



**Dean of the School of Nursing and Health Studies  
Coral Gables, Florida**

**THE SEARCH**

The University of Miami invites applications and nominations for its next Dean of the School of Nursing and Health Studies (SONHS). This is an exciting opportunity for an accomplished academic health care leader to assume a pivotal role at a School of considerable resources and reputation.

SONHS is recognized as a world-class center for nursing education. With a rich heritage dating back to 1948, the School's scientific portfolio is ranked first in Florida and in the top 20 in the nation for NIH funding among nursing schools. Cutting-edge research is conducted by some of the world's leading experts on topics such as cultural competence in health care, HIV and other STIs, substance abuse, family and intimate partner violence, mental health, and health disparities with a focus on populations in South Florida, the Caribbean, and Central and South America. Among the many points of pride at SONHS are an NIH-designated Center for Latino Health Research Opportunities (CLaRO), a WHO Collaborating Centre for Nursing Human Resources Development and Patient Safety, and the Simulation Hospital Advancing Research and Education (S.H.A.R.E.®) built to mimic a cutting-edge, fully functioning hospital. With 1,425 current students, 46 full-time faculty, and over 12,000 alumni, the School has grown rapidly in recent years in response to its increasing national and international prominence. In 2023, U.S. News and World Report ranked SONHS as 25<sup>th</sup> in Best Nursing Schools: Master's and 39<sup>th</sup> in Best Nursing Schools: Doctor of Nursing Practice. Additionally, the undergraduate nursing program is ranked 29<sup>th</sup>. SONHS is part of a vibrant and diverse University situated within the cosmopolitan city of Miami, the gateway to the Americas. By drawing upon these resources and engaging these communities, the next Dean will build upon the School's successes to achieve new levels of excellence.

Reporting to the Provost, the Dean will be a champion for the continuing success of SONHS and an important collaborating partner with other University divisions. Candidates must be a registered nurse (RN), have a graduate degree in nursing, a doctoral degree, and a record of scholarly distinction appropriate for appointment as a full tenured professor at the University of Miami. The next Dean will have significant experience in nursing leadership, education, research, mentoring, and service. Building and supporting a culture of belonging for a diverse community is a core value of the University of Miami; all candidates must share this vision.

The University of Miami has engaged Isaacson, Miller, a national executive search firm, to assist in the search. Confidential inquiries, nominations, and applications may be directed to the search firm as indicated at the end of this document.

## THE UNIVERSITY OF MIAMI

The University of Miami (UM) is one of the great success stories of American private higher education. Established in 1925, UM was conceived as a Pan American center of higher learning. Since its founding, UM has leveraged its strategic geographic location, which has become central to its educational, research, cultural, and civic missions. Today, the University of Miami is a major research university, the largest private research university in the southeastern United States, and the only major private university in the state of Florida. In 2023, the University of Miami was chosen as one of the newest members of the Association of American Universities (AAU).

UM currently has 19,402 students (12,504 undergraduates and 6,898 graduate students) and more than 2,700 full-time faculty. The University operates with an annual budget of approximately \$5 billion and reported an endowment of more than \$1.3 billion. Twelve degree-granting academic units comprise the University and include the School of Architecture, College of Arts and Sciences, Miami Herbert Business School, School of Communication, School of Education and Human Development, College of Engineering, School of Law, the Leonard M. Miller School of Medicine, the Phillip and Patricia Frost School of Music, School of Nursing and Health Studies, the Rosenstiel School of Marine, Atmospheric, and Earth Science, and the Graduate School.

The University has three campuses on more than 400 acres in the greater Miami area, from Coral Gables to downtown Miami and Virginia Key, as well as southwest Miami-Dade County. The main campus is located on a 239-acre tract in Coral Gables, approximately seven miles from downtown Miami. The campus is one of South Florida's prime destinations for a rich variety of arts and culture offerings. The Lowe Art Museum houses one of South Florida's largest and most varied art collections and hosts traveling exhibitions. The Jerry Herman Ring Theatre brings vitality to the South Florida cultural community. The acoustically superb Gusman Concert Hall and Clarke Recital Hall are the sites of hundreds of concerts—including Festival Miami—spanning the musical spectrum that are presented by the Frost School of Music. The Cosford Cinema screens a wide variety of first-run, classic, rare, and art-house films. Additionally, the campus welcomed a new 25,000-square-foot state-of-the-art performance and technology center, the Knight Center for Music. The Coral Gables campus is also home to the University's celebrated intercollegiate athletics program.

UM engaged in more than \$413 million in research and sponsored program expenditures in FY 2022, with \$331 million in federal funding. While approximately two-thirds of its sponsored research is housed at the Miller School of Medicine, investigators are active across the institution, with particular strengths in the physical sciences, marine and atmospheric science, engineering, education, nursing, and psychology.

Like its hometown, the University of Miami is an international, multilingual community and boasts an increasingly diverse student body. Students from all 50 states, Washington, D.C., and three territories come to UM for its academic excellence as well as its unique culture. International students represent 12

percent of the student body, coming from 124 countries. More than 50 percent of UM students identify as BIPOC.

At the same time, the number and quality of applicants to UM has risen in recent years. For Fall 2023, UM received nearly 50,000 applications for 2,300 spaces in the incoming class. In the UM class of 2023, more than 60% of students graduated in the top 10% of their high school class. The average full-time enrollment student SAT score was 1395.

Since Dr. Julio Frenk was inaugurated as President of the University of Miami, he has been committed to building on the international expertise and accomplishments of UM faculty to establish the University as an academic health model throughout the Americas, and to work closely with UM's health-related schools, including SONHS, to position UM as a leader in the historic transformation of the U.S. healthcare system. He is committed to enriching the culture of belonging at UM by deepening the University's commitment to diversity, equity, and inclusion.

In 2018, the University of Miami launched their strategic plan, entitled [\*Roadmap to our New Century\*](#). The plan aims to achieve the University's mission through the four pillars of academic core, health system, tech innovation, and athletics.

For more information about the University of Miami, please visit [www.miami.edu](http://www.miami.edu).

## **THE SCHOOL OF NURSING AND HEALTH STUDIES**

The mission of the University of Miami School of Nursing and Health Studies is to transform lives and health care across the hemisphere through education, research, innovation, and service. Through research, education, practice, and service, the School 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's* "Best Graduate Schools" ranks SONHS master's programs 25<sup>th</sup>, and the Doctorate in Nursing Practice program is currently ranked 39<sup>th</sup>. Additionally, the undergraduate nursing program is ranked 29<sup>th</sup>. The School's growing reputation as a world class center of nursing and health sciences education has led to consistent increases in enrollment; the matriculating class of 2023 was its largest of all time.

## **History**

Nursing education began at the University of Miami in 1948 with registered nurses admitted to the College of Arts and Sciences for the Bachelor of Science in Nursing (BSN), but it did not achieve the status of all other schools on the Coral Gables campus until 1980. The first MSN program was added in 1976, and in 1985, the PhD Program in Nursing admitted its first students. A DNP program began in 2009.

SONHS is celebrating its 75th anniversary in 2023. The M. Christine Schwartz Center for Nursing Education had its ground-breaking in October 2004. In 2005, the School of Nursing became the School of Nursing and Health Studies (SONHS) to reflect the addition of the interdisciplinary Health Sciences Program.

## **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, 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](http://www.miami.edu/sonhs/index.php/sonhs/academics).

In 2017, a state-of-the-art simulation facility opened. The Simulation Hospital 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. In 2020, the Society for Simulation in Healthcare granted SONHS and S.H.A.R.E. a five-year accreditation status, with one of the noted strengths being the ability to deliver simulation education in the native language of visiting international students.

## **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 has an extensive research portfolio that includes El Centro, an NIH-designated Center of Excellence for Health Disparities Research, and many NIH-funded awards including UG30, U54 Center, R01s, R34s, K01s, K23s, F31s, and foundation grants.

**SONHS Research Infrastructure (SRI).** The SRI includes the Office of the Vice Dean for Research and Office of Research Administration. The mission of the SRI is to provide leadership and investigator resources for an environment that promotes scientific excellence and innovation, community collaboration, mentorship, and high-impact dissemination.

**Research Project and Proposal Development.** The SRI aims to serve as an incubator that facilitates and nurtures the development of programs of research and contributes to the success of emerging investigators and identifies and utilizes innovative research and analytic methods to enhance research. To this end, the SRI coordinates services for data management, statistics and methodology consultation and support, and consultation for IRB submissions. The SRI oversees a process for pre-review of research proposals, including mock study section review for research grant applications.

Patient safety is another area of research focus within SONHS. The School has developed high quality educational modalities to teach patient safety and conducts research to improve the safety of healthcare systems. This includes a growing focus on the use of simulation in nursing and interprofessional education as well as simulation-based competency assessments for the healthcare workforce.

**Writing and Dissemination Support.** The SRI provides resources for preparation of manuscripts for peer reviewed publication and for conference abstract submission including individual and group editing and writing support as well as faculty writing retreats. Additionally, the SRI coordinates with SONHS and UM communications personnel to publicize and promote the research accomplishments of SONHS faculty, students, and community partners through the SONHS websites, UM outlets and social media outlets, as well as press releases for mass media and trade/professional publications.

**Regulatory Oversight.** The SRI promotes methodological rigor, safety, and impact of research through the support, guidance, and regulatory oversight of studies. The Quality Assurance (QA) unit is responsible for verifying compliance with regulatory and participant safety requirements to ensure that all aspects of protocol implementation are ready to initiate study enrollment; additionally, it conducts routine monitoring of all data collected in the protocol. The main QA functions are to identify potential factors that could adversely impact research studies, develop procedures to prevent such issues, and ensure that corrective action is taken when these types of problems do occur.

**Fiscal and Grants Management.** The SRI provides pre- and post-award services to faculty that include budget development for planning and preparing grant applications, fiscal management for studies, human resources services, and support for submitting proposals and reports to funding agencies; additionally, it works closely with the UM Office of Research Administration for timely submission of grant proposals.

## **Global Programs**

SONHS capitalizes on its unique location in South Florida, the gateway to the Americas, to leverage opportunities for research and educational collaboration across the hemisphere. The School is one of only

nine nursing-related Pan American Health Organization (PAHO) / World Health Organization (WHO) designated Collaborating Centres in the U.S., an elite recognition in place since 2008. Global studies programs now include bi-directional student and faculty exchange agreements with hospitals and health care institutions in Brazil, Chile, the Dominican Republic, Mexico, Spain, Colombia, Costa Rica, Jamaica, and Peru. The Collaborating Centre was renewed through 2024. Projects include expansion of an existing program whereby SONHS faculty promote nursing education capacity in Jamaica and Guyana and collaborate with partner nursing schools in Latin America on research in nursing education, specifically with a focus on simulation strategies and patient safety.

### **Faculty, Staff, and Students**

The SONHS enrollment for 2023 included 1,093 undergraduate and 332 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 2022 was 100%.

There are 46 full-time faculty, 14 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 71 dedicated staff members.

### **Facilities**

Designed in every detail to enhance education, improve practice, expand knowledge, and build community, the M. Christine Schwartz Center for Nursing and Health Studies dramatically increases the School of Nursing and Health Studies' ability to meet the urgent and growing need for well-educated healthcare professionals and scientists. Constructed in 2006, the 53,000-square-foot facility boasts one of the most technically advanced academic centers in the country, featuring smart classrooms and multiple clinical practice labs, seminar and conference rooms, and high-tech computer labs. Three high-technology classrooms offer an interactive learning environment and opportunities for distance instruction with clinical and educational partners around the globe.

In Fall 2017, SONHS opened one of the nation's first academic simulation centers designed as a full-featured Simulation Hospital (Simulation Hospital for Advancing Research & Education (S.H.A.R.E.®)). This five-story, stand-alone facility offers over 50,000 square-feet of interior and exterior simulation space designed to replicate pre-hospital, clinic, hospital, and home environments to allow for patient care across the lifespan. It reproduces a fully functioning hospital in both design and flow.

The first floor includes an exterior emergency services area, emergency department, an emergency command center, an outpatient clinic, and briefing/debriefing rooms. The second floor has a 281-person auditorium, lobby, and terrace area. On the third floor are labor and delivery birthing suites, the neonatal/pediatric intensive care unit (NICU/PICU), four operating rooms and an endovascular suite, perioperative care, and briefing/debriefing rooms. The fourth floor features a home health transitional care apartment, a critical care area with intensive care units, medical-surgical units, telehealth and telemetry units, and briefing/debriefing rooms. The fifth floor encompasses the Helene Fuld Skills Resource Center, comprising three clinical skills labs and a video production studio and virtual reality/augmented reality lab. On each floor, immersive clinical simulation scenarios are played out utilizing computerized patient simulators or patient actors that are directed by simulation instructors and technicians in high-tech 'backstage' control rooms. The Simulation Hospital acts as a resource center for developing and testing clinical best-evidence practices, mass casualty protocols, materials, and technology to address catastrophic events like infectious disease outbreaks. The School offers simulation-based educational and training programs, research initiatives, and innovation and collaboration opportunities for students, faculty, and community partners.

For more information on S.H.A.R.E.<sup>®</sup>, please visit <https://share.sonhs.miami.edu/index.html>

The SONHS Biobehavioral Research Laboratory is located on the third floor of the Schwartz Center. The BSL-2 laboratory is newly renovated (~1,100 sq ft), features state-of-the-art equipment, and is comprised of three rooms: a cell culture room, a microscopy room, and wet laboratory space. An additional 400 sq ft of space will be added this year for a total of ~1,500 sq ft of laboratory space.

For more information on the Biobehavioral Research Laboratory, please visit [https://www.sonhs.miami.edu/research/biobehavioral\\_lab/index.html](https://www.sonhs.miami.edu/research/biobehavioral_lab/index.html)

## **Finances**

SONHS possesses considerable financial resources and has projected revenues of \$22.4 million for Fiscal Year 2024. The budget reflects the growth of graduate degree programs, from which the majority of tuition revenue is retained by SONHS under the Provost's budget. Looking forward, the School expects continued, steady growth in both graduate and undergraduate programs.

## **Advancement**

SONHS has undergone tremendous changes and phenomenal growth – from constructing state-of-the-art buildings and adding technologically advanced facilities, to broadening its focus to include Health Studies, thus attracting top-notch faculty, and producing incredibly talented students who move on to change the world and make a difference in society.



For more information on SONHS current initiatives on philanthropy, please visit  
<https://everbrighter.miami.edu/school-units/school-of-nursing-and-health-studies/index.html>

## **OPPORTUNITIES AND CHALLENGES**

The next Dean of the University of Miami SONHS will have the opportunity to lead at a university distinguished by a commitment to academic excellence, serving the public good, and a dedication to strong traditions. The University aspires to build new bridges across geographic, cultural, and intellectual borders, bringing a passion for scholarly excellence, a spirit of innovation, a respect for including and elevating diverse voices, and a commitment to tackling the challenges facing our world. These values and ambitions capture the spirit of the University of Miami: a standard to better serve students, faculty, patients, community, and the world. The next Dean will be energized and inspired by the following opportunities and challenges:

### **Support, distinguish, and create programs of research and scholarship**

The scholarly activity of SONHS has received national and international recognition. SONHS is home to several thriving research centers, including CLaRO and the PAHO/WHO Collaborating Centre, whose work will require ongoing support from the next Dean. The Simulation Hospital has enormous potential to further distinguish the School on a national and international scale. As SONHS continues to grow, new research centers with additional specialties may be established through increased research funding and the recruitment and development of faculty and trainees. By serving as both a model and a champion of academic excellence, the next Dean will foster the success of scholarship at SONHS and continue to advance the caliber of the School's research activities.

### **Expand and deepen vital partnerships within the University, health system, and beyond**

Many opportunities exist to foster collaboration between SONHS and the Miller School of Medicine for interprofessional education. While the two schools are geographically separated, they are united by a common mission, and their faculty and students are committed to working as a team. The new Dean will continue to develop synergies and build bridges between SONHS and other programs across the University.

The next Dean will have additional opportunities to develop and strengthen partnerships with the University's health system. As South Florida's only university-based health system, UHealth is a unique and essential component of the South Florida community. In addition to UHealth, SONHS has developed relationships with over 250 community partners who provide mentoring opportunities in healthcare and clinical settings across South Florida for the School's students, and also employ SONHS alumni.

The University of Miami provides a tremendously collaborative environment. President Dr. Julio Frenk and executive leadership have launched a series of university-wide roadmap initiatives and delineated a



strategic plan in preparation for the University's centennial in 2025. This provides the opportunity to develop truly interdisciplinary initiatives that promote educational innovation, problem-based inquiry, a hemispheric consortium for the advancement of research and education, and a culture of belonging across the University of Miami.

### **Support and grow a vibrant and diverse internal community**

The Dean will be charged with recruiting and developing faculty to meet the needs of the students and researchers at SONHS. The School's climbing rankings and increasing prominence have led to a rapidly-growing student body, and the Dean will be able to leverage the resulting resources and momentum to expand. The next Dean will prioritize faculty mentoring and development to help ensure the success of the community of excellent scholars at SONHS. They will also create a strategy to recruit new faculty who will support and complement the School's existing areas of research and educational focus in both nursing and health studies.

The University of Miami's institutional commitment to diversity and the demographics of South Florida have led to a community at SONHS in which over 50% of students identify as BIPOC. The next Dean will continue to grow the faculty, staff, and student body in a manner consistent with the University's commitment to creating a culture of belonging for all members of the community.

### **Manage effectively to achieve academic goals**

The next Dean must bring a savvy business sense and strong operational acumen to evaluate current needs and opportunities, and to modify organizational, staffing, functions, systems, and program offerings as appropriate. The next Dean will assess opportunities for curriculum expansion in order to be at the forefront of industry trends and stay abreast of the needs in the community. This individual will be a compassionate listener who seeks to understand, strengthen, and grow the community of scholars, educators, and students at SONHS, and to ensure that the right administrative structures and supports are in place to promote their success. The Dean will support the School's commitment to student engagement by giving students a voice in SONHS policy decisions. At the same time, they should be an experienced and confident leader who will feel comfortable with the level of autonomy expected of the Dean.

### **Maintain the School's strong presence and impact nationally and internationally**

As the leader of the School of Nursing and Health Studies, a high-ranking and internationally renowned institution, the next Dean will assume a highly visible role in the profession. They must understand the political environment and engage in policy discussions as changes take place in the healthcare delivery system and in higher education. The Dean should remain highly engaged in professional and academic organizations and will be expected to help inform and articulate policies and practices that will ensure

that the education of the next generation of health care professionals will reflect modern evidence-based practices, the needs of an evolving health care system, and the demands of a diverse population.

### **Attract diverse financial resources to the School**

The Dean will lead the School in cultivating donors, entrepreneurial enterprises, and partnerships that bring additional resources to SONHS. It is anticipated that the Dean will energetically seek funds from a wide range of sources and present a compelling vision for the mission of the School. Many opportunities for revenue generation exist around the Simulation Hospital through the creation of novel and diverse financial streams. The next Dean will work in conjunction with the development team to set and meet ambitious fundraising goals for SONHS.

### **QUALIFICATIONS AND CHARACTERISTICS**

The Dean will bring many of the following professional qualifications and personal characteristics:

- Must be a registered nurse (RN), have a graduate degree in nursing, a doctoral degree, and a record of scholarly distinction appropriate for appointment as a full tenured professor at UM;
- Significant administrative and leadership experience;
- Record of extramural funding as well as experience expanding research through mentorship and/or the development of a research infrastructure;
- Experience building partnerships between clinical practice and academic constituents;
- Ability to recruit, mentor, and retain excellent faculty and staff;
- Displayed commitment to promoting diversity, equity, and inclusion;
- Sharp eye for operational efficiency, knowledge of budget, and optimal use of resources;
- High degree of integrity, character, emotional maturity, and respect for individuals at every level of the organization;
- Exemplary interpersonal communication skills, clarity and crispness in writing and speaking, and skills as a compelling, persuasive public speaker to a wide variety of audiences.

### **TO APPLY**

Inquiries, nominations, and applications should be sent in strict confidence to:

Stephanie Fidel, Partner  
Kristen Andersen, Senior Associate  
Isaacson, Miller  
[www.imsearch.com/9663](http://www.imsearch.com/9663)

*The University of Miami is an Equal Opportunity Employer and encourages a diverse pool of candidates for this search.*