



Associate Dean for Research, School of Nursing and Health Studies
University of Miami
Coral Gables, Florida

THE SEARCH

The University of Miami's (UM) School of Nursing and Health Studies (SONHS) seeks an innovative, collaborative, and strategic research leader to serve as the next Associate Dean for Research (ADR). Reporting to the Dean of the School of Nursing and Health Studies, the ADR will provide leadership and an ambitious vision in shaping the future of SONHS' research goals. The ADR will enhance SONHS' already thriving research enterprise, mentor and support a high-achieving faculty, leverage external partnerships with key health systems, and serve as an expert in the research landscape of nursing and health studies as well as diverse funding mechanisms.

The University of Miami is one of the top research universities and academic medical centers in the nation, with over \$500M in research and sponsored program expenditures. UM strives for excellence and is driven by a powerful mission to transform and impact the lives of its students, patients, members of the community, and people across the globe. UM is located in one of the most dynamic and multicultural cities in the world and is home to 19,000 students and 17,000 faculty and staff. UM is a vibrant and diverse community focused on teaching and learning, the discovery of new knowledge, and service to the South Florida region and beyond.

The mission of SONHS is to transform lives and health care through education, research, innovation, and service across the hemisphere. The school houses several notably ranked and accredited academic programs, including baccalaureate degrees in nursing science, public health, and the health sciences, as well as master's programs, post-master's certificates, and doctoral programs, including the PhD in Nursing Science and DNP (Doctor of Nursing Practice). Ranked No. 11 overall by the Blue Ridge Institute for NIH funding and No.5 among private institutions, the SONHS is a school on the rise with incredible momentum and a rapidly ascending growth trajectory. The next ADR will have the opportunity to make a significant impact in guiding SONHS to reach even higher tiers of success.

The ideal candidate will possess a background in nursing or other health sciences and demonstrate a proven track record of securing funded research. They should have expertise in promoting and supporting research through diverse funding sources and substantial experience in fostering interdisciplinary collaborations. Additionally, they will excel in mentoring and developing faculty and possess significant

knowledge of research administration. The next ADR will serve on the Dean's leadership team and partner with the Dean in developing bold and sustainable goals for SONHS' research enterprise.

The University of Miami has retained the national executive search firm Isaacson, Miller to assist in the search. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

THE SCHOOL OF NURSING AND HEALTH STUDIES

Through research, education, practice, and service, the School of Nursing and Health Studies creates and disseminates health knowledge and prepares culturally competent leaders to provide safe service to the community, the nation, and the world. *U.S. News & World Report* ranks SONHS master's programs 27th, and the Doctorate in Nursing Practice program is currently ranked 39th. Additionally, the undergraduate nursing program is ranked 29th. The School's growing reputation as a world-class center of nursing and health sciences education has led to consistent increases in enrollment.

Academic Programs

SONHS is committed to academic excellence and service to society. The School's undergraduate and graduate curricula are community-focused, with a strong emphasis on cultural competency and evidence-based practice. Recognizing that every ethnic community has unique health beliefs and practices, the school prepares health professionals who can adapt care to best serve each community. Through coursework and outreach programs, clinical faculty prepare students to address the health needs of our increasingly diverse and rapidly changing society.

SONHS offers a variety of educational programs and degrees. While nursing students make up the majority of the student body at SONHS, health studies and public health programs are an equally important and rapidly growing component of the school. At the undergraduate level, SONHS students can pursue a traditional or accelerated BSN, an RN-to-BSN, a BS in Health Studies offering five different pre-professional tracks, a BS or 4+1 Bachelor's/Master's in Public Health, and minors in Health Communication or Public Health. Graduate offerings include BSN-to-PhD and MSN-to-PhD programs, BSN-to-DNP and MSN-to-DNP programs, and three MSN nurse practitioner programs (family nurse practitioner, adult-gerontology acute care, and adult-gerontology primary care). In Fall 2022, the School of Nursing and Health Studies and the Miami Herbert Business School joined forces to create the Master of Science in Leadership (MSL) + Doctor in Nursing Practice (DNP) joint Degree program. The SONHS also offers three post-MSN nurse practitioner certificate programs. Full details are available at www.miami.edu/sonhs/index.php/sonhs/academics.

In 2017, a state-of-the-art simulation facility opened. The Simulation Hospital for Advancing Research and Education (S.H.A.R.E.®) was built to mimic a cutting-edge, fully functioning hospital. S.H.A.R.E. offers 41,000 square feet of on-site, virtual, and extended-reality simulation opportunities for students to practice nursing in a variety of clinical, research, and educational settings. The quality of education taking

place at S.H.A.R.E. is evidenced by its national accreditations. S.H.A.R.E. plays a vital role as a beta testing site for new healthcare products and equipment. Capitalizing on the synergistic resource embodied by this facility, University of Miami interdisciplinary research teams collaborate with industry and governmental agency partners to introduce the most advanced healthcare technology and affect policy on community safety procedures and quality patient care.

Leadership

In May 2024, Hudon Santos was named the Dean of the School of Nursing and Health Studies. Dr. Santos joined the University of Miami in 2022 and served as the Vice Dean for Research and a tenured professor and the inaugural Dolores J. Chambreau Endowed Chair in Nursing.

Dr. Santos completed his postdoctoral fellowship at the Duke University School of Nursing after obtaining a Bachelor of Science in Nursing from the State University of Paraiba, and a PhD in Nursing Science from the University of Sao Paulo. Prior to joining the University of Miami, Dr. Santos was a tenured distinguished associate professor and director of the biobehavioral laboratory at UNC-Chapel Hill School of Nursing.

Over the past 15 years, he has conducted extensive research on families, studying how early life stressors affect perinatal health and child developmental outcomes in high-risk populations as well as across socioeconomic status levels and racially and ethnically diverse communities. Dr. Santos is spearheading an ambitious \$23.57 million NIH study, the largest ever awarded to the University of Miami, examining how social and economic inequities, as well as other stressors experienced by parents, can biologically and psychologically impact their children. As part of that seven-year grant, the School of Nursing joins the NIH's Environmental Influences on Child Health Outcomes (ECHO) Program and will enroll a racially and ethnically diverse group of 1,250 pregnant mothers from Miami-Dade County, following their offspring from birth to age seven.

Research

SONHS is a leading center for research in the fields of nursing and health studies, currently ranked first in Florida and in the top twenty in the nation for NIH funding among nursing schools. SONHS is dedicated to supporting bold and visionary research that will improve delivery of care to patients and communities as well as influence health systems and health policy. SONHS has an extensive research portfolio that has grown significantly in recent years, rising from No. 23 in 2020 to No. 16 in 2023, with over \$6M in NIH funding. Featured research initiatives include the Center for Latino Health Research Opportunities (CLaRO), Familias Unidas, and The Research Engagement and Community Health (REACH) Equity team. More information about these programs can be found here: <https://www.sonhs.miami.edu/research/featured-research/index.html>

Faculty, Staff, and Students

The SONHS enrollment for 2024/25 included 1,139 undergraduate and 337 graduate students. The outstanding students at SONHS have received many honors, including three current NIH F32 awards. The

NCLEX first-time pass rate for undergraduate students is 98.46%, far exceeding state and national averages. The nurse practitioner certification rate for master's students exceeds 96%. The DNP Nurse anesthesia track passing rate in 2024 was 100%.

There are 51 full-time faculty, 13 of whom are tenured or tenure-track. SONHS faculty are members of the prestigious American Academy of Nursing and the Sigma Theta Tau International Nurse Researcher Hall of Fame. Faculty members have also been recognized with a number of honors within the University of Miami, including Provost's Research Awards and a Faculty Senate Outstanding Teacher Award. SONHS is also supported by the work of 81 dedicated staff members.

Community and Clinical Partners

The School of Nursing and Health Studies is focused on expanding community and clinical programs to ensure the next generation of healthcare practitioners has the clinical and scientific experience to meet new challenges and opportunities to come. The School of Nursing and Health Studies has ongoing relationships with 250-plus community, clinical, and global health partners. These partnerships provide rich on-site mentoring opportunities in a wide range of public health, clinical, and other health settings around the state. Health system partners include the University of Miami Health System, Baptist Health, Jackson Health System, Memorial Healthcare System, Broward Health, and the Nicklaus Children's Hospital.

Finances

SONHS possesses considerable financial resources and has projected revenues of \$42.8 million for Fiscal Year 2025.

THE ROLE OF THE ASSOCIATE DEAN FOR RESEARCH

As a key member of the Dean's leadership team, the Associate Dean for Research is responsible for leading the research and scholarship enterprise of the School of Nursing and Health Studies, and for the oversight of daily research operations. The ADR will work collaboratively with SONHS Leadership and the faculty to ensure programs are of the highest quality and serve the mission of SONHS and the University of Miami. Major responsibilities for the ADR include:

- Oversee the research portfolio and infrastructure of the school.
- Coordinate research activities with the Dean to support faculty and maintain research compliance requirements.
- Develop the school's research portfolio and infrastructure support in areas of strategic importance to the school and university.
- Evaluate performance of tenure-line faculty.
- Collaborate with the Dean and Associate Deans to address faculty issues and concerns related to research advancement.

- Support faculty growth toward promotion, including achievement of tenure for probationary faculty.
- Support and assist the Dean in the implementation of the strategic plan.
- Assist the Dean and Development Officer with fundraising activities to support the school, programs, and students.
- Oversee research compliance, including IRB and quality assurance procedures.
- Represent the Dean and the SONHS at school, university, professional, and community events.

KEY OPPORTUNITIES AND CHALLENGES FOR THE ASSOCIATE DEAN FOR RESEARCH

The overarching objective for the Associate Dean for Research is to continue to develop and grow the quality, quantity, and breadth of research at SONHS and to foster a culture that supports increased transdisciplinary research activity. To sustain and build on SONHS's significant strengths and accomplishments, the new Associate Dean for Research will address the following key opportunities and challenges.

- **Develop and implement a strategic vision that will further advance the school's research ambitions.**
 - Serve as a thought partner with the Dean of SONHS in creating strategic research-related goals for the school.
 - Set a vision for growing research and scholarship within SONHS and lead the execution of that plan, taking into account the school's strengths, resources, and areas for improvement.
 - Increase the visibility of the school's research, fostering key connections and providing platforms for faculty to showcase their research and facilitate dialogue to external constituencies.
- **Enhance the existing research infrastructure and expand extramural funding for the school's research enterprise.**
 - Bring extensive expertise in both research and program development with a deep understanding of the landscape of health sciences research and the various funding mechanisms available.
 - Streamline grant application processes, encouraging the analysis of systems, processes, and policies to ensure they best support the needs of investigators, administrators, and staff, while regularly seeking operational efficiencies.
 - Ensure that the faculty have the necessary support to excel in their research endeavors.
 - Explore new opportunities to utilize the Simulation Hospital.
- **Recruit, retain, and mentor exceptional research faculty.**

- Provide mentorship and mentoring opportunities for research faculty, guiding them through both their own research programs and the complexities of grant proposal development and post-award processes.
 - Establish a culture that motivates faculty to pursue high-impact projects and fosters cross-disciplinary collaborations, significantly advancing research initiatives towards clinical applications and new discoveries in health sciences.
 - Play a critical role in attracting top research talent at all career stages, bringing experience in recruitment and retention efforts with proven success.
- **Identify opportunities for further collaboration with the health systems and across the University of Miami.**
 - Strengthen partnerships with the University of Miami Health System as well as affiliated hospitals including Jackson Memorial Hospital and Baptist Health.
 - Discover and secure new community and clinical partnerships to further research opportunities for SONHS faculty as well as advancing SONHS's research visibility.
 - Establish mutually beneficial alliances and collaborations across the university with the aim of expanding faculty research.

QUALIFICATIONS AND CHARACTERISTICS

Successful candidates will demonstrate the following minimum qualifications:

- An earned doctorate degree from an accredited college or university;
- Eligible for appointment at the rank of Full Professor tenured;
- A history of success in an extramurally funded program of research;
- An exemplary track record as an innovative leader in nursing science and/or health sciences research;
- Sustained expertise in federal grant finance and compliance, and the ability to evaluate research proposals and offer feedback.

The following qualifications and characteristics will be highly regarded and facilitate success in this position:

- A commitment to a transformative vision for nursing science and/or health sciences research and health care delivery;
- Demonstrated leadership in interdisciplinary teams and interdisciplinary academic programs;
- Demonstrated ability to provide imaginative leadership and vision to achieve long-term goals while facilitating practical discussions and setting viable priorities;
- Achievement of national acclaim and recognition for research accomplishments;
- Excellent communication skills that foster effective interactions with a wide variety of audiences;
- Knowledge, insight, and negotiation skills regarding the political and regulatory environment of a complex university system or other complex organizational enterprises;

- The capacity to act as an effective agent of change in complex systems;
- A deep appreciation and understanding of the current transitional period in health care delivery, including funding, and the concomitant challenges for current models of academic health care;
- A commitment to addressing health inequalities in underserved communities; and
- The ability to command the respect of students, faculty, staff, and administrators, as well as the ability to work closely with faculty in an environment of shared governance, having sensitivity to their needs given the changing dynamics of academic health care.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-miami-school-nursing-and-health-studies/associate-dean-research>

Stephanie Fidel, Partner
Kristen Andersen, Senior Associate
Maria Peña, Search Coordinator
Isaacson, Miller