

Dean of Nursing

Position Profile



The Opportunity

Northern Virginia Community College (NOVA) invites nominations and applications for the **Dean of Nursing**. We seek an inspiring, student-centered leader committed to excellence in student success, meaningful community partnerships, and a welcoming, diverse, and multicultural environment.

The Dean provides strategic, academic, and operational leadership for NOVA's nursing programs, overseeing curriculum quality and assessment, faculty recruitment and development, regulatory and accreditation compliance, and clinical partnerships—to ensure graduates are well prepared for professional practice. The Dean advances student success, retention, and NCLEX pass rates through data-informed strategies and aligns program operations with NOVA's mission and strategic goals.

Reporting to the Campus Provost and coordinating closely with the Vice President of Academic Affairs/Chief Academic Officer, the Dean of Nursing is a key member of the College's administrative leadership team and represents the nursing program to internal and external stakeholders.



Role & Responsibilities

Program & Pathway Leadership

- Provide strategic leadership for the design, development, and continuous improvement of nursing courses and programs, including new curricula, innovative delivery formats, and transfer or workforce pathways.
- Lead program review and accreditation processes in compliance with Virginia Board of Nursing, ACEN, and other regulatory requirements.
- Use data to assess program viability, enrollment trends, and student outcomes; develop action plans to address identified needs.
- Collaborate with other deans, faculty, and campus leadership to address low-enrollment programs and improve retention, completion, and licensure pass rates.
- Organize and lead nursing discipline meetings at least once per semester; follow up on progress toward division goals and student success initiatives.

Faculty Leadership, Hiring & Development

- Recruit, hire, onboard, mentor, supervise, and evaluate nursing faculty and staff in accordance with NOVA hiring practices and VCCS policies.
- Promote faculty professional development and the use of innovative, evidence-based teaching strategies in classroom, lab, and clinical settings.
- Address performance or behavioral concerns promptly in coordination with the Provost and Human Resources.
- Ensure faculty are appropriately credentialed and maintain current clinical qualifications as required.



Role & Responsibilities

Curriculum & Course Oversight

- Approve prerequisite waivers, course substitutions, and Credit for Prior Learning proposals for the nursing pathway.
- Oversee the development and updating of Course Content Summaries and nursing curricula to ensure regulatory compliance and alignment with program outcomes.
- Coordinate with the Dual Enrollment Office to credential and support dual enrollment nursing instructors.
- Ensure program compliance with clinical partner requirements, including health screenings, vaccinations, and CPR certifications.



Scheduling & Enrollment Management

- Develop efficient, student-centered course and clinical schedules using a data-driven approach; ensure alignment with program completion pathways.
- Collaborate with other campus and college leaders to resolve scheduling conflicts and optimize classroom and lab usage.
- Monitor enrollment patterns and make adjustments to scheduling or faculty assignments to support student demand and budget efficiency.

Role & Responsibilities

Student Support & Success

- Serve as a resource for resolving student concerns, appeals, grievances, and academic issues within the nursing program.
- Implement strategies to improve student retention, completion, and NCLEX pass rates.
- Promote nursing programs through marketing efforts and community outreach.

Budget, Facilities & Resource Management

- Prepare, manage, and monitor the nursing division budget in alignment with College priorities.
- Oversee the maintenance and enhancement of classrooms, skills labs, and simulation facilities.
- Recommend and allocate resources to support program quality, innovation, and compliance requirements.

External Relations & Clinical Partnerships

- Develop and sustain partnerships with healthcare organizations to secure clinical placements that meet regulatory standards and program needs.
- Represent the College and nursing program to external stakeholders, including accrediting bodies, community organizations, and government agencies.

Compliance & Governance

- Ensure all nursing program operations comply with College, VCCS, state, and federal policies as well as accrediting and licensing body standards.
- Communicate policy updates to faculty and staff and ensure consistent application across the division.
- Serve on College committees, workgroups, and councils, and as Administrator in Charge (AIC) when assigned.

Required Candidate Qualifications

- Master's degree in Nursing. Qualifying academic degree must be awarded by a regionally accredited institution.
- Active, unexpired Commonwealth of Virginia licensure as a registered nurse with no restrictions is required as a condition for hire and for continued employment if hired. If current licensure is with another state or is not active, then you must be able to obtain or renew licensure with the Commonwealth of Virginia.
- Three (3) years of full-time teaching experience in a professional nursing and/or health science education program. Part-time experience will be converted to its full-time equivalency.
- Three (3) years of full-time administrative or leadership experience in an educational, government, or healthcare/business setting. Part-time experience will be converted to its full-time equivalency.
- Experience with accrediting and licensing agencies and processes such as ACEN, CCNE, and the Virginia Board of Nursing, as well as accreditors for other clinical programs.
- Experience with developing and implementing an LPN program.



Additional Considerations

- Doctoral degree (DNP or PhD in Nursing). Qualifying academic degree must be awarded by a regionally accredited institution.
- Five (5) years of combined administrative experience in nursing practice and/or nursing education.
- Experience serving as a site visitor for a specialized programmatic accreditation authority or a regional accreditation authority.
- Demonstrated experience and commitment to associate degree programs, including curriculum development and teaching at the community college level.

Knowledge, Skills, and Abilities

- Knowledge of nursing education standards, practices, and accreditation requirements (e.g., Virginia Board of Nursing, ACEN).
- Knowledge of supervision and effective personnel development principles and strategies.
- Knowledge of budget planning, fiscal management, and resource allocation.
- Knowledge of program evaluation, curriculum design, and instructional assessment.
- Knowledge of leadership, organizational management, and strategic planning principles.
- Knowledge of clinical placement requirements, partnerships, and healthcare regulations.
- Knowledge of higher education governance, policies, and procedures.
- Knowledge of instructional technology, simulation labs, and learning management systems (e.g., Canvas).
- Knowledge of student success strategies and retention/completion best practices.
- Skilled in written and oral communication, including public speaking and professional writing.



Knowledge, Skills, and Abilities

- Skilled in relationship-building with faculty, staff, students, and external healthcare partners.
- Skilled in monitoring, mentoring, and evaluating faculty and staff performance.
- Skilled in conflict resolution, mediation, and problem-solving.
- Skilled in reviewing, interpreting, and applying data to decision-making.
- Skilled in developing, implementing, and communicating policies and procedures.
- Skilled in project management and coordination of academic initiatives.
- Ability to exercise discretion and sound judgment in complex decision-making situations.
- Ability to lead diverse teams with empathy, integrity, and vision.
- Ability to communicate effectively with individuals from diverse backgrounds.
- Ability to adapt to changing regulations, industry demands, and academic trends.
- Ability to foster a collaborative and inclusive environment that supports faculty and student success.
- Ability to manage multiple priorities and meet deadlines.



About NOVA

NOVA is a comprehensive, open-access community college offering two-year associate degrees, one-year certificates and career studies certificates as well as continuing education and community services programs. As one of the Virginia Community College System's 23 colleges, NOVA is governed by the Virginia State Board for Community Colleges.

NOVA strives to meet the unique educational and training needs for people of differing abilities, educational background and professional experience through a variety of curricular and cocurricular programs and community services. While many programs are available at all campuses, highly specialized courses are offered at only one or two.

NOVA offers a strong advising program to help students select the curriculum that will advance their career, educational and personal goals. The college also provides orientation experiences as well as career, financial, testing, veterans and student life services to better meet the holistic needs of modern students.

NOVA is the largest supplier of talent in the Greater D.C. region; the largest public institution of higher education in Virginia; and the second largest community college in the United States, comprising more than 76,000 students across six campuses and online.



NOVA's History

Northern Virginia Community College (NOVA) was established in 1964 as Northern Virginia Technical College. Since its founding, NOVA has served the counties of Arlington, Fairfax, Loudoun and Prince William and the cities of Alexandria, Fairfax, Falls Church, Manassas and Manassas Park.



The college opened for classes in 1965 in a single building in Bailey's Crossroads. At the time, 761 students were served by 46 faculty and staff, including the first president, Robert L. McKee. Subsequent college presidents included Dr. Richard J. Ernst (appointed in 1968), Dr. Belle S. Wheelan (appointed in 1998), Dr. Robert G. Templin Jr. (appointed in 2002), Dr. Scott R. Ralls (appointed in 2015) and Dr. Melvyn D. Schiavelli (appointed in 2019). Current president Dr. Anne M. Kress has served since 2020.

The college was renamed Northern Virginia Community College in 1966 when the Statewide General Assembly rebranded the technical college system as the Virginia Community College System (VCCS). Supplementing existing career and technical programs, new academic curricula were introduced to both meet regional demand for credentials and facilitate transfer to four-year colleges.



NOVA's History

In 1966, the college purchased 78 acres in Annandale - the first of NOVA's six permanent campuses - and the first building at the new campus opened in 1967. That same year, the college purchased 100-acre sites for future campuses in Sterling (Loudoun), Manassas and Woodbridge. In 1969, the college purchased acreage for the Alexandria Campus. After several decades, NOVA further expanded when it purchased the Medical Education Campus site in 2000.

Loudoun, Manassas and Woodbridge first offered classes in 1972, and classes moved from Bailey's Crossroads to Alexandria in 1973. NOVA's Extended Learning Institute began offering home study courses in January 1975 and in 2018 rebranded as NOVA Online - now a national leader in online education. In 2003, the Medical Education Campus opened in Springfield in response to regional demand for healthcare training. The college also opened an educational center in 2006 in Reston.

The college's enrollment and programs have grown rapidly since its founding. By 1970, enrollment exceeded 10,000 students. By 1973, NOVA had become the largest institution of higher education in Virginia with 17,260 students. During the 2024-25 academic year, the college served more than 76,500 students in credit courses and another 4,248 in noncredit courses.



About the Division of Nursing

The Northern Virginia Community College (NOVA) Division of Nursing offers a comprehensive education for aspiring registered nurses (RNs). The program prepares students for successful careers in nursing through a two-year Associate of Applied Science Degree in Nursing. The curriculum is designed to prepare students for eligibility to take the National Council Licensure Examination (NCLEX) and a future career as an RN.

NOVA's nursing program is fully approved by the Virginia Board of Nursing (VBON) and the Accreditation Commission for Education in Nursing, Inc. (ACEN). The program includes a dedicated nursing lab and a state-of-the-art simulation lab, providing hands-on training that prepares students for licensure exams and their nursing careers.



- Full-Time 5-semester program: First-semester students take the pre-requisite coursework to prepare for applying to the program.
- Lectures and Labs are held at the Medical Education Campus in Springfield, VA.
- Dedicated Nursing lab.
- State-of-the-art Simulation lab.
- The NOVA Nursing Curriculum is fully approved by the Virginia Board of Nursing (VBON),
- The Associate Degree in Nursing Program at NOVA is accredited by the Accreditation Commission for Education in Nursing, Inc. (ACEN)
- Graduates are eligible to take the National Council Licensure Examination (NCLEX-RN®)



NOVA 101

ACADEMIC YEAR 2024-25

Northern Virginia Community College provides equitable access to affordable and exceptional higher education and workforce programs, transforming the lives of our students and advancing opportunity in our community.



76,506

Total students



4,248

Workforce students



19,233

Dual Enrollment high school students



NOVA serves students across the region

16,098

Alexandria

16,253

Annandale

19,410

Loudoun

11,838

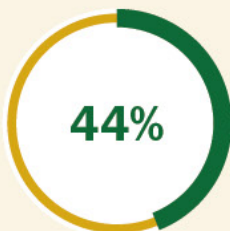
Manassas

2,074

Medical Education

10,833

Woodbridge



of students have taken at least one online course



are part-time students



of students re-enrolled or completed their program

77%

Full-time student
success rate*

7,500+

Students earned
degrees and certificates

120+

Degree and
certificate programs

\$21,968

Average savings for students
who transfer after earning
an associate degree

Expanding opportunities

NOVA scans job openings, builds relationships
with employers and identifies internships
and work-based learning opportunities.

1,907

employers engaged with NOVA



765 employers posted a job



302 participated in a career fair

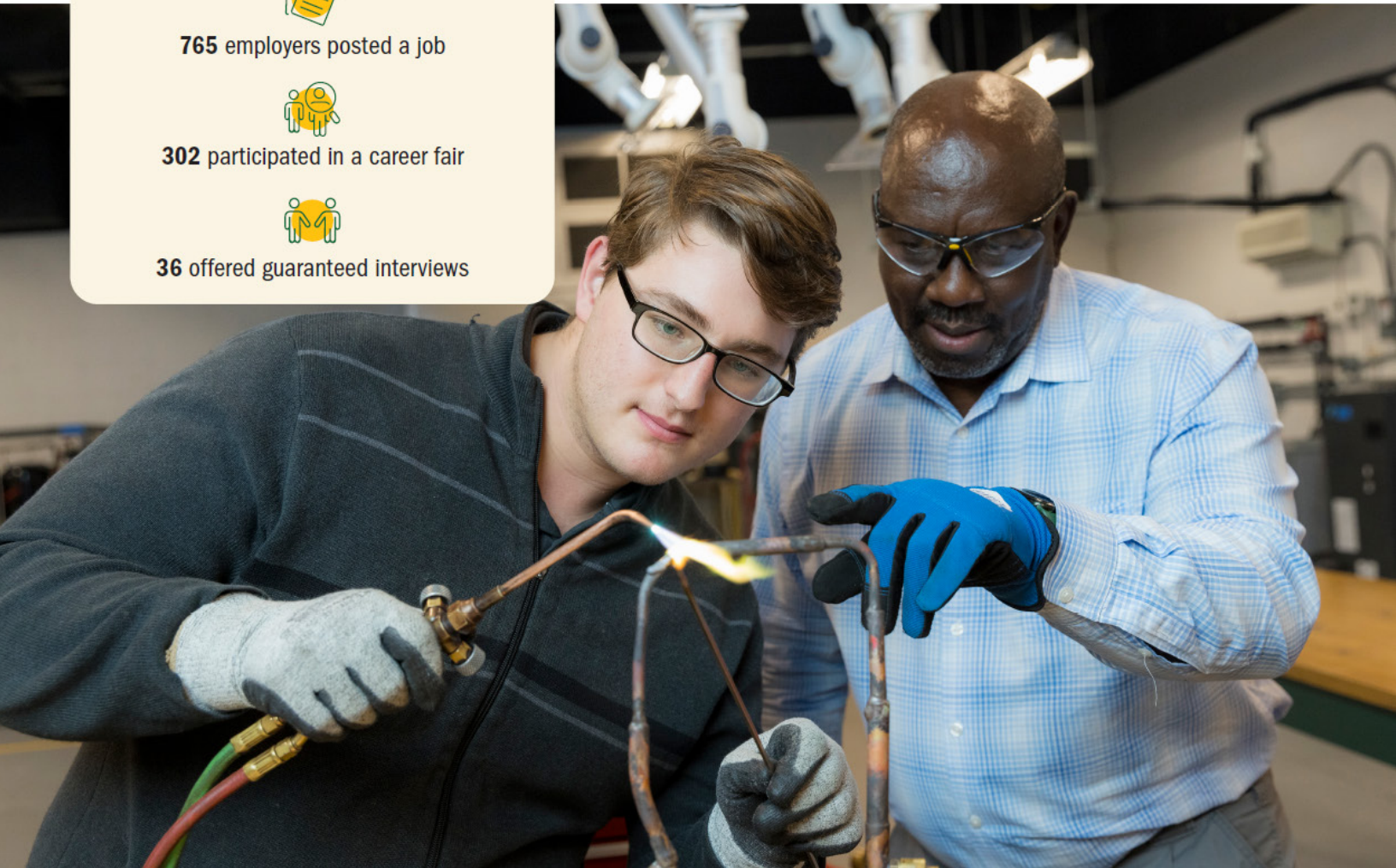


36 offered guaranteed interviews

Data center operations
training facility
Opened fall 2025

Medical Education
Campus expansion
Opens winter 2026

Manassas skilled
trades center
Opens fall 2026



*As calculated by the Federal Reserve Bank of Richmond using an expanded cohort of students for whom outcomes are tracked, a definition of success beyond degree attainment and a four-year time horizon to measure outcomes.

Mission & Vision

Our Mission

Northern Virginia Community College provides equitable access to affordable and exceptional higher education and workforce programs, transforming the lives of our students and advancing opportunity in our community.

Our Vision

To be a learning-centered organization that promotes student success.

Our Core Values

Care is demonstrated at NOVA through a culture of compassion where success and well-being are prioritized in our commitment to developing authentic relationships and providing resources to foster a supportive and thriving community.

Excellence is demonstrated at NOVA through our high quality and cutting-edge programs; innovative, talented and experienced faculty and staff; and strong and effective relationships with employer and university partners—all to ensure our students are ready for graduation, transfer and high-demand careers.

Inclusion is demonstrated at NOVA through our intentional commitment to welcoming, supporting and engaging diverse people and perspectives so that a sense of belonging is cultivated throughout our college community.

Integrity is demonstrated at NOVA through adherence to principles and actions that foster accountability, honesty and trustworthiness; commitment to truth and fairness is ensured by ethical, equitable and professional behavior, and prioritizing the needs of students and the community we serve.

Respect is demonstrated at NOVA through treating each other with courtesy and dignity, acknowledging and valuing differing ideas and perspectives, affirming the uniqueness of every individual and being mindful of personal boundaries.

Application and Nomination Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood Asher & Associates is assisting Northern Virginia Community College in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter and CV to <https://jobs.vccs.edu/postings/88455>.

Inquiries and nominations should be directed to Greenwood Asher & Associates.

The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Contact Greenwood Asher & Associates

Shelley Feather

Senior Executive Search Consultant

shelleyfeather@greenwoodsearch.com

Andriel Dees

Vice President of Executive Search

andrieldees@greenwoodsearch.com

EEO Statement: The Virginia Community College System (VCCS) provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, political affiliation, veteran status, sexual orientation, gender identity or other non-merit factors.

ADA Statement: The Virginia Community College System (VCCS) is an Equal Employment Opportunity employer and complies with the Americans with Disabilities Acts (ADA and ADAAA), to provide, reasonable accommodation to applicants in need of access to the application, interviewing, and selection processes when requested.