



PRAIRIE VIEW  
A&M UNIVERSITY

Invites Applications and Nominations for the Position of:

Dean, College of Nursing

Prairie View  
A&M University  
College  
of Nursing

Greenwood/Asher  
& ASSOCIATES

## The Opportunity

Prairie View A&M University College of Nursing is an exemplar in educating professional nurses and creates a positive experience for women and men who choose nursing as their career. Through advances in technology, smart classrooms, laboratories, study and research rooms, and mutual partnerships, the college continues to grow and expand and recently celebrated a century of excellence. Transcending the challenge of time, the college's nursing graduates have contributed extensively to the quality and excellence in nursing and health care delivery throughout Texas, the nation, and the world. Located in the Texas Medical Center, the College is highly competitive and boasts of the quality and variety of programs offered including the Bachelor of Science in Nursing; Master of Science degrees in Family Nursing Practitioner, Nursing Administration, and Nurse Education; and the Doctor of Nursing Practice. The College of Nursing programs are approved by the Texas Board of Nursing and are accredited by both national bodies: Accreditation Commission for Education in Nursing (ACEN) and the Commission on Collegiate Nursing Education (CCNE).



## The Role of the Dean of the College of Nursing

As the chief administrative officer for the College, the Dean is responsible for leadership and oversight of the College's academic and research enterprise. The Dean leads the administration, development and direction of academic programs, strategic planning, fundraising, and facility development. Duties include:

- › Fosters a highly collaborative and inclusive environment, one that values and leverages the benefits of diverse perspectives to attract, recruit, and retain top faculty, staff, and students;
- › Creates a vision and engenders trust of subordinates, peers, and supervisors; applies procedures for receipt and use of faculty, staff, and student input; establishes avenues for faculty and staff to upgrade expertise in areas of assignment, and use of technology, and in interpretation of laws, rules, and regulations that impact performance of duties;
- › Leads faculty and staff to develop and cultivate academic and research programs that yield exceptional outcomes;
- › Leads graduate and undergraduate student recruitment efforts; ensures completion of and implementation of a recruitment and marketing plan that shows evidence of faculty and staff involvement, measurable annual goals for new students and for retention of students.





- › Strengthens relationships with alumni and other strategic external partners to support the College's research, scholarly, educational, service, and fundraising goals;
- › Identifies and partners with leading organizations to promote growth for the field and employment opportunities for students;
- › Provides accurate, timely responses to requested information and ongoing implementation of strategies to ensure compliance with rules and regulations;
- › Provides for structured, faculty led curriculum reviews and updates that reflect standards and changes in the discipline; ensures assessment plans are in place including production of annual reports on both internal student learning outcomes and program outcomes; and ensures continued accreditation of degree programs;
- › Utilizes resources effectively and ensures control and accountability for physical property associated with accounts assigned; prioritizes expenditures in a manner that supports the College mission and its location in the Medical Center.



## Professional Qualifications and Personal Qualities

### Required Education and Experience:

- › Terminal degree in Nursing or related discipline.
- › Master's degree in Nursing.
- › Registered Nurse with unencumbered license.
- › Minimum of two years of teaching experience in professional nursing education.

### Required Knowledge, Skills and Abilities

- › Excellent communication skills.
- › Experience or familiarity with accreditation processes.
- › Excellence in teaching and research in higher education. Substantial leadership and administrative experience in higher education.
- › Must have an academic and research profile that supports appointment as associate or full professor in the College



### Preferred Knowledge, Skills and Abilities:

- › Demonstrated knowledge of the best practices in meeting the needs of diverse populations.
- › Excellent use of technology, including social media.

## Effort Distribution

**20%** Fosters a highly collaborative and inclusive environment, one that values and leverages the benefits of diverse perspectives to attract, recruit, and retain top faculty, staff, and students; creates a vision and engenders trust of subordinates, peers, and supervisors; applies procedures for receipt and use of faculty, staff, student, alumni, and community input;

**20%** Leads faculty and staff to develop and cultivate academic and research programs that yield exceptional outcomes; establishes avenues for faculty and staff to upgrade expertise in areas of assignment, use of technology, and in interpretation of laws, rules, and regulations that impact performance of duties; provides for structured, faculty led curriculum reviews and updates that reflect standards and changes in the discipline; ensures assessment plans are in place including production of annual reports on both internal student learning outcomes and program outcomes; and ensures continued accreditation of degree programs;

**20%** Ensures completion of and implementation of a recruitment and marketing plan that shows evidence of faculty and staff involvement, measurable annual goals for new students and for retention of students; promotes collaboration with medical communities to develop and strengthen the educational curricula to meet market needs;

**20%** Utilizes physical resources effectively and ensures control and accountability for physical property associated with accounts assigned; prioritizes expenditures in a manner that supports the College mission, including its location in the Medical Center;

**10%** Strengthens relationships with alumni and other strategic external partners to support the College's research, scholarly, educational, service, and fundraising goals; identifies and partners with leading organizations to promote growth for the field and employment opportunities for students;

**10%** Provides accurate, timely responses to requested information and ongoing implementation of strategies to ensure compliance with rules and regulations; performs other duties as assigned.

## Accolades:

- > College of Nursing ranked among the Best Nursing Schools.
- > 100% passing ratio for College of Nursing
- > Ranked among Best Colleges in Regional Universities West (*U.S. News & World Report 2021*)
- > Ranked among top 75 in Top Performers on Social Mobility (*U.S. News & World Report 2021*)
- > Ranked among top 75 on list of Top Public School in Regional Universities West (*U.S. News & World Report 2021*)
- > Ranked #26 among top HBCU. (*U.S. News & World Report 2021*)
- > Ranked #27 on list of 50 Best Colleges and Universities for African Americans (*BLACK ENTERPRISE*)
- > Ranked #22 Best Greek Life College in America (*Niche*)

## Diversity:

- > 90% of students are in-state residents
- > Students represent >25 countries

## Students:

- > Enrollment: <9,000
- > 35% male
- > 65% female
- > 18:1 student-faculty ratio

## About Prairie View A&M University

Prairie View A&M University, a member of the Texas A&M University System (TAMUS), is a public land grant university located 45 miles northwest of Houston, Texas, the nation's fourth largest city. It has an enrollment of about 9,000 students and offers bachelor's, master's, and doctoral degrees in a variety of disciplines. The University's target service areas for undergraduate, graduate, and outreach programs include the Texas Gulf Coast Region; the rapidly growing residential and commercial area known as the Northwest Houston Corridor; and urban Texas centers. <https://www.pvamu.edu/visitors/facts-about-pvamu/>

TAMUS broke ground on a \$550 million-dollar medical complex called Innovation Plaza. The Plaza, projected to be completed by 2024, is located adjacent to the Texas Medical Center at the corner of Holcombe Boulevard and Main Street in Houston. The towers expand TAMUS' presence in the Texas Medical Center and allow the System to help meet the rising medical needs in Houston and the state. Consisting of three towers — Discovery, Life and Horizon — Innovation Plaza will be home to the Texas A&M Engineering Medicine (EnMed) program and provide student housing for the Prairie View A&M University's College of Nursing. It will feature research facilities, affordable student housing, office space, retail space and parking.



Innovation Plaza

# Nomination and Application Process

## Salary

Salary will be competitive and commensurate with qualifications and experience.

## How to Apply

Greenwood/Asher & Associates, Inc. is assisting Prairie View A&M University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. Interested applicants will be required to submit a comprehensive cover letter that addresses how their strengths and experiences match the qualifications for the position, curriculum vitae, a teaching philosophy, an administrative philosophy, and the names, addresses, e-mails, and telephone numbers of three to five professional references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

### **Please direct inquiries, nominations, and application materials to:**

Marion Frenche, Practice Leader, Diversity, Equity & Inclusion,  
Search Manager, Senior Executive Search Consultant  
Shelley Feather, Senior Executive Search Consultant  
E-mail: [marionfrenche@greenwoodsearch.com](mailto:marionfrenche@greenwoodsearch.com)  
E-mail: [shelleyfeather@greenwoodsearch.com](mailto:shelleyfeather@greenwoodsearch.com)

The logo for Greenwood/Asher & Associates is displayed within a dark blue rectangular box. The text "Greenwood/Asher" is written in a large, white, serif font, with "& ASSOCIATES" in a smaller, white, sans-serif font centered below it.

**Greenwood/Asher**  
& ASSOCIATES

***Prairie View A&M University is an Affirmative Action/Equal Opportunity Employer***