



Dean, Manning College of Nursing and Health Sciences

The University of Massachusetts Boston invites applications for the position of Dean, Robert and Donna Manning College of Nursing and Health Sciences (MCNHS).

The University

The University of Massachusetts Boston (UMass Boston) is a recognized model of excellence for urban public research universities. The scenic waterfront campus, with easy access to downtown Boston, is located next to the John F. Kennedy Library and Presidential Museum, the Commonwealth Museum and Massachusetts State Archives, and the Edward M. Kennedy Institute for the United States Senate.

One of the five campuses of the UMass system, UMass Boston is a research university with a teaching soul. The University combines rigorous focus on the generation of knowledge that characterizes a major research university with a dedication to teaching that places its top scholars in undergraduate and graduate classrooms where a 17:1 student-to-faculty ratio fosters optimal student-faculty interaction. UMass Boston is the most diverse university in New England and the nineteenth most diverse institution in the country. The University has a growing reputation for innovation and a particular focus on research addressing complex urban issues. As metropolitan Boston's only public research university, UMass Boston offers its diverse student population both an intimate learning environment and the rich experience of a great American city. The University maintains a strong commitment to all aspects of diversity and inclusion, including anti-racist and health promoting initiatives.

Leadership

Chancellor Marcelo Suárez-Orozco assumed the role of chancellor of the University of Massachusetts Boston on August 1, 2020. Prior to coming to UMass Boston, Chancellor Suárez-Orozco served as the inaugural UCLA Wasserman Dean, leading two academic departments, 16 nationally renowned research institutes, and two innovative demonstration schools at UCLA's Graduate School of Education & Information Studies. His research focuses on cultural psychology and psychological anthropology, with an emphasis on education, globalization, and migration. His award-winning books and edited volumes have been published by Harvard University Press, Stanford University Press, University of California Press, Cambridge University Press, New York University Press, and others.

Dr. Suárez-Orozco is member of the American Academy of Arts and Sciences (currently serving in the Governance and Trust Board), the National Academy of Education, Trustee of the Carnegie Foundation for the Advancement of Teaching, member of the Board of Advisors of the Thomas Mann House, and recipient of Mexican Order of the Aztec Eagle. He has also served as Special Advisor to the Chief Prosecutor, The International Criminal Court, The Hague, The Netherlands.

During his tenure as the UCLA Wasserman Dean, Dr. Suárez-Orozco raised over \$120 million toward the UCLA Campaign (or approximately 170 percent of the Chancellor's Goal for GSE&IS a year ahead of schedule.)

At Harvard University, he served as the Victor S. Thomas Professor of Education, co-founder and co-director of the Harvard Immigration Project, and founding member of the Executive Committee of the David Rockefeller Center for Latin American Studies. At NYU he served as the inaugural Courtney Sale Ross University Professor of Globalization and Education. He has held fellowships at Stanford's Center for Advanced Study in the Behavioral Sciences and Princeton's Institute for Advanced Study. An immigrant from Argentina, Dr. Suárez-Orozco is a product of the California master plan, having studied in community college and at the University of California Berkeley, where he received his AB, MA, and PhD.

Provost Joseph B. Berger is a renowned and award-winning scholar whose work focuses on higher education policy, organization and leadership, the impact of higher education on key stakeholders, and the development of higher education in various national contexts. He has authored dozens of journal articles, book chapters, and research reports and has served on the editorial boards for several top journals. He has received more than \$62 million in funding for his work from agencies and foundations such as the National Science Foundation (NSF), United States Agency for International Development (USAID), Trefler Foundation, Ford Foundation, and the Nellie Mae Education Foundation. Internationally, he has provided leadership for projects in countries such as Malawi, China, Russia, Palestine, Pakistan, and Afghanistan. Dr. Berger also served as the chair of the Global Higher Education and Research (GHEAR) Initiative for the Worldwide Universities Network. He has been honored with several national awards for his scholarship from associations such as the Association for the Study of Higher Education (ASHE), American College Personnel Association (ACPA), National Association of Student Personnel Administrators (NASPA), and the Phi Kappa Phi National Honor Society.

Dr. Berger has more than 20 years of strategic academic leadership experience in which he has been instrumental in developing innovative academic programs, enhancing faculty development, improving opportunities for inclusive student success, building improved administrative infrastructure, promoting sponsored research, cultivating mission-driven fundraising, engaging community partners, promoting international collaboration, and championing social justice.

Provost Berger has been a member of the UMass Boston community since 2017 when he was appointed the dean of the College of Education and Human Development, where he also holds an appointment as professor of education. He previously served as the senior associate dean in the College of Education at UMass Amherst, where he was also the director of the Center for International Education. Before his more than two decades of experience in the UMass system, he was a member of the faculty at the University of New Orleans. He earned a BA in Anthropology and Sociology from Lawrence University, Appleton, Wis.; an MA in College Student Personnel from Bowling Green State University; and a PhD in Education and Human Development, Higher Education Administration, from Vanderbilt University.

The Manning College of Nursing and Health Sciences

The fastest-growing college on UMass Boston's vibrant harbor campus, the [Robert and Donna Manning College of Nursing and Health Sciences](#) is known for its academic rigor, rich clinical experiences and research, and development in best practices in health and clinical care. The College offers the only

publicly supported programs in nursing and exercise and health sciences in the Greater Boston area. A recent \$15 million gift from the Manning family creates new opportunities for the College and the dean's leadership vision to be realized.

The Department of Nursing prepares students for entry to professional nursing practice through its [traditional BS program](#), [accelerated BS program](#), and [Online RN-to-BS](#) programs. The undergraduate nursing program is ranked #43 by *U.S. News and World Report*. The Department of Exercise and Health Sciences offers a [BS in Exercise and Health Sciences, which](#) was created to meet the needs of students interested in pursuing a variety of health-related careers in physical therapy, occupational therapy, public health, medicine, chiropractic medicine, nursing, sports medicine, and health care administration.

The Department of Exercise and Health Sciences also offers two programs of graduate studies leading to the [Master of Science \(MS\)](#) and [Doctor of Philosophy \(PhD\)](#) degrees, respectively. The program's goals will enhance the career growth potential of MCNHS students, whether they choose to apply their knowledge and skills for pursuit of an advanced degree, a research-related career, or a professional position in the health field (e.g., exercise physiologist, worksite wellness director).

A pioneer in innovative post-graduate nurse education, the College's [MS in Nursing program](#) offers Family Nurse Practitioner and Adult Gerontological Nurse Practitioner concentrations. The [Doctor of Nursing Practice \(DNP\) Program](#) interweaves coursework in health systems leadership, policy development, and interdisciplinary collaboration to prepare advanced practice nurses with transformational leadership skills in improvement science and policy. [The PhD Program in Nursing](#), with concentrations in Health Policy and Population Health, prepares graduates for leadership positions as policy analysts, researchers, and educators.

The College also offers Post-Master's Certificate Programs in [Family Nurse Practitioner](#) and [Adult Gerontological Nurse Practitioner](#). Additionally, the College is home to the state-of-the-art [Center for Clinical Education and Research \(CCER\)](#), where students across the curriculum can treat lifelike simulated patients in surroundings that duplicate actual hospital conditions, and their performances can be recorded for later review and discussion with faculty members. A new BA/BS program in Urban Public Health has been approved by the Massachusetts Board of Higher Education and MCNHS will begin recruiting students in AY 22-23 with a formal launch of the new department in AY 23-24.

The College's [Office of Student Success & Engagement](#) (OSSE) strengthens the educational experience of the diverse student population through a comprehensive roadmap of resources and support. The OSSE Office's support services include advising, the [First-Year Scholars](#) program, the [Writing House Online](#) which supports the development of student writing skills, and the [Clinical Internship and Placement Office](#) (CIPO).

The College enrolls 2,100 students across its programs. At UMass Boston, students of color comprise 62 percent of the student body. Fifty-seven percent are first-generation college students, and 51 percent are immigrants or children of immigrants who speak languages other than English at home or with families. Forty-eight percent of UMass Boston's full-time undergraduates are Pell grant recipients. The Manning College of Nursing and Health Sciences currently has an annual budget of \$16.4 million.

Research

Research conducted by the Manning College of Nursing and Health Sciences faculty supports the mission and goals of the College and of UMass Boston. The MCNHS faculty has obtained research funding from the National Institutes of Health (NIH), Robert Wood Johnson Foundation, Substance Abuse and Mental Health Services Administration (SAMHSA), and the Health Resources and Services Administration (HRSA), in addition to significant diversity and workforce development grants from HRSA, the Helene Fuld Health Trust, and Partners HealthCare. MCNHS faculty also pursue project grants such as a recent Department of Public Health grant to improve the integration of environmental health into primary care. The MCNHS faculty engages in research and scholarship "from cell to society," and conducts focused, collaborative, and transdisciplinary research programs designed to promote the health and well-being of individuals, families, and communities; prevent and manage chronic conditions among individuals from diverse populations; and to reduce health disparities nationally and globally. The College's faculty and PhD student research is designed to guide and inform multilevel policies including those central to optimizing health and health outcomes in hospitals, clinics, schools, and community environments in the U.S. and internationally. Self-management, a cornerstone of chronic disease management, as well as interventions to improve symptom management and quality of life for vulnerable individuals and families, are also emphasized in the MCNHS' programs of research.

Partnerships

The College's partnerships span a variety of agencies and organizations. A recent Department of Public Health collaboration funds environmental health fellows and Department's environmental justice initiatives. MCNHS's joint Post-Doctoral Fellowship Program with Dana-Farber Cancer Institute is the only nursing post-doctoral program co-developed by any School/College of Nursing and a clinical partner as well as the only program which focuses on oncology care, health disparities, and health policy. It is designed to ensure a diverse and highly trained workforce to meet the national need for nursing faculty and researchers committed to better understand and address cancer health disparities.

Additionally, [Dedicated Education Units](#) (DEU) at Massachusetts General Hospital, Spaulding Rehabilitation Hospital in Charlestown, South Shore Hospital, and Veterans Administration Hospital in Bedford are a model for education innovation designed to increase capacity and quality in nursing education programs, address faculty and nursing shortages, and bridge the gap between service and academia.

A longstanding facet of MCNHS is the participation of faculty and students (undergraduate and graduate) in the planning for the future in service learning, direct health care, educational programs, and research in Kenya, Scotland, Korea, Israel, Indonesia, Northern Ireland, Malawi, Brazil, and China. In partnership with colleagues in the host country, students and faculty have carried out research aimed at population health and policy in the focused area of health equity. These transnational clinical, educational, and research activities contribute to health promotion and disease prevention here in the U.S. and abroad.

Role of the Dean

Reporting to the Provost and Vice Chancellor for Academic Affairs, the Dean will be responsible for the strategic, programmatic, and financial operations of the College. In collaboration with MCNHS leadership and faculty, the Dean will shape the College's future and articulate a compelling vision for nursing,

exercise, and health sciences, and public health that will inspire engagement and financial support from external audiences. Internally, the Dean will encourage collaboration and continuous improvement, with a focus on undergraduate and graduate student success and support of faculty in research and scholarship. Additionally, the Dean will encourage and support a diverse, equitable, and inclusive environment. The Dean will be visible and accessible to all faculty, staff, and students in the Manning College of Nursing and Health Sciences

Opportunities and Challenges

The next Dean will bring passion and innovation to the Manning College of Nursing and Health Sciences with a commitment to advancing the priorities of the College. Building on a solid foundation and working collaboratively with MCNHS's devoted faculty and staff, the Dean will develop a strategic vision to advance the College. In close partnership with the Provost, Chancellor, and fellow Deans, the next Dean will forge the path forward for the College. Priorities for the next Dean include:

Attract and Retain Talented and Diverse Faculty and Staff

As the College's leader, the Dean will have significant opportunities to interact with accomplished faculty and administrators across the nation. The Dean will authentically and persuasively share MCNHS's story to recruit new colleagues and retain valued members of the faculty and staff. Particular benefit will come from engaging accomplished professionals who serve in adjunct faculty roles and considering optimal approaches for their training, scheduling, and participation in the College.

Encourage Research and Scholarship

The Manning College of Nursing and Health Sciences values and prioritizes research, scholarship, and innovative teaching. The synergy between research/scholarship and optimal approaches to teaching/learning is recognized and valued. In line with UMass Boston's current strategic plan, the Dean will prioritize the growth of research, scholarship, and creative activity, including innovative teaching, within the College. In close partnership with faculty, the [MCNHS Office of Research](#), and [ORSP](#), the Dean will work to identify multiple sources of funding and support personnel to help expand the research capacity of the College. The Dean will undertake sustained effort to ensure growth in scholarly activity across all disciplines and interdisciplinary pursuits within the College as well as inter-College scholarly activities within the University. The Dean will provide leadership, resources, and, with the Provost and Dean of Graduate Studies, the delivery of administrative services that support scholarly inquiry and faculty development.

Create a Collaborative Vision for the College

The Dean will work with faculty, students, staff, and other administrators to align the vision for the College with the University's emerging strategic plan. Given the growth of programs and enrollments, the Dean, through listening and meaningful engagement with the College's constituencies, will set a path forward that identifies programmatic priorities, strategic growth opportunities, innovative approaches to utilizing resources and space, and methods for increasing MCNHS reputation and commitment to inclusive excellence.

Prioritize Community Engagement and Advance an Anti-Racist and Health Promoting Culture

UMass Boston is an engaged campus where students, staff, and faculty are working with the Boston community and the larger Commonwealth of Massachusetts to benefit the public good. Like many UMass Boston students, MCNHS students, both undergraduates and graduate students, disproportionately identify as first-generation and Pell-eligible. A multitude of cultures from around the world are represented in MCNHS classes each day of the year. The College has attracted faculty and staff who are passionate about serving traditionally underserved communities and leveraging the robust diversity in each course section for greater student learning and mutual benefit.

The College incorporates community engaged opportunities into its curriculum, scholarship, and service activities. The Dean should be an engaged community member and leader who will seek additional opportunities to further build upon the University's civic engagement.

Furthermore, UMass Boston has committed to stepping forward and putting in the work to dismantle oppressive systems and structures that unequivocally and disproportionately impact not only UMass Boston students, but also the local communities in and around Boston. The Dean will work to ensure that difficult conversations continue, and more importantly, the work associated with them. UMass Boston faculty, staff, and students have done much to forward this tiring but important work, and the faculty and staff of the Manning College of Nursing and Health Sciences can do more to support them and this work. The Dean will lead with an unrelenting commitment to diversity, inclusion, and equity within the College and advance the anti-racism work that has begun.

Lead Budget Management and Resource Allocation

As the University moves toward a new activity-based budget model, the Dean will play a pivotal role for the College in constructing a budget geared toward the larger campus strategy. The Dean will lead the forecasting, budgeting, and fund distribution in close partnership with MCNHS Department Chairs and Program Directors, seeking input from a wide variety of constituents and creating fair and equitable processes. This effort coincides with the development of a comprehensive strategic plan for UMass Boston. The Dean will provide leadership in a budgeting model that drives both strategic initiatives and day-to-day operations. This will require focus on revenue generation to support the priorities and initiatives of the MCNHS. The Dean will bring a strategic mind and creative eye to resource allocation and offer transparent, decisive leadership in fund distribution. In this effort, the Dean will work within a largely unionized environment and demonstrate respect for the positions of faculty and staff. Even as the College will be the primary aperture for the Dean, close collaboration with the Executive Leadership of the University will be essential for the strategic goals and mission of UMass Boston to be achieved.

Expand Strategic Partnerships, Clinical Opportunities, and New Programs and Offerings

The local area's mature nursing education market and enrollment growth within MCNHS heighten the importance of and need for high quality clinical placements. The Dean will serve as a thought leader in health care and nurture relationships and partnerships with health care institutions in the region and beyond while pursuing new and innovative opportunities. Increasing placement opportunities for exercise and health sciences students is a related priority. Strategic alliances and new approaches will be needed to increase the number of clinical options for the students and to develop a model for meaningful bi-directional partnerships for clinical faculty.

The Manning College of Nursing and Health Science is in the process of introducing a public health program and continues to look for offerings that serve students' interests and community needs. The Dean will play a central role in stewarding new programs and successfully integrating them into the College. The Dean will also support the accreditation and re-accreditation processes for all existing and newly eligible programs.

Representative Duties of the Dean:

- Provides leadership and oversight for all academic and student service personnel and programs for both undergraduate and graduate programs within the College;
- Engages in strategic shared governance that advances the mission, priorities, and goals of MCNHS;
- In collaboration with MCHNS Office of Research and OPRSP, endeavors to support the research and scholarly initiatives and productivity of faculty;
- Works with and coordinates the team of Dean's office staff, Associate Deans, and MCNHS Department Chairs, and engages with faculty to foster a learning community that is rich in ideas, productivity, and joy;
- Establishes and maintains an effective plan that supports student success including the recruitment and retention of highly qualified and diverse faculty to serve in the College;
- Sets quality standards for academic program assessments, curriculum, teaching, and student learning outcomes within the Manning College of Nursing and Health Sciences;
- Coordinates and strategically manages the budget development and resource allocation of the College;
- Engages diverse funding sources for innovative programs, curricula, and scholarship opportunities, including fundraising initiatives and partnerships;
- Manages faculty personnel processes, including hiring, tenure, and promotional decisions, in an orderly and equitable fashion; and
- Collaborates closely with the Executive Leadership of the University to further the strategic goals and mission of UMass Boston.

Desired Qualifications and Characteristics

The successful candidate will have an earned doctorate or equivalent terminal degree from an accredited institution, in an academic discipline within the Manning College of Nursing and Health Sciences, including the forthcoming public health program, a record of distinguished research/scholarship and teaching that would support appointment as a tenured full professor, experience in an administrative leadership position in the academy, and many of the following professional qualifications and personal characteristics:

- A collaborative and authentic approach to shared governance;
- Extensive experience in securing, managing, and increasing external funding through sponsored research, fundraising, and innovative external partnerships that support the academic enterprise;
- High motivation and ability to function effectively in a fast-paced environment, with strong interpersonal skills;
- A record of successful management of large and complex academic units, including engagement with clinical settings and partners;
- A strong record of commitment to diversity, equity, social justice, and inclusion;

- A demonstrated commitment to affirmative action and equal opportunity in academic admissions, personnel actions, and other relevant arenas;
- An established history of contribution to student success efforts and demonstrated record of seeking student input and fostering student engagement;
- A substantial and successful fiscal management and budgeting experience, particularly in an environment of constrained resources;
- A demonstrated support of faculty research in nursing, health sciences, or public health;
- A proven ability to make difficult decisions in a transparent and compassionate manner;
- An understanding of the unique culture of an urban university with diverse commuting and residential student populations, including an appreciation of the unique needs of first-generation students, students from resource-constrained socioeconomic backgrounds, students of color, women, and students with disabilities;
- A working knowledge and appreciation of a broad range of academic scholarship, student services, and administration practices;
- Excellent communication skills, both oral and written;
- A proven track record of building financially sustainable academic systems and infrastructure;
- Knowledge of the multiple communities served by the Institution, as well as an understanding and appreciation of the University's unique urban mission;
- Successful experience leading strategic planning, academic program evaluation, learning outcomes assessment and accreditation, and developing interdisciplinary programs;
- Experience in an institution with unionized faculty and staff and respect of Tenure Track, Tenured, and Non-Tenure Track clinical and traditional faculty;
- Ability to function effectively in external and internal environments with sound judgment in the context of politics, public relations, and academe;
- Strong commitment to a collaborative and consensus-building environment; and
- Demonstrated achievements in supporting and expanding the development of mutually beneficial industry partnerships and innovative curricular changes that support student success and economic development.

The review of credentials will begin immediately and will continue until the position is filled. Candidates should complete the basic personal and demographic application and upload a curriculum vita and letter of application through the UMass Boston job site at <https://employmentopportunities.umb.edu/boston/en-us/job/511665/dean-manning-college-of-nursing-and-health-sciences>. Requests for information and nominations should be directed to:



Jim Sirianni, Managing Director
 Sara Swisher-Anderson, Senior Associate
 Storbeck Search
UMassBostonCNHS@StorbeckSearch.com

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