



Invites Applications and Nominations for
the Position of:

**Dean, Mervyn M. Dymally
School of Nursing**

Greenwood/Asher
& ASSOCIATES, LLC

The Opportunity

Charles R. Drew University of Medicine and Science (CDU) invites nominations and applications for the position of Dean, Mervyn M. Dymally School of Nursing. The position demands a visionary and compassionate leader with a passion for inter-professional collaboration and a strong commitment to shared governance.

The Role of the Dean

Reporting to the Provost, the Dean of the Mervyn M. Dymally School of Nursing (MMDSON) serves as the senior academic and administrative officer of the school and provides the vision and leadership necessary for setting and achieving strategic, regulatory, and financial outcomes that reflect CDU's commitment to excellence. The Dean is responsible for managing all school operations, including academic planning and program development, national and state regulatory bodies/agencies, faculty and staff performance, budgeting and resource development, and implementation of academic and administrative policies. The candidate will have a distinguished record of academic program administration and accreditation, innovative scholarship and teaching, a keen awareness of new directions in nursing education, research and healthcare delivery, data driven and data informed management, and demonstrated ability to manage a comprehensive budget and expand program resources through sponsored research, philanthropy, and community outreach.

Charles R. Drew University of Medicine and Science

CDU is a non-profit, student-centered institution, recognized as both a Historically Black Graduate Institution (HBGI) and a charter member of the Hispanic Serving Health Professions. Founded in 1966, CDU is *"committed to cultivating diverse profession health leaders who are dedicated to social justice and health equity for the underserved population through outstanding education, research, clinical service and community engagement."* Established eleven years ago as one of the three academic divisions (College of Medicine & College of Science and Health), Mervyn M. Dymally School of Nursing has grown quickly to become the largest school within CDU. MMDSON's current vision includes expansion of academic programs from baccalaureate to doctorate and attainment of first-time pass rates for above 90%.



Vision. Excellent health and wellness for all in a world without health disparities.

Mission. Charles R. Drew University of Medicine and Science is a private non-profit student-centered University that is committed to cultivating diverse health professional leaders who are dedicated to social justice and health equity for underserved populations through outstanding education, research, clinical service, and community engagement.



Values

- › **Community:** community encompasses historically underserved, under resourced, and underrepresented groups such as those in South Los Angeles and around the world that are impacted by health disparities. As a value, “community” is the binding spirit that inspires and drives our unique approach in preparing health professionals dedicated to social justice and health equity.
- › **Leadership:** we hold ourselves accountable and define our collective and individual responsibility as a catalyst for change necessary to reduce and eliminate health disparities. As a value, “leadership” means we embrace our role as a pioneer in health education and research.
- › **Excellence:** excellence is the highest quality performance in our operations, interactions, activities, and service to our community. Excellence invokes the desire to challenge and transcend the status quo. As a value, “excellence” represents the transformation we seek in ourselves and in our students, faculty, and staff.
- › **Diversity:** diversity is defined by the multiple perspectives and ideas, plurality of cultures, variety of ethnicities, and differences in individuals within our communities. As a value, “diversity” represents a quintessential element of humanity and social justice for all.
- › **Integrity:** integrity is the strength of character necessary to remain true to our values even in the face of adversity. As a value, “integrity” is conducting trustworthy, ethical, and respectful education, research, clinical, and other services in our committed engagement with underserved communities.
- › **Compassion:** compassion is empathy for the plights and predicaments of disadvantaged populations. As a value, “compassion” propels us to hear the voiceless, compels us to advocate for the oppressed, and obliges us to seek relief for the deprived.



Mervyn M. Dymally School of Nursing



The Mervyn M. Dymally School of Nursing at CDU was founded in 2010 to address the growing need for nurses who are dedicated to providing healthcare in medically underserved and under-resourced areas in California, the US and globally. The school was the first comprehensive nursing program to open in Southern California in decades, and the first ever of its kind in South Los Angeles. The school is approved by the California Board of Registered Nursing (CBRN), the Western Association

of Schools and Colleges (WASC) and granted initial full accreditation by both the National League for Nursing Accrediting Commission (NLNAC) and the Commission on Collegiate Nursing Education (CCNE). The focus of the SON is to broaden the research agenda of the university, make it residential, establish new majors, aggressively recruit undergraduate students in response to CDU's plan towards becoming a midsize institution.

Following the initial approval granted by the CBRN in 2010 to launch the pre-licensure Entry Level Masters nursing program, MMDSON then applied for professional accreditation with both the Accreditation Commission for Education in Nursing (ACEN) and the Commission on Collegiate Nursing Education (CCNE). The MMDSON received the 10-year CCNE accreditation in 2017.



In the summer of 2017, the MMDSON began a Baccalaureate of Science in Nursing completion program for RNs from Diploma and Associate Degree programs and this program has been extended to a concurrent curriculum. In Spring 2019, MMDSON began the Master of Science in Nursing and Post Master of Science in Nursing in the Psychiatric Mental Health Nurse Practitioner (PMHNP). Enrollment currently stands more than 400 students in all the nursing programs.

The Mervyn M. Dymally School of Nursing (MMDSON) consists of following programs: Bachelor of Science in Nursing (RN-BSN), Master of Science in Nursing, which offers the Family Nurse Practitioner and Entry Level Master's curricula of study, and Post Master's Certificate in Family Nurse Practitioner. In Fall 2021, MMDSON will launch the Prelicensure BSN program track, designed for individuals seeking to become a baccalaureate-prepared registered nurse. Additionally, MMDSON will also expand by establishing the Doctor of Nursing Practice (DNP) program in Fall 2021, which will be the first doctoral degree program at CDU.

Since inception, MMDSON has graduated over 1500 nursing professionals, including over 1100 family nurse practitioners. As of Fall 2019, there were 413 students enrolled in the School of Nursing; 30 in undergraduate nursing programs (BSN) and 383 in graduate nursing programs (MSN and Post-Master's Certificates). Over 80% of CDU students are from communities of color. In 2017, the Chronicle of Higher Education named CDU the second most diverse four-year private

nonprofit college in the nation. More than 80 percent of CDU students report returning to practice and provide much-needed care in medically underserved communities following graduation.

The Position

Duties and Responsibilities

Academic Program Administration and Accreditation:

- › Provide leadership for all program accreditation and regulatory agency efforts and relationships. Lead the development of self-studies, prepare the institution for visits, and act as the liaison between program accreditors and licensing boards with the various academic and business units of the institution.
- › Monitor adherence to federal and state laws governing nursing education, and ensure that the school maintains accreditation, licensing board, and other professional and regulatory standards necessary to maintain a rigorous, competitive nursing program. Assure continued approval of the California Board of Registered Nursing (BRN) for pre-licensure programs and clinical placements.
- › Design, administer and ensure excellent quality academic programs that are congruent with the standards of the Commission on Collegiate Nursing Education (CCNE) and in alignment with the Essentials of Baccalaureate, Master's, and Doctoral Education for Professional Nursing Practice.
- › Monitor current trends and issues and disseminate information pertaining to health care, the nursing profession, and higher education. Promote external relations with professional organizations and maintain professional knowledge and relationships by attending educational workshops, reviewing professional publications, establishing personal and professional networks, and participating in professional societies and regulatory proceedings.



Program Growth and Resource Management:

- › Diversify academic degree and certificate programs and expand student enrollment. Exercise leadership in the development and maintenance of new programs and program expansion. Collaborate with other stakeholders across the university to develop and rollout new programs including on-line education, research mentoring, and clinical programs.
- › Recruit and retain faculty and staff and secure the resources necessary for achieving the



strategic goals and objectives of the school. Increase research activities and grow the school's externally funded research portfolio, and its prominence within the nursing science and clinical practice communities.

- › Provide leadership for the development and management of campus clinic for the purpose of ensuring faculty practice and in furtherance of student education.
- › Lead school development efforts and support annual and capital fundraising efforts of the university. Cultivate and solicit individual donors, foundations, and corporations, and ensure that school campaign priorities are consistent with those of the university.
- › Oversee the financial management of the school. With input from faculty, prepare, present, and administer the budgets of the school for both academic and administrative operations. Manage resource utilization and prepare recommendations and support evidence-based decisions concerning budgets, facilities, and personnel needs and resources.

Student Success and Well-Being:

- › In partnership with faculty, develop student learning outcomes, and direct and indirect measures to assess and improve the quality of academic programs. Establish architecture for outcomes assessments and evaluation rubrics. Collaborate with other colleges to create standards for gathering and interpreting assessment data.
- › Enhance and support strategies that lead to trust and increase participation and engagement in leadership and shared governance. Ensure processes that encourage students' pride in MMDSON and CDU. Support a system of conflict resolution that enables successful internal problem solving.
- › Ensure a positive student culture that integrates rigorous individual and collaborative academic achievement and professional support. Strengthen programs with innovative delivery models, and meet the needs of students, including those of working adults.
- › Ensure comprehensive and effective student support from admission to graduation. Provide services required to maintain the highest levels of student achievement and retention without compromising the integrity of the educational process. Support strategies to enhance student success while preparing them for careers in nursing professions.
- › Coordinates standardized testing including ordering and distribution of materials, overseeing exams, and evaluating effectiveness of curriculum. Monitor student success including, student persistence, graduation rates, first time NCLEX-RN pass rates and student satisfaction. Accountable for development and implementation of action plans to address any areas not meeting internal or external standards.



- › Directs student advisement system to assure the effective monitoring of student retention, remediation, and success. Serves as resource person, mentor and policy interpreter for students experiencing difficulties not resolved with an instructor or advisor.

Visionary and Compassionate Leadership:

- › Develop a clear identity and provide strategic leadership for the school consistent with the profession of nursing and the mission, vision, and values of the university.
- › Recruit, retain and engage excellent/highest quality faculty members, enhance their career development, and empower them to participate in school governance. Promote quality, innovation, and scholarship in nursing education and practice, and evaluate faculty members for appointment and advancement.
- › Mentor and support the professional development of faculty in teaching, research, and service activities. Provide leadership in faculty development by assessing needs, designing, implementing, and evaluating a comprehensive faculty development program to assist faculty through the changing stages and phases of an academic and professional practice career.
- › Create and maintain a culture of transparency, trust, mutual respect, enthusiasm, and promote personal and professional growth. Supervise and evaluate all faculty and staff, and provide instructions, guidance, and counsel to faculty and staff for improving performance and for resolving problems at the school level.
- › Ensure integration of the school into overall University mission, culture, and plan.



Community Partnerships and Collaborations:

- › Initiate and sustain strategic partnerships and collaborations with higher education, community, healthcare, and government entities in Los Angeles and surrounding communities, to support and promote the mission of the school and university.
- › Serve as the primary advocate and spokesperson for the school. Communicate effectively with external stakeholders including clinical site partners, advisory boards, health care providers, and the public at large, and participate in civic activities related to the improvement of nursing education and health care.



- › Secure and oversee the coordination of clinical rotations in collaboration with faculty to ensure all student cohorts have timely and appropriate sites available throughout the academic year. Establish strategic partnerships with health care facilities, nursing associations, and employment agencies to provide nursing educators and students with learning, professional development, and employment opportunities.
- › Direct outreach activities and serve as a principal representative in relations with local external constituencies, including advisory boards, alumni, legislators, media, community leaders, business, and professional organizations.

Qualifications/Requirements

Education and Licensure:

- › Doctorate in Nursing or related Health Sciences; Ph.D., preferred.
- › BSN or MSN from a regionally accredited institution is also required.
- › Eligible for appointment at the rank of Professor in the School of Nursing
- › Licensed as a Registered Nurse in California or eligible for licensure as Registered Nurse in California.

Experience:

- › Five years in academic nursing or healthcare administration with at least two years in leading a pre-licensure RN program and/or Nurse Practitioner program; experience in CA BRN is a strong advantage.
- › Robust experience in leading nursing accreditation activities, experience with the CA BRN and CCNE/NLN is required.
- › Two years in a post-licensure nursing program (e.g., RN-BSN, DNP), preferred.
- › Two years as a Registered Nurse providing direct patient care.
- › Three years of administrative experience

Knowledge of:

- › Nursing educational program administration.
- › The principals and practices of nursing, including academic/nursing guidelines set for the Board of Registered Nursing and Commission on Collegiate Nursing Education (CCNE)
- › Compliance requirements and challenges facing academic nursing programs.
- › Curriculum development.
- › Teaching and clinical practice in the nursing field.
- › Current developments, trends, and complexities within nursing and the healthcare industry.
- › Health-related education in a global economy.

Abilities:

- › Ability to recruit for and market an education program.

- › Ability to develop a strategic plan.

Skills:

- › Demonstrated commitment to serve in underserved communities.
- › Demonstrated leadership in teaching, research, and public service.
- › Demonstrate a willingness to perform and a commitment to extra-curricular responsibilities on behalf of the department, school, and University.
- › Excellent interpersonal and communication skills.
- › Knowledge of development, implementation, assessment and mentoring student-centered programs.

How to Apply

Greenwood/Asher & Associates, LLC. is assisting CDU in the search. Review of confidential applications and nominations will begin immediately and continue until the position is filled. Screening of candidates will begin immediately. A complete application includes a letter of interest describing experience relevant to the position requirements; current resume/curriculum vitae; and contact information for five professional references. Nominations should include the nominee's name, position, address, telephone number and email. Application materials should be submitted electronically as PDF attachments.

Please direct inquiries, nominations, and application materials to:

Marion Frenche, Practice Leader, Diversity, Equity, and Inclusion,
Search Manager and Senior Executive Search Consultant

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Charles R. Drew University of Medicine and Science (CDU) has zero tolerance for any form of discrimination and/or harassment, including but not limited to: discrimination and/or harassment on the basis of race, color, sex, sexual orientation, gender, gender identity, gender expression, age (over 40), physical handicap, disability, national origin, ancestry, marital status, medical condition, military or veteran status, genetics, or religion. CDU does not prohibit the use of any language unless such prohibition is required for business or academic purposes. CDU will reasonably accommodate any employee or job applicant that requires such an accommodation.