

Dean, Duke University School of Nursing Associate Chief Nurse Executive of Academic Partnerships and Innovation, Duke Health Durham, North Carolina

"To foster a lively relationship between knowledge and faith; to advance learning in all lines of truth; to defend scholarship against all false notions and ideals; to develop a love of freedom and truth; to promote a respectful spirit of dialogue and understanding; to discourage all partisan and sectarian strife; and to further the advancement of knowledge in service to society." –Duke University aims

THE SEARCH

<u>Duke University</u> invites applications and nominations for Dean of the <u>Duke University School of Nursing</u> (DUSON or School). As it celebrates its centennial year, Duke University is well-recognized as one of the world's leading institutions for education, research, and patient care and is grounded in its shared values of respect, trust, inclusion, discovery, and excellence.

The University community includes over 6,400 undergraduate students, 10,400 graduate and professional students, 4,100 faculty, and more than 57,800 staff across 10 undergraduate, graduate, and professional schools, the Duke University Health System, as well as a broad array of interdisciplinary institutes, initiatives, and centers, and international programs in more than 150 countries. In Fiscal Year 2024, Duke had total operating expenditures of \$10.3 billion and an endowment of \$11.8 billion.

Established in 1931, DUSON is one of the most esteemed schools of nursing in the country and is known for preparing exceptional nurse leaders who are culturally intelligent, aware of current and emerging health needs, and poised to address health disparities locally, nationally, and globally. All activities within DUSON are guided by its <u>mission</u> to advance health equity and social justice by preparing nurse leaders and innovators with a commitment to improving health outcomes through transformative excellence in <u>education</u>, <u>clinical practice</u>, and <u>nursing science</u>. The School is consistently <u>ranked</u> as one of the top five nursing schools in the country in a variety of programs and is a 2024 <u>National League for Nursing (NLN)</u> <u>Center of Excellence (COE)</u>.

DUSON's next Dean will come to the role ready to lead and inspire an exceptional community of scholars and learners. The Dean will partner with a talented faculty and staff to ensure excellent and innovative educational programs, accelerate high-impact scientific discovery, expand connections across Duke University and the Duke University Health System (DUHS), and advance DUSON's global and local reach. The Dean will be highly visible and an effective advocate across campus, the Health System, and beyond, facilitating partnerships and securing resources to support DUSON's goals. The Dean must be deeply inspired by DUSON's mission and actively demonstrate their personal commitment to advancing diversity, equity, inclusion, and belonging.

THE ROLE OF DEAN

The Dean is responsible for DUSON's strategic, research, academic, clinical, and business affairs. Reporting to <u>Provost Alec Gallimore</u> and serving in his Cabinet, the Dean will be an integral member of Duke University's leadership team. They will be responsible for ensuring the vitality and long-term success of the School and engaging with the broader University community and beyond to advance an agenda of exceptional research, teaching, practice, and service.

The Dean additionally serves as Associate Chief Nurse Executive (ACNE) of Academic Partnerships and Innovation for Duke Health. This role was developed to facilitate collaboration, drive innovation, enhance student experiences, and promote research. The ACNE works closely with the Duke University Health System (DUHS)—including the DUHS Nursing Executive Committee, the Watts College of Nursing, which is affiliated with the Duke University Health System, and other key constituents to improve patient outcomes and further strengthen the healthcare system.

Key Responsibilities

The Dean is the academic and administrative leader of the School of Nursing and part of the senior leadership teams of <u>Duke University</u> and <u>Duke Health</u>. Responsibilities include:

- Enhancing the School's national reputation as a premier provider of professional and graduate nursing programs.
- Advancing the scholarly activities of the faculty, including the promotion of collaborative research and teaching opportunities, with faculty across the University and Health System.
- Ensuring that strong enrollment and appropriate accreditations are maintained while encouraging innovative approaches to enhancing the training and development of nurses.
- Assessing the emerging trends in healthcare and healthcare delivery to ensure that the School of Nursing is positioned to meet those needs and, moreover, lead those efforts.
- Developing the School's annual budget and managing within available budgeted and discretionary resources.
- Providing leadership in enhancing diversity, equity, inclusion, and belonging and promoting cultural intelligence within all aspects of DUSON.
- Recruiting, mentoring, and retaining an exceptionally well-qualified faculty and staff.
- Partnering with the DUSON Faculty Governance Association to support the missions of the School and Duke University.

- With input from the School of Nursing Faculty Search Committee, making faculty hiring decisions, including compensation.
- With input from the Distinguished Professor Committee, recommending faculty for recognition as Distinguished Professors within the School and University.
- Appointing members to all administrative committees of the School.
- Articulating, modeling, and supporting a positive work culture that embraces the values and principles consistent with Duke University and Duke Health.
- Serving as the principal voice for the School of Nursing with respect to broadening support at the local, state, national, and international levels.
- Partnering with the Provost and School of Nursing Board of Visitors in expanding the philanthropic base for the School. Playing a central role in engaging and cultivating industry and private donors.
- Promoting and supporting student success and student engagement in all DUSON initiatives.
- In collaboration with other Duke University entities, working to create and implement exceptional and innovative programs of education, research, clinical practice, and service.
- In collaboration with colleagues within Duke Health, integrating School of Nursing programs and resources to address the needs of Duke Health and the Durham community.
- Serving as a member of multiple Duke Health and Duke University leadership committees. Contribute to the oversight and management of Duke Health's broader population health improvement ecosystem.

OPPORTUNITIES AND CHALLENGES

Advance a bold strategic vision to further the School of Nursing's local, national, and global impact

The DUSON community recently came together to develop a strategic plan and mission statement that drive the School's activities. In a competitive market, DUSON is further distinguishing itself as the leading nursing school with a fundamental focus on promoting health equity and addressing social determinants of health. Under the next Dean, DUSON aspires to ensure its academic programs remain exceptional, advance its research and scholarship, and expand its connections to local and global communities, all while holding true to this powerful mission. To be successful in these efforts, the Dean must be an innovative, creative leader who recognizes the talent on their team, can inspire and deftly lead, and will expertly leverage Duke's global reach and distinctive assets.

Bring together exceptional academic and research programs focused on health equity and social determinants of health

DUSON has long excelled in offering exceptional academic programs. Faculty are well supported in their roles as educators through mentoring and resources like the <u>Institute for Educational Excellence</u> (IEE) and the <u>Duke Health Center for Interprofessional Education and Care</u>. The School is embarking on, or has recently completed, reviews of nearly every academic program to spark curricular and programmatic changes and ensure excellence. Cutting across this work is a focus to ensure that diversity, equity, inclusion, and belonging are embedded into academic programs—from course offerings to content and pedagogy.

With the great care invested into academic programs, it will be equally important for the next Dean to support the advancement of high-impact research and scholarship. The Dean will bring their perspective as a scholar; experience as a successful mentor; interest in burgeoning areas like informatics, artificial intelligence, and planetary health; and the ability to successfully identify and sustain interdisciplinary partnerships like the School's well-established collaboration with the <u>Pratt School of Engineering</u>. They will support DUSON colleagues in the pursuit of a diversity of funding streams, including center grants. Moreover, they will support broad research efforts that study the current context and future directions of social determinants of health and their impact on healthcare. DUSON's recent social determinants of health and their school's interest in pursuing new ways to leverage nurses to address pressing health and social challenges through research and education.

Strengthen critical relationships across Duke University and Duke Health

Collaboration is a critical part of Duke's success. With the Dean now reporting to the Provost while also holding a role in the Health System, they are well situated to deepen the School's relationships with the University and Health System to advance important new programs, projects, and other opportunities for faculty, staff, and students. The Dean must excel at relationship building and problem-solving, partnering closely with faculty and staff governing bodies and other campus and Health System leaders to advance shared priorities. The Dean will continue to build strong relationships with the broader Duke community, including local institutions like the <u>Watts College of Nursing</u>, <u>Durham Technical Community College</u>, and <u>North Carolina Central University</u>, as they seek ways to not only extend the School's reach but to have a broader impact on the nursing profession.

Recruit, retain, and mentor a diverse, world-class faculty, staff, and student body

DUSON takes pride in its commitment to building a broadly diverse community and engaging diverse ideas for the provision of culturally intelligent education, research, and patient care. The next Dean will drive the recruitment, promotion, and retention of faculty and staff who are highly qualified and committed to the School's mission. Along with the School's Vice Dean for Diversity, Equity, Inclusion, and Belonging (DEIB) and the <u>Office of DEIB</u>, the Dean will lead with a focus on DEIB-- championing practices and policies

to ensure that faculty and staff reflect the diversity of its student body while creating an inclusive environment where all community members feel well-supported and empowered in their work. To be successful, the Dean will have exceptional interpersonal and management skills, a passion for mentorship, and a commitment to ensuring a healthy work environment for faculty and staff at all levels.

Manage and grow resources in support of the School's mission

Fundamental to the future success of DUSON is the capacity to wisely steward resources while also attracting additional funding. The Dean will work closely with the School's finance and executive team to optimize its funding and ensure efficiencies. The University is about to launch a public centennial capital campaign. The Dean will be deeply engaged in this campaign and other initiatives to attract resources from an array of donors and partners. It will be vital for the Dean to pursue funding and philanthropic investment to bolster scholarships and financial aid for students as well as provide resources for the education, research, and service missions of the School.

QUALIFICATIONS AND CHARACTERISTICS

This position requires a collaborative leader with broad intellectual insights, strategic vision, emotional intelligence, strong leadership, and managerial acumen. They will be a highly engaged and accessible leader who defaults to transparency and inclusion.

To fulfill accreditation requirements, the Dean must be a registered nurse (RN) with a graduate degree in nursing and an earned doctorate. The Dean must also have or be eligible to obtain a current RN license to practice nursing in North Carolina and demonstrate scholarly distinction appropriate for a tenured appointment as a full professor at Duke University School of Nursing. Significant experience in nursing leadership, education, practice, and/or research is expected.

Minimum Requirements

- A registered nurse (RN) with a graduate degree in nursing and an earned doctorate in nursing or a related field;
- Current or eligible for licensure as an RN in North Carolina;
- Qualified for appointment as a tenured full professor at Duke University's School of Nursing.

Preferred Qualifications and Characteristics

- Distinguished record of academic achievement, research, practice, teaching, and service;
- Significant time in progressive leadership positions, preferably in a large, complex, and highperforming academic healthcare and research environment;

- Clear evidence and track record of academic practice partnerships and the ability to build an academic portfolio through exceptional interprofessional collaborations;
- Demonstrated commitment to and aptitude for advancing diversity, equity, inclusion, and belonging efforts;
- A record of accomplishment in recruiting, developing, and retaining outstanding faculty, staff, and students, including those traditionally underrepresented in nursing; aspiration to be an agent of progress in advancing racial equity and justice;
- Demonstrated experience and success in developing external sources of support;
- A track record of community engagement, philanthropy and donor relations, and interinstitutional and national partnerships;
- Exceptional oral and written communication skills;
- Strong interpersonal skills, including collegiality and collaboration;
- A firm understanding of higher education and the dynamic and ever-evolving healthcare landscape;
- High standards of professional integrity, credibility, and a strong sense of professional ethics.

APPLICATION, INQUIRIES, AND NOMINATIONS

Duke University has engaged the executive search firm Isaacson, Miller to assist in the search. Inquiries, nominations, and applications (including a CV and cover letter) should be sent in confidence via this link: https://www.imsearch.com/open-searches/duke-university-school-nursing/dean.

Amy Segal, Partner Jane McInerney, Senior Associate Olivia McVicker, Managing Search Coordinator Isaacson, Miller

Duke is an Affirmative Action/Equal Opportunity Employer committed to providing employment opportunity without regard to an individual's age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, (including pregnancy and pregnancy related conditions), sexual orientation, or military status.

Isaacson, Miller and Duke University are committed to creating an inclusive environment and welcome applications from candidates with disabilities. If you have any accommodation or access needs, we are happy to provide reasonable accommodations.

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APPENDIX

DUKE UNIVERSITY

History through Today

Duke University was created in 1924 with a gift from James Buchanan Duke to Trinity College. The University traces its roots back further to 1838 as a subscription school in rural North Carolina. By 1939, in merely 14 years, Duke University included undergraduate liberal arts colleges, a medical school, a hospital, a nursing school, a forestry school, a law school, an engineering school, a divinity school, and a graduate school, and had become a member of the Association of American Universities (AAU). Duke University today includes 10 schools and colleges: Divinity School, Fuqua School of Business, Graduate School, Nicholas School of the Environment, Pratt School of Engineering, Trinity College of Arts & Sciences, Sanford School of Public Policy, and the Schools of Law, Medicine, and Nursing.

Duke has developed a distinctive educational identity that integrates undergraduate teaching with frontline research and wide access to professional schools. The commitment to undergraduate education combined with a pervasive interdisciplinary culture and proximity to world-class graduate and professional schools sets it apart from peer institutions. Duke students typically exercise a breadth of academic choice in the context of a rigorous liberal arts program with interdisciplinary majors, minors, and concentrations, blending that with civic engagement, both local and global, on issues large and small. The University boasts an exceptional faculty that includes 15 associated Nobel Laureates and 50 Rhodes Scholars.

With more than 57,000 employees, Duke is the <u>second largest private employer</u> in North Carolina and has been named as a <u>best place to work</u> by *Forbes* and *Newsweek*, among others.

Location

Duke University is located in Durham, North Carolina--a vibrant small city that has become an entrepreneurial hotbed and a cultural center. The city is a two-hour drive from the beach and a three-hour drive from the Blue Ridge Mountains. Duke's proximity to the Mid-Atlantic Region, and Washington, D.C. in particular, provide easy access to federal funding agencies, policymakers, and many other collaborators that advance the research and education missions. The area is served by a convenient international airport approximately twenty minutes from campus.

Duke is situated in the heart of the Research Triangle with the University of North Carolina at Chapel Hill, North Carolina Central University, and North Carolina State University nearby. These institutions are public research universities with exceptionally strong science and engineering programs that provide a myriad of opportunities for collaboration and partnership. Dean, Duke University School of Nursing Duke University Page 8 of 13

Duke has deep community ties and is a key partner in the development of the region with over one million square feet of laboratories and offices in downtown Durham and more planned. Duke's campus is divided into four main areas: Central, East, and West campus, and the Medical Center. Duke is not space-constrained; it owns large tracts of undeveloped land available for future development, and it benefits from a relatively low cost of leasing space.

DUKE HEALTH

<u>Duke Health</u> encompasses the world-class academic healthcare and research of the Duke University Health System, Duke University School of Medicine, Duke University School of Nursing, Duke-NUS Medical School, Duke Global Health Institute, and the Duke-Margolis Institute for Health Policy. Duke Health comprises a health system that spans 32 counties in North Carolina and includes areas in neighboring states. Though it is the youngest of the nation's leading medical enterprises, <u>Duke Health</u> has grown into one of the country's largest clinical and biomedical research institutions.

DUKE UNIVERSITY HEALTH SYSTEM

The <u>Duke University Health System</u> (DUHS) is a world-class hospital and healthcare network supported by outstanding and renowned clinical faculty and care teams. DUHS supports cutting-edge science through its investment in faculty and technology, and it provides opportunities for teaching and research not only for health professionals and trainees but also for undergraduates. The Health System delivers care across three hospitals and numerous outpatient services, including Duke Primary Care, Duke Health Integrated Practices, Duke HomeCare & Hospice, Duke Health and Wellness, and multiple affiliations. As the Southeast's preeminent healthcare provider, Duke University Health System attracted nearly 67,000 inpatient stays and nearly 5 million outpatient visits in FY23. DUHS had \$3.44 billion in total operating revenue in FY23.

THE DUKE UNIVERSITY SCHOOL OF NURSING

History through Today

In 1958, the Duke School of Nursing was one of the first schools in the nation to offer a graduate nursing program. In 1984, as a part of Duke University's retrenchment plan, the last class of BSN students graduated. The graduate programs also ended in 1984, re-opening in 1985 with a new curriculum and focus on research. In response to the increasing nursing shortage, in 2002 the School once again began offering a BSN degree – this time as an accelerated, 16-month degree offered to students already holding

an undergraduate degree. In 2006, the School accepted the first students into the new PhD program. In 2008, the School launched the first Doctor of Nursing Practice (DNP) degree program in North Carolina to prepare nurses for leadership positions in clinical care. Always evolving, in 2024 DUSON will sunset its accelerated bachelor's degree in nursing to provide a pre-licensure Masters Entry Program in Nursing (MEPN) for those who hold a non-nursing bachelor's degree.

DUSON hosts ten <u>Centers and Institutes</u> designed to assist and support the students and faculty in their education, research, innovation, practice, and service endeavors. There has also been a recent expansion of the School's <u>facilities</u> and the opening of the <u>Duke Health Center for Interprofessional Education and</u> <u>Care</u>. This new space includes state-of-the-art simulation labs and classrooms with over 50,000 square feet of dedicated space for nursing education, research, and innovation as well as the opportunity to learn and work with a variety of health practitioners.

Students

Students from across the globe pursue a world-class education from DUSON. In Fall 2024, DUSON enrolled 220 ABSN, 683 MSN and certificate, 140 DNP, 79 Nurse Anesthesia, and 34 PhD students. DUSON is committed to serving and supporting students throughout their academic careers as evidenced by their highly acclaimed <u>student success center</u>.

Faculty

DUSON is, first and foremost, a school focused on student education and the continuous development of its faculty and staff. In the last two decades, the School has nearly tripled the size of its <u>faculty</u> from 27 in 2005 to 85 in 2023. All DUSON faculty are doctorally prepared and committed to the growth and development of DUSON to meet the changing needs of nursing education. The primary focus of the faculty is to help students realize their potential through personal support and mentoring. DUSON faculty are experts in their practice specialty and research fields, and actively engage students in their own learning and professional development through innovative approaches. These benefits, and many more, are why DUSON is continually regarded as one of the leading nursing schools in the country and the world.

Academic Programs

In Fall 2025 DUSON is replacing the Accelerated Bachelors in Nursing (<u>ABSN</u>) with a newly designed <u>Master's Entry to the Practice of Nursing program</u> (MEPN), which awards a Master of Nursing (MN) degree to students freshly entering the field of nursing. This degree program and the Doctorate of Philosophy in Nursing (PhD) program are provided in traditional classroom, research, and practice settings. The PhD program provides its learners with the skills to develop and test nurse-led models of care that enhance the health of all people, especially those experiencing health inequities. These students learn to drive

change in nursing practice, influence health policies, and conduct research that champions health equity and social justice.

As one of the first nursing schools to provide virtual learning opportunities--over 25 years before the COVID-19 pandemic--DUSON offers virtual distance-based degrees through its <u>Master of Science in</u> <u>Nursing</u> (MSN), the School's largest academic program, and <u>Doctor of Nursing Practice</u> (DNP) programs. DUSON also offers the opportunity for <u>specialty</u> and <u>postgraduate</u> certificates that promote the objective of the School to prepare the next generation of nursing leaders.

Research

DUSON has a deep tradition of scholarship and research and consistently ranks among the nation's top nursing schools in federal research funding. DUSON received \$13.2 million in sponsored funding from 55 awards in FY24 with \$12.3 million from federal sources.

DUSON's <u>Center for Nursing Research</u> (CNR) provides the resources that students, faculty, practicing nurses, and researchers need to advance nursing and interdisciplinary science. The CNR and the <u>Health</u> <u>Innovation Lab</u> (HIL) focus on health innovation, population health, precision health, and data science as key areas to optimize health across the spectrum, from discovery to translation. These areas of focus provide a platform for building research profiles and connectivity with the scientific community. The CNR also has cores that provide resources and support researchers in their endeavor to conduct productive research.

Clinical Education and Patient Care

DUSON's world-class simulation center, the <u>Center for Nursing Discovery</u> (CND), provides an environment that prepares students with hands-on experiences and promotes problem-solving, critical thinking, and clinical judgment. The CND received its first accreditation in 2017 and, in 2021, received a five-year reaccreditation by the Society for Simulation in Healthcare (SSH) and the Council for Accreditation of Healthcare Simulation Programs in the area of Teaching/Education. DUSON is the only nursing school in North Carolina and one of three nursing schools in the United States to have received this accreditation. It has 13 faculty and staff as accredited, simulation educators.

As part of its <u>clinical practice</u> and training, DUSON provides and promotes unparalleled clinical expertise through partnerships with <u>Duke Health</u>. Students and faculty are actively engaged in top-ranked clinical settings locally while distance-based learners utilize the School's clinical placement teams.

The <u>Duke Advancement of Nursing, Center of Excellence (DANCE)</u> is a unique collaboration between nurses at DUSON and DUHS that exists to match the clinical expertise and needs of DUHS with the research expertise and theoretical insight of DUSON. DANCE provides an opportunity for dedicated personal and

professional advancement and lifelong learning to advance the community's health and demonstrate the partnership's commitment to excellence in patient-centered care.

On the community health side, DUSON supports the <u>DUSON Community Health Improvement Partnership</u> <u>Program</u> (D-CHIPP) and the <u>Mobile Prevention and Care Team</u> (M-PACT) Clinic, which address community health improvement and work to improve health outcomes through strategic partnerships and research to develop and support programs and policies that will promote healthy, productive lives for all in local communities.

Global Programs

DUSON's bi-directional global activities amplify the School's mission, provide important experiences for students at all levels, and positively impact nursing and healthcare delivery worldwide. The School has partnerships with academic and clinical sites in Africa, the Caribbean, Central America, and Southeast Asia. The <u>Office of Global and Community Health Initiatives</u> (OGACHI) manages and promotes local, regional, and international activities for the School.

Facilities

Duke University School of Nursing is primarily located in the Christine Siegler Pearson Building. This 107,000-square-foot <u>facility</u> features simulation laboratories, classrooms, faculty and administrative offices, and beautiful hospitality and auditorium spaces equipped with video conferencing and lecture recording technologies. The building is a LEED (Leadership in Energy and Environmental Design) Silver facility. Designated by the United States Green Building Council, it is the fourth building at Duke to earn this certification.

DUSON also occupies two floors of the Interprofessional Education building, built in 2019, which connects with the Pearson Building. This space houses the CNR and includes space for the PhD program, student services, global health, standardized patient rooms, HIL, a 96-seat classroom, multiple break-out rooms, and additional offices.

Finances

In coordination with the Provost, the Dean oversees an operating budget that exceeds \$60 million with an endowment greater than \$100 million. DUSON derives revenues from these principal sources: sponsored research contracts and grants, degree and certificate program tuition and fees, gifts and endowment payouts, and other miscellaneous income.

Alumni and Development

DUSON boasts a family of more than 6,000 alumni and thousands of supporters stretching across all 50 states and into more than 19 countries around the world. Hundreds of alumni and friends have joined <u>the</u> <u>Bessie Baker Society</u>, named for the Duke University School of Nursing's first dean. The support and involvement of the alumni are just two of the things that set DUSON apart as one of the top-ranked graduate nursing schools in the country.

DUSON's alumni are a powerful network of distinguished nurses who are trailblazers in nursing education, science, and clinical practice. DUSON Alumni are shaping the present and future of nursing. Some examples of how they are making a difference in clinical practice include leading efforts in developing health information technology to improve quality and patient safety, creating a cancer survivorship program that offers an innovative group care model, and volunteering across the country in disaster relief situations. DUSON Alumni are also impacting lives around the world by founding, operating, and leading clinical efforts to treat patients in vulnerable populations.





