

Oregon Health & Science University



POSITION PROFILE

Associate Dean for Graduate Nursing Programs

August 2023



*OHSU is where healing, teaching
and discovery come together.*





ABOUT THE OHSU SCHOOL OF NURSING

The OHSU School of Nursing is a leading-edge school in Oregon with nationally ranked undergraduate and graduate programs. As the only academic health center in Oregon, OHSU is committed to education, research, and practice missions; the School of Nursing offers baccalaureate through DNP and PhD in nursing science degrees. For over 100 years, the OHSU School of Nursing has provided innovative research, strength in practice, excellence in teaching and service to Oregonians across all 96,000 square miles of the state. The OHSU School of Nursing is the sole statewide school with programs located on five campuses at Ashland, Klamath Falls, La Grande, Monmouth, and Portland. In addition, the undergraduate nursing program is a consortium partner with 11 Community Colleges for the Oregon Consortium for Nursing Education (OCNE). Together the partners share a common seamless curriculum to improve access to baccalaureate education.

In 2022, Oregon Health & Science University received an increase in state-appropriated education funds to address the healthcare workforce crisis. This initiative will support the OHSU School of Nursing's focus on priorities such as faculty recruitment and retention, offering tuition support for advanced/terminal degrees, a pathway program for American Indian and Alaska Native learners, and expansion of its commitment to statewide access. A new three-year strategic map is nearly complete, which builds upon and strengthens the School's efforts to be trauma-informed and sustain a culture where all can thrive.

MISSION:

Healing, teaching, and discovery to optimize health, prepare nurse leaders, and transform health care.

VISION:

Health for all. **Achieve health equity and optimal well-being for individuals, communities and populations in Oregon and beyond.**

VALUES:

- **Diversity.** A trauma-informed system with social justice, equity, inclusion, and belonging.
- **Excellence.** Quality and innovation in all that we do.
- **Integrity.** Honesty, trustworthiness, transparency, and authenticity.
- **Collaboration.** Mutual exchange and reciprocity with one another and our partners.
- **Well-being.** A culture of health, safety, and respect for all.

The OHSU School of Nursing is internationally recognized for excellence in research. School of Nursing faculty members believe that nursing science is not an end in itself, but rather a systematic process used to enhance nursing practice and improve the health and healthcare of individuals, families, and communities. The School consistently ranks among the top nursing schools funded by the National Institutes of Health. The combined efforts across the campuses contribute to education, practice, research, and technology that enable students and faculty to provide advanced education and healthcare services throughout Oregon.

To learn more: <https://www.ohsu.edu/school-of-nursing>

Program Offerings

Dual Degree:

- RNBS to Master's in Nursing Education (MNE)
- Accelerated Bachelor's to DNP
- Accelerated Bachelor's to PhD

Master's:

- Nursing Education (MNE) (online)
- Health Systems and Organizational Leadership (HSOL) (online)

Doctor of Nursing Practice:

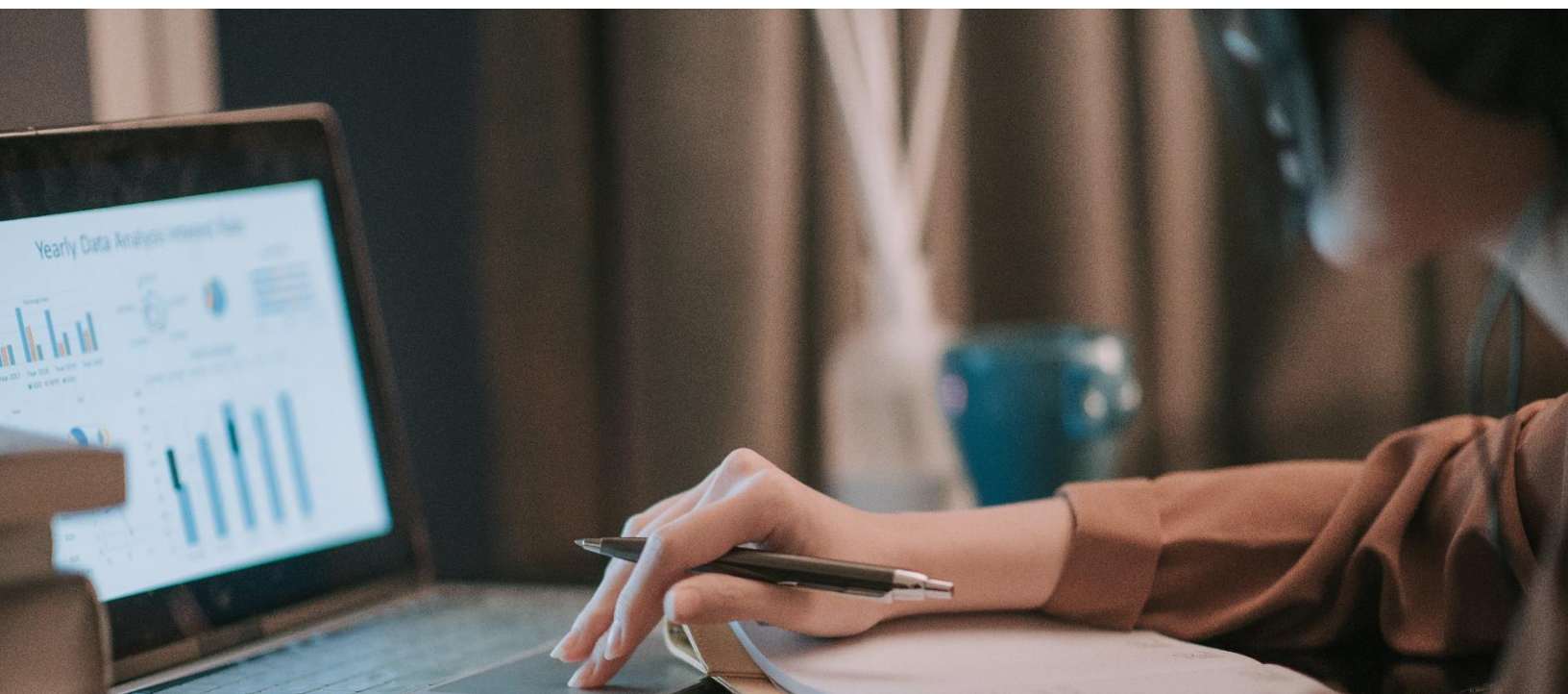
- Family Nurse Practitioner
- Nurse Anesthesia
- Adult Gerontology Acute Care Nurse Practitioner
- Nurse-Midwifery
- Psychiatric Mental Health Nurse Practitioner
- Pediatric Primary & Acute Nurse Practitioner
- Post-Master's DNP

PhD:

- The Ph.D. is a research-intensive degree to prepare nurse scientists
- A PhD can be completed in 3-7 years

2022 US News & World Report Rankings

- #9 2023 Best Undergraduate Bachelor of Science in Nursing (BSN) Programs
- #2 Nurse-Midwifery
- #12 Nurse Practitioner –Family Specialty
- #12 Nurse Practitioner –Pediatric, Primary Care
- #17 Best Online Graduate Nursing Programs
 - #5 Best Online Master's in Nursing in Education program
 - #17 Best Online Master's in Nursing Administration program
- #35 Best Nursing Schools: DNP
- #36 Best Nursing Schools: Master's
- #51 Nurse Anesthesia





THE POSITION

Associate Dean for Graduate Nursing Programs

The Associate Dean for Graduate Nursing Programs position is being established to strengthen support for the School's academic program faculty and program directors. The OHSU School of Nursing has a long tradition of innovation across multiple missions. The education mission is paramount, and it is strengthened by the mission of the Master's and Doctor of Nursing Practice programs to produce leaders. As new faculty and program leaders are brought into the School, OHSU seeks to keep its Nursing programs leading edge while also supporting the success of faculty and program leaders in teaching, research and scholarship, and practice, and maintaining their well-being across their careers at OHSU. The Associate Dean will help to deepen these efforts and actively support the delivery of OHSU Nursing programs.

The Associate Dean for Graduate Nursing Programs reports to the Senior Associate Dean for Academic Affairs and has administrative responsibility for the master's degree programs and Doctor of Nursing Practice (DNP) degree tracks including Advanced Practice Registered Nurse (APRN) specialty (in collaboration with the Assistant Dean for APRN Programs), post-masters, and Health Systems and Organizational Leadership (HSOL) program. The Associate Dean for Graduate Nursing Programs works within a School environment described as *a team of teams*, and collaborates with the Senior Associate Dean for Practice and Assistant Dean for APRN Programs in support of graduate faculty who practice and the Senior Associate Dean for Student Affairs and Diversity in supporting students and DEI efforts. The Associate Dean for Graduate Programs is responsible for working with graduate program leaders to ensure program delivery support, faculty recruitment and retention, and building and supporting collaboration and integration across specialty tracks. The Associate Dean is a resilient problem-solver who demonstrates strong support for diversity, equity, inclusion, anti-racism, and health equity through commitment to increasing the diversity of faculty and supporting faculty development in trauma-informed systems principles and inclusive learning. The Associate Dean will be located at the main campus in Portland.

It is presently anticipated that the initial appointment as Associate Dean will carry a three-year term with the option of reappointment for additional terms. As a member of the Nursing faculty, the appointee will be awarded faculty rank at the level justified by their qualifications. The Associate Dean is not expected to be assigned coursework as the instructor of record but may be called upon to lecture or otherwise serve in an instructional capacity as a content expert in their field of specialization. The faculty appointment is separate from the administrative appointment as Associate Dean.

Responsibilities

Graduate Program Administration

- Develops a portfolio of graduate academic programs that meet the needs of citizens of Oregon and the region.
- Establishes and maintains a system of graduate program delivery that meets the nursing workforce needs, particularly of the citizens of Oregon and the region.
- Supports development and implementation of curricula in alignment with the 2021 AACN Essentials: Core Competencies for Professional Nursing Education and progression toward competency-based education.
- Collaborates with faculty to shape and develop inclusive curricula, meet stakeholder needs and incorporate emerging trends and issues that build new evidence-based models for course and clinical delivery.
- Collaborates with School and University leadership to develop and maintain a consistent system of academic procedures and operations that facilitates the academic mission across programs and campuses.
- Seeks grant and philanthropic funding to advance quality academic programs and student opportunities.
- Establishes and maintains academic policies, procedures, and standards to assure alignment with trauma-informed principles and with regulatory and accreditation criteria.
- Establishes and maintains trauma-informed nursing education, including equitable academic policies, procedures, and standards. Supervises professional and support staff that fulfill roles inherent in the day-to-day operations of the graduate clinical programs.
- As a faculty leader supporting the graduate programs, it is important for the Associate Dean to know the OHSU systems and to be engaged with the education mission, in a way that appreciates the Associate Dean's expertise and recognizes the scope of administrative responsibilities. As with other academic leaders in the School, the Associate Dean would not have a fixed teaching amount and will, instead, provide occasional lectures or contribute as a member of a teaching team.

Program Evaluation and Performance Improvement

- Collaborates in setting performance standards and aligns the academic mission with School strategic and operational goals.
- Ensures that appropriate accreditation standards and OSBN regulations are met across programs.
- Oversees the implementation of an evaluation plan based on continuous improvement and knowledge of national and state academic standards and mandates.

Human and Fiscal Resource Management

- Supports recruitment and retention of faculty and staff.
- Ensures implementation of standards, policies, and procedures for faculty hiring, workload, and evaluation.
- Supports faculty development to optimize and develop the strength and success of members.
- Collaborates with the Senior Associate Dean for Academic Affairs, Assistant Dean for APRN Programs, program directors, and graduate academic leaders to assess cost-effectiveness and establish student enrollment targets.
- Supervises professional and support staff that fulfill roles inherent in the day-to-day operations of the undergraduate programs.

Administrative Oversight and Functions

- Participates in budgeting and forecasting activities.
- Supports alignment of strategic, operational, and budget plans.
- Represents the School on relevant committees, councils, and boards.

Qualifications

- Eligible for licensure as a registered and/or advanced practice nurse in the State of Oregon.
- Earned doctorate in nursing or related field with five years of progressive experience in higher education with an emphasis on graduate education. Preference will be given to those with experience with APRN education. Eligible for rank at the Associate or Full Professor level.
- Experience in leading faculty and staff through curricular change; knowledge of graduate/APRN curricula in nursing.
- Experience in adhering to and meeting accreditation standards and state board regulations.
- Experience in process improvement, assessing metrics, and evaluating program outcomes.
- Able to inspire change and create a learning community within an academic health science center environment, rural and frontier communities, and across the care continuum.
- Able to balance academic decorum with approachability and accessibility for faculty, student, academic, and community stakeholders.
- Ability to manage budgets with varying degrees of complexity.
- Demonstrated commitment to diversity, equity, and inclusion.
- Experience with or willingness to learn trauma-informed principles and being trauma-informed competent.



ABOUT OREGON HEALTH & SCIENCE UNIVERSITY

Oregon Health & Science University (OHSU) is a thriving institution comprised of five schools including [School of Nursing](#), [School of Medicine](#), [School of Dentistry](#), [OHSU/PSU School of Public Health](#), and the [OHSU/OSU College of Pharmacy](#). OHSU has seen enrollment increase by 12 percent over the last decade and offers undergraduate, graduate, and professional degrees and/or certificates in over 86 accredited education programs, several of them joint with other institutions. Of the approximately 3,000+ students enrolled at OHSU in Fall 2021, approximately 74% were graduate and professional students. Nearly all of OHSU's undergraduate students are in nursing and public health programs. Additionally, OHSU provides training to over 850 interns, residents, and fellows in over 80 accredited residency and fellowship programs and delivers continuing education to thousands of healthcare professionals each year.

Over the past seven years, OHSU has undergone structural and programmatic changes that have fostered innovation and growth across the University's academic programs. State-of-the-art facilities have come online, dynamic leaders have been recruited and a multitude of major initiatives have transformed the University's science and health professions educational programs. These exciting developments have put OHSU on a firm trajectory towards educational innovation and excellence.

OHSU has over 19,000 employees including over 3,300 faculty and also engages over 2,000 volunteer faculty at clinical sites throughout Oregon to help train its students in a community setting. For the fiscal year ending June 30, 2021, OHSU's operating budget totaled approximately \$3.6 billion with about 71% of revenue coming from clinical fees, 19% from grants and contracts, and 1.7% from state general fund appropriations.

The University's history and current activities demonstrate a deeply felt commitment to community service, improving the health and well-being of people in and around Oregon, and educating Oregon's healthcare providers of the future. OHSU cares for more than 307,000 patients annually through about 1.3 million visits and is the primary resource in the region for many types of highly specialized or tertiary care cases. The University's patient care services also include dozens of general and specialty clinics and diagnostic laboratories. OHSU seeks to transform healthcare education by building a community of educators and scholars engaged in implementing and evaluating trauma-informed educational practice (TIE-P). TIE-P grounds nursing in an equitable, inclusive, and culturally responsive pedagogical approach using the six guiding principles of Trauma-Informed Care.

Patient care connects directly to the thriving research on the Portland campus. OHSU was the 26th highest NIH-funded medical school in FY20 and is currently conducting over 800 clinical trials to accelerate the translation of research from basic science lab discoveries into treatments that directly benefit patients. In FY21 the University attracted \$587 million in external funding to support promising studies to add to the body of knowledge about prevention, detection and the treatment of disease. OHSU has faculty members who are Howard Hughes Investigators, members of the National Academy of Sciences and National Academy of Medicine, and fellows of the Royal Academy of Sciences and the American Academy of Nursing. To view OHSU's Mission: <https://www.ohsu.edu/xd/about/vision/index.cfm>

DIVERSITY, EQUITY, AND INCLUSION

Over the University's history, OHSU has grown into a world-class teaching hospital and research center that educates, employs, and cares for people from many cultures, belief systems, and experiences. Diversity is vitally important to OHSU's evolution as a world-class health and science university. Being a diverse institution creates an intellectually vibrant climate where a variety of ideas and perspectives work together to foster innovation. Diversity is key to maintaining a competitive workforce advantage. Integrating diversity into all areas and all parts of its mission is critical to OHSU's strategic goal of being a great organization, "diverse in people and ideas." OHSU is dedicated to improving the health and quality of life for all Oregonians through excellence, innovation, and leadership in healthcare, education, research, and community outreach and recognizes that diversity of people and ideas are essential to succeed and thrive.

OHSU CAMPUS AND COMMUNITY

OHSU has locations throughout Oregon and southwest Washington. Primary locations are in southwest Portland on the Marquam Hill Campus and in the South Waterfront Central District. The Associate Dean for Graduate Nursing Programs will work at the main Portland campus.

MARQUAM HILL is OHSU's main campus, comprised of 33 buildings on 116 acres, and surrounded by forested park land and residential neighborhoods. Mackenzie Hall was the first building, constructed in 1919. Though the topography makes it a difficult environment for growth, it is the center of OHSU activity.

SOUTH WATERFRONT CENTRAL DISTRICT is connected to Marquam Hill with a 3-minute trip on the Portland Aerial Tram. OHSU has developed a third of its ten acres in the Central District, beginning with the Center for Health & Healing (CHH-1) which opened in 2006, and CHH-2 and Rood Family Pavilion (RPV) opened in 2019.

SCHNITZER CAMPUS's 19 acres was donated to OHSU in 2004 by the Schnitzer Investment Corporation—a former steel scrap yard that was remediated by both parties. Robertson Collaborative Life Sciences Building was the first building to open, in 2011, and is shared between OHSU, Portland State University and Oregon State University; and the Knight Cancer Research Building which opened September 2018. OHSU has a long history of engagement with Oregonians, with volunteer faculty teaching students in clinics, hospitals, and other community settings throughout Oregon and southwest Washington. The School of Nursing also has campuses in Ashland, Klamath Falls, Monmouth, and La Grande. In 2015, OHSU established a Campus for Rural Health with sites in Klamath Falls, Coos Bay and La Grande. There are also significant programs in distance education at OHSU.

WEST CAMPUS, located in Hillsboro (30 miles west of Marquam Hill campus), is comprised of the Oregon National Primate Research Center (ONPRC) and Vaccine and Gene Therapy Institute (VGTI). The site is 154 acres, of which 62% is forest and floodplain that contribute to the security of the site and healthy ecosystems.





TO APPLY

While applications and nominations will be accepted until the position is filled, parties who apply by **October 9, 2023**, will be given first consideration. All applications and nominations will be held in confidence. Please submit a PDF version of your CV/resume and letter of interest upon application.

To apply online, go to <https://theapplicantmanager.com/jobs?pos=su383>

For more information or to offer recommendations or nominations:

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Oregon Health & Science University values a diverse and culturally competent workforce. OHSU is proud of its commitment to being an equal opportunity, affirmative action organization that does not discriminate against applicants on the basis of any protected class status, including disability status and protected veteran status. Individuals with diverse backgrounds and those who promote diversity and a culture of inclusion are encouraged to apply. To request reasonable accommodation contact the Affirmative Action and Equal Opportunity Department at [503-494-5148](tel:503-494-5148) or gaeo@ohsu.edu.



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ABOUT PORTLAND, OREGON

Big city excitement and small-town charm make Portland one of the most popular cities on the west coast. Situated approximately 70 miles from the Pacific Ocean where the Columbia and Willamette Rivers meet, Portland enjoys a magnificent setting, combining sparkling waterways with lush greenery rarely found in urban settings. The Portland metro area is home to approximately 2.35 million residents. Portland is widely recognized in national surveys and rankings as one of America's most livable cities.

Portland's historic old town, many galleries and museums, Saturday Market, Waterfront Park and an abundance of fine restaurants keep residents and visitors busy and satisfied. The performing arts in the area offer classical music, jazz, and blues as well as theater and dance. Portland is just a short distance from the spectacular Columbia Gorge and Multnomah Falls, windsurfing at Hood River, valley wineries, skiing at Mt. Hood, and the drama of the Oregon coast.

Portland is known for its extensive park system of more than 200 parks. These encompass such areas as the elm-shaded South Park Blocks in the downtown area and Washington Park, home of the International Rose Test Garden and a Japanese Garden. Portland's Forest Park, over 5,000 acres, is the largest park within a city in the U.S. and has nearly 80 miles of walking trails.

Portland's award-winning mass transit system is one of the most extensive and advanced in the U.S. and includes buses and the MAX, an urban light rail line, as well as a downtown transit mall.

To learn more about Portland and surrounding areas:

Information about Portland, OR: <https://www.travelportland.com/>

Portland Regional Chamber of Commerce: <https://www.portlandregion.com/>

City of Portland, OR: <https://www.portlandoregon.gov/>

