



UNC
GREENSBORO

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**Search for the Associate Dean for Research and Scientific Advancement
School of Nursing
University of North Carolina at Greensboro
Greensboro, NC**

*Transforming the Future of Nursing: Inclusive communities, Passionate people, Innovative practices,
Extraordinary outcomes*

THE SEARCH

The University of North Carolina at Greensboro (UNCG) School of Nursing (SON or the School) seeks an accomplished researcher and collaborative leader to serve as Associate Dean for Research and Scientific Advancement (ADRSA or the Associate Dean). Founded in 1891, UNCG is a public, coeducational, doctoral-granting, residential university and one of the three original institutions of the University of North Carolina System. The University community includes approximately 18,000 students, including more than 3,800 graduate students, and over 2,500 faculty and staff. The University holds two classifications from the Carnegie Foundation for the Advancement of Teaching: a “doctoral university with high research activity” and a university with deep “community engaged high research activity.”

[The School of Nursing \(SON\)](#) is one of eight schools and colleges at UNCG and enrolls more than 740 students. The SON is designated by the National League for Nursing (NLN) as a Center for Excellence in Nursing Education, one of only three schools nationwide to achieve this designation four consecutive times. Many of the School’s 55 faculty participate in research and scholarly pursuits that span chronic illness, maternal and child health, health systems/nursing workforce, gerontology, cardiovascular health, asthma, and more, with a strong emphasis on health disparities research.

As an R2 Doctoral University with high research activity, the SON, in accord with UNCG’s mission, seeks a leader to uphold the values of a public institution through their commitment to serving the community. Reporting to the Dean, Dr. Debra Barksdale, and serving as a member of the School’s administrative team, the ADRSA will join UNCG during a time of transformation and innovation. With an 85% increase in research funding in the last five years, the ADRSA will leverage the research success of the institution to bolster the SON’s portfolio. In recent years, the School of Nursing moved into the [new Nursing and](#)

[Instructional Building \(NIB\)](#), a \$105 million, 180,000-square-foot facility that also provides teaching and research space for other departments including Biology, Biochemistry, and Chemistry. The School looks to further expand its research and scholarly portfolio, support opportunities for faculty and student research, and advance a culture of interdisciplinary collaboration.

UNCG has retained Isaacson, Miller, a national executive search firm, to assist in this critical recruitment. All inquiries, nominations, referrals, and applications should be directed to the firm as indicated at the end of this document.

ABOUT UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

[UNC Greensboro](#), located in the [Piedmont Triad region](#) of North Carolina, is one of only 60 doctoral institutions recognized by the Carnegie Foundation for both [high research activity](#) and [community engagement](#). Founded in 1891 and one of the original three [UNC System](#) institutions, UNC Greensboro is [one of the most diverse universities](#) in the state, with [over 20,000 students](#) and [3,000 faculty and staff](#) members representing more than 90 nationalities. With [17 Division I athletic teams](#), [150 undergraduate degrees](#) in over 125 [areas of study](#), as well as 61 master's and 26 doctoral [programs](#), UNC Greensboro is consistently recognized nationally among the top universities for [academic excellence and value](#), with noted strengths in [business](#), [health and human sciences](#), [visual and performing arts](#), [nursing](#), [education](#), and more.

UNC Greensboro's eight schools and colleges include: the College of Arts & Sciences, the College of Visual and Performing Arts, the Graduate School, the Joint School of Nanoscience & Nanoengineering, the Joseph M. Bryan School of Business & Economics, the School of Education, the School of Health and Human Sciences, and the School of Nursing. The University is also home to the Weatherspoon Art Museum, which features one of the largest collections of contemporary American art in the country. The University's FY2023 budget was \$300 million. Last year, UNCG had \$67 million in research expenditures.

For the 25th year, UNCG was recognized as one of the nation's best institutions for undergraduates and one of the best regional colleges in the south by the Princeton Review. It is also one of 12 institutions named to the Association of Public and Land-grant Universities' Southeastern Cluster, dedicated to improving the transfer student experience. UNCG ranked as the top university in North Carolina and 39th in the nation for social mobility in the U.S. News & World Report Best Colleges 2023 rankings.

For additional information, please visit uncg.edu.

SCHOOL OF NURSING

The roots of the current [School of Nursing](#) trace back to the Department of Nursing at the Woman's College of the University of North Carolina (the precursor to UNCG) founded in 1957, and the advent of the Baccalaureate Degree Program in Nursing in 1965. The SON is known for its commitment to the

community, excellent academic programs, high first-time pass rates on national certification exams, and success with students securing positions upon graduation.

The School's mission aligns with UNCG's focus on inclusive communities, passionate individuals, innovative practices, and exceptional outcomes. The SON offers a wide array of accredited degree programs, including BSN, RN-BSN, MSN, DNP, and PhD. Recent accolades include the 2022 Health Professions HEED Award for commitment to diversity and inclusion, making UNCG SON the sole recipient in North Carolina. In 2023, the SON, in partnership with Cone Health, opened [Minerva's Mobile Health](#), a mobile clinic that will use data to pinpoint underserved and rural communities needing access to healthcare.

Research

The School of Nursing faculty embrace the teacher-scholar model and engages in collaborative, interdisciplinary research in community and healthcare settings. Recent faculty hires and initiatives have expanded research capacity and the breadth of research and scholarship within the School of Nursing. The School's proximity to major healthcare centers such as Cone Health and Novant Health facilitates collaborative research efforts. Faculty have secured research grants and awards from prestigious institutions like the National Institute of Health (NIH), Health Resources and Services Administration (HRSA), Area Health Education Centers Program (AHEC), Sigma Theta Tau International, and the Robert Wood Johnson Foundation. This research aligns with urgent global social justice needs, particularly in health disparities.

Led by the Associate Dean for Research and Scientific Advancement and staffed by an Administrative Support Specialist, a biostatistician, and research assistants, the SON's Research Office offers comprehensive support for grant writing, budget management, and research oversight. The Research Office provides a wide array of services, including pre- and post-award support, editing, statistical consultation, scientific review of grant proposals, and research design and methods consultation. The Research Office manages over \$2 million in annual funding.

Minerva's Mobile Health

In 2023, the School of Nursing, in collaboration with Cone Health, launched [Minerva's Mobile Health](#), a mobile clinic designed to use data to identify underserved and rural communities in need of healthcare services. Funded by a \$3.7 million HRSA grant, this initiative will provide practical clinical experiences for nursing students across six counties, aiming to both deliver healthcare and educate future nurses.

Leadership

[Dr. Debra J. Barksdale, FAAN](#), was appointed Dean of the UNCG School of Nursing in 2021 and is the president-elect of the American Academy of Nursing. She is the first African American dean of the School

of Nursing. Dr. Barksdale is a certified family nurse practitioner (NP) and earned a PhD from the University of Michigan, an MSN from Howard University, and a BSN from the University of Virginia. In addition, she obtained a Post-Masters Certificate in teaching from the University of Pennsylvania School of Nursing. She previously served as distinguished tenured Professor and Associate Dean of Academic Affairs at Virginia Commonwealth University School of Nursing. She is a former Department of Health and Human Services Primary Health Care Policy Fellow, Wharton AACN Executive Leadership Program Fellow, and Robert Wood Johnson Foundation Executive Nurse Fellow. Dr. Barksdale is a past President of the National Organization of Nurse Practitioner Faculties (NONPF). She was appointed to and previously served on the Veteran's Choice Act Blue Ribbon Panel and was one of 19 members and the only nurse appointed for the its first 8 years to the Board of Governors for the new Patient-Centered Outcomes Research Institute (PCORI) by the U.S. Government Accountability Office under the Obama Administration.

ROLE OF THE ASSOCIATE DEAN FOR RESEARCH AND SCIENTIFIC ADVANCEMENT

The Associate Dean for Research and Scientific Advancement serves as the driving force behind the School's research mission. This pivotal role involves not only shaping the overarching vision for the School's research and scholarly endeavors but also ensuring their successful realization. The ADRSA collaborates on various areas such as salary allocations, in-kind or matching fund arrangements, and provides oversight to grant principal investigators in partnership with the Dean and department chairs. The ADRSA will:

- Facilitate research support for faculty and staff with contract and grant applications pre-award and post-award, including annual reports, budget management, personnel management, implementation, and evaluation activities;
- Collaborate with the UNCG Office of Compliance, IRB, and executive team to review, revise, and recommend policies and procedures for research and scholarly activities within the School;
- Aid with communication with campus offices of Sponsored Programs, Contracts, and Grants, Office of Compliance, centers, institutes, other associate deans for research, Vice Chancellor for Research and Economic Development, funding agencies, foundations, organizations, and other appropriate persons for research and scholarship;
- Coordinate the development, selection, and use of editorial and statistical research resources for the SON;
- Collaborate with the department chairs to mentor faculty members in the nurse scientist role;
- Supervise and collaborate with the administrative assistant, research assistants, and statisticians in the SON research office;
- Coordinate the recruitment, hiring, assignment, and training of Research Assistants, and tuition support funds with the doctoral program directors and Associate Dean for Academic Programs;
- Develop and implement partnerships for research, innovation, and community-engaged scholarship;

- Coordinate and write contracts for personal services, professional services, and sub-award research contracts for the SON;
- Serve as the SON representative to the Research Advisory Council for the Vice Chancellor for Research and Economic Development;
- Manage development and submission of voluntary and mandatory reports on the research projects and activities of the SON and its faculty for all internal and external reporting bodies;
- Represent the SON at internal and external forums, committees, and meetings.

OPPORTUNITIES AND CHALLENGES FOR THE ASSOCIATE DEAN FOR RESEARCH AND SCIENTIFIC ADVANCEMENT

The successful candidate will focus on the following key opportunities and challenges:

Establish an exciting vision that builds upon research and scholarly excellence.

The ADRSA will work in concert with SON leadership, faculty, and staff to set a vision for growing research and scholarship within the SON and lead the execution of that plan. This plan will further existing strengths in research and scholarship while fostering new pathways and opportunities to advance the School's scientific mission. The ADRSA will fully leverage the breadth and depth of research and scholarly activity within the School of Nursing. They will keep a pulse on new grant opportunities and seed ideas to bring together interdisciplinary teams that can have a transformative impact. The ADRSA will bring a keen understanding of the various funding mechanisms, including large interdisciplinary grants, center grants, training grants, NIH grants, HRSA grants, foundation grants, and other funding sources, aimed at advancing scholarship and discovery within the School of Nursing. The ADRSA will monitor and analyze key research funding metrics, including research proposal submission and award rates, to discern trends and provide insights for future strategies.

Foster a culture of interdisciplinary faculty research activity.

The ADRSA will need to be a collaborative leader with a keen scientific mind who fosters an environment of innovative and interdisciplinary thinking. The ADRSA will inspire a research culture that appreciates and recognizes broad areas of interest. As UNCG's research profile broadens and expands, the ADRSA will effectively identify new areas for synergistic research activity within the SON and across UNCG. The ADRSA will work to minimize barriers to collaboration and determine the best infrastructure to support faculty coming together across disciplinary boundaries. In doing so, the ADRSA will ensure that all faculty and students conducting research are appropriately supported, staffed, and recognized.

Advance recruitment, mentoring, and professional development activities to promote impact and productivity.

The School of Nursing's success in increasing research activity is tied to the recruitment, mentorship, and development of exceptional faculty and staff, along with the appropriate infrastructure to help support their success. The ADRSA will play a key role in recruiting new faculty and providing mentoring opportunities for all faculty and professional research staff to encourage the growth of research and scholarly activity. They will seek opportunities to integrate students at all levels into research and scholarly activities. They will seize opportunities to advance research, including training programs to support faculty in pursuing and securing external funding, formalized mentorship programs across faculty ranks, and tools to assist in the grant writing process.

Encourage the growth of the SON's community-engaged research and scholarship.

The incoming ADRSA will shape the School's research direction, fostering faculty engagement, collaboration, and productivity. They will work closely with the Dean and leadership to cultivate a research-centric culture, encouraging interdisciplinary collaborations and partnerships with community organizations, governmental agencies, and healthcare institutions. By providing platforms for faculty to showcase their research and facilitating dialogue, the ADRSA will aim to inspire impactful research endeavors within the community. Additionally, they will foster connections with university partners to advance UNCG's research and broader mission-aligned goals.

QUALIFICATIONS AND CHARACTERISTICS

The School of Nursing seeks a proven leader with a distinctive record of achievement. A successful candidate is expected to bring many of the following professional qualifications, skills, experiences, and personal qualities:

- Distinguished record of academic achievement, research, and scholarship suitable for a tenured appointment;
- Doctoral degree in Nursing or a related field (required);
- Leadership in research, scholarship, and creative activities;
- Experience successfully securing external funding and working through Institutional Review Board procedures;
- Proven success in advancing mentorship programs and serving as a mentor to faculty and students;
- Grant writing and management expertise, demonstrated via direct experience as a PI of extramurally funded research awards, and record as an external grant reviewer;
- Demonstrated effectiveness in personnel and financial management;
- Evaluation and strategic planning experience;
- Ability to work and lead collaboratively and collegially in a team environment with faculty, staff, students, and administrators;
- A commitment to a transformative vision for nursing research;

- Demonstrated leadership in interdisciplinary teams and interdisciplinary academic programs;
- Excellent communication skills that foster effective interactions with a wide variety of audiences;
- A commitment to addressing health inequalities in underserved communities.

TO APPLY

UNCG has retained Isaacson, Miller to assist in this search. Please direct all inquiries, nominations, referrals, and applications in strict confidence to:

Amy Segal, Partner
Gigi Mensah, Associate
Olivia McVicker, Managing Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/uncg-school-nursing/associate-dean-research>

Electronic submission of application materials is required.

UNC Greensboro provides reasonable accommodation so that qualified disabled applicants may participate in the selection process. Please advise the department of Human Resources of any accommodations you require in order to express an interest in a specific opening by emailing: hurs@uncg.edu or calling (336) 334-5009. Please state your reasonable accommodation request for assistance in your message. Only reasonable accommodation requests related to applying for a specific position within UNCG will be reviewed at the e-mail address and phone number supplied. Thank you for considering UNCG for your next career opportunity.

UNC Greensboro has been and will continue to be committed to equality of employment opportunities and does not discriminate against applicants or employees based on race, color, religion, sex, sexual orientation, gender identity, or national origin, political affiliation, genetic information, or age. Men, women, and members of all racial and ethnic groups are encouraged to apply. For more information please refer to our [Recruitment website](#) and our [Policies](#).

APPENDIX

UNIVERSITY OF NORTH CAROLINA SYSTEM

The UNC System is one of the strongest and most successful systems of public higher education in the nation. Its mission—to discover, create, transmit, and apply knowledge to address the needs of individuals and society—remains true to the System’s founding ideal of shared knowledge in a free society.

In North Carolina, all the public educational institutions that grant baccalaureate degrees are part of the University of North Carolina (UNC) System. The System is administered by the president and overseen by the UNC Board of Governors. Each campus in the UNC system is headed by its own chancellor and board of trustees, providing autonomy within the framework of the larger UNC System. More than 240,000 students are enrolled in the UNC System’s 16 university campuses across the state and the NC School of Science and Mathematics, the country’s first public, residential high school for gifted students.

UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

UNCG is committed to creating transformational experiences for its students, positioning them to lead successful lives and contribute to a thriving community. It is a member of the prestigious Gates Foundation “Frontier Set” to drive success for low-income, first-generation students, as well as students of color, and is one of 12 institutions named to the Association of Public and Land-grant Universities’ Southeastern Cluster, dedicated to improving the transfer student experience. The University’s efforts have garnered national recognition from The Education Trust, *The Chronicle of Higher Education*, and Deloitte.

UNCG ranked as the top university in North Carolina for social mobility in the [U.S. News & World Report Best Colleges](#) rankings. This new category highlights the institutions that are most successful in enrolling and graduating students who come from economically disadvantaged backgrounds. In addition to ranking number one in the state, UNCG ranks 23rd nationally in this key category. UNCG is also included in the *U.S. News* “National Universities” and “Top Public Schools” ranking lists. Additionally, UNCG scored high for social mobility and in the top 20 percent overall in [Washington Monthly’s](#) annual rankings. The publication also recognized UNCG for affordability and high graduation rates among Pell Grant recipients. North Carolina is one of a small number of states that continues to fund a substantial portion of higher education, allowing universities such as UNCG to keep tuition affordable and ensuring that all state residents have access to public colleges and universities.

UNCG embraces its status as an R2 institution and, at the same time, is fiercely passionate about student access, inclusion, and community engagement. The University has been honored as a military-friendly institution and recognized as a Minority-Serving Institution, with nearly half of the student body identifying as people of color. The US Department of Education recently cited UNCG for “excelling in

access and success” with Pell-eligible students. The University is among a very small number of research institutions in the United States that have closed the race/ethnicity-based graduation gap.

UNCG is the largest of 13 colleges/universities in the Piedmont Triad region of North Carolina. The University recently established two “Millennial Campus” corridors in which public/private partnerships are allowed. Development efforts are in the early stages and will capitalize on institutional strengths that include a focus on technology, health sciences, and arts and culture to cultivate projects that support opportunities for learning, teaching, and service to the greater Greensboro community.

For more information, please visit www.uncg.edu.

RESEARCH AT UNCG

UNCG established [the Office of Research](#) in 1999. Over the years, the office evolved to encompass public/private sector partnerships and later expanded to include economic development efforts. In 2017, the office transitioned to the Office of Research and Engagement, highlighting its focus on research, scholarship, and community engagement.

UNCG has received numerous recognitions for its commitment to research and community engagement, including certifications from the Carnegie Foundation and awards from the APLU. As of 2024, UNCG remains one of the few universities classified for both "high research activity" and deep community engagement by the Carnegie Foundation.

The Office of Research and Engagement houses [17 interdisciplinary centers](#) and [13 networks and coalitions](#) aimed at fostering an environment of collaboration and scholarship.

UNCG SCHOOL OF NURSING

Mission

The UNCG School of Nursing is taking giant steps anchored by transformation and focused on:

- Inclusive Communities
- Passionate People
- Innovative Practices
- Extraordinary Outcomes

Operating Principles

The School of Nursing has G.R.I.T.

- G—Good intentions and will
- R—Respect
- I—Inspire
- T—Teamwork

Academic Programs

The following degree options are offered at the School of Nursing:

- Bachelor's (BSN)
 - Traditional
 - BSN as Second Degree
 - Veterans' Access Program (VAP)
 - Active Duty Military BSN Program
 - RN to BSN
- Master of Science in Nursing (MSN)
 - Family Nurse Practitioner Concentration
 - Nursing Leadership and Management Concentration
 - Accelerated Master's Program
 - Pre-licensure MSN anticipated to start in Spring 2025
- Doctor of Nursing Practice (DNP) – post-baccalaureate and post-master's
 - Adult/Gerontological Primary Care Nurse Practitioner
 - Nurse Anesthesia
 - Preparing Practice and Systems Leaders
- PhD
- Certificates & non-Degree
 - Nursing Leadership & Management
 - Post-Baccalaureate Certificates

Clinical Education and Patient Care

The SON is known for its clinical expertise and commitment to the community. Many faculty members maintain a clinical practice and spend considerable time in clinical settings. Students learn clinical skills through the [SON's state-of-the-art simulation centers](#) and community-engaged practical experiences at more than 500 clinics and service programs around the world. The School's three largest clinical partners are Cone Health, Atrium Health Wake Forest Baptist, and Novant Health.

Faculty, Staff, and Students

Enrollment in the School totaled around 743 students in Fall 2023, including 294 who are graduate students. In Fall 2022, 42% percent of students identified as underrepresented minorities.

There are 76 full-time faculty and staff members, including 39 graduate faculty, who serve as research and clinical/practice faculty in two departments: Professional Nursing Education, and Advanced Nursing Education. Faculty have been honored as Fellows in the American Academy of Nursing and many are members of specialty societies. There are over 10,000 alumni.

About Greensboro



Greensboro is a historic, thriving, and diverse city with a population of 301,000 residents. Located in the Piedmont Triad region of North Carolina and between the larger cities of Charlotte and Raleigh, Greensboro offers a wide range of cultural, culinary, and arts opportunities, including a new performing arts center. Greensboro's public parks, gardens, greenway, and bike trails, coupled with easy access to the coast and mountains, offer many recreational opportunities. The local metropolitan area (which includes the cities of High Point and Winston-Salem) has a population of over 1.6 million and boasts a low cost of living and an excellent quality of life.

For more information, please visit <https://www.uncg.edu/campus-life-resources/student-community-resources/life-in-greensboro/>