learning opportunities beyond the classroom, and state-of-the-art facilities.

Nearly 90 majors and programs are offered through its five distinct academic

schools: School of Nursing, Feinstein School of Education and Human Development, the Schools of Social Work, Business, and Arts and Sciences. With an enrollment of approximately 8,000 undergraduate and graduate students, the College student body is 68 percent female and 32 percent students of color, and approximately half of its students are first-generation college students.

Eighty-nine percent of the College's full-time faculty hold terminal degrees in their specialization. With an average class size of 20 students and a 14:1 student-to-faculty ratio, the College has a friendly, close-knit community that results in lifelong friendships and mentors.

Students have the opportunity to participate in research and internships to advance their learning and goals. Study-abroad and domestic study-away programs allow students to pursue their education in different institutions and setting for a semester, year, summer, or during the short January term.

One of RIC's key initiatives is to provide a high-quality student experience. The College is investing more than \$310 million in facility and infrastructure

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## Rhode Island College

### President Frank D. Sánchez



Frank D. Sánchez, Ph.D., became the tenth president of Rhode Island College in July 2016. For over two and a half decades, Dr. Sánchez has advanced higher education policy, programs and services to improve college completion and success. Prior to joining Rhode Island College, he served as Vice Chancellor for Student Affairs at The City University of New York, serving more than 500,000 students on 24 campuses throughout New York City's five boroughs.

A native of Cheyenne, Wyoming, Dr. Sánchez holds a Ph.D. in Higher Education Administration with a concentration in Learning, Cognition, and Instruction from Indiana University-Bloomington, and an M.S. in Student Affairs and Higher Education from Colorado State University. He also holds a B.S. in Psychology with minors in Communications and Ethnic Studies from the University of Nebraska-Lincoln.

improvements over a five-year period.

The College also is committed to building community, equity, diversity, and cultural competency for its faculty, staff, and students and the regional community. Inclusive excellence is one of the five pillars of the College's strategic plan, "Affirming our Strength and Building our Future," along with learning innovation, student success, community partnerships, and institutional effectiveness.

Approximately 375 students participate in varsity sports. A member of the Little East Conference, the RIC Athletics programs are NCAA Division III with 12 varsity teams for women and 9 for men. The intercollegiate athletics program ranks in the top 30 percent nation-wide.

### Providence, Rhode Island

The College is based in the vibrant capital city of Providence. The city has a population of 175,000 people and is an hour from Boston and three hours from New York City. Rhode Island's population is approximately 1 million people; it is rich in diversity, culture, and history. Providence has been ranked as one of the top "hippest cities" in the US and has a growing and diverse high-tech economy.

The area offers a wide variety of cultural, entertainment, and recreational venues. The RISD Museum of Art has more than 80,000 works of art, and the Roger Williams Park Zoo is considered one of the finest zoos in New England.

Broadway shows and plays, festivals, over 700 restaurants, and more than a hundred public and private beaches are only a sampling of what this great city and state offer residents and visitors.

### Application and Nomination Process

Confidential inquiries are welcomed; nominations are invited.

**To Apply** - Applications must include:

1. Letter of interest
2. Current curriculum vitae
3. At least five references with full contact and e-mail information (References will not be contacted without applicant's consent.)

**Submit applications** to [RIC-Nursing@myersmcrac.com](mailto:RIC-Nursing@myersmcrac.com) by **August 29, 2019**, for best consideration. The search will remain open until the position is filled.

**Submit nominations** to [RIC-Nursing-Nominate@myersmcrac.com](mailto:RIC-Nursing-Nominate@myersmcrac.com) with the individual's contact and e-mail information.

**Kenny Daugherty**, President, and **Emily Parker Myers**, CEO, of **Myers McRae Executive Search and Consulting** are assisting the College with this search.



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*As an Affirmative Action/Equal Opportunity institution which values and is committed to expanding the diversity of its faculty and staff, the College invites members of protected classes, including minorities and persons with disabilities, to identify themselves as such at the time of application.*