



School of Nursing

Associate Dean for Research and Scholarship
The University of Alabama at Birmingham School of Nursing
Birmingham, Alabama

THE SEARCH

The University of Alabama at Birmingham (UAB) School of Nursing (School, UABSON) seeks a distinguished and strategic research leader to serve as its next Associate Dean for Research and Scholarship (ADRS).

Ranked among the top 10 public nursing schools in the nation, [UAB School of Nursing](#) sits at the heart of one of the country's largest academic health science centers and is recognized for excellence across education, research, and clinical practice. The School is home to approximately 3,300 students, 170 faculty, and 190 staff, and serves as a major contributor to UAB's academic, research, and healthcare missions. Its two academic departments, Acute, Chronic, and Continuing Care, and Family, Community, and Health Systems, span a broad range of clinical specialties and scholarly disciplines, creating a rich environment for interdisciplinary collaboration and discovery. Consistently among the nation's leading schools of nursing for research funding, UAB ranked 11th nationally for National Institutes of Health (NIH) funding among schools of nursing in 2025.

This is an exceptional opportunity to lead research and scholarship at a school with significant momentum, a strong culture of collaboration, and access to the extensive resources of a major research university and academic medical center. As one of the nation's premier academic health science centers and a top recipient of NIH nursing research funding, UAB provides an outstanding environment for advancing interdisciplinary discovery and translating research into meaningful improvements in health outcomes and health equity. For a leader committed to advancing nursing science and developing the next generation of investigators, UAB offers a uniquely compelling platform for impact.

Reporting to Dean Maria R. Shirey and serving as a key member of the School's executive leadership team, the Associate Dean for Research and Scholarship provides strategic vision and leadership for the School's research enterprise, scholarly activities, and doctoral education programs. The ADRS oversees the Office of Research and Scholarship, fosters faculty and investigator success, shapes research priorities, and advances a culture of innovation, collaboration, and scientific excellence. Working closely with faculty,

staff, university leaders, and research partners across UAB's renowned academic health sciences environment, the ADRS will play a pivotal role in strengthening research capacity, expanding interdisciplinary partnerships, and elevating the School's national and international impact.

The ideal candidate will hold a research doctorate in nursing or a related discipline, if a nurse, be eligible for RN licensure in Alabama, and qualify for a tenured appointment at the rank of Professor. They will be an accomplished scholar and academic leader with a record of sustained research achievement, successful mentorship of investigators, and leadership within a research-intensive environment. This is an on-site leadership role requiring active engagement with faculty, students, staff, and campus partners.

The UAB School of Nursing has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. Please direct all applications, nominations, and inquiries to Isaacson, Miller, as indicated at the end of this document

THE UAB SCHOOL OF NURSING RESEARCH AND SCHOLARSHIP ENTERPRISE

[Research and scholarship](#) are central to the UAB School of Nursing's mission and longstanding commitment to improving health and healthcare delivery. The School's research enterprise includes 36 tenure and tenure-track research faculty, 83 research staff, 5 postdoctoral trainees, and 43 PhD students working across a broad range of scientific and clinical disciplines. Faculty collaborate extensively across UAB—including with colleagues in medicine, public health, engineering, dentistry, optometry, health professions, and the social sciences--leveraging the resources of UAB's many centers and institutes, including its [University Wide Interdisciplinary Research Centers](#). This collaborative culture creates opportunities for team science and interdisciplinary partnerships that accelerate the impact of nursing research.

RESEARCH PORTFOLIO AND FUNDING

Research and scholarship are organized around five interconnected areas of emphasis:

- [Clinical Trials and Precision Health](#)
- [Emerging Technology](#)
- [Health Science](#)
- [Implementation Science](#)
- [Social Determinants of Health](#)

These areas support a broad portfolio of scholarship spanning oncology, aging, dementia, cardiovascular health, maternal and child health, rural health, behavioral health, symptom science, health systems improvement, artificial intelligence, data science, and precision health. Faculty research addresses many of the most pressing health challenges facing Alabama, the South, and communities nationwide.

UABSON maintains a substantial portfolio of externally funded research. In FY2025, faculty held more than \$18 million in active awards, including more than \$8.8 million in NIH funding, as well as support from HRSA, foundations, industry, and other federal sponsors. Faculty lead R01s, K awards, training grants, and multi-institutional initiatives addressing issues ranging from cancer caregiving and healthy aging to HIV, substance use, maternal health, palliative care, and community health.

RESEARCH INFRASTRUCTURE AND PARTNERSHIPS

The [Office of Research and Scholarship](#) (ORS) serves as the hub of the School's research enterprise, providing leadership and support for research development, proposal preparation, methodological consultation, research training, scholarly advancement, and investigator support. Through a team of research and methodological experts, the Office helps faculty, students, and trainees develop successful and sustainable research and scholarship programs.

The School's influence extends well beyond Birmingham through a longstanding commitment to global engagement and community impact. UAB Nursing is home to a [Pan American Health Organization/World Health Organization Collaborating Centre for International Nursing](#) and is recognized as one of the nation's leading VA Nursing Academic Partnerships. These distinctions reflect the School's commitment to improving health through research, education, service, and partnerships at the local, national, and international levels

THE ASSOCIATE DEAN FOR RESEARCH AND SCHOLARSHIP

The ADRS is the senior leader and principal voice for research and scholarship at the UAB School of Nursing. In partnership with the Dean, the ADRS is responsible for advancing the School's research, scholarship, and research-focused doctoral education missions.

The School operates within a highly collaborative, team-oriented, and matrixed leadership structure that integrates academic programs, research, practice, and service. As a member of the School's executive leadership team, the ADRS works closely with School and university leaders to align research priorities with institutional goals and ensure research excellence informs and advances the School's broader educational and clinical missions.

The ADRS leads the Office of Research and Scholarship, which supports faculty, students, and trainees through research development, mentorship, methodological consultation, proposal development, research administration, and doctoral and postdoctoral research training. The ADRS provides leadership for a broad portfolio of research support functions, including the Assistant Dean for Research; the Proposal, Design, and Methods Team, comprising biostatistical, methodological, and data analytics expertise; and the Faculty Scholar and Mentor Development Team. The ADRS also partners closely with the Senior Associate Dean for Academic Affairs to provide leadership for the School's PhD and dual DNP-PhD programs and works collaboratively with the Grant Development, Review, and Management Team to support the growth and success of the School's research enterprise.

Through these responsibilities, the ADRS shapes the School's research strategy, strengthens the infrastructure that supports discovery and innovation, and advances faculty success across all career stages. This leader plays a central role in enhancing the visibility, competitiveness, and impact of UABSON's research portfolio while fostering a culture of collaboration, scholarly excellence, and scientific achievement.

KEY OPPORTUNITIES AND CHALLENGES FOR THE ASSOCIATE DEAN FOR RESEARCH AND SCHOLARSHIP

Building on a strong foundation of research excellence, interdisciplinary collaboration, and institutional support, the next Associate Dean for Research and Scholarship will have the opportunity to strengthen faculty and investigator success, advance doctoral education and research training, expand collaborative discovery across UAB, and elevate the impact of nursing science at the University, nationally, and beyond. The ADRS will also play a key role in cultivating a collaborative and inclusive scholarly community, connecting research-focused faculty and staff to the broader mission of the School and creating opportunities for engagement, mentorship, and interdisciplinary scholarship.

Drive the future of the research and scholarship enterprise

As the School's chief research officer, the next ADRS will shape the strategic direction of one of the nation's leading nursing research enterprises. Working closely with the Dean and faculty leadership, the ADRS will build on UABSON's strong foundation while identifying new opportunities to expand research excellence, strengthen infrastructure, align investments, and elevate the School's national reputation and impact. This leader will help ensure research and scholarship remain central to the School's mission and future growth while positioning UAB Nursing to compete successfully in an increasingly competitive research environment.

Champion research and researchers

Research universities are operating in an increasingly complex and competitive funding environment. Faculty seek a visible, trusted leader who understands the challenges and will champion research and represent the interests of investigators within the School, across the University, and beyond. The ADRS will work closely with School and University leadership to strengthen research support, communicate institutional priorities, identify emerging opportunities, and ensure nursing science has a strong voice in institutional decision-making. The successful candidate will bring the credibility, judgment, and collaborative leadership needed to build trust, foster transparency, and help faculty and research programs thrive in a rapidly evolving national funding landscape.

Develop Faculty and Future Research Leaders

The School has made significant investments in faculty and staff mentorship and development, including the creation of a new leadership position: Senior Associate Dean for Professional Development and

Faculty Affairs. The continued success of UABSON depends on attracting, developing, and retaining outstanding research faculty and staff. The ADRS will champion faculty success by strengthening mentorship and investigator development across every career stage, from early-career faculty launching independent research programs to established investigators expanding their scholarly impact and leadership.

Working in partnership with department chairs, the Senior Associate Dean for Academic Affairs, and the Senior Associate Dean for Professional Development and Faculty Affairs, the ADRS will help create a coordinated approach to faculty development, mentorship, and career advancement across the School. This leader will be expected to model excellence in mentorship, provide strategic guidance on career development and funding, and foster a collaborative environment that enables faculty to build sustainable, high-impact research programs while preparing the next generation of research leaders.

Advance doctoral education and future research workforce

The ADRS will provide strategic leadership for the School's PhD and dual DNP-PhD programs while helping shape the future of doctoral education at UABSON. Home to one of the nation's most established and highly respected nursing PhD programs, UABSON has a long history of preparing nurse scientists, educators, and academic leaders who advance research, practice, and health outcomes. The School's dual DNP-PhD pathway further distinguishes its doctoral portfolio by integrating scientific discovery with clinical and systems-level impact.

Working closely with faculty and academic leaders, the ADRS will strengthen recruitment, curriculum, mentorship, research training, and student success while ensuring doctoral education remains aligned with the School's evolving research priorities. This is an opportunity to build upon a strong doctoral education foundation, expand the pipeline of future nurse scientists, and position UABSON's doctoral programs for continued national prominence and impact.

Elevate nursing science across UAB and beyond

One of UABSON's greatest strengths is its collaborative research environment and its position within one of the nation's premier academic health science centers. The next ADRS will have the opportunity to deepen partnerships across UAB's schools, interdisciplinary research centers, and health system while expanding the School's participation in large, collaborative research initiatives. By connecting faculty with new collaborators, fostering team science, and increasing the visibility of nursing science across the University and nationally, the ADRS will help accelerate discoveries that improve health and healthcare delivery.

QUALIFICATIONS AND CHARACTERISTICS

The successful Associate Dean for Research and Scholarship will possess many, if not all, of the following professional qualifications, skills, and experience:

- Doctorate in Nursing or a related discipline (PhD preferred); eligible for appointment at the rank of Professor with tenure; and, if a nurse, eligible for RN licensure in the State of Alabama.
- Distinguished record of externally funded research and scholarly achievement, including success obtaining and sustaining NIH or comparable federal funding.
- Experience leading a research enterprise, center, institute, program, or substantial research portfolio within an academic or research-intensive environment.
- Accomplished educator, mentor, and scholar with a demonstrated record of developing investigators across all career stages, supporting faculty success, and fostering sustainable programs of research.
- Understanding of research administration, research operations, compliance, and the infrastructure required to support a successful research enterprise.
- Record of fostering interdisciplinary, multi-investigator, and collaborative research programs.
- Ability to provide strategic vision and leadership for a complex research and scholarship enterprise.
- Strong communication, relationship-building, and collaboration skills, with the ability to work effectively across disciplines, departments, and institutional stakeholders.
- Commitment to advancing the School's missions of education, research, and service.

BIRMINGHAM, ALABAMA

Birmingham is home to 1.1 million metropolitan residents, the birthplace of the Civil Rights Movement, and one of the South's most celebrated culinary destinations. Surrounded by the foothills of the Appalachian Mountains and the Warrior and Cahaba River watersheds, Birmingham is one of the greenest major cities in the country, with more green space per capita than any other. The city has nearly 100 different neighborhoods, each with its own personality. Nearby, Ruffner Mountain Nature Preserve and Red Mountain Park together offer more than 30 miles of trails and green spaces for hiking, biking, and running – plus over 1,000 acres of urban forest for interacting with nature.

Downtown Birmingham has enjoyed a revitalization in recent years. [Railroad Park](#), a 19-acre green space in the heart of the city, and Regions Field, home of the [Birmingham Barons](#), have sparked development in adjacent districts that are now home to craft breweries, restaurants, artist-run shops, and new housing. Professional sports teams, including the [Birmingham Stallions](#) (USFL), the [Birmingham Squadron](#) (NBA G League), and the [Birmingham Bulls](#) (Southern Professional Hockey League), reflect the city's growing profile and local pride.

There are a host of attractions within a short walk of UAB's campus, including the Birmingham Civil Rights District National Monument. This area encompasses the historic sites that played significant roles in the Civil Rights Movement, places such as the Sixteenth Street Baptist Church, Kelly Ingram Park, and the [Birmingham Civil Rights Institute](#).

Birmingham's cultural scene is thriving with museums, galleries, theaters, and live music venues. Birmingham is home to multiple music, art, and film festivals, including the Sidewalk Film Festival. In

addition, Birmingham has a professional ballet company, a professional opera company, the Alabama Symphony Orchestra (based at UAB's Alys Stephens Performing Arts Center), a [School of Fine Arts](#), the [Jazz Hall of Fame](#), and the historic [Lyric Theatre](#) and [Alabama Theatre](#).

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: [Associate Dean for Research and Scholarship | Isaacson, Miller](#)

Amy Segal, Partner
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If you have any accommodation or access needs, we are happy to provide reasonable accommodations.

UAB is an Equal Employment/Equal Educational Opportunity Institution dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, sex (including pregnancy), genetic information, age, disability, religion, sexual orientation, gender identity, gender expression, and veteran's status. As required by Title IX, UAB prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to UAB's Assistant Vice President and Senior Title IX Coordinator. The Title IX notice of nondiscrimination is located at uab.edu/titleix.

This document has been prepared based on the information provided by The University of Alabama. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by the University of Alabama would supersede any conflicting information in this document.

APPENDIX

THE UNIVERSITY OF ALABAMA AT BIRMINGHAM

The University of Alabama at Birmingham's story is one of remarkable growth in size, quality, reputation, and impact. UAB traces its roots to the 1859 founding of the Medical College of Alabama and the 1936 establishment of the Birmingham Extension Center of the University of Alabama. In 1945, the University's Medical Center was founded in Birmingham. In November 1966, the Extension Center and the Medical Center were administratively merged to form the "University of Alabama in Birmingham," an organizational component of the University of Alabama (in Tuscaloosa). In 1969, UAB became an independent institution, one of the autonomous universities within the newly created three-campus University of Alabama System.

UAB is the only public, four-year, degree-granting university in the state's largest metropolitan area and serves as Alabama's biomedical university. The UAB schools of Medicine, Health Professions, Dentistry, Optometry, Nursing, and Public Health are co-located in downtown Birmingham, along with the schools of Engineering, Business, Education, and Human Sciences, and the College of Arts and Sciences, facilitating greater interdisciplinary collaboration. UAB is an internationally renowned research university and academic medical center with more than \$780 million in annual research expenditures and an economic impact on the state exceeding \$12.1 billion yearly. UAB is Alabama's largest employer, with more than 35,000 employees, and was named Forbes' No. 1 Large Employer in the United States in 2021. UAB serves nearly 21,000 students, offering more than 180-degree programs.

THE SCHOOL OF NURSING

UABSON is a nationally recognized leader in nursing education, research, and clinical practice. As part of a major academic health center, the School prepares nurse leaders who excel as clinicians, educators, and researchers both locally and globally. The School offers a comprehensive range of programs, from undergraduate degrees to advanced doctoral pathways such as the DNP and PhD, many of which are available in hybrid or distance accessible formats to accommodate diverse learner needs. Known for its innovative curriculum and strong clinical partnerships, the School provides students with hands-on experience in a Level 1 trauma center and other cutting-edge healthcare settings. With a focus on leadership, technology, and evidence-based practice, UAB nurses are equipped to drive healthcare advancements and improve patient outcomes across all populations. In 2018, the school opened a state-of-the-art \$32 million addition to its building, adding new technology-enhanced classrooms and nursing simulation labs designed to develop the next generation of nurses, as well as additional gathering and other student spaces, and additional faculty and staff offices to accommodate growth.

Mission

UABSON leads, innovates, and excels in education, research, and practice to promote well-being through equitable and sustainable health care.

Vision

UABSON is the premier school of nursing producing innovative and diverse leaders committed to transforming health and health care.

Strategic Plan

The UAB School of Nursing's [2024-2028 Strategic Plan](#) identifies scholarship as a core strategic pillar and calls for continued investment in research, faculty development, interdisciplinary collaboration, and research infrastructure. Key goals include maintaining the School's national standing in nursing research funding, increasing scholarly productivity and external funding, expanding mentorship and support for investigators, strengthening engagement with UAB's interdisciplinary research centers, and fostering innovative and sustainable scholarship across research, education, and practice. As the School's senior research leader, the ADRS will play a central role in advancing these priorities and shaping the future direction of the School's scholarship enterprise.

Faculty and Staff

The faculty and staff at the University of Alabama at Birmingham School of Nursing are a highly educated and accomplished team of educators, clinicians, and researchers committed to advancing nursing education, science, and healthcare. The faculty includes many who are nationally and internationally recognized in their fields, and the majority also maintain active clinical roles, integrating current practice with academic instruction. The School's 176 staff provide essential support across academic and student services, helping create a collaborative, student-focused environment. Together, the Schools' faculty and staff promote innovation, mentorship, and inclusivity—preparing future nurse leaders to navigate the changing landscape of healthcare.

Students

The School of Nursing enrolls 3,340 students across its programs, including 1,650 at the undergraduate level, 875 in master's programs, 750 in doctoral programs (43 PhD and 707 DNP students), and 60 in certificate/non-degree programs. UAB nursing students are known for their academic rigor, compassionate care, and dedication to improving health outcomes in their communities and beyond. With access to cutting-edge simulation labs, interprofessional learning opportunities, and mentorship from nationally recognized faculty, they are well-prepared to thrive in complex healthcare environments and lead transformative change in the nursing profession. Committed to student success, the School of Nursing has invested in a team of success champions to enhance the student experience.

Academics

The School offers a full continuum of academic programs, including [bachelor's](#), [master's](#), and [doctoral](#) degrees, and [non-degree certificates and subspecialties](#). At the undergraduate level, students can pursue a traditional four-year Bachelor of Science in Nursing (BSN), an RN to BSN pathway for working nurses, or

a Joint Enrollment Pathway that allows simultaneous completion of an ADN and BSN. Graduate offerings include Master of Science in Nursing programs in nurse midwifery, nurse practitioner specialties, health systems leadership, and an accelerated master's entry option for non-nursing degree holders, as well as Post-BSN to DNP Pathways and Post-BSN PhD Pathways. At the doctoral level, UABSON provides both a Doctor of Nursing Practice (DNP) with tracks such as nurse anesthesia, population health, and nurse executive, and a PhD in Nursing for those pursuing research and academic careers. The School also offers dual DNP-PhD programs, post-graduate certificates, and subspecialty options to support lifelong learning and specialization.

The academic mission is supported by the School's Office of Technology and Innovation, which is revolutionizing nursing education through simulation. The UAB School of Nursing leverages state-of-the-art technology and real-world scenarios to create immersive learning experiences not found anywhere else. The School's hands-on approach equips students with the critical skills and confidence they need to excel in the demanding healthcare environment. Beyond technical expertise, [Blazer Simulation](#) fosters the development of essential qualities of patient care. Students gain experience in communication, teamwork, and critical thinking in a safe and supportive environment. They refine their decision-making abilities and practice effective patient interactions before encountering real-world situations. In addition to numerous skills and practice labs, Blazer Simulation includes four state-of-the-art, fully functional hospital-style patient rooms for nursing simulations, a working operating room, a nurse's station, a transport elevator, and a home health lab complete with a kitchen, living area, bedroom area, and working bathroom providing the latest in at-home simulation.

[Practice](#)

UAB Nursing is nationally recognized for its leadership in innovative, evidence-based, and patient-centered care. Most faculty and staff maintain active clinical practices and mentor students through real-world challenges. The School integrates clinical excellence with education and research to improve individual and community health. Through strong partnerships with UAB Medicine, which includes a formal collaboration between the School of Nursing and UAB Medicine, and other healthcare systems, the School extends its impact across diverse clinical settings, preparing nurses to be leaders in transforming health and healthcare delivery. The School has a [faculty practice](#) plan, and faculty also provide care through nurse-managed clinics, including the Providing Access to Healthcare Clinic, Heart Failure Transitional Care Services for Adults Heart Failure Clinic, and Women's Health Clinic.

Global Engagement

The School's [Global Health Action Framework](#) guides its international engagement across teaching, research, and service. Efforts are aligned with the United Nations 2030 Sustainable Development Goals, reinforcing the School's commitment to health equity worldwide. The School of Nursing is home to a PAHO/WHO Collaborating Center for International Nursing that has been continuously designated as such for more than 30 years. Its global initiatives span continents—from palliative care and family caregiving in Turkey, to midwifery research in Japan and Taiwan, to educational exchanges in Brazil, Thailand, and

Jamaica. These partnerships provide students and faculty with rich opportunities for global learning, collaborative research, and culturally responsive care, reinforcing the School's mission to transform health care worldwide.
