

Position Profile  
Dean of Nursing and Health  
Professions

October 2019

Prepared by:  
Summit Search Solutions, Inc.



# ABOUT STATE COLLEGE OF FLORIDA

Established in 1957, State College of Florida (SCF) is an integral part of the community and a vital resource for students and their families in Manatee, Sarasota, and surrounding counties. SCF is the region's first and largest public college, serving 11,000 college credit students annually at campuses in Bradenton, Lakewood Ranch, Venice, and via online classes. Another 14,000 participants annually attend professional development and personal enrichment classes.



Formerly known as Manatee Junior College/Manatee Community College, SCF has expanded its mission to include

workforce baccalaureate degrees while continuing to focus on highly respected associate degrees that prepare graduates for university transfer and professional careers. SCF offers a complete college experience that includes athletics, more than 40 student clubs and organizations, honors programs, and student-centered academics. SCF's flagship programs in health sciences are supported by state-of-the-art technology including patient simulators, electronic medical records, drug recognition system, and medication-dispensing devices.

Consistent with the mission to provide quality learning to people of all ages through noncredit continuing education, community services and some credit-related activities, SCF's Corporate and Community Development Division offers year-round noncredit classes in workforce training, small business development, professional development, personal enrichment and driving safety through workshops, seminars, online classes, and on-site training programs at area businesses.

Broadening the continuum of education, State College of Florida Collegiate School (SCFCS) opened in the fall of 2010. This tuition-free, sixth- through twelfth-grade public charter school is an innovative model influenced by the Swedish international school, which nurtures motivation and independence, ensuring student success while guiding students toward higher education. Every year since its opening, the SCFCS has been graded an "A" school by the Florida Department of Education and the program has been recognized by US News & World Report with a bronze ranking for Best High Schools. SCFCS provides students with the opportunity to graduate simultaneously with a high school diploma and associate college degree. An additional campus, SCFCS-Venice is currently recruiting juniors for the fall of 2020 and will ultimately serve as a full 9<sup>th</sup> – 12<sup>th</sup> high school.

State College of Florida is accredited by the [Southern Association of Colleges and Schools Commission on Colleges](#) to award associate and baccalaureate degrees. The College is a member of the Association of Florida Colleges, the American Association of Community Colleges and the Florida Association of Colleges and Universities.

**Location:** Bradenton, Florida

# THE DIVISION OF NURSING AND HEALTH PROFESSIONS

The Division of Nursing and Health Professions at State College of Florida includes the following programs:

## **Nursing:**

The program for the **Associate in Science in Nursing (ASN)** combines course work on campus with guided clinical experiences in health care agencies in both Manatee and Sarasota counties. There are two methods for completion of the program, the [basic approach for students](#) who have no previous nursing course work, and the [transition approach](#) for the Licensed Practical Nurse. Graduate Success on Licensure (NCLEX-RN) Exams exceed Florida and national averages and for the last three academic years, [98-100% of students reported they were employed in nursing positions within 12 months of licensure](#). See here for more information on [program outcomes](#).

SCF's **Bachelor of Science in Nursing (B.S.N.)** program was developed in response to requests from local hospitals and healthcare providers. The program started in January 2010, on both the Bradenton and Venice campuses, and provides current registered nurses (RN) with the opportunity to obtain a B.S.N. To provide additional access to education for working RN's, approval to offer the RN-BSN program in an online format was secured and coursework began in the 2011-12 academic year – this program has been [ranked #1 of its kind](#) in the state of Florida. [Program outcomes](#) associated with the BSN are also very strong, including 100% of employers reporting satisfaction with the program for the last three years.

The Medical Technology & Simulation Center at SCF Lakewood Ranch opened for Fall 2010 classes. The two-story, 42,000 sq. ft. building houses nursing, other health professions, education, and SCF's new Energy Technology Management Program. Important features in this building include the nursing skills lab, nursing assessment lab, and Intensive Care Unit lab with state-of-the-art technology including patient simulators, electronic medical records, drug recognition system, and medication-dispensing devices.

SCF's nursing programs, Baccalaureate and Associate degree level, are approved by the Florida Board of Nursing and accredited by the Accreditation Commission for Education in Nursing, 3343 Peachtree Road NE, Suite 850, Atlanta, Georgia 30326. More information on SCF's nursing programs can be found [here](#).

## **Dental Hygiene:**

The **Dental Hygiene** program prepares students for employment as a dental hygiene educator and clinician in a variety of settings including private dental practice, public health departments, institutional and research facilities, and public and private schools. SCF's Dental Hygiene Clinic is equipped with 13 state-of-the-art dental units for a high-quality educational experience as well as patient comfort and care. Graduates of the Dental Hygiene program will be awarded an associate in science degree and will be eligible to take the *National Board Examination* and the *Florida State Licensing Examination* which are both required for licensure in the state of Florida. For the past five years, 100% of SCF graduates have passed the National Board Dental Hygiene Exam and 100% of graduates that actively sought employment found work in the field. SCF's Dental Hygiene program is accredited by the Commission on Dental Accreditation of the American Dental Association, 211 East Chicago Ave., Chicago, IL 60611-2678, 312-440-2500. More information on this program can be found [here](#).



### **Occupational Therapy Assistant (OTA):**

The **OTA** program prepares graduates to function as members of the health care team. The OTA is able to work in a variety of practice areas including, but not limited to, pediatrics, physical disabilities, and mental health. The program combines coursework at SCF with selected clinical experiences in Manatee and Sarasota counties. The OTA program is a two-year Associate in Science degree program accredited by the Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA), located at 4720 Montgomery Lane, Suite 200, Bethesda, Maryland 20814-3449. More information about this program can be found [here](#).

### **Physical Therapist Assistant (PTA):**

The **PTA** program at SCF trains skilled health care providers to work under the supervision of a licensed physical therapist. PTA's will work in a variety of settings including acute and rehabilitation hospitals, private physical therapy offices, community health centers, outpatient and sports facilities, corporate or industrial health centers, research institutions, extended care facilities, home health agencies, pediatric centers, schools, colleges, and universities. Data obtained via graduate surveys indicates that for the past three academic years, 100% of students who sought employment in this field were employed as PTAs within one year of graduation. The Physical Therapist Assistant Program at SCF is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE), 1111 North Fairfax Street, Alexandria, Virginia 22314. More information about this program can be found [here](#).

### **Radiography:**

SCF's **Radiography** program combines didactic and clinical education to prepare the graduate for a career as a radiographer. During the program, students are rotated through several different health care facilities. Upon completion of the program, the graduate is eligible to take the American Registry of Radiologic Technologist Exam to become a registered radiographer. For the past five years, 100% of SCF graduates have passed the National Certification Examination and 100% of graduates that actively sought employment found work in the field. SCF's Radiography program is accredited by the Joint Review Committee on Education in Radiologic Technology, 20 N. Wacker Drive, Suite 2850, Chicago, IL 60606-3182. More information on this program can be found [here](#).

### **Additional Health Professions Program Partnerships:**

Additionally, SCF has partnered with St. Petersburg College (SPC) to offer a collaborative training program for **Respiratory Therapists**. In this collaborative program, students may take their general education courses at any SCF campus. If enrollment in this program is sufficient, students will complete their clinical training at hospitals in the Manatee and Sarasota areas.



# THE OPPORTUNITY

The Dean of Nursing and Health Professions reports to the Executive Vice President and Provost and is responsible for the administration and supervision of degree programs within the division. The Dean is responsible for overseeing the development, implementation, and maintenance of courses, programs, and curricula within his/her leadership area.

## **Essential Duties/Responsibilities:**

- Provides leadership and guidance for the development and management of the nursing and health professions programs.
- Demonstrates commitment to the institutional strategic priorities; adheres to and promotes College Rules and Procedures which in turn reflect updated federal, state, and local legislation that governs the educational process.
- Supervises the recruitment, selection, hiring, orientation, and retention of a diverse faculty and staff; certifies faculty credentials in accordance with college policy; collaborates with human resources for salary determinations and submits appropriate personnel recommendations to the Executive Vice President and Provost.
- Supervises and evaluates academic, professional, and career employees as assigned.
- Oversees the development and implementation of class offerings and schedules for the nursing and health professions programs and assures that students meet clinical experience.
- Monitors program changes required by state mandates or local and national trends and oversees preparation of specialized program accreditation, application, and self-study.
- Assists with the preparation of brochures, catalogs, and other marketing materials pertaining to the nursing and health professions programs.
- Serves as a liaison to ensure consistency in program offerings covering all instructional sites.
- Prepares and administers budgets for the nursing and health professions programs.
- Serves on, or chairs, various college committees and represents the college on various state and community committees and organizations as appointed and deemed necessary for the continual operation of the program and college functions, and attends advisory committee meetings.
- Provides intermediary services to faculty, students, and staff during formal and informal grievance processes.
- Verifies faculty teaching loads and payroll authorization of instructors.
- Oversees admission process for students.
- Provides research and documentation to the Executive Vice President and Provost to help in the resolution of formal grievances.
- Performs other similar and related duties as assigned.

## **Qualifications:**

- A master's degree in Nursing or one of the health professions offered by the college from an accredited institution of higher education is required; a doctoral degree is preferred.
- At least five (5) years successful teaching and/or administrative experience in higher education.
- At least five (5) years of clinical (or clinical teaching) experience.
- More than five (5) years of direct supervisory experience including responsibility for hiring, firing, performance management, training, and coaching is required.
- A current, valid license in Nursing or one of the health professions offered by the college.



## THE PRIDE IN EXCELLENCE INITIATIVE

Pride in Excellence is SCF's initiative to create a culture of service excellence. All State College of Florida, Manatee-Sarasota employees will strive to provide outstanding service excellence to students, the community, and fellow employees in accordance with Pride in Excellence standards as listed:

### **RESPECTFUL**

- Act in a courteous manner
- Actively listen to gain full understanding
- Demonstrate awareness of “everything speaks”
- Show empathy and caring

### **RESPONSIVE**

- Approach people in an inviting and pleasing manner
- Take ownership of actions and decisions
- Plan, anticipate, and be forward thinking
- Answer and return phone calls and emails
- Use proper communication etiquette
- Banish the phrase “not my job”
- Provide assistance to all inquiries and follow through

### **ACCURATE**

- Do it right the first time
- Be knowledgeable of product and how it interfaces with others
- Ask probing questions
- Use resources effectively and efficiently

### **COLLABORATIVE**

- Participate in teams
- Develop team skill sets
- Learn available resources to be responsive to your constituents
- Develop internal and/or external connections

# INQUIRIES, NOMINATIONS AND APPLICATIONS

Confidential review of applications will begin immediately and continue through **November 20, 2019**. Applications submitted after that date will be reviewed on an as-needed basis. Click here to apply and be sure to include your resume and cover letter: <https://theapplicantmanager.com/jobs?pos=su153>

**For more information or to offer recommendations or nominations:**

**Beth Baldino**

Senior Consultant  
Summit Search Solutions, Inc.  
(828) 216-6606  
[bbaldino@summitsearchsolutions.com](mailto:bbaldino@summitsearchsolutions.com)

**Scott Waddell**

Senior Consultant  
Summit Search Solutions, Inc.  
(480) 719-0030  
[swaddell@summitsearchsolutions.com](mailto:swaddell@summitsearchsolutions.com)

*State College of Florida, Manatee-Sarasota does not discriminate on the basis of sex, pregnancy, race, religion, age, national origin/ethnicity, color, marital status, disability, genetic information or sexual orientation in any of its educational programs, services and activities, including admission and employment. Direct inquiries regarding nondiscrimination policies to: Equity Officer, 941-752-5323, 5840 26th St. W., Bradenton, FL 34207*

*All college searches are subject to compliance with Florida's Public Records Law and all documents submitted become the property of the college.*



[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, New York, North Carolina, and Oregon.







All photos courtesy of VisitSarasota.com

## BRADENTON & SARASOTA

**Bradenton**, perfectly situated between the Gulf of Mexico and the Manatee River, is the county seat and largest city within Manatee County. The city enjoys an exceptional year-round climate and a low cost of living. The natural beauty of the surrounding area will delight outdoor enthusiasts. If you are interested in history, you can travel along Hernando DeSoto's original expedition route or learn more about the area's heritage at museums and historical parks. Along the shores of the mainland and barrier islands you can enjoy outdoor dining at its finest, go boating in crystal-clear waters, or surf the waves off Anna Maria Island while strolling along the piers for relaxing exercise. Cultural initiatives abound: live theater, a vibrant arts district, as well as ballet and concerts are also on offer.



Manatee County and the surrounding region are teeming with opportunities for the sports enthusiast. The Pittsburgh Pirates spring training is held in Bradenton, the Baltimore Orioles train in Sarasota and the Atlanta Braves spring training is held in North Port. The Tampa Bay Buccaneers, Tampa Bay Lightning, and Tampa Bay Rays are all located a short distance away.



County-wide festivals including the Manatee County Fair, Cortez Seafood Festival, and the Hernando DeSoto Historical Parade provide fun-filled opportunities for the community to come together.

**Sarasota** is a cultural hub, featuring sunsets, sailboats, a beautiful bay to the west and a bustling downtown to the east. Sarasota delights visitors, the wider regional community, and its chic downtown residents with its accessibility and charm. Foodies and downtown office workers alike choose from BBQ, Vietnamese, Italian, French, Mexican, vegan, sports bars, seafood, and cafés for their dining options. Those seeking entertainment find seats at one of several live theaters, cinemas, or music venues and the shopping options are seemingly limitless. The city of Sarasota really has it all: an eccentric arts center, a traditional performance venue, a flourishing business and finance network, extensive shopping options, and a vibrant night-life scene.



<http://www.cityofbradenton.com/>, <http://www.realizebradenton.com/riverwalk>  
<http://www.manateechamber.com/living-and-working-in-manatee-county.aspx>  
<http://www.sarasotachamber.com/>