Position Specification

Kent State University
Dean, College of Nursing
Position Specification

Kent State University invites applications and nominations for the position of Dean of the College of Nursing. Reporting to the Senior Vice President and Provost, the Dean of the College of Nursing is the principal administrator of the College and is responsible for the oversight of the college’s personnel, general administration and management, budget, academic, and development functions.

Kent State University
Kent State University is the largest public multi-campus system in Northeast Ohio, with campuses serving nine local communities and a population of more than 36,000 students, 5,700 full-and part-time faculty and staff members, and 257,000 alumni worldwide.

The University’s Kent Campus has a student body of nearly 27,000 and a thriving residential population of more than 6,300. Its seven regional campuses—Ashtabula, East Liverpool, Salem, Geauga, Stark, Trumbull and Tuscarawas—draw full- and part-time students, now totaling more than 10,000, from across Northeast Ohio. Kent State has one of the largest regional systems in the nation, offering programs from information technology and nursing to arts and humanities. The University’s wealth of intellectual, physical, and cultural resources makes it a whole that has a far greater impact than the sum of its parts. As one university with multiple campuses, Kent State serves as an economic driver and regional cornerstone in communities throughout Northeast Ohio.

Outside of Ohio, located in the heart of the New York City’s Garment District, the Kent State Fashion School’s NYC Studio offers a unique academic experience to further students’ studies in fashion design, fashion merchandising, and fashion journalism. The University offers more than 200 global education opportunities at its campuses in Florence, Italy, and Geneva, Switzerland; centers in China and India; as well as partnerships with 60 institutes and universities across the globe from Colombia to Vietnam and Germany to Kenya, and all students, including those on regional campuses, have the opportunity to participate. The Kent Campus is a global education destination in its own right, serving as home to 1,558 international students hailing from 98 countries.

Kent State is proud of its outstanding faculty, staff, and students, collaborative culture, exceptional academic and research orientation, and strong commitment to engagement, academic excellence, and diversity, equity and inclusion. The University offers 160 associate and bachelor’s degree programs and 165 graduate degree programs. Academic programs are organized into 11 colleges: Aeronautics and Engineering; Applied and Technical Studies; Architecture and Environmental Design; Arts and Sciences; the Arts; Business Administration; Communication and Information; Education, Health and Human Services; Nursing; Podiatric Medicine; and Public Health.

According to the 2020 edition of Best Colleges by U.S. News & World Report, Kent State is the only Northeast Ohio institution among the top 100 national public universities, and it holds a coveted spot in the first-tier list of Best National Universities. In addition, the University is hailed by the Carnegie Foundation for the Advancement of Teaching among the nation’s top 76 public high-research universities. Kent State was also ranked 13th in the country to make this year’s list of “America’s Best Employers for Diversity” by Forbes. As an engine for economic, cultural and workforce development, Kent State generates more than $1 billion annually in added income to the Northeast Ohio economy.
Committed to the creation and nurturing of a diverse community of individuals through inclusive excellence, the University strives for a culturally diverse student body, faculty, and staff that reflect the multicultural nature of Ohio, the nation, and the world. The Division of Diversity, Equity and Inclusion was created in 2009 with a mission to promote diversity, equity, and inclusion across all eight Kent State campuses.

Kent State University is accredited without reservation by the Higher Learning Commission.

The College of Nursing
Celebrating more than a 50-year history as an institution providing exceptional nursing education in Northeast Ohio, Kent State University College of Nursing is well positioned to meet the growing demands of healthcare worldwide. The College offers a wide range of programs, from the BSN offered at five campuses located throughout Northeast Ohio to the MSN, DNP, and PhD in nursing. With access to attentive, expert faculty and researchers, clinical experiences at leading healthcare organizations, and state-of-the-art simulation labs, students gain valuable experience learning online, in the classroom, and at their future practice settings.

The College of Nursing includes the Center for Nursing Research at Kent State University. The Center for Nursing Research is dedicated to supporting faculty and students to advance the science of nursing and health care research and engage in collaborative research locally, regionally, nationally, and internationally. Led by the Associate Dean for Research at the College of Nursing, the center provides infrastructure support for all phases of research, project leadership, and research mentoring to faculty and students pursuing research and other scholarly endeavors. College of Nursing faculty research is highly collaborative, encompassing relationships with other disciplines such as architecture, computer science, and educational technology, as well as other clinical partners, including University Hospitals, Summa Health, and Portage Path Behavioral Health.

Kent State University College of Nursing offers many degrees and certificates, including the BSN, ABSN, LPN & Allied Health-to-BSN, RN-to-BSN, MSN, MSN-MBA dual degree, DNP, a recently reconfigured PhD in nursing program, post master’s certificates, and the SANE certificate. The College of Nursing is home to over 2,800 students and a partner to over 350 hospitals, clinics, community groups, and healthcare organizations. Students have an average NCLEX-RN Pass Rate of 95% and 99.6% job placement rate within 6 months of graduation.
Mission Statement
The mission of the College of Nursing is to discover, create, apply, and share nursing knowledge as well as to foster ethical and humanitarian values in addressing the health care needs of Ohio and the global community. The College of Nursing applies professional nursing standards and competencies across a variety of undergraduate and graduate programs to prepare students to reach their full potential. Students engage in diverse learning environments to foster critical thinking and attain excellence in providing care for diverse populations and advancing knowledge.

Goals of the College of Nursing
1. Prepare students with a quality education that affords them the opportunity to achieve career success through licensure, certification, or other professional distinction.
2. Cultivate an environment of collaboration, excellence, discovery, and creativity and for learning, scholarship, and professional development.
3. Provide leadership in the community and to the profession.
4. Advance innovation and excellence in teaching to support student success.
5. Promote excellence in research and creative endeavors.
6. Engage with the world beyond Kent State University campuses.

History
The Ohio Board of Regents (now the Ohio Department of Higher Education) granted approval to Kent State University (KSU) to establish a baccalaureate degree program in nursing in November 1966. At their November 15, 1967 meeting, the Ohio State Board of Nursing Education and Nurse Registration gave their approval to conduct the program.

In January 1968, the National League for Nursing (NLN) offered reasonable assurance of accreditation. Provisional status was changed to a full eight-year accreditation in May 1971, just prior to graduation of the first class from the KSU School of Nursing in June 1971. In September 1977, the first graduate students for study at the master's level were admitted to the School of Nursing. In 1978, the KSU School of Nursing moved into its own new building near the science complex, library, and student center, and in 1985, the building was formally named the "Linnea E. Henderson Hall, School of Nursing," in honor of the founding dean.
After Dr. Henderson, five deans—Stephanie Clatworthy, Davina Gosnell, Julie Johnson, Laura Dzurec, and Barbara Broome—have taken administrative responsibility for the School of Nursing, which on September 9, 1999 became the Kent State University College of Nursing, through the approval of the University’s Board of Trustees.

Currently, the College of Nursing is one of the largest and most comprehensive nursing programs in Ohio with Commission on Collegiate Nursing Education (CCNE) accreditation, a second designation as a Center of Excellence for Nursing Education from the National League for Nursing, and over 13,500 alumni.

**Dean, College of Nursing**

The Dean of the College of Nursing will play a key leadership role in advancing the mission, operations, and service of the College, building on the strong legacy of the past, while charting a course for an exciting and transformative journey over the next decade. One of the nation’s largest and most respected nursing schools, the College of Nursing is preparing tomorrow’s successful health care leaders with clinical and academic excellence.

**Key Priorities (not in rank order):**

- Provide visionary, long-range planning for the College to strengthen existing programs and continue to advance its national and international stature;
- Engage key stakeholders in the development of a comprehensive strategic plan that leverages the College’s competitive advantage;
- Recruit and retain excellent faculty, enhance their opportunities for career development, and empower them to achieve excellence in teaching, research, scholarship, and service;
- Enable and promote research productivity;
- Build and sustain a diverse faculty, staff, and student body that fosters a supportive, inclusive climate and culture; and
- Increase the financial resources through fundraising, external relations, and new revenue streams.

The next Dean of the Kent State University College of Nursing will have multiple responsibilities in these core areas:

**Visionary Leadership:** Provide the vision and strategy to establish the College as a national leader in health care education and research. Assess areas of opportunity and leverage existing strengths to differentiate and elevate the College. Facilitate the participation of the College’s faculty, staff, and students through engagement and ongoing conversation about progress and new initiatives. Ensure alignment with the University’s vision and strategic plan.

**Academic Oversight:** Provide leadership and oversight to all academic programs. Encourage and support continuous improvement of programs and curriculum, including the development, evaluation, and approval of all curricular changes, programmatic initiatives, advising functions, and student recruitment and retention actions and initiatives. Recruit and retain top faculty and staff who support and advance the College’s academic, research, and clinical missions. Attain and maintain high standards of excellence.
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Administrative Management: Lead a large, complex college and support and implement the College’s vision and strategies. Manage the administrative responsibilities including the following: preparing annual reports for external agencies; developing staffing patterns and workload assignments for all course and clinical sections; and ensuring compliance with various federal and state laws, and University and college personnel policies and procedures. Assure that the College is meeting all regulatory and accreditation requirements on an ongoing basis. Represent the College and serve as needed on department, division, and University committees, bodies, councils, etc. Serve as the College’s advocate and spokesperson at academic, social, and public functions.

Financial Management Experience: Ensure a strong financial future for the College. Manage the financial resources of the College through an effective annual operating budget and long-term financial plan. Oversee College-wide resource acquisition and utilization.

Fundraising and External Engagement: Lead development activities by cultivating and soliciting individual donors, foundations, and corporations. Anticipate and make provisions for acquiring needed resources for research and scholarship support. Plan and engage in alumni activities. Build new and solidify existing relationships and strategic partnerships.

The next Dean will exemplify the following:

Leadership: An ability to create and articulate an inspiring vision for the College that advances the students, staff, faculty, University, and community. A track record of investing in others. A supportive leader who provides professional development and career advising for faculty and staff in their representative roles. A commitment to shared governance is essential. Strong commitment to diversity, equity and inclusion. A broad understanding of nursing-related opportunities and trends in educational, professional, governmental, and corporate and nonprofit organizations.

Administrative Management Experience: The ability to set clear goals while committing the College to improved performance; determined and accountable in driving results. The ability to attract and recruit top talent, motivate the team, delegate effectively, manage performance, and celebrate and cultivate diversity within the team. The ability to engage with a proactive style of leadership that encourages teamwork and interaction.

Focus on Students: Possess a genuine understanding of and commitment to the student-centered approach of the University and College. Demonstrated commitment to student success and development.

Financial Management Experience: Possess a broad institutional perspective and have excellent budgeting and planning skills. A distinguished record of operational leadership demonstrating excellence, growth, and financial effectiveness. Demonstrated experience in fiscal management.

Fundraising Ability: Demonstrated success in strengthening philanthropic support from individuals, foundations and corporations, or a genuine appetite to engage in such fundraising.

Academic Qualifications: The preferred candidate will hold a terminal degree from an accredited institution in nursing or relevant field, as well as professional licensure as a nurse. The preferred candidate...
will also have experience as a faculty member and administrator at the department or college level at a doctoral-granting university.

**Personal Qualities:** The highest standards of personal and academic integrity and ethical and professional conduct. Strong interpersonal, oral, and written communication skills, with a focus on openness and transparency. An innovative thinker and builder who collaborates and engages teams to accomplish common goals.

**Kent State University Leadership**

**President Todd Diacon**

An internationally renowned historian of Brazil, Dr. Todd Diacon became Kent State University's 13th president in July 2019. A tireless advocate for student success, President Diacon has more than 30 years of experience in higher education leadership. His commitment to college affordability and access has resulted in nationally recognized initiatives to boost student retention, graduation rates and academic achievement.

President Diacon joined Kent State as provost in 2012 and has been at the forefront of expanding Kent State's international presence, has led the charge to recruit and promote more diverse faculty, and has helped the University attract world-renowned leaders in the fields of aviation, engineering, brain health, liquid crystals, and peace and conflict studies.

Dr. Diacon came to Kent State from the University of Massachusetts Amherst where he served as deputy chancellor and professor of history. Previously, he spent 21 years at the University of Tennessee Knoxville, serving as a tenured professor of history, department head, director of the Latin American studies program, and vice provost. He specializes in agrarian history and the history of central state power in Brazil. One of his books, *Stringing Together a Nation*, won the Warren Dean Prize for the best book published on the history of Brazil. Dr. Diacon has also authored publications on student success and on the administration of higher education.

**Senior Vice President and Provost Melody Tankersley**

Dr. Melody Tankersley was appointed senior vice president and provost, effective November 2020, after having served in the interim role since 2019. She previously served as senior associate provost and dean for graduate studies. Dr. Tankersley is a Professor in the College of Education, Health, and Human Services. Her academic expertise is in the development and treatment of emotional and behavioral disorders of children and youth. Her research focus is on identifying and implementing evidence-based practices in schools and homes to prevent and respond to children’s behavioral disorders. Dr. Tankersley has secured approximately $2 million of funding and published over 100 books, chapters, and articles on her areas of focus. Her work has been recognized internationally—most recently, she was awarded the James M. Kauffman Publication Award for a scholarly work that results in knowledge leading to exemplary practice.

Dr. Tankersley has led the University’s student-ready college initiative, worked to increase student retention, and improved recruitment efforts and the admissions process for graduate students. During the onset of the pandemic in March, she oversaw the University’s effort to convert more than 9,000
courses to remote instruction. Within the region, she has been a driving force in expanding institutional collaborations and community outreach, most notably with Akron Public Schools.

The City of Kent

Over the last decade, the city of Kent has experienced dramatic revitalization as a result of a $106 million public and private investment. Kent State University officials, city administrators, the Portage Area Regional Transportation Authority (PARTA), and its partners have collaborated to make the city of Kent an excellent place to live, work, study, and visit. The downtown Kent redevelopment project, which earned the 2012 Best Project Award from the Ohio Economic Development Association, includes:

- The Kent State University Hotel and Conference Center, which opened in 2013. The hotel has 94 guestrooms, and the conference center can accommodate up to 300 people;
- PARTA’s Kent Central Gateway Multimodal Facility, which accommodates buses, pedestrians, bicycles, and cars;
- Acorn Alley and Acorn Alley II, a retail office space development;
- College Town Kent, a 185,000 square-foot, pedestrian-friendly development offering convenient and high-quality retail, dining, residential, and office options; and
- The Kent State University Esplanade that strengthens ties between the University and the city by establishing a physical link and providing students, faculty, and staff a safe pathway to visit, enjoy, and patronize downtown Kent and its businesses.

Cultural elements in Kent include various arts, environmental, and entertainment events during the year as well as the Kent State University Museum, which focuses on the history of fashion design and decorative arts in the U.S. and around the world. The Kent Stage, located downtown, is a performance venue for a variety of arts performances in music and theater. It hosts 90 concerts, four theatrical performances, and four film festivals or movie premiers per year. In addition, the City of Kent operates nearly 20 parks and preserves, the largest of which is the 56-acre Fred Fuller Park, along the Cuyahoga River. Haymaker Farmers Market is held year-round in Kent and is one of many weekly markets in communities surrounding the university.

The city of Kent is just 20 minutes from Akron, home of more than 20,000 businesses, including the headquarters of two Fortune 500 companies. Northeast Ohio is home to some of the world’s leading liquid crystal and polymer research programs and companies and is internationally recognized as the “Polymer Center of the Americas.” The Akron Art Museum, the World Golf Championship Bridgestone Invitational, and the All-American Soap Box Derby are all located in the city of Akron.

Kent is less than an hour from Cleveland, situated on the southern shore of Lake Erie, which is the second largest city in Ohio and the largest media market in the state. Cleveland is home to many beautiful parks. The Cleveland Metroparks won the prestigious 2016 National Gold Medal Award for excellence in Park and Recreation Management and includes the Cleveland Metroparks Zoo, that contains one of the largest collections of primates in North America. In addition, the Cleveland Metroparks manages six lakefront parks that provide public access to Lake Erie. With 33,000 protected acres and 2.2 million visits each year, the Cuyahoga Valley National Park is located less than 30 minutes from campus and provides connectivity on the Towpath Trail all the way to Cleveland. Cleveland’s professional sports teams include the Cleveland
Browns (National Football League), the Cleveland Indians (Major League Baseball), the Cleveland Cavaliers (National Basketball Association), and the Lake Erie Monsters (American Hockey League).

For those who enjoy the performing arts, Cleveland is home to Playhouse Square Center, the second largest performing arts center in the United States behind New York’s Lincoln Center. Playhouse Square includes five theaters within what is known as the Cleveland Theater District, with such resident performing arts companies as Cleveland Play House, Opera Cleveland, and the Great Lakes Theater Festival. The center hosts various Broadway musicals, special concerts, speaking engagements, and other events throughout the year. Cleveland is also home to the Cleveland Orchestra, widely considered one of the finest orchestras in the world. It is one of the “Big Five” major orchestras in the United States.

Five miles east of downtown Cleveland is University Circle, a 550-acre concentration of cultural, educational, and medical institutions, including the Cleveland Botanical Garden, Case Western Reserve University, University Hospitals, the Cleveland Museum of Art, the Cleveland Museum of Natural History (now third largest in the country), and the Western Reserve Historical Society. The Greater Cleveland Aquarium is located near downtown, and the I.M. Pei-designed Rock and Roll Hall of Fame is located on the Lake Erie waterfront. Cleveland also boasts the Great Lakes Science Center, boating, fishing, swimming, and other waterfront recreation.

Cleveland is now recognized as an eatery destination. The national food press—including publications *Gourmet*, *Food & Wine* and *Esquire*—has heaped praise on several Cleveland spots including “best new restaurant,” “best steakhouse,” “best farm-to-table programs,” and “great new neighborhood eateries.” In 2008, the Chicago Tribune ran a feature article in its “Travel” section proclaiming Cleveland as America’s “hot new dining city.” Nightlife in Cleveland is also very vibrant, offering exciting hotspots like the Warehouse District, East 4th Street District, and the Tremont District.

Northeast Ohio is home to world-class healthcare, including the Cleveland Clinic that is ranked nationally in 14 adult specialties and 10 pediatric specialties by U.S. News and World Report. Other nationally ranked facilities include University Hospitals Case Medical Center, Fairview Hospital, Akron Children’s Hospital, and the Cleveland Clinic Akron General Medical Center.

**Nomination and Application Process**

Inquiries, nominations, and applications are invited. Interested candidates should confidentially submit—in electronic format (Adobe PDF files preferred)—a curriculum vitae and letter of interest to:

Joi Hayes-Scott  
Consultant to the Search Committee  
Russell Reynolds Associates  
KSU.Nursing@russellreynolds.com.

For fullest consideration, materials should be received as soon as possible and preferably by March 15.

*Kent State University is an equal access, equal opportunity, affirmative action employer that is fully committed to achieving a diverse faculty and staff.*