OAKLAND UNIVERSITY

DEAN OF THE SCHOOL OF NURSING

Oakland University seeks an inspiring and visionary leader to serve as Dean of the School of Nursing. The Search Committee will begin reviewing applications immediately and will continue until the new Dean is named.

The Dean must be an effective spokesperson and enthusiastic champion of the distinctive academic and professional programs in nursing as well as the mission of the University. These abilities are especially important in representing the University to potential partners, donors and students and to federal and state agencies.

Oakland University at a Glance

Oakland University is a preeminent metropolitan university that is recognized as a student-centered, doctoral research institution with a global perspective. The university was established in 1957 as a satellite of Michigan State University through a generous donation from founders Alfred and Matilda Dodge Wilson. Located on a beautiful campus of 1500 rolling acres, approximately 25 miles north of downtown Detroit, in Oakland County in southeast Michigan, one of the nation’s most prosperous counties, the university is surrounded by...
Fortune 500 companies, year-round recreation, entertainment, shopping, and cultural and social opportunities.

The University is state supported with an enrollment of more than 20,000 undergraduate and graduate students. Recognized by the Carnegie Foundation for the Advancement of Teaching as one of the nation’s 90 doctoral/research universities, Oakland University offers 121 bachelor’s degree programs and 98 graduate degree and certificate programs. In addition to the School of Nursing, the University is organized into the College of Arts and Sciences, School of Business Administration, School of Education and Human Services, School of Engineering and Computer Science, School of Health Sciences, The Honors College, and a privately-funded medical school created by a partnership between the University and Beaumont Hospitals.

The university aspires to:
- Foster student success through a robust teaching and learning environment and comprehensive student services.
- Be recognized as a strong research and scholarly environment focused on creative endeavors and on the discovery, dissemination and utilization of knowledge.
- Become a leader in serving the needs and aspirations of our communities and region through expanded community relationships, institutional reputation and visibility and engagement.
Oakland was recognized as one of the nation’s most underrated schools in Kaplan Inc.’s “The Unofficial, Unbiased Guide to the 328 Most Interesting Colleges.” *U.S. News and World Report* consistently includes Oakland in the annual report about “America’s Best Colleges.”

**The School of Nursing**

The School of Nursing is located in the new technologically advanced Human Health Building, which opened in 2012. The School has strong partnerships with surrounding communities, community health care systems and agencies, and local school districts. The School of Nursing is a leader on campus in developing strong inter-professional education with other schools of health sciences including the Oakland University William Beaumont School of Medicine.

The dean is the chief executive officer of the School and reports directly to the Provost and Senior Vice President for Academic Affairs. The School of Nursing enrolls almost 1200 students in multiple undergraduate and graduate programs including: the traditional Bachelor of Science in Nursing (BSN), an Accelerated Second Degree BSN, RN to BSN Degree Completion; the Master of Science in Nursing (MSN) in Forensic Nursing, MSN in Adult/Gerontological Nurse Practitioner, MSN in Family Nurse Practitioner, MSN in Nurse Anesthesia; and Doctor of Nursing Practice (DNP) as well as other post-master’s certificate programs. The recently established MSN in Forensic Nursing is the first academically based nursing forensic program in the state of
Michigan and only one of five in the United States. Nursing programs are accredited by the CCNE. Faculty in the School of Nursing are active scholars in their respective field; supporting faculty research is an important aspect of the work of the dean.

The Opportunities and Challenges
Oakland University seeks in its new dean of the School of Nursing, a strong leader with an innovative, entrepreneurial spirit, proven management skills and expertise in the strategic advancement of high quality and growing nursing programs. An earned doctorate and a record of teaching and scholarship are required. The dean must be able to articulate a clear academic vision and strategy for the School and for the University and foster a collegial and collaborative ethos that capitalizes on the richness of the Oakland University community and encourages a continued commitment to academic excellence in programming and scholarship.

Central opportunities and challenges for the next dean of the School of Nursing include the charge to:

Provide collegial and collaborative administrative leadership to the faculty and strengthen the culture of shared governance. The successful candidate will implement programs and policies that nurture faculty development and build on a supportive and unified faculty culture that places a preeminent value on teaching, scholarship and service. The Dean will vigorously support recruitment, retention, and professional development of quality faculty.

Advance academic and administrative development and partnerships. Faculty and administrative staff are eager to work with the Dean to create more interschool and
interdepartmental programmatic and research collaboration, strengthen programs, as well as enhance online, distance and continuing education.

Act as an effective spokesperson and excellent communicator and cultivate and maintain positive relationships with the local community. Building strong relationships with the surrounding community and expanding the visibility and reputation of the University’s nursing programs and scholarship, regionally and nationally, are important strategic goals of the institution.

**Dean Leadership**
The leadership priorities for the Dean of the School of Nursing are varied but include the following:

Provide Distinguished and Trusted Academic Leadership
The School of Nursing has loyal and hard-working faculty and staff who look to the Dean for leadership, collaboration, and empowerment. The Dean must engage the entire community in planning for the academic future of the programs. Additionally, she/he must maintain a working knowledge of trends and national priorities for nursing as well as health related fields to maintain the University’s cutting edge professional vision. In doing so, the Dean serves as an external interpreter and an enthusiastic spokesperson for the School’s academic mission and its programs.

Focus on Students and Campus Diversity
Students in the Nursing programs are successful and positive about their professional careers. In an effort to carry out its mission more effectively and to prepare its students for the environment in which they will function in the 21st century, efforts to reflect diversity should continue. Academic freedom and excellence flourish in an environment that encourages the fullest possible diversity of ideas and expression.

Manage Current and Attract Additional Resources
Fiscal sustainability will be dependent on the dean’s ability to allocate resources, personnel, capital, and supplies among the many constituents of the school as well as to garner additional resources in support of the programs. The research productivity of the faculty is a major driver of the quality of the university, and encouraging research and increasing external funding will be important responsibilities of the dean. The Dean will be expected to provide the leadership for fundraising for new and existing programs.

Foster Collegial and Other Relationships
It is expected that the new Dean will provide a style of leadership that recognizes the central importance of continuing to build nursing program outreach, nurturing relationships with clinical agencies, business partners, state agencies and strengthening the School’s and University’s reputation.
Dean Attributes
The ideal candidate will possess the following personal and professional qualifications:

• An earned doctorate and academic credentials appropriate for this appointment at the rank of full professor

• A distinguished record of innovative and effective management for at least three years at the dean, associate or assistant dean, chair or program director level at an organization of similar size and complexity

• An RN license to practice in Michigan or eligibility for Michigan State Licensure

• An informed commitment to modern nursing education and its role in serving the needs of the country, as well as an understanding of state regulatory oversight and accreditation requirements of the varied programs in nursing

• An appreciation of the University’s commitment to provide students at all levels with significant opportunities to conduct meaningful research

• A track record of fostering faculty scholarship
• A demonstrated track record of working collaboratively, seeking partnerships, and enhancing resources

• Proven experience in leading strategic and focused growth initiatives

• Excellent communication skills, with a confident and comfortable public presence

• The ability to excel as a leader in a consultative environment and possession of the skills necessary to negotiate with all groups

• A demonstrated ability to work with diverse constituencies

• A managerial style that is personable, consensus building and inclusive; personal qualities that ensure transparency in governance and the highest standards of honesty and integrity

• A genuinely collaborative operating style, coupled with a willingness to act decisively when consensus is elusive

• Energy, integrity, passion, openness, flexibility and an abiding sense of humor.

QUALIFICATIONS
The successful candidate must have an earned doctoral degree from an accredited institution, significant experience in the management of complex organizations, and an established record in teaching, research and service sufficient to merit tenure at the rank of full professor. The successful candidate will also possess outstanding leadership skills and the ability to serve as an articulate and fervent representative of, and advocate for, the school’s programs, locally, within the state of Michigan, nationally and internationally. Individuals with experience promoting faculty research and acquiring external funding are encouraged to apply.

NOMINATIONS AND APPLICATIONS
Interested applicants should submit a letter of interest, curriculum vitae, and the names, email addresses, and phone numbers of five references in Word or PDF format via email to: OaklandNursing@agbsearch.com. The Search Committee will begin to review materials in mid-November and will continue until an appointment is made. To ensure full consideration by the search committee, applicants must email materials by November 29, 2015. Assisting with this search is Arnold Speert, senior consultant, AGB Search, aspeert@agbsearch.com, (973) 417-1948.

To learn more about Oakland University and the School of Nursing, prospective candidates and nominators are encouraged to visit the University’s website, www.oakland.edu, or the AGB Search website, www.agbsearch.com.