



Dean, College of Nursing Position Profile

Florida State University (FSU) invites nominations, expressions of interest, and applications for the position of Dean, College of Nursing. The College seeks a scholar with passion and exceptional leadership skills to partner with the faculty in developing and implementing a compelling vision for the College of the Nursing. The next Dean will have the extraordinary opportunity to develop new and expand existing programs and serve as the College's primary advocate and champion.

The University

As one of the nation's elite research universities with the Carnegie Foundation's highest designation (Doctoral Universities: Highest Research Activity), FSU offers a distinctive academic environment built on cherished values and unique heritage, a welcoming campus on the oldest continuous site of higher education in Florida, championship athletics, and a prime location in the heart of the state capital. Combining traditional strength in the arts and humanities with a recognized leadership in the sciences, technology, engineering, and mathematics (STEM) FSU provides unmatched opportunities for students and faculty through challenging academics, cultural discovery, and community interaction. Underlying and supporting the educational experience at FSU is the development of new generations of citizen leaders.

With over 41,000 students, Florida State University's 18 colleges offer more than 275 undergraduate, graduate, doctoral, professional, and specialist degree programs, including medicine and law, covering a broad array of disciplines critical to society today. Each year the University awards over 2,000 graduate and professional degrees. FSU is a demanding, intellectually stimulating, yet warm and caring environment for students and faculty. Recognized nationally for commitment to diversity, FSU is a national leader in the number of doctorates awarded to African American students and in the graduation rate of African American undergraduates. The College of Medicine and College of Law are ranked in the nation's Top 10 for Hispanic students.

FSU has built a reputation as a strong research center in both the sciences and the humanities. The faculty generates approximately \$233 million annually in external funds. These external funds are in the form of contracts and grants from private foundations, industries and government agencies, and are used to support research, improve research facilities, and provide stipends for graduate students. FSU consistently ranks in the top 10 universities nationally in physical sciences grants awarded by the National Science Foundation. Florida State University faculty includes members of the National Academy of Sciences, the National Academy of Engineering, and the American Academy of Arts & Sciences; Pulitzer Prize winners; a Nobel Laureate; Oscar winners; and Guggenheim, Fulbright, and National Endowment for the Humanities fellows.

Additional information about Florida State, its history and programs can be found at <http://www.fsu.edu>.

The College of Nursing

The College of Nursing, founded in 1950, began with a baccalaureate degree nursing program accredited in 1952 with the first graduating class. With over 8,000 graduates, more than 800 students, 13 staff and 43 faculty, the College has a proud history of preparing nurses for professional practice and research in diverse settings. The College of Nursing transforms students into nurse leaders, scholars, and advanced practitioners who can enhance the quality of life for people of all cultures, economic levels, and geographic locations. The College integrates the liberal arts and sciences with the knowledge, skills, and attitudes essential for lifelong learning, personal responsibility, and sustained achievement in the nursing profession and the communities in which graduates reside. Currently, the College offers two-degree programs, the Bachelor of Science in Nursing (BSN) and the Doctor of Nursing Practice (DNP).

Bachelor of Science Program

The Bachelor of Science in Nursing program is offered at FSU's main campus in Tallahassee. The traditional BSN program is a limited access/limited enrollment upper division major comprised of sequential course offerings and elective courses. Graduates of the BSN program are well-prepared for the national licensure exam to become a registered nurse (RN) and have the foundation necessary to pursue higher education. The BSN program is a four-semester program with two admission cohorts of 72 students per year. Graduates of our BSN programs are well-prepared for the NCLEX to become a registered nurse and have the foundation necessary to pursue graduate degrees if desired.

Doctor of Nursing Practice Program

The Doctor of Nursing Practice is an online degree program that is designed to prepare nurses for the highest level of clinical practice in the profession of nursing as a Family Nurse Practitioner (FNP), Adult Gerontology Acute Care Nurse Practitioner (AGACNP), or Psychiatric Mental Health Nurse Practitioner (PMHNP).

The FNP is 79 credit hours of post baccalaureate study and 1035 clinical hours. The program is designed in accordance with the American Association of Colleges of Nursing (AACN) Essentials of Doctoral Education for Advanced Practice Nursing, National Organization of Nurse Practitioner Faculty (NONPF) Core competencies, and Population Focus Nurse Practitioner Competencies (2013). Upon successful completion of this major, graduates are awarded the DNP degree and are eligible to sit for the FNP certification exam.

The AG-ACNP program is designed to prepare nurses for the highest level of clinical practice in the profession of nursing with a total of 76 credit hours of post baccalaureate study and 1035 clinical hours. Further, the AGACNP is designed in accordance with the AACN Essentials of Doctoral Education for Advanced Practice Nursing, the NONPF Core competencies, and Population Focus Nurse Practitioner Competencies (2013). Upon successful completion, graduates are eligible to sit for the AG-ACNP certification exam and be awarded the DNP degree.

The PMHNP is designed for PMH nurse practitioners wishing to earn the Doctor of Nursing Practice degree, which includes a total of 41 credit hours of post Master's study and 540 clinical hours. The program is designed in accordance with the AACN Essentials of Doctoral Education for Advanced Practice Nursing, National Organization of Nurse Practitioner Faculty Core competencies, and Population Focus Nurse Practitioner Competencies (2013). Upon completion of this program, the graduates are awarded the Doctor of Nursing Practice degree.

Certificate Programs

In effort to expand overall enrollment with multiple educational opportunities for diverse student groups across the nation, graduate programs have recently been converted to an online format with synchronous sessions to support student success and, in addition to our well established PMH certificate program, three new post-master's certificate programs (FNP, AG-ACNP, and the Military & Veterans Mental Health Concentration/Certificate) have been added. Both the BSN and DNP Certificate programs have a proven track record of greater than 90% pass rate for licensure and board certification.

Accreditation

The College's BSN and DNP programs at FSU are accredited by the Commission on Collegiate Nursing Education and the DNP is also accredited by the National Organization of Nurse Practitioner Faculties. The next accreditation review by the CCNE will be conducted in 2026.

For more information about FSU's College of Nursing, please visit <https://nursing.fsu.edu/>.

Position Summary

Reporting to the Executive Vice President & Provost, the Dean serves as the chief academic and administrative officer of the College of Nursing and is responsible for providing entrepreneurial, visionary, and effective leadership for the organization. The Dean will oversee the College of Nursing's operations and the strategic allocation of resources to ensure the continued excellence of College of Nursing faculty and its programs. Externally, the Dean has major responsibilities for the College's relationships with the profession, alumni, external stakeholders, and the community it serves. Creative and active fundraising, development initiatives, and the enhancement of the College's reputation will be priorities.

The Dean is responsible for building on the strong reputations of the academic units and multiple entities that comprise the College and to formulate and articulate a compelling and unified vision that highlights the unique aspects of each department. As an academic leader and innovator, the Dean supports the exploration of new policies and procedures to ensure and improve the College's successful operations. The Dean is a strong advocate for the needs of students, faculty development, creativity, and scholarship, to continue to raise the visibility of the College. To do this, the Dean will work closely and collaboratively across all units, to foster a strong sense of unity amongst the faculty and staff to not only attract and recruit the best personnel to the College, but also to retain and develop those therein.

Opportunities and Challenges

The successful candidate will be expected to address the following opportunities and challenges:

- **Development of a Strategic Plan** – The Dean will play a vital role in working with the College's faculty and staff in developing a new ambitious vision for the future that will strengthen their commitment to academic excellence, research agenda and professional development. The Dean will lead the College in maintaining its reputability and develop new innovative ideas that will address the needs of the students, faculty and staff. The new Dean will be able to bring stability, clarity, and forward-thinking to the College.
- **Balance Between Teaching and Research Productivity** – Working in collaboration with faculty, the Dean will inspire and facilitate interdisciplinary dialog and partnerships among the various disciplines housed in the College. The Dean will actively develop a plan to foster a balanced portfolio that integrates teaching and research in conjunction with faculty

from both focus areas. In addition, the Dean will empower and guide faculty to actively seek new research opportunities and ensure communication between the College's faculty and staff on new scholarly activities.

- **Recruit New Faculty / Professional Development** – In order for the College to promote an equal balance of teaching and research, the Dean will need to recruit tenure track faculty to meet the demands of the College and to inspire current faculty to engage in scholarly activities. The Dean must be committed to creating opportunities for continued professional development for new and current faculty so that they can reach their personal goals and professional aspirations. To do so, the Dean must advocate on behalf of the College to the administration to allow for key hires to support the needs the students, faculty and staff.
- **Fundraising and Relationship Building** – The Dean will play a strategic role in working collaboratively with the FSU Foundation in the development and execution of strategic fundraising initiatives to secure additional resources to support students, faculty, and programs of the College. As the College's lead advocate, the Dean will be an innovative and strategic thinker who will set fundraising priorities that are actionable and provide quantifiable results for donors and enhance the College's impact within the University and local community.
- **Advancing Research and Teaching Infrastructure to Cultivate and Develop New Revenue Streams** – Develop a comprehensive approach to strengthening its financial position through new programming, contract and NIH grant revenue, and savvy budget management to fund the facilities, technology and other resources necessary to ensure the success of faculty, staff, and students. Areas of opportunity include enhancing research infrastructure, online programming, new certificate programs, expanding professional collaborations, and developing a PhD program. It is expected that the Dean will provide a high level of transparency around financial priorities and that academic excellence will be at the forefront of decision making.

Qualifications

Candidates for the Dean of the College of Nursing position at Florida State University must possess the following qualifications and experience:

- An earned doctorate in Nursing or a master's in Nursing and an earned doctorate in a related field and service sufficient to merit appointment as full professor in the College;
- Unencumbered license as a RN and eligibility for licensure in the state of Florida;
- Leadership that has exhibited a proactive, results-oriented stand towards achieving outcomes in complicated, changing, multifaceted environments; a mature sensitivity to the values and expectations of others;
- Experience leading and managing organizational change in a higher education environment;
- Documented success in establishing a program of research and fostering programs of research using an interdisciplinary, team-based approach with a history of extramural research funding;
- A strong commitment to student success at the undergraduate and graduate level and an understanding of how to maintain strong undergraduate programs while expanding graduate programs and university research;

- A commitment to advancing interdisciplinary/interprofessional collaboration in research, education, and service;
- Documented success at or above a level of department chair or its equivalent;
- A demonstrated commitment to diversity and to promoting inclusive excellence;
- A successful record of recruiting and retaining outstanding faculty, staff, and students.

Preferred Qualifications

- A commitment and understanding of developing a PhD program in the College of Nursing or in connection with other colleges at the University;
- A management style that encourages collegiality, teamwork, participation, communication, mentoring, and a service orientation;
- A clear and open communication style that engenders trust and invites participation;
- A track record of working with donors and potential donors to secure the private funds necessary to support the College’s mission;
- A record of effective interactions with alumni groups to further the College’s mission.
- Experience promoting collaboration within the health care community and beyond;
- Success in working collegially and collaboratively with diverse campus and community partners;
- A results-oriented perspective and the ability and poise to develop and implement a strategy to create a world-class College of Nursing;
- The ability to establish a vision of the future that motivates optimal productivity and collaborations within the College and University;
- Understanding of the current and emerging issues in Nursing education, research, and service and how they potentially impact the mission and goals of the College;
- Leadership that has exhibited a proactive, results-oriented stand towards achieving outcomes in complicated, changing, multifaceted environments; a mature sensitivity to the values and expectations of others.

Application/Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address, and telephone number of the nominee.

In accordance with the State of Florida’s open records laws, all applications and letters of interest will be made public. Application materials should be submitted to:



Alberto Pimentel, Managing Partner
Robin Reyes, Senior Associate
 Storbeck/Pimentel & Associates
 6512 Painter Avenue
 Whittier, CA 90601

Email: apsearch@storbeckpimentel.com
 Refer to code “**FSU-Nursing**” in subject line

FSU is an Equal Opportunity/Access/Affirmative Action/Pro Disabled & Veteran Employer. FSU’s Equal Opportunity Statement can be viewed at:

http://www.hr.fsu.edu/PDF/Publications/diversity/EEO_Statement.pdf