



Associate Dean for Interdisciplinary Research, College of Nursing

The University of Tennessee Health Science Center (UTHSC) College of Nursing (CON) seeks an accomplished and collaborative leader to serve as the next Associate Dean for Research. UTHSC is committed to advancing the research and scholarship mission of College of Nursing faculty to complement its undergraduate and graduate programs. The next Associate Dean for Research (ADR) has the opportunity to leverage the University's strong reputation in support of heightened research engagement and external funding for scholarly and creative endeavors. The ADR reports to the Dean and is a member of the Dean's Executive Committee.

About the University of Tennessee Health Science Center

As the flagship public academic health system serving the entire state of Tennessee, the University of Tennessee Health Science Center seeks to bring the benefits of the health sciences to the achievement and maintenance of human health, with a focus on the citizens of Tennessee and the region. It accomplishes this mission by pursuing an integrated program of education, research, clinical care, and public service. Employing more than 6,000 people on its faculty, staff, and not-for-profit corporation faculty practice groups, UTHSC contributes more than \$4 billion to the economy of Tennessee.

The University of Tennessee launched its Memphis campus in 1911, dedicating it solely to health science education and research. Seed programs in medicine, dentistry, and pharmacy quickly flourished, and within a few short years, new programs were initiated in health professions, graduate health sciences, and nursing. UTHSC's Memphis campus now comprises six colleges – [Allied Health Sciences](#), [Dentistry](#), [Graduate Health Sciences](#), [Medicine](#), [Nursing](#), and [Pharmacy](#). The Memphis Core Teaching Hospitals include [St. Jude Children's Research Hospital](#), [Methodist Healthcare](#), [Regional One Health](#), [Le Bonheur Children's Hospital](#), [Baptist Memorial Health Care](#), [Memphis VA Medical Center](#), and [St. Francis Hospital](#).

The Health Science Center's six colleges pursue basic science and clinical research with an emphasis on translational research. UTHSC investigators are supported by both government grants and private funding. In fiscal year 2014, UTHSC generated more than \$200 million in sponsored programs, all source nonclinical grants, and contracts. Clinically, UTHSC faculty practice groups contribute more than \$300 million annually to the statewide mission. These practice groups serve as the core faculty for all of our partner teaching hospitals.

UTHSC's public service activities include the [Health Career Programs](#), which prepare the next generation of individuals to become culturally competent and relevant health care professionals and educators. The [Clinica Esperanza](#) is a primary care clinic run by UTHSC College of Medicine students, residents, and faculty that offers free services to underserved, uninsured Latino adults. Additionally, the [Rachel Kay Stevens Therapy Center](#) is a student-run pro bono clinic founded to serve the underinsured or uninsured children of the Mid-South from birth to 18 years.

UTHSC Office of Research

Advancing research is at the core of the University of Tennessee Health Science Center's mission. Research funding has directly contributed to UTHSC's long record of accomplishments in basic science, applied clinical and translational research, and public health, allowing the University to continue its contributions to the health of the Memphis-area community. Through collaborative relationships with health care partners like St. Jude Children's Research Hospital and Methodist Le Bonheur Healthcare, UTHSC is well positioned to pave the way for innovative patient-centered research and development with a clinical and translational focus. In FY2017, the Office of Research supported 343 active investigators, 1,217 residents and fellows, 105 post-docs, and 100 programs certified by the Accreditation Council for Graduate Medical Education

The faculty at UTHSC College of Nursing have enjoyed a consistent record of grant funding for a variety of programs of research. In addition to NIH funding, CON researchers have been awarded significant funding from private and public foundations and corporations.

UTHSC Office of Research Compliance

The Office of Research Compliance provides centralized administration and serves as the primary point of contact for research-compliance-related issues across the six colleges of UTHSC. The office provides a point of interface and support between faculty, staff, and students and campus compliance committees. It fosters and safeguards the institution's culture of compliance. The office:

- Offers consultation during protocol preparation;
- Pre-reviews protocols, consent forms, and other compliance-related documents;
- Identifies where modifications need to be made and assists responsible parties in making those modifications before approval is sought from appropriate compliance entities;
- Prepares documents necessary to maintain accreditations and assurances if already obtained and secures assurances and accreditations when needed;
- Facilitates conflict resolution of compliance-related issues;
- Offers and coordinates research-compliance-related education and training; and
- Conducts post-approval monitoring to ensure that approved procedures, agreements, and arrangements are being conducted appropriately.

About the College of Nursing

The [College of Nursing](#) traces its history to 1898, is the first college of nursing in the state of Tennessee, and is widely recognized for innovative educational programs, cutting-edge research, exemplary faculty practice, and development of nursing leaders. The College of Nursing is dedicated to preparing exceptional nurse leaders to meet the health needs of the people of Tennessee, the nation, and beyond through cultivating creativity and passion to improve health care, leading scientific innovations and clinical practice, utilizing innovative academic approaches, and broadly serving society. The College's grant funding totaled \$1.1M in 2016. Fueled by a very active faculty, the College of Nursing is ranked #1 in the State of Tennessee for National Institutes of Health (NIH) funding. This ranking is due to increased submissions of successful grant applications and rapidly growing research programs.

The College's 59 full-time nursing faculty, 34 clinical faculty, and 24 staff members support three degree programs—a BSN, DNP, and a PhD program that is offered through UTHSC's College of Graduate Health Sciences—and an array of certificate programs.

The College of Nursing's activities are grounded in a set of core values that persist regardless of changes in the environment. The UTHSC College of Nursing values:

- A culture that creates, supports, and promotes innovation while honoring the CON's traditions;
- A sense of community and teamwork within the College, with colleagues, and with strategic partners;
- A community that enhances scholarship and promotes diversity;
- Professional and personal accountability;
- Respectful, open, and transparent communication and collaboration;
- Professional and intellectual integrity;
- Shared respect for faculty and staff contributions.

History

In 1898, a new city hospital opened in Memphis along with the Nursing School of the Memphis City Hospital. By 1913 the Memphis City Hospital became the teaching center of the College of Medicine of the University of Tennessee, and in 1920, the Memphis General Hospital became a University hospital by contractual agreement when the University of Tennessee College of Nursing was created. In 1926 the University of Tennessee oversaw the operation of the Memphis General Hospital, and the next year the University began operation of the School of Nursing.

By the mid-1990s the University reduced undergraduate programs to allow greater focus on graduate education. The faculty set as a goal for the College the offering of a professional clinical doctorate to meet the future needs of the increasingly complex health care environment in Tennessee and the nation. The first DNSc students were admitted in 1999.

The College of Nursing provides innovative education, patient care, and research programs throughout Tennessee and the Mid-South. Most degree programs use state-of-the-art telecommunications and distributive programming to bring education to students in East Tennessee, rural West Tennessee, and across the nation. The College's faculty and staff deliver cutting-edge clinical services in many different services in a variety of locations. The faculty and students bring the science of caring to the daily lives of their patients. The internationally renowned research programs of the faculty advance the frontiers of knowledge.

Academic Programs

The College of Nursing is devoted to enhancing the quality of health care in the community and beyond. Toward that goal, the College is proud to offer the following academic programs, including the #23 ranked DNP program according to the 2019 *US News and World Report* rankings.

Bachelor of Science in Nursing

- RN to BSN
- Pre-Licensure to BSN

Doctor of Nurse Practice

- Adult-Gerontology Acute Care Nurse Practitioner

- Family Nurse Practitioner
- Psychiatric Mental Health Nurse Practitioner
- Nurse Anesthesia
- Pediatric Primary Care Nurse Practitioner
- Pediatric Acute Care Nurse Practitioner
- Neonatal Nurse Practitioner
- Dual Concentration: Adult-Gerontology Acute Care/Family Nurse Practitioner
- Dual Concentration: Psychiatric Mental Health/ Family Nurse Practitioner

Doctor of Philosophy in Nursing

- PhD
- DNP/PhD Dual Degree

Nursing Practice Certificates

- Registered Nurse First Assistant (RNFA)
- Post-Masters Certificate
- Post-DNP Certificates

Practice Programs

A commitment to practice is deeply embedded in the fabric of the college. The UTHSC College of Nursing has a national reputation for preparing top-notch practitioners and integrating practice as a key element of the mission. From professional entry through doctoral education, from operating rooms to primary care clinics, and from rural communities to big cities, CON faculty are forging new pathways in the delivery of health care. Practice sites are remarkably diverse, representing the background and preparation of faculty and staff who engage in faculty practice. Key areas include health promotion and disease prevention and acute and tertiary care.

Accreditation

The University of Tennessee Health Science Center is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) to award baccalaureate, master's, and doctoral degrees. The BSN program was first accredited by the National League for Nursing in 1976. After two breaks, the BSN program was reestablished in 2013. The Commission on Collegiate Nursing Education (CCNE) has granted accreditation to the baccalaureate degree program in nursing through June 2020. The DNP program was initially accredited in 2009 by CCNE. It is accredited through 2024. The DNP Nurse Anesthesia program is accredited by the Council on Accreditation of Nurse Anesthesia Educational Programs through 2019. Additionally, the Tennessee Board of Nursing has approved the BSN program.

Leadership

Wendy Likes, PhD, DNSc, ARNP-BC, FAANP, joined the College of Nursing as Assistant Professor and subsequently was promoted to Associate Professor and Professor at UTHSC. She has served as Associate Dean and Chair of the Department of Advanced Practice and Doctoral Studies as well as interim dean of the College of Nursing. In 2015, Dr. Likes was appointed permanent dean of the College of Nursing.

Dr. Likes works primarily with women with cancer and pre-invasive gynecologic conditions in her clinical practice. Her areas of research interest include women's health and lower genital tract disease. She completed a K23 grant from the National Institutes of Health on women with vulvar intraepithelial neoplasia following vulvar surgery. Dr. Likes has received intramural funding for the study of vulvar

cytology and HPV types in vulvar and anal disease. Dean Likes is the founder and Executive Director for The Center for HPV and Dysplasia at UT Medical Group. She is a Mentor for the American Society of Colposcopy and Cervical Pathology, teaching others how to perform these advanced skills.

Dean Likes is a member of the American Nurses Association and Sigma Theta Tau Nursing Honor Society. Dr. Likes is also a Fellow in the International Society for the Study of Vulvovaginal Disease where she serves as Past Chair of the Psychosexual Committee. She is Co-Chair of the Special Populations Committee for the American Society of Colposcopy and Cervical Pathology. Dr. Likes serves on the Editorial Board for the Journal of Lower Genital Tract Disease and serves as a manuscript reviewer for multiple journals.

Dean Likes received her Associate of Science degree from Arkansas State University. She received her Bachelor of Science in Nursing from the University of Memphis and her Master of Science in Nursing (family nurse practitioner), Doctorate of Nursing Science, and her PhD from the University of Tennessee Health Science Center.

The Next Associate Dean for Research

The Associate Dean will oversee a growing budget and a staff that includes a Manager of Research and Scholarship and a Grant Coordinator/Technical Writer/Editor. Building upon the College of Nursing's reputation, s/he will be well positioned to continue and enhance the College's research and service work, capitalizing on and executing responses to the following opportunities and challenges:

Continuing the College of Nursing's growth in research. With a proud history of teaching and an increasing commitment to research, the College of Nursing has the opportunity to distinguish itself in the areas of traditional and translational research. The Associate Dean for Research will develop an infrastructure that supports faculty members in their scholarly endeavors and engagement in research efforts to help solve real-world problems. The next ADR will work collaboratively with faculty from across the College and University, and with support from the UTHSC Office of Research, to foster a culture of research in the College of Nursing by seeking extramural funding for the College's research initiatives, by developing supportive resources, and by ensuring that an array of professional development opportunities (such as seminars and workshops that build scientific expertise) are available and utilized. In addition, the ADR will play an important modeling role by individually and collaboratively pursuing and executing externally funded projects.

Supporting and developing faculty at all levels. As the College continues its strategic goal of building its research agenda, the next Associate Dean for Research will play a key role in providing resources for faculty to identify grants to support an expanding research portfolio. The College of Nursing has grown its junior faculty substantially in recent years. Compared to faculty colleagues who are further into their research careers, these budding scholars have different but overlapping needs. An appreciation for the value of each faculty colleague's journey as a scholar is imperative, as is an appreciation for the unique support and mentorship needs of faculty across the College. By establishing strong relationships across the College, the next ADR will gain an understanding of these distinct needs and build a foundation for others to seek their guidance. Additionally, the next ADR should have an understanding of the variety of graduate programs of the College and how to facilitate a balance between prioritizing research and scholarly activity with faculty members' established responsibilities in teaching, mentoring, and ensuring student success.

Strengthening the College's partnerships with the external community. The constituent colleges of UTHSC and the thriving health care and medical device organizations in Memphis provide countless opportunities for collaboration. Memphis's diverse population and the CON's mix of existing partners, including St. Jude Children's Research Hospital, provide an occasion for the College of Nursing to expand current collaborations and forge new relationships. While the possibilities for collaboration with local organizations are significant, the College of Nursing is equally poised to work with larger numbers of international organizations and research partners who will expand the reach and impact of UTHSC's talented faculty. The ADR will promote the College regionally, nationally, and internationally through attendance and engagement in scientific conferences and media.

Leading and implementing a strategic vision for the College of Nursing's research infrastructure. The next Associate Dean for Research will have the opportunity to guide the development of both short- and long-range strategic research plans that promote basic and translational research within the CON and between the CON and other colleges, departments, and institutions. The ADR will advise and counsel Dean Likes on these plans and on all matters related to research and scholarly activity. These strategic directions will provide long-term operational and strategic leadership that catalyzes the College of Nursing's research strengths. Under the ADR's leadership, the plans will balance the pursuit of ground-breaking research with the practical constraints of supporting a faculty who span from being partially research active to intensively engaged in research and scholarship.

Qualifications and Personal Characteristics

The next Associate Dean for Research will be a highly engaged and collaborative leader with an understanding of the evolving challenges and opportunities in colleges of nursing and in nursing research. S/he will be energized by the unique possibilities for leadership presented by the CON's fast-growing faculty. The next ADR will show confidence, courage, and conviction and will possess the following qualities:

- Eligibility for appointment at the rank of Associate Professor or Full Professor with previous work experience demonstrating the ability to perform each essential duty satisfactorily;
- Possession of a PhD or another terminal degree in the health sciences from an accredited university. Maintenance of a sustainable program of clinically relevant research with a history of R-level grant funding;
- A proven ability to mentor junior faculty that must be documented on applicant's curriculum vitae (CV), through collaborative works such as senior authored peer-reviewed publications;
- Demonstrated experience collaborating with or including nurses in federally funded research, pilot work, and publications;
- A collaborative approach to working with colleagues and partners;
- An inclusive and strategic decision-making approach that builds consensus, prioritizes well, and communicates decisions with alacrity and care;
- A leadership style that includes respect for the College's commitment to a relationship-centered learning and working environment;
- Capability for managing a complex enterprise and optimizing the effectiveness of dedicated faculty and staff and supporting their professional development;
- Demonstrated skill being proactive in establishing internal and external relationships that will promote and support current and future programs and research activities at the College while also capitalizing on opportunities to enhance the reputation of the College and University;
- Knowledge of trends in graduate education and research funding;

- Diplomatic skill and grace when assessing opportunities and communicating outcomes, ensuring that future ideas are generated by all members of the CON community and shared with the leadership;
- A deep commitment to transparency and an approachable and engaging style of communication;
- The ability to lead and manage an organization through a time of cultural change, including the ability to grow and support high-performing teams;
- An appreciation for the University's commitment to the state of Tennessee and Mid-South region; and,
- Integrity, persistence, and a sense of humor.

Preferred Qualifications

- Administrative experience supervising grant preparation, budget management, compliance, and reporting; and,
- A strong record of research funding through the National Institutes of Health (NIH), of service on NIH study sections, and/or of leadership of a NIH-funded institutional center.

Additional information: More information about the College of Nursing can be found [here](#). The Associate Dean for Research's full responsibilities are enumerated [here](#). Links also are included for the College of Nursing's Fall 2016 Annual Report ([here](#)) and Strategic Map ([here](#)).

For best consideration, please send all nominations and expressions of interest electronically and in confidence to:

Jim Sirianni, Partner
Mark Halligan, Associate
 Storbeck/Pimentel & Associates
UTHSCNurAsDean@storbecksearch.com

All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations.

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.

Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 920 Madison Avenue, Suite 825,

Memphis, Tennessee 38163, telephone 901-448-7382 (V/TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.