



College of Nursing

UNIVERSITY OF CENTRAL FLORIDA

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Architectural concept rendering of the new College of Nursing building, Lake Nona

Inviting Applications and Nominations for

Assistant Dean for Clinical Practice



MYERS MCRAE
EXECUTIVE SEARCH AND CONSULTING



The **College of Nursing at the University of Central Florida (UCF)**, a next-generation public research institution located in Orlando, Florida, invites applications for a full-time, 12-month position as the **Assistant Dean for Clinical Practice**. This position will be located on the UCF main campus and is expected to begin in summer 2024. The position will relocate to the UCF Lake Nona campus following completion of a new facility in fall 2025.



Architectural concept rendering of the new College of Nursing building, Lake Nona

ABOUT THE UNIVERSITY

Founded in 1963 to fuel the region's talent pipeline and support the growing U.S. space program, the University of Central Florida was built to provide a better future for students and residents of Central Florida. In 2023, UCF was ranked by U.S. News & World Report as one of the nation's top 20 most innovative colleges. In addition, *Forbes*, *Kiplinger*, and *The Princeton Review* have ranked UCF as a Best-Value university. The University of Central Florida is also one of 14 universities nationwide designated as both a Hispanic-Serving Institution and a Research 1 university.

With 13 colleges, including a fully accredited College of Medicine, UCF offers more than 240 degree programs between its main campus, downtown campus, hospitality campus, academic health sciences campus, and 11 UCF Connect centers located throughout the region. In addition, UCF extends its reach to communities in and beyond Central Florida by offering complete online programs leading to bachelor's degrees, master's degrees, Ph.D.'s., certificates, and more.

As a next-generation public research institution, UCF offers an inclusive community of thinkers, doers, creators, innovators, healers, and leaders striving to shape the future and solve the world's most challenging problems. Those who join the Knight Nation become an integral part of the mission to become a university for the future. The College of Nursing provides opportunities to connect and collaborate with uniquely talented faculty, staff, and students across 13 colleges and multiple campuses and regional locations.

The UCF College of Nursing

Since 1979, the UCF College of Nursing has been leading the charge in educating the next generation of nurses. The college is consistently ranked by U.S. News and World Report as one of the best and most innovative schools of nursing in the nation. The College of Nursing is fully accredited by the Commission of Collegiate Nursing Education (CCNE) and offers online and on-campus degree programs at the bachelor's, master's, and doctoral levels.

With 14,000 Knight nurses and more than 70 nationally recognized faculty experts, the College of Nursing is ensuring a healthy future for all by providing excellence in patient care, making decisions to improve health care quality and access, and innovating nursing education and practice with ground-breaking discoveries. Through nationally recognized faculty, innovative research, evidence-based practice, and community service, the UCF College of Nursing prepares nurse leaders to meet the world's ever-changing health care needs.

The UCF College of Nursing is in pursuit of excellence in education, research, and practice. In its four-decade long history, the College of Nursing has remained committed to developing future nurse leaders and innovative programs for an ever-evolving health care industry.



College of Nursing

UNIVERSITY OF CENTRAL FLORIDA

Our Mission

To develop learners to practice, lead, and generate knowledge in nursing to achieve optimal health outcomes.

Our Vision

To lead the charge in transforming global health through innovative education, research, and practice.



THE OPPORTUNITY

The **College of Nursing at the University of Central Florida (UCF)** invites applications for a full-time, 12-month position as an **Assistant Dean for Clinical Practice** at the ranks of a non-tenure track lecturer, associate lecturer, or senior lecturer; or non-tenure track clinical associate professor or clinical professor; or tenured associate professor or professor. The position will be located on the UCF Main campus and is expected to begin summer 2024 or fall 2024.

The Assistant Dean for Clinical Practice will be a member of the dean's senior leadership team. The assistant dean is expected to participate and contribute to the mission and strategic plans of UCF and the College of Nursing. The assistant dean will develop and maintain partnerships with clinical leaders in the community, in healthcare agencies, in global engagement, and with other colleges (within and outside the university) to support clinical educational experiences, practice, scholarship, internships, and research.

Essential Duties

- Provides strategic direction, operational oversight, faculty guidance and support for the College of Nursing educational clinical experiences, practice, global engagement, and research agendas.
- Works with health care systems/agencies, community, and global partners to advance the integration of evidence-based practice, to advance research, scholarship, practice, and educational initiatives in clinical practice.
- Represents the College of Nursing with university, community, national/international clinical health care partners and affiliates to support and advance the college's mission and strategic plan.
- Collaborates with program directors and clinical coordinators in the oversight of clinical experience objectives, residencies, and internships to ensure all practice sites provide educational opportunities that meet academic clinical experience standards.
- Supervises staff involved with clinical activities, placements, and policy implementation.
- Serves as a leader in building and fostering inter-professional experiences, practice relationships and alliances.
- In collaboration with the dean and others, create, implement, and evaluate a plan of global experiences and exchanges for student and faculty.
- Participates in the development and maintenance of the College of Nursing and health care agency contracts and policies related to clinical practice.
- Participates in external and internal review processes of the College of Nursing's accreditation and other reviews.
- Collaborates with program directors, clinical coordinators, and leadership to evaluate and coordinate adjunct faculty.
- Provides guidance and support in the recruitment and mentorship of clinical adjunct faculty.
- Provides oversight in the evaluation of adjunct clinical faculty and clinical facilities.
- Serves as the College of Nursing liaison to the general counsel and legal department regarding affiliation agreements.
- Supports the College of Nursing staff during the process of clinical record audits by our community partners.
- Oversees creation and maintenance of policies related to clinical engagement.
- Supports program directors, clinical coordinators, clinical advisors, and staff with clinical placements.
- Teaches within the College of Nursing.



◆ Minimum Qualifications for Clinical Associate Professor

- Earned doctorate in nursing or a health-related related field from an accredited institution.
- Graduate degree in nursing (master's in nursing if non-nursing doctorate degree).
- Unencumbered RN license. Florida licensure expected by date of hire, with upgrade to multi-status within the first semester of contract.
- Certification in an advanced practice role
- Advanced Practice Registered Nurse license. Florida licensure expected by date of hire.
- Record of clinical scholarship (publications, presentations, project funding).
- Recent undergraduate or graduate teaching experience.
- Emerging national reputation in clinical practice.

◆ Minimum Qualifications for Clinical Professor

- Earned doctorate in nursing or a health-related related field from an accredited institution.
- Graduate degree in nursing (master's in nursing if non-nursing doctorate degree).
- Unencumbered RN license. Florida licensure expected by date of hire, with upgrade to multi-status within the first semester of contract.
- Certification in an advanced practice role
- Advanced Practice Registered Nurse license. Florida licensure expected by date of hire.
- A sustained record of clinical scholarship and funding commensurate with rank.
- National/International reputation in clinical practice.

◆ Minimum Qualifications for Lecturer

- Earned doctorate in nursing or a related field from an accredited institution by date of hire.
- Graduate degree in nursing (master's in nursing if non-nursing doctorate degree).
- Unencumbered RN license. Florida licensure expected by date of hire; with multi-state endorsement expected by date of hire.
- Clinical experience in one or more of the following areas: pediatric; adult and critical care; families; women's health; psychiatric and mental health.
- Recent undergraduate and/or graduate teaching experience.

◆ Minimum Qualifications for Associate Lecturer

- Earned doctorate in nursing or a related field from an accredited institution.
- Graduate degree in nursing (master's degree in nursing if non-nursing doctorate degree)
- Unencumbered RN license. Florida licensure expected by date of hire; with multi-state endorsement expected by date of hire.
- Clinical experience in one or more of the following areas: pediatric; adult and critical care; families; women's health; psychiatric and mental health.
- Recent undergraduate and/or graduate teaching experience.
- Documented academic teaching experience (online, hybrid, clinical, and/or classroom) at the baccalaureate level or above.
- Demonstrate a consistent record of excellence in teaching and service to colleges and universities.

◆ Minimum Qualifications for Senior Lecturer

- Earned doctorate in nursing or a related field from an accredited institution.
- Graduate degree in nursing (master's degree in nursing if non-nursing doctorate degree)
- Unencumbered RN license. Florida licensure expected by date of hire; with multi-state endorsement expected by date of hire.
- Clinical experience in one or more of the following areas: pediatric; adult and critical care; families; women's health; psychiatric and mental health.
- Recent undergraduate and/or graduate teaching experience.
- Documented academic teaching experience (online, hybrid, clinical, and/or classroom) at the baccalaureate level or above.
- Demonstrate a consistent record of excellence in teaching and service to colleges and universities.
- Demonstrated leadership in student advising, professional development, and/or mentoring.
- Demonstrated leadership in peer mentoring including orientation of new or adjunct faculty.
- Demonstrated leadership in curriculum or course development, enhancement, and/or revision.
- Demonstrated leadership in departmental, college, university, and professional service, through leadership roles or contributing leadership to specific work of the committees.

◆ Minimum Qualifications for Associate Professor

- A doctorate in Nursing from an accredited institution by the date of hire, or a research doctorate in a related discipline from an accredited institution with an earned master's degree in nursing from an accredited institution.
- Unencumbered RN license. Florida licensure expected by date of hire, with upgrade to multi-status within the first semester of contract.
- A program of research and scholarly activity focused on simulation and immersive technology, environment/climate change, healthy aging, vulnerable populations, mental health, population health, quality, safety and patient outcomes, healthcare for emerging space industry, informatics, or big data analytics. Other research areas may also be considered.
- A sustained record of research, publications, and extramural funding commensurate with rank.
- An emerging national reputation (associate Professor).

To be eligible for appointment as a tenured associate professor upon hire, the selected candidate must have a demonstrated record of teaching, research, and service commensurate with rank.

◆ Minimum Qualifications for Professor

- A doctorate in Nursing from an accredited institution by the date of hire, or a research doctorate in a related discipline from an accredited institution with an earned master's degree in nursing from an accredited institution.
- Unencumbered RN license. Florida licensure expected by date of hire, with upgrade to multi-status within the first semester of contract.
- A program of research and scholarly activity focused on simulation and immersive technology, environment/climate change, safety and patient outcomes, healthcare for emerging space industry, informatics, or big data analytics. Other research areas may also be considered.
- A sustained record of research, publications, and extramural funding commensurate with rank.
- A national/international reputation.

To be eligible for appointment as a tenured professor upon hire, the selected candidate must have a demonstrated record of teaching, research, and service commensurate with rank.

Preferred Qualifications

- Demonstrated evidence of leadership in higher educational or clinical roles.
- Demonstrated evidence of administrative experience.
- Demonstrated evidence of supervisory experience.
- Experience in adjunct clinical faculty and/or RN orientations and mentorship.
- Experience in developing community healthcare partnerships and clinical sites.
- Positive interpersonal skills and strong organizational abilities.
- Experience in working with health care systems/agencies, community, and global partners.
- Experience in regulatory and clinical requirements for clinical learning.
- Experience in intra and interprofessional clinical learning and requirements.
- Experience in an academic clinical environment.
- Experience in educating and working with clinical preceptors.



Mary Lou Sole, Ph.D.

Dean of College of Nursing, Orlando

A certified critical care clinical nurse specialist, Dr. Mary Lou Sole has focused her research over the past three decades on preventing complications and improving outcomes of critically ill patients who are placed on a ventilator. Her work, which has been awarded more than \$4 million in funding to-date, has been published in more than 100 peer-reviewed publications and presented at conferences throughout the world and has influenced the standard of nursing care in the U.S. and in the international critical care community.

As an educator, mentor, and researcher, Dr. Sole, who serves as Dean of the College of Nursing and holds the Orlando Health Endowed Chair in Nursing, is dedicated to developing the next generation of nurse leaders. Using simulation and technology, she has created innovative strategies to improve student learning in the clinical setting as well as the classroom.

In addition to serving on several journal editorial boards, Dr. Sole is the editor of one of the most widely used undergraduate critical care nursing textbooks and author of several of its chapters. She has served on expert panels of the National Institutes of Health and on two National Quality Forum task forces. From 2015



to 2017, she chaired the Nursing and Related Clinical Sciences Study Section of the NIH Center for Scientific Review.

A fellow of both the American Academy of Nursing (FAAN) and the American College of Critical Care Medicine (FCCM), Dr. Sole has been honored with numerous awards, including, in 2008, being named a UCF Pegasus Professor, the university's highest faculty honor.

Dr. Sole earned a Bachelor of Science in Nursing degree from Ohio University followed by a Master of Science in Nursing from the Ohio State University, and a Doctorate from the University of Texas at Austin.

Artists concept rendering of the Skills Lab in the new College of Nursing building, Lake Nona



UCF is an equal opportunity employer and educational provider. As set forth in the Nondiscrimination Policy (No. 2-004) and Title IX Grievance Policy (No. 2-012), the University prohibits discrimination on the basis of race, color, ethnicity, national origin, religion, nonreligion, age, genetic information, sex (including pregnancy, parental status, gender identity or expression, and sexual orientation), marital status, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran's status (as protected under the Vietnam Era Veterans' Readjustment Assistant Act), or membership in any other protected classes as set forth in state or federal law in all its programs and activities. The University prohibits discrimination with respect to all terms and conditions of employment and in all of its educational programs, activities, services, and related opportunities.



Downtown Orlando skyline

Orlando, Florida

Known for world-famous theme parks, Orlando is an ideal place for anyone looking for sunshine, abundant entertainment, and amenities. Orlando is ranked by *U.S. News and World Report* at #52 for best places to live and #31 best places to retire in the United States.

Orlando is filled with ample opportunities to connect with nature and the surrounding wildlife. In addition to the many parks and lakes in the area, residents can tour the University of Central Florida Arboretum, Gatorland, Harry P. Leu Gardens, Tibet Butler Preserve, and the Great Florida Birding and Wildlife Trail.

The Downtown area is the region's largest urban center. Downtown is home to numerous museums,

galleries, theatres, sports centers, and iconic skyscrapers.

Orlando hosts numerous festivals annually including the Epcot International Food and Wine Festival, Winter Park Autumn Art Festival, The Orlando Fringe Festival, and the Zora Neale Hurston Festival.

Orlando is rich in educational opportunities for children and adults with 99 top-notch public elementary, middle, and high schools as well as 214 private schools. In addition, there are nine colleges and universities in Orlando including the University of Central Florida, Rollins College, Valencia College, and Advent Health University.

With so many things to see and do, no wonder more than 316,000 people call Orlando home.

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.

Applications

- 1) All application packets must include the following:
 - a. A letter of application that addresses the responsibilities and qualifications of the position
 - b. Current curriculum vitae
 - c. Statement of teaching philosophy
 - d. Statement of scholarship
 - e. Unofficial transcripts of all degrees and certificates earned (official transcripts will be required of finalists)
 - f. 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 **UCFN-AsstDeanCP@myersmcrae.com**. Additional information will be requested upon receipt of application. This position is open until filled and may close without prior notice and is subject to funding.

Nominations

Submit nominations to **UCFN-AsstDeanCP-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 the lead consultant for this search. Request a conversation regarding this search at JenniferBarfield@myersmcrae.com.

