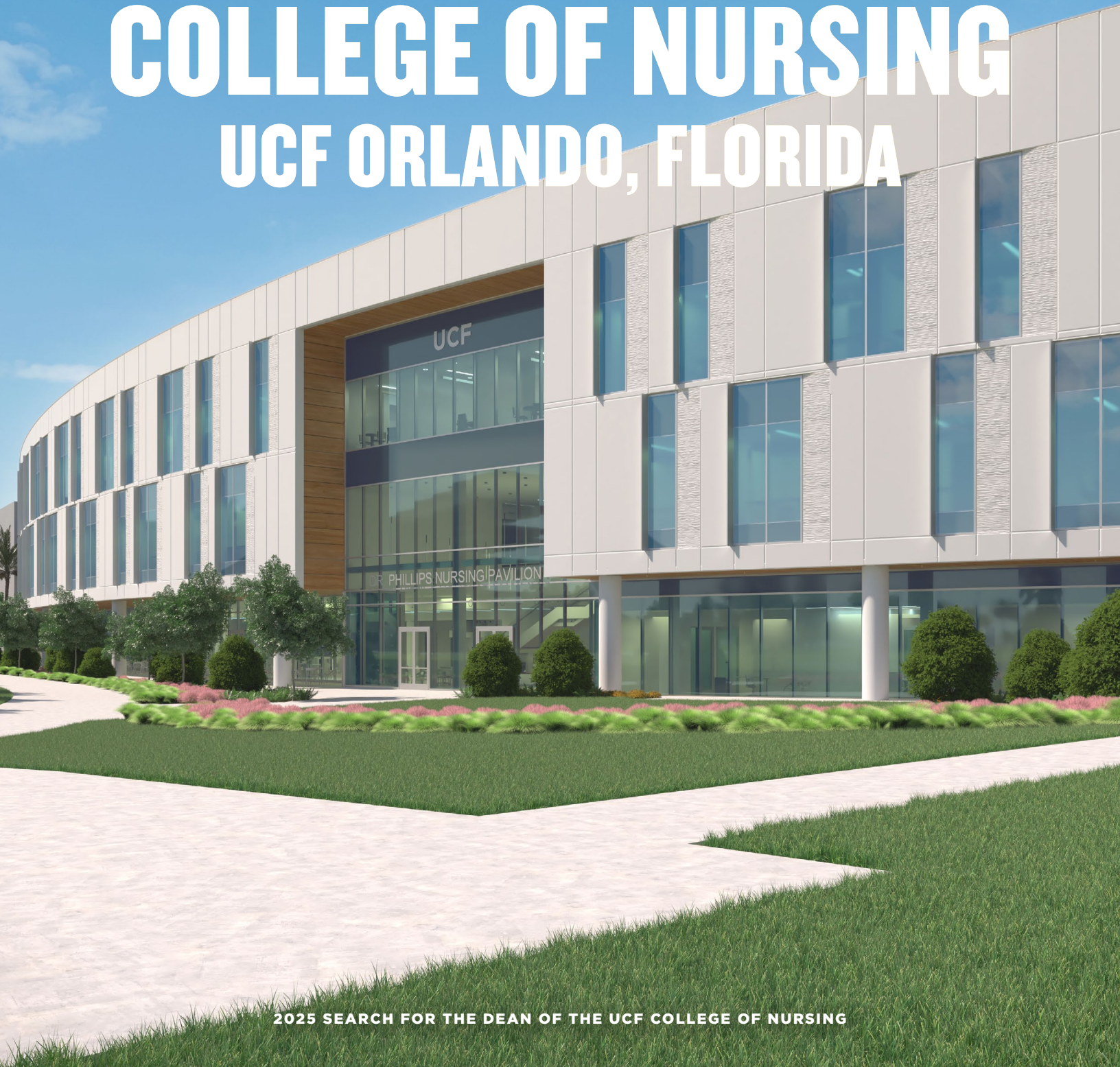




UNIVERSITY OF CENTRAL FLORIDA

DEAN SEARCH: COLLEGE OF NURSING UCF ORLANDO, FLORIDA



2025 SEARCH FOR THE DEAN OF THE UCF COLLEGE OF NURSING



THE SEARCH

The [University of Central Florida \(UCF\)](#) invites visionary, innovative and collaborative champions of nursing education to apply for the position of Dean of the [College of Nursing](#). The Dean will provide an inspirational vision across the College to unleash potential and expand impact in nursing research, education, and practice. Furthermore, the Dean will build upon long-standing community partnerships and foster strong relationships throughout the academic health sciences center community and beyond.

Founded in 1979, UCF's College of Nursing is nationally accredited in nursing education, globally endorsed for healthcare simulation, and consistently ranked among the nation's best nursing programs. Recognizing its commitment to academic excellence, student success, and faculty-led innovation, UCF is ranked by *U.S. News & World Report* among the top 30 public universities for BSN programs, top 20 for online graduate nursing programs, and among the nation's best for its Doctor of Nursing Practice (DNP) programs. Additionally, its

graduates continually exceed national and state first-time pass rates on the NCLEX and nurse practitioner board certification exams.

UCF is among the top producers of newly educated nurses in Florida, and nationally recognized faculty and dedicated staff educate more than 2,700 students annually across all undergraduate, graduate, and doctoral programs. To date, UCF has awarded more than 17,000 nursing degrees to fuel a pipeline of much-needed nurses, nurse leaders, nurse educators, and nurse scientists. To ensure a healthier future and address the critical nursing shortage, the State of Florida, private donors, and community partners invested a total of \$68M to expand student enrollment and build the [Dr. Phillips Nursing Pavilion](#) — a state-of-the-art facility on UCF's Academic Health Sciences Campus in Lake Nona anticipated to open in Fall 2025. As part of UCF's [Academic Health Sciences Center](#), alongside the [College of Health Professions and Sciences](#), [College of Medicine](#), [UCF Student Health Services](#), and [UCF Health](#), the



SEARCH FOR A NEW DEAN

College of Nursing continues to deepen its commitment to interdisciplinary education, research, and innovation to prepare students for practice and solve the world's most pressing healthcare problems.

Ranked among America's most innovative universities by *U.S. News & World Report*, UCF is a major metropolitan research university dedicated to unleashing the potential of students from all backgrounds, providing a life-changing opportunity that fuels regional, state, and national economic prosperity. Home to 1,900 outstanding faculty, 11,000 dedicated staff, and more than 69,000 students, UCF is among the largest and most dynamic universities in the nation, and it leads all universities in Florida in conferring more than 18,000 degrees a year. Research, scholarship, and creative activities have rapidly increased quality and reputation across the university. The university has an operating budget exceeding \$2 billion, and in fiscal year 2023, UCF researchers received just over \$217 million in funded research. About half of UCF's undergraduates enter as transfers, many through the nationally acclaimed [DirectConnect to UCF program](#). More than 20 percent of UCF undergraduates are the first in their families to attend college, and nearly half of the students are from underrepresented groups. UCF recently welcomed one of the most accomplished fall freshman classes in the history of the university, boasting average SAT and ACT scores of 1332 and 28.2, respectively, with 340 National Merit Scholars currently enrolled at the university. UCF was designated a Hispanic-Serving Institution (HSI) in 2019 and is among only 21 universities nationwide with the Carnegie Classification of Very High Research and the U.S. Department of Education designation as an HSI.

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean will cultivate a cutting edge and distinctive higher education experience punctuated by exceptional academic programs, interprofessional opportunities, experiential learning, groundbreaking scholarship, and cutting-edge research activity. The Dean will champion the College for growth through fundraising, fortifying organizational structures and processes, and recruiting, retaining, and developing exceptional faculty and professional staff. Isaacson, Miller, a national executive retained search firm, is assisting UCF with this recruitment. All inquiries, applications, and nominations for this opportunity should be directed to the search firm, as indicated at the end of this document.



THE UNIVERSITY OF CENTRAL FLORIDA

U.S. News & World Report recently ranked UCF among the nation's top 5 most innovative public universities and a rising leader in social mobility. Since its founding in 1963, UCF has been committed to helping students from all walks of life earn a college degree. A recent \$40 million donation from MacKenzie Scott strengthens pathways to opportunity, equity, and positive social change. The university continues on its trajectory toward becoming the world's leading public metropolitan university and inspiring a better future for students and society.

UCF's main campus is 13 miles east of downtown Orlando and adjacent to one of the top research parks in the nation. The university also has an Academic Health Sciences Campus in Medical City at Lake Nona with the College of Medicine and future home of the College of Nursing, a campus in downtown Orlando, the Rosen College of Hospitality Management Campus, UCF Connect locations throughout Central Florida, and UCF Online offering over 100 high-quality fully online programs with dedicated support.

UCF and its 13 colleges offer 197 bachelor's and master's degrees and 26 doctoral programs. Students come from all 50 states and over 147 countries.

UCF'S STRATEGIC PLAN

UCF's ambitious strategic plan, [*Unleashing Potential*](#), is focused on priorities including improved student success and well-being, distinction in research and discovery, innovation and sustainability, and a healthy community culture. Top goals include achieving a top 50 Public Research University ranking and a designation as a preeminent university by the State University System of Florida by 2027 and a top 25 public research university by 2033.



ALEXANDER N. CARTWRIGHT, PRESIDENT

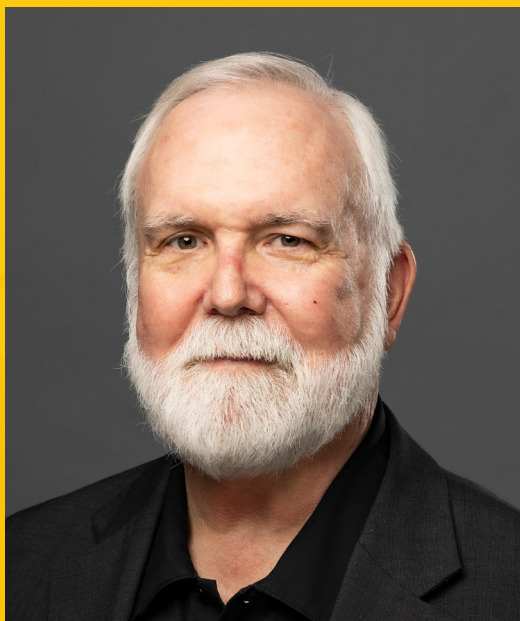
Dr. Cartwright became UCF's sixth president in April 2020. Prior to joining UCF, Dr. Cartwright served as the chancellor of the University of Missouri with an appointment as a professor in the Electrical Engineering and Computer Science Department at the College of Engineering.

As a first-generation college student whose journey to higher education was not traditional, Dr. Cartwright understands and prioritizes the need to build successful outcomes for students from all backgrounds. Among his proudest accomplishments from his time at Missouri is the launch of the Missouri Land Grant program, a commitment to helping students who are Pell Grant eligible by covering their tuition and fees. He has since overseen the launch of programs designed to improve retention and graduation rates and post-graduation outcomes. Dr. Cartwright previously served as provost and executive vice chancellor of the State University of New York (SUNY) from September 2014 to July 2017. At SUNY, Dr. Cartwright oversaw a broad portfolio, including academic policy, enrollment management, and more. Dr. Cartwright holds a doctorate in electrical and computer engineering from the University of Iowa.





UNIVERSITY LEADERSHIP



MICHAEL D. JOHNSON, PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

As the chief academic officer, Dr. Johnson leads academic programs and initiatives across the university. His responsibilities also include multiple campuses, research centers, and institutes. In addition, he manages UCF's academic operating budget in collaboration with the president's office, vice presidents, deans, and other academic leaders.

Dr. Johnson joined UCF in 1990 and served from 2011 to 2020 as dean of the College of Sciences, where he is also a professor in the Department of Physics. As dean, he concentrated on reducing barriers to student success in STEM gateway courses, launching Ph.D. programs, and strengthening research. He earned his Ph.D. in physics from the University of Virginia.



DEBORAH GERMAN, M.D., VICE PRESIDENT FOR HEALTH AFFAIRS AND FOUNDING DEAN OF THE COLLEGE OF MEDICINE

Dr. German was appointed founding dean of the University of Central Florida College of Medicine in December 2006. She also serves as UCF's vice president for health affairs, leading an emerging UCF Academic Health Sciences Center that includes the Colleges of Health Professions and Sciences, Medicine and Nursing, and Student Health Services.





THE COLLEGE OF NURSING

The [University of Central Florida \(UCF\) College of Nursing](#) is an accredited and nationally recognized program that prepares nurse leaders through excellence in education, research, and practice. UCF is consistently ranked by *U.S. News & World Report* among the nation's Best Online Graduate Nursing Programs, Best Nursing (BSN) Programs, and Best Doctor of Nursing Practice programs.

Throughout a history that spans four decades, the College has continually innovated, grown and evolved to meet the needs of students, the community and healthcare profession. The College currently offers 20 degree programs and graduate certificates both online and in-person, including Bachelor of Science in Nursing (BSN), Master of Science in Nursing (MSN), Doctor of Nursing Practice (DNP), and Ph.D. in Nursing degrees.

UCF leads the charge in educational excellence with students annually receiving 11,000 simulation-based contact hours and performing 30,000 hours of service-learning in underserved communities. As a result, graduates continually exceed both state and national first-time pass-rate averages on the NCLEX-RN licensing and nurse practitioner board certification exams.

UCF's College of Nursing is home to the [Simulation, Technology, Innovation & Modeling \(STIM\) Center](#), a state-of-the-art simulation and clinical skills center led by world-renowned experts. UCF's STIM Center is a global leader in healthcare simulation education earning international accreditation from the Society of Simulation in Healthcare and endorsement from the International Nursing Association of Clinical Simulation and Learning.

The College has 75 full-time faculty experts, including 21 national fellows, who are dedicated to innovative learning and student success. Faculty are actively engaged in research, evidenced by UCF being ranked No. 35 among U.S. nursing schools for NIH funding, and faculty are leading in innovation, contributing to UCF's No. 21 ranking among public universities for producing patents.

With a main campus in Orlando, Florida, and regional campuses offering pre-licensure baccalaureate programs in Cocoa and Daytona Beach, UCF fuels a local talent pipeline to address workforce challenges with more than 85% of alumni remaining in the State of Florida to live and work.



ABOUT THE COLLEGE

MISSION STATEMENT

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

VISION STATEMENT

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

VALUES

Excellence | Innovation | Integrity | Compassion

STRATEGIC GOALS

For 2023-2027, the College of Nursing's [Strategic Map](#) focuses on:

1. Aligning curriculum with the emerging healthcare and academic landscape
2. Facilitate student, staff, and faculty success
3. Grow the research and scholarship enterprise
4. Expand and optimize strategic partnerships
5. Promote a culture of well-being
6. Foster a culture of innovation and effective use of technology



UNLEASHING POTENTIAL

In Florida, there is a critical need for nurses driven by a combination of factors. A population growing by more than 800 people a day, in addition to a large aging demographic with more than 21% of the population ages 65 and older, are creating an increased demand for healthcare. As a result, Florida is projected to have a nurse shortage of more than 59,000 (37,400 RNs) by 2035. In addition, like the rest of the nation, Florida has an aging workforce of clinicians and educators.

BUILDING FOR THE FUTURE

To address these challenges and ensure a healthier future, UCF is building the College of Nursing for the future.

With a \$40 million investment by the State of Florida and \$28 million from private donors, including a \$10 million lead gift from Dr. Phillips Charities, UCF is constructing the [Dr. Phillips Nursing Pavilion](#) on its Academic Health Sciences Campus in Lake Nona. Scheduled to open in Fall 2025, this state-of-the-art facility will double the existing building space to expand enrollment across programs to

graduate at least 50% more new nurses, increase faculty to address Florida's critical shortages, and foster greater collaboration and innovation.

A centerpiece of the Dr. Phillips Nursing Pavilion will be the Helene Fuld Health Trust STIM Center, which will triple the current lab and simulation space and include dedicated areas for virtual reality education and structured clinical examinations. The new building will also include a healthy aging lab, wet lab, focus group room, and maker space to develop new technologies.

Strategically located alongside UCF's College of Medicine, including the Burnett School for Biomedical Sciences, and other healthcare institutions in Lake Nona, the Dr. Phillips Nursing Pavilion will promote interdisciplinary collaboration in education and research to ultimately improve patient care.

By expanding its facilities and resources, UCF's College of Nursing will broaden its impact on healthcare in Central Florida and beyond.

RESEARCH

The College of Nursing is actively engaged in research with focuses in the areas of aging and vulnerable populations, symptom science, nursing workforce development, quality, safety and patient outcomes, and simulation and technology where UCF has pioneered and patented innovations in its STIM Center.

UCF's College of Nursing faculty are leading scholars and innovators in their field, collaborating across disciplines and throughout the community to solve the world's most pressing healthcare challenges. In 2023-2024, UCF's College of Nursing received 31 funding awards totaling \$3.29 million including nine interdisciplinary research awards.

Faculty are also actively engaged in inspiring future generations of much-needed nurse scientists. Last academic year, student activity included 27 undergraduate research, 72 graduate research, and 3 post-doctoral research projects.

PHILANTHROPY & PARTNERSHIPS

As a leading educator of newly licensed nurses in the State of Florida, UCF's College of Nursing has established longstanding partnerships with healthcare providers across the region. These invaluable partnerships have an immeasurable impact, from supporting nursing students with scholarships and clinical experiences to funding continuing education opportunities and faculty research.

UCF has welcomed three of its longstanding community clinical partners as [Pegasus Partners](#), some of the most meaningful and impactful partnerships UCF has forged to date. These healthcare Pegasus Partners are [Advent Health](#), one of the largest nonprofit healthcare systems in the country; [Orlando Health](#), Central Florida's only pediatric and adult Level I Trauma program; and [Nemours Children's Health](#), one of the nation's largest multistate pediatric health systems.

UNLEASHING POTENTIAL

In addition to its Pegasus Partners, the College has clinical partnerships with its future neighbors in Lake Nona: [UCF Lake Nona Hospital](#) and the Orlando VA Medical Center, one of the largest facilities in the [Veterans Affairs \(VA\) Healthcare System](#).

UCF's philanthropic arm, the UCF Foundation, also actively engages private donor funding to support the College of Nursing. Through philanthropic support, UCF College of Nursing has established seven endowed professors and chairs, funded student professional development and study abroad opportunities, fueled innovation, technology, and research, and supported student success with much-needed scholarships. In the 2023-2024 academic year, more than \$340,000 in scholarships were awarded to 139 undergraduate and graduate nursing students.

To learn more about the College of Nursing, please see the [2023-2024 Annual Report](#).





QUALIFICATIONS AND EXPERIENCE

The next dean of UCF's College of Nursing will be a visionary, innovative, collaborative, and empathetic leader with high integrity and distinguished scholarly expertise, meriting appointment at the rank of full professor. The successful candidate will bring the following skills and experiences:

- **ADVANCED EDUCATION:**

Ph.D. in nursing and/or an analogous doctoral degree from a recognized accredited institution and a record of research and scholarship commensurate with achieving the rank of professor within UCF's College of Nursing.

- **ADMINISTRATIVE EXPERIENCE:**

Experience in academic administration, such as dean, department chair, program director, or other administrative roles within a university. Demonstrated leadership in managing academic programs, budgets, and personnel.

- **TEACHING AND RESEARCH:**

A successful history of teaching, research, and publication with a deep understanding of the academic landscape and the needs of faculty and students.

- **LEADERSHIP AND MANAGEMENT:**

Strong leadership, organizational, and managerial skills needed to oversee various departments, manage

budgets, foster collaborations, and lead the College toward its goals.

- **COMMUNICATION AND INTERPERSONAL SKILLS:**

Excellent communication skills, including the ability to collaborate with diverse stakeholders, faculty, students, staff, alumni, and community members.

- **VISION AND STRATEGIC PLANNING:**

The ability to develop and implement a vision for the College, create strategic plans, and adapt to a changing educational landscape.

- **PARTNERSHIP AND FUNDRAISING ABILITIES:**

Capability and record of engaging with donors, alumni, industry partners, and government agencies to secure funding, grants, and resources for the College.

- **ETHICAL DECISION-MAKING SKILLS:**

Sound judgment, integrity, and the ability to make difficult decisions in a complex environment while considering the best interests of the College.

- **ADAPTABILITY AND INNOVATION:**

Proven background of being adaptable to change and innovative in implementing new educational methods and technologies.



APPLICATIONS, INQUIRIES, AND NOMINATIONS

As an equal opportunity employer, UCF encourages all qualified applicants to apply, veterans, and individuals with disabilities.

As a Florida public university, UCF makes all application materials and selection procedures available to the public upon request. The State of Florida has a Public Meeting Law and a Public Records Law. All meetings of the search committee are publicly announced and conducted. All documents submitted to the committee are treated as open materials, with the exception of evaluative documents specific to the performance of the faculty of the State University

System of Florida. Please feel free to contact Isaacson, Miller with any questions before submitting a formal application.

ALL INQUIRIES, NOMINATIONS, AND RESUMES WITH COVER LETTERS SHOULD BE SENT ELECTRONICALLY TO:

Sean Farrell, Partner
Tiffany Weber, Managing Associate
Gigi Mensah, Associate

<https://www.imsearch.com/open-searches/university-central-florida-college-nursing/dean>



UCF ACADEMIC HEALTH SCIENCES CENTER

The [UCF Academic Health Sciences Center](#) is a developing partnership that brings together health experts across the university to advance education, research, and patient care. This structure best supports leading-edge care for the Orlando community and advances clinical practices worldwide through high-impact education, innovative research, and advanced patient care. The Center was honored with the [Award for Institutional Excellence and Innovation in Interprofessional Education and Collaborative Health Care](#) by the Association of Schools Advancing Health Professions.

In addition to the College of Nursing, UCF's Academic Health Sciences Center encompasses:

- The [College of Medicine](#), delivers premier medical education, residency programs, and cutting-edge research through its M.D. program and the Burnett School of Biomedical Sciences,
- The [College of Health Professions and Sciences](#), includes programs in physical therapy, kinesiology, social work, and communication sciences, preparing students for careers in various healthcare fields, and
- [UCF Health Student Health Services](#), provides various primary and specialty care services to help keep students at their optimum health.

Collectively, these colleges and entities serve as the foundation for innovative education and research that prepares the next generation of healthcare professionals.

UCF's Academic Health Sciences Center is committed to advancing healthcare solutions through groundbreaking research. The [Burnett School of Biomedical Sciences](#) focuses on pivotal areas such as cancer, cardiovascular health, neuroscience, and infectious disease. The [Rehabilitation Innovation Center](#) enhances research and education with state-of-the-art simulation technologies, enabling transformative advances in interprofessional collaboration, clinical practices, and healthcare outcomes. The [UCF Lake Nona Cancer Center](#) exemplifies the university's commitment to translational research, directly connecting scientific discovery to patient care.

UCF's clinical enterprises, including [UCF Health](#) (the faculty practice), the Communication Disorders Clinic, and the Physical Therapy Clinic, provide high-quality care to the community while creating immersive training opportunities for students.

Through interprofessional education, the Academic Health Sciences Center ensures that students across disciplines collaborate to develop the teamwork skills essential for integrated healthcare delivery. Additionally, through collaboration with leading healthcare systems, UCF enhances clinical training, expands research opportunities, and improves patient outcomes. These partnerships bolster UCF's ability to address regional and global health challenges through innovation and service.



PRODUCED BY THE OFFICE OF THE PROVOST AND ACADEMIC AFFAIRS