



UNIVERSITY *of* ALASKA ANCHORAGE™

Associate Director, School of Nursing Position Profile

The University of Alaska Anchorage (UAA) invites nominations and applications for the position of Associate Director of the School of Nursing.

Joining the School of Nursing (SON), the associate director will work with the director of the SON to inspire and lead a school that is committed to addressing the critical workforce needs of healthcare throughout Alaska. In helping to achieve the goal set by the Board of Regents to double the number of health care graduates by 2025, the associate director will play a key role in shaping the entire healthcare community throughout Alaska. The SON offers a variety of degree programs to its students, ranging from an Associates in Applied Science in Nursing to a DNP. With 15 different Outreach locations, and it being the only public university program for nursing within the state of Alaska, the SON at UAA is in a unique position to be the key driver of change in the healthcare outcomes throughout the state.

The associate director will assist the director in the effective administration of the School of Nursing. Ideally, the associate director will have experience in direct patient care combined with an academic nursing background as well as experience that demonstrates the following: activity and accomplishments in teaching, research, and service within the nursing field; in-depth understanding of nursing education and research; knowledge of distance learning nursing education; experience in grant writing; familiarity with curricula development, assessment, and accreditation; and experience working within a diverse community of students, staff, and faculty.

The University of Alaska Anchorage

The University of Alaska Anchorage is a multi-campus university that serves almost 18,000 students each year, with 91 percent hailing from Alaska. UAA is the largest university in the state and one of three universities in the University of Alaska Statewide System. UAA's core missions are excellence, student success, and workforce development. For a young institution, UAA has an extremely complex history. The present university was created in 1987 following a statewide reorganization that merged a university with several community colleges. These institutions have offered educational opportunities to the communities of southcentral Alaska since the 1950s. In addition to the Anchorage campus, UAA is also comprised of Kenai Peninsula College, Matanuska Susitna College, Kodiak College, and Prince William Sound College, all located in some of the most beautiful places in Alaska.

With almost 1,200 faculty teaching across all campuses, UAA offers instruction for undergraduates, graduates, professional education, and adult learners, serving traditional and non-traditional students. The Anchorage campus offers a full complement of programs and courses, including in high-demand fields like engineering, health, business and education, as well as in the liberal arts and sciences. UAA's career and

technical education programs are closely aligned with Alaska’s core industries, such as aviation, oil, and gas. Many courses are designed with flexibility to accommodate students who are employed or have a family, and the campus offers a range of student success and support centers. The UAA campus has an award-winning library that serves both UAA and the neighboring private Alaska Pacific University.

UAA is accredited by the Northwest Commission of Colleges and Universities (NWCCU). Many individual academic programs have additional specialized accreditation from professional associations and other external entities. UAA is classified by the Carnegie Foundation for the Advancement of Teaching as a public Master’s Colleges & Universities: Larger Programs, with a special classification for Community Engagement. Distinctive educational opportunities with UAA include undergraduate research, national and international exchanges, and study abroad programs. This year, Victory Media designated UAA as a Military Friendly School for the eighth consecutive year. Fiscal year 2020 revenues for UAA were \$271.9 million, with state appropriations accounting for 41%, tuition and fees 26%, a combination of auxiliaries, gifts and other sources 15%, and restricted grants and contracts 18%.

The mission of UAA is to discover and disseminate knowledge through teaching, research, engagement, and creative expression. This mission recognizes the University’s commitment to instruction at a number of academic levels, the success of all students regardless of their higher education goals, and service to the diverse peoples and communities of the state of Alaska. It honors the community college and the baccalaureate, graduate, and research roots of the institution.

In December of 2020, the new Strategic Plan, [UAA 2025](#) was launched. The plan includes five high level aspirations and corresponding institutional goals. Each college and unit will develop implementation tactics and strategies over the coming months.

Diversity, Equity, and Inclusion at UAA

UAA serves over 2000 Alaska Natives, American Indian, and Native Hawaiian/Pacific Islander students. UAA graduates over 250 Alaska Natives/American Indian students each year in over 25 degree programs. The Anchorage, Mat-Su, Kenai, Kodiak, and Prince William Sound campuses are located on the traditional homelands of the Dena’ina and Ahtna Athabaskan, Alutiiq/Sugpiaq, and Eyak peoples.

UAA recognizes and values the diversity of its unique location in southcentral Alaska. Anchorage

is sometimes affectionately called “Alaska’s largest village” and has been identified as the city with the highest percentage of Alaska Natives and American Indians in the United States. UAA offers a variety of Alaska Native programs, services, and opportunities. UAA honors diverse experiences and perspectives — including differences in ideas, religion, gender, gender identity, sexual orientation, ethnicity, race, culture, nationality, age, disability, veteran, and socioeconomic status — and strives to create welcoming and inclusive learning environments where all are treated with respect. UAA strives to support its unique and diverse community by employing faculty and staff who come from a myriad of different backgrounds.

At UAA, valuing diversity is integral to excellence. Diversity maximizes the potential for creativity, innovation, educational excellence, and outstanding service to communities. Alaska has a rich multi-cultural base and the University’s student body reflects this. UAA’s [Diversity and Inclusion Action Plan](#) is intended to integrate all voices and constituencies to promote a platform for Diversity and Inclusion at UAA,

contributing significant positive impacts within the University and the community. The plan emphasizes social inclusion and equity through purposeful involvement and engagement of the full range of campus and community stakeholders. These efforts are designed to contribute to and enhance the rich, diverse and inclusive environment at UAA where all are welcomed and encouraged to thrive.

About Anchorage

Anchorage is the largest city in Alaska with an ethnically and culturally diverse population of about 300,000. Residents have access to world-class arts, entertainment, restaurants, and recreational activities, including two planetariums, the Imaginarium Science Discovery Center, the Anchorage Museum, and the Alaska Native Heritage Center. The Anchorage School District is one of the 100 largest in the United States and one of the most diverse in the nation, with over 100 languages spoken by students.

Located between the Chugach Mountains and Cook Inlet, Anchorage has a moderate, northern maritime climate with average winter temperatures around 20 degrees F and average summer temperatures around 65 degrees F. On the summer solstice, Anchorage receives 20 hours of daylight compared to the winter solstice where it receives about five and a half hours of daylight. Anchorage offers year-round outdoor recreation and natural beauty with ready access to state and national forests and parks, as well as a network of 259 miles of hiking, biking, skiing, and dog-mushing trails, and more than 120 municipal parks.

UAA is located in the University and Medical (UMED) District, which is the second-largest employment center in Alaska. The UMED District includes two of the largest hospitals in the state as well as the Alaska Native Tribal Health Consortium, the state psychiatric hospital, the largest juvenile justice facility, and two universities. UAA maintains strong relationships with its UMED partners for community-engaged teaching, research, and service, including the Consortium Library which serves both UAA and its private, neighboring institution, Alaska Pacific University. UAA's main campus also maintains close connections with government, business, and nonprofit employers within Anchorage, giving students a wide range of opportunities for internships, research, and real-world experience.

Anchorage Airport (ANC), also known as Ted Stevens Anchorage International Airport, is the largest in Alaska, offering nonstop flights to more than 40 domestic destinations, as well as international flights to Europe, Canada, and Eastern Asia.

The College of Health

The College of Health (COH) is committed to advancing the health and well-being of people and communities. Offering more than 45 certificate or degree program options, the COH is leading the statewide health program planning to meet Alaska's growing healthcare workforce demands. Many of the College's programs offer advanced degrees enabling graduates to continue to develop in their professions over time. In addition, robust and growing research from faculty and students, at both the graduate and undergraduate levels, helps to address the many healthcare challenges Alaska faces. By building on this strong foundation and expanding programs across the state, the COH will meet the challenge set forth by the Board of Regents to double the number of health graduates by 2025. Nursing and allied health degrees, as well as [WWAMI](#), a collaborative medical school program, create a full complement of high quality and innovative health service offerings.

The COH consists of [sixteen different academic and research units](#), with each unit sharing a common vision to lead toward a healthier tomorrow and a shared mission to advance the health and well-being of people and communities.

The COH's world-class faculty focuses their instruction and research on the health and well-being of individuals and the global community. Enhanced and supported by a collaborative research environment, COH students experience opportunities in undergraduate and graduate research, and train on cutting-edge technological equipment.

The COH has several different [degree programs and certificate opportunities](#) which fall into the following departments: Allied Health Professions; Dietetics & Nutrition; Civic Engagement; Health Science and Public Health; Human Development; Human Services; Justice, Criminology & Legal Studies; Kinesiology, Physical Education & Recreation; Medicine; Nursing, Occupational Therapy; Pharmacy; and Social work.

The College of Health's multi-disciplinary approach directly impacts policy and practice in Alaska to address some of the state's most challenging issues.

The School of Nursing

The School of Nursing (SON), the biggest unit within the COH, enrolls about 574 students, has approximately 40 full time faculty members and a total of 112 employees. The SON is a collegial environment with talented faculty and staff, offering vibrant academic and professional programs. The School has built exceptional partnerships with Alaska's health care industry, garnering tremendous respect both on and off-campus.

Health is contextual and is influenced by social, political, economic, and cultural environments. As a partner in shaping healthcare for Alaska, the SON prepares students for current and future roles in local, state, national, and worldwide arenas.

The mission of the SON is to promote the health and well-being of people and communities by fostering excellence and innovation in nursing education, research, and healthcare. SON's vision is to be a leader in the transformation of nursing in Alaska and is dedicated to improving local and global health outcomes. Excellence, Respect, Integrity, and Caring are the 4 core values demonstrated by the faculty, staff and students of SON.

The SON offers academic nursing programs at several levels:

- Associate of Applied Science in Nursing (AAS)
- Bachelor of Science in Nursing Science (BS), with both a pre-licensure option and a registered nurse option
- Master of Science in Nursing (MS), with options in Family Nurse Practitioner (FNP), Psychiatric-Mental Health Nurse Practitioner (PMH-NP), and Nursing Leadership (NLDR, with options in nursing education or administration)
- Graduate Certificates (GCs)
 - Family Nurse Practitioner (FNP)

- Psychiatric Mental Health – Nurse Practitioner (PMH-NP)
- Nursing Education
- The Doctor of Nursing Practice in Nursing Science (DNP)

The SON's Master's, Baccalaureate and Associate degree programs are accredited by the Accreditation Commission for Education in Nursing (ACEN). The Doctor of Nursing Practice program is offered as a Master's to DNP option and is accredited by the Commission on Collegiate Nursing Education (CCNE). The next reaccreditation site visit is scheduled in 2021.

The SON offers the above degree and certificate programs, both online and in the classroom, across

15 locations throughout Alaska, making it the largest provider of nursing education within the state. While the majority of the work can be completed at the locations listed below, students in the Outreach locations must travel to either Anchorage or Fairbanks for at least one clinical rotation.

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| • Anchorage | • Juneau | • Mat-Su |
| • Bethel | • Kenai | • Nome |
| • Dillingham | • Ketchikan | • Petersburg |
| • Fairbanks | • Kodiak | • Sitka |
| • Homer | • Kotzebue | • Valdez |

The Associate Director Position

The associate director will report to the director of the School of Nursing and is responsible for all the academic programs in the SON. The associate director is a key member of the SON leadership team and will aid in providing strategic insight and support to the director in creating, implementing, and evaluating the institutional goals. The associate director assists in the effective administration of all academic and administrative matters for the SON, including but not limited to, organization, planning, personnel, budget oversight, curriculum, instruction, students, research, space, and equipment. As a member of the University's management team, the associate director participates in setting direction and advocating for the School, promoting it as an active participant in the area's economic development and a principal contributor in the quality of life in the community.

The Associate Director responsibilities are to:

- Work closely with industry stakeholders;
- Perform University duties, which may include curriculum and research development, service on University and public committees, and student advising;
- Conduct research and provide professional services related to policy and practice in both urban and remote rural locations in Alaska;
- Supervise support staff in the performance of academic functions;
- Assist with recruiting, mentoring, and supervising faculty and staff who organize, support and

teach undergraduate and graduate courses;

- Write and prepare timely reports and publications;
- Provide leadership in meeting accreditation standards;
- Maintain nursing-related professional licensure/certification;
- Support the director and faculty in planning for the development of contemporary new degree programs and the ongoing evolution of existing degree programs;
- Assist the director in the evaluation of faculty for annual reviews, promotion and tenure, 4th year comprehensive, and post-tenure reviews;
- Assist with monitoring faculty workloads;
- Teach one or more nursing courses as needed or required;
- In the director's absence, act as the administrative authority for the School of Nursing.

Additional preferred knowledge, skills, and abilities for this position include:

- Knowledge of online and distance delivery nursing programs;
- Demonstrated ability to plan, implement, and evaluate nursing curriculum;
- Knowledge of nursing specialized accreditation (AACN, CCNE);
- Ability to read, analyze, and interpret accreditation criteria, state agency regulations, and academic journals;
- Knowledge of academic and business workings of higher education institutions;
- Knowledge of the nursing discipline, new program development, and educational culture;
- Demonstrated clinical competency and professional standards of practice;
- Excellent time management and verbal and written communication skills;
- Must be comfortable working in a cooperative, organized setting with faculty, staff, public officials, practitioners, and others to establish academic, research, and service priorities;
- Demonstrated success in critical and creative thinking;
- Effective problem solving and conflict resolution skills;
- Demonstrated proficiency in presentation, spreadsheet, and database software required (i.e., Microsoft Office Suite).
- Ability to prioritize, handle multiple tasks, work independently in a high-pressure environment and meet deadlines;
- Strong record of leadership and management of nursing programs;
- Direct patient care work in the nursing profession and/or post-secondary institution or other healthcare-related organization;
- Supporting and developing diverse programs, faculty, staff, and students;

- Experience in grant writing and contract administration;
- Knowledge or experience in classroom and distance education delivery.

Required experience:

Candidates are required to possess a doctoral degree in an appropriate discipline and the ability to be tenured within the School of Nursing. Additionally, applicants must meet the nursing qualifications for licensure in Alaska. The nurse administrator must be experientially qualified and must have preparation or experience in administration, education, and clinical nursing practice. Successful applicants must provide official transcripts documenting the academic credentials required for the position as a condition of employment.

Application Process:

The search committee for the Associate Director of Nursing will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, curriculum vitae, and a list of five professional references. References will not be contacted without advance explicit permission of the candidate. For best consideration, please send all nominations, inquiries, and expressions of interest in confidence electronically by April 1, 2021 to UAANursingAssocDirector@storbecksearch.com

The University of Alaska Anchorage is being assisted in this search by [Storbeck Search](#). For additional information, please contact:



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For additional information about the University of Alaska Anchorage, please visit this [link](#).

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