



MGH INSTITUTE
OF HEALTH PROFESSIONS
BOSTON, MASSACHUSETTS



SCHOOL OF NURSING
Dean Search

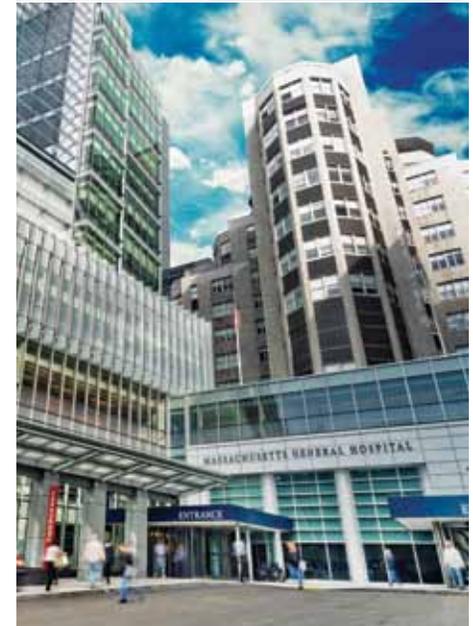
MGH Institute of Health Professions, an independent graduate school founded by the world-renowned Massachusetts General Hospital, invites applications and nominations for the position of Dean of the School of Nursing. The Institute seeks an established leader committed to advancing nursing practice and education, as well as someone committed to impacting the discipline and health care through scholarship and leadership.

■ This leadership opportunity

MGH Institute of Health Professions operates within Mass General Brigham (MGB), the largest private employer in Massachusetts. The Institute has been recognized multiple times by *The Chronicle of Higher Education* as a “Great College to Work For.” A leading health sciences educational institution, the MGH Institute provides students with outstanding academic programs, many of which are ranked among the best in the nation.

The Dean of the School of Nursing will take over a school empowered by recent growth, inspired by a commitment to addressing health disparities and outcomes, and strengthened by formidable assets, including the Institute’s defining relationship with Mass General Brigham. Reporting to the Provost, they will advance the School’s research and scholarship while supporting excellence in nursing education and innovative nursing practice. They will be a nursing leader of national standing with excellent communication and relationship building skills. The Dean should be a hands-on leader who will have the advantage of leading in a mission-focused, nimble academic environment. They should demonstrate a keen understanding of the changing health care environment and how to prepare the next generation of nurse leaders, including a deep commitment to health equity and interprofessional health care education and delivery.

In order to fulfill accreditation requirements, the nominee or applicant must be a registered nurse (RN) with a graduate degree in nursing and hold a doctoral degree. Significant experience in nursing leadership, education, scholarship, and research appropriate for a Professor at the MGH Institute is expected. The search committee will review candidates until a new appointment is made. Diversity is highly valued and applications from members of groups underrepresented in nursing are strongly encouraged.



The Dean of the School of Nursing serves as its chief academic leader and the administrative officer for the School.

■ Relationship expansion

The MGH Institute provides a unique and vibrant community with a strong degree of collaboration across disciplines, the larger health system, and the local community. The Dean will need to build on this successful platform to continue to create opportunities for faculty and students, partner with the dynamic scientific community within Mass General Hospital, Brigham and Women's Hospital, Spaulding Rehabilitation Hospital, the Harvard Medical School, and the dynamic Boston higher education community. Working with the Provost, the Dean of the School of Health and Rehabilitation Sciences, and the Dean of the School of Health Care Leadership, the Dean of the School of Nursing will collaboratively advance the Institute's community presence.

■ Strategically increase research and scholarship

The Dean will continue efforts to develop a stronger research profile, promoting an academic environment where research and scholarship productivity are critical priorities. In collaboration with the IHP Research Office and the SON Associate Dean for Research, they will need to support the development of research teams that include clinical and research-focused faculty; organize faculty development and mentoring programs; facilitate student involvement in research and scholarship; and ensure there is an appropriate level of research infrastructure in place. The School has access to vast resources for research through the MGB network and other institutions in Boston including Harvard Medical School; the Dean will need to assess how the School is utilizing these resources and where potential opportunities lie for further engagement. Currently, there are two endowed professorships in the School of Nursing. One of these chairs, the Amelia Peabody Chair, is currently open, and the Dean will have the opportunity to conduct a successful search for this position.



■ Continuing program growth

The Institute and the School of Nursing have grown rapidly over the last decade. The Dean will serve as an engaged and consultative leader, supporting faculty, staff, and students through these major changes which include a larger student body, a new administrative structure, substantive revisions to the master's curriculum, and a growing emphasis on research and scholarship. The Dean must continually evaluate the School's needs and then consider if, how, and when to expand the administration, functions, systems, and expectations that undergird a successful student body, faculty, and staff.

In order to support the School and future growth, the Dean should consider new ways to extend the School's reach and bring in revenue. Beyond the School's entry-level program offerings, opportunities for future growth include: post-professional continuing education programs, growth of the DNP program, online programs, certificate programs, and international programs. Additionally, the soon-to-be-launched School of Health Care Leadership will provide an exciting partnership for the Dean, allowing for co-development of programs in leadership, informatics, and education.

■ Justice, equity, diversity, and inclusion (JEDI)

The Institute strives to be a leader in the areas of justice, equity, diversity, and inclusion—across the School and Institute. Driven by a deep institutional commitment, a talented staff in the IHP JEDI office, and an emerging infrastructure in the School of Nursing, the Dean has the great opportunity to fulfill the goal of achieving a more representative faculty, assuring enhancement of the curriculum to reflect the health needs of all populations, particularly the underserved, and supporting an increasingly diverse student body.

The Institute recently announced an organization-wide anti-racism initiative to think boldly about race and bring together all members of the IHP community to address systemic racial injustice as well as oppression more broadly. The plan seeks to create a supportive and inclusive campus environment and better support the diverse communities the school serves. We are excited about this new initiative and are hiring employees who are committed to justice, equity, diversity, and inclusion and will contribute to our anti-racism and anti-oppression approach.



■ Leadership in interprofessional education and practice

The Institute has long defined itself as a center for interprofessional development and learning. Started as a true interdisciplinary school of health studies in 1977, the MGH Institute has balanced its commitment to strong disciplinary preparation with its deep commitment to the advancement of health care through interprofessionalism. The seven entry-level programs (BSN, MSN, Physical Therapy, Occupational Therapy, Speech-Language Pathology, Genetic Counseling, Physician Assistant Studies) are guided by “IMPACT Practice,” the Institute’s distinctive and successful curriculum in interprofessional education. The Dean will have the opportunity to serve as a leader in the Institute’s next generation of interprofessional expansion. Notably, the first-year medical students from the Harvard Medical School participate in the IMPACT curriculum. In addition, in collaboration with the Massachusetts General Hospital, the Institute provides a dynamic focused interprofessional experience in three interprofessional dedicated education units.

■ Expansion of resources

It is expected that the Dean will seek funds to support the key strategies of the SON. In cooperation with the Institute’s Chief Development Officer, the Dean will work to increase private funding for scholarships, endowed positions, and program development. In addition, the Dean will work with the Research Office to expand funded research.



■ The School of Nursing

The mission of the School of Nursing is to educate individuals to become exceptional professional nurses and to lead the discipline through practice, scholarship, and service.

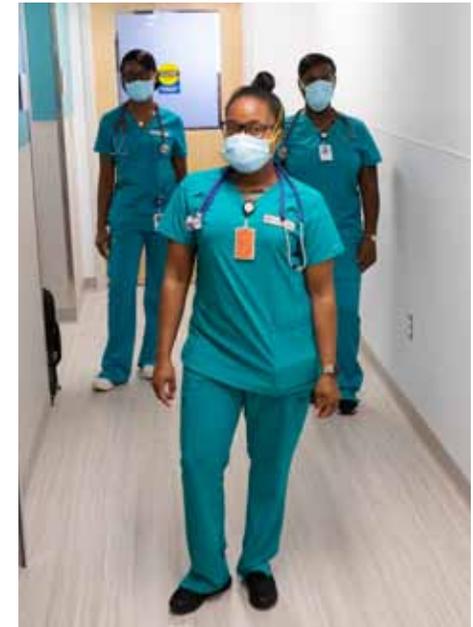
Since its creation in 1977 as the successor institution to the 104-year-old Massachusetts General Hospital diploma nursing school, the MGH Institute has been at the forefront of nursing education. In addition to the original Master of Science in Nursing degree, in 2007 the school created one of the country's first four accredited Doctor of Nursing Practice (DNP) programs. The next year, the Institute inaugurated an Accelerated Bachelor of Science in Nursing degree to meet the demand of filling more than 100,000 nursing vacancies nationwide. Today, the SON offers:

- Accelerated Bachelor of Science in Nursing
- Direct-Entry Master of Science in Nursing
- RN to Master of Science in Nursing
- RN to Doctor of Nursing Practice
- Certificate of Advanced Study in Nursing
- Post-Master's Doctor of Nursing Practice for Nurse Executives and Advance Practice
- Global Health Certificate
- Mind Body Spirit Certificate
- HIV/AIDS Certificate

A top-ranked nursing program by *U.S. News and World Report*, the school takes an interprofessional approach to learning, giving students the competencies needed to be leaders in their field and effective members of high-performing health care teams. Students benefit by being mentored by faculty who are premier practitioners and researchers in nursing. A majority of the School's 51 full- and part-time faculty hold doctoral degrees, actively publish in peer-reviewed journals and textbooks, and are practicing clinicians. Many faculty members are recognized with national and international honors.

The MGH Institute receives priority clinical placements for its 633 students at prestigious health care facilities within Mass General Brigham. The Institute is affiliated with Massachusetts General Hospital, Spaulding Rehabilitation Network, Boston Children's Hospital, Brigham and Women's Hospital, Newton-Wellesley Hospital, McLean Hospital, Faulkner Hospital, and North Shore Medical Center.

Graduates consistently score well above both state and national averages on both the registered nurse licensure (NCLEX-RN®) and advanced practice nursing certification exams.



MGH Institute mission statement

As an independent, interprofessional graduate school of health sciences, MGH Institute of Health Professions prepares health professionals and scientists to advance care for a diverse society through leadership in education, clinical practice, research, and community engagement.

Vision and strategic goals

Vision:

- Educating health care leaders for a diverse society
- Advancing innovative models for health professions education
- Generating and translating knowledge to improve health

1

Offer cutting-edge, accessible degree programs, interprofessional in their design

2

Launch innovative suite of online and continuing education programs

3

Establish the Institute as a leader in research and scholarship

4

Develop more collaborative relationships with the Boston community and our academic and research partners

5

Build and nurture a diverse and inclusive Institute community

6

Establish a "one IHP" organization



■ Interested candidates

The search committee will begin active review of candidates starting in January 2021. Nominations are preferred by January 15, 2021. An individual may self-nominate by sending a letter of intent to apply by December 15; the search committee welcomes applications from all interested parties. All nominations and applications will be kept confidential. To be considered as candidates, nominees and applicants should submit statements of interest and CVs by January 15, 2021. Priority will be given to candidates who apply by this deadline. We will continue accepting applications until the role is filled.

Electronic nominations or applications should be addressed to:

Alex Johnson

Provost and Vice President for Academic Affairs
Chair, School of Nursing Dean Search

Electronic submissions may be sent via the following options:

1. **Joanna Duggan**, Executive Assistant at jduggan@mghihp.edu
2. Apply online at www.mghihp.edu/job-search to requisition number: **3138269**.

The MGH Institute of Health Professions is an equal opportunity employer and is committed to enhancing the diversity of its faculty and staff. We welcome nominations and applications from individuals who would bring diversity of experience, thought, and practice to the Institute's research, teaching, and clinical missions. Applications from protected veterans and individuals with disabilities are strongly encouraged.

Photos without PPE were taken prior to the pandemic.

