



Invites Applications and Nominations for the Position of:

Dean of the College of Nursing



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THE OPPORTUNITY

The University of Kentucky (UK) invites nominations, inquiries and applications for the position of dean of the College of Nursing.

The UK College of Nursing is preparing the next generation of providers, leaders, researchers and policy makers to improve health care delivery, promote nursing excellence, revolutionize health care through scientific discovery and promote the highest levels of wellness. The college's programs stand as a testament to academic, clinical and research excellence and our commitment to shaping compassionate and competent nurses. Through cutting-edge curriculum, experienced faculty and state-of-the-art facilities, the UK College of Nursing empowers students to embark on a transformative journey into the world of health care.

From the country's first-ever Doctor of Nursing Practice (DNP) program, which is in the top 5% of DNP programs in the nation, to our consistently high-ranking Ph.D. program, the first in the state, and a 98.5% NCLEX pass rate for our Bachelor of Science in Nursing (BSN) graduates, the UK College of Nursing has much to offer and a uniqueness you will find nowhere else. The college's undergraduates have an on-campus experience that includes strong community and engagement. The UK College of Nursing boasts a strong research portfolio with more than \$36M in external funding over the past 5 years. The college is exploring increasing study abroad opportunities, working with the equine industry and expanding already varied clinical opportunities and our investment in research.

The deanship requires a visionary and collaborative leader of people and programs with outstanding communication and interpersonal skills. The dean will be responsible for all aspects of the college's academic programs, operations, financial and faculty resources, student recruitment and fundraising efforts. To be successful, the dean must possess the capacity to articulate and implement a shared vision in collaboration with faculty and peer deans, successful administrative experience and be an experienced major gift fundraiser. The successful candidate will possess a terminal degree in nursing, as well as a distinguished record of teaching, research and service sufficient to qualify for appointment as a professor with tenure in a UK academic department.

The new dean will take on the responsibility of UK's mission to advance Kentucky and be equipped to succeed. The college is set to be a key occupant of the [Michael D. Rankin MD Health Education Building \(RHEB\)](#), a 520,000-plus-square-foot facility currently under construction and scheduled for completion in 2027. RHEB will house four colleges — Medicine, Public Health, Health Sciences and Nursing — alongside the Center for Interprofessional and Community Health Education. This interdisciplinary environment is designed to



foster collaboration across disciplines, modernize health training programs and expand clinical simulation capabilities. It will support the integration of academic, clinical and research experiences in ways that match the evolving nature of health professions.

Responding to the increasing demand and need — particularly across the Commonwealth of Kentucky — for a larger and skilled health workforce, the RHEB is currently in the construction phase and will increase the total enrollments across academic programs in the health colleges. The construction is supported by a transformative anchor gift and \$250 million in support from the Kentucky Legislature in 2022. More information about the project can be found at <https://provost.uky.edu/HEB>.

ROLE OF THE DEAN

Working with faculty, staff, students, donors, alumni and college leaders, the dean of the UK College of Nursing will actively oversee and lead the College of Nursing's academic, research, human resources and clinical activities. The dean will work to advance clinical, research and educational programs of the college while promoting academic, research and clinical initiatives with University and community stakeholders and serving as a senior leader within the University of Kentucky.

Key Responsibilities

- Lead the implementation of a strategic plan for the college consistent with University of Kentucky goals and guiding principles embedded in the institution's strategic plan.
- Provide leadership to enhance the college's national reputation as a premier provider of professional and graduate nursing programs. Ensure that appropriate accreditations are maintained while encouraging innovative approaches to strengthening the training and development of nurses.
- Assess the emerging trends in health care and health care delivery to ensure that the College of Nursing is positioned to meet those needs and lead those efforts, including contributing to the state's goal of addressing the statewide nursing shortage.
- Collaborate with university leadership, including deans and president's cabinet members, to meet institutional objectives, including increased enrollment.
- With fiduciary responsibility, develop and implement the college's annual budget and manage within available budgeted and discretionary resources.
- Provide leadership in enhancing belonging and promoting cultural humility within all aspects of the University of Kentucky and the College of Nursing.
- With input from the College of Nursing faculty and staff, recruit, retain and develop an exceptionally well-qualified faculty.
- Advance the scholarly activities of the faculty, including promoting collaborative research and teaching opportunities with faculty across University of Kentucky.

- ✦ Supervise direct reports, including associate and assistant deans and key administrative staff, of the college.
- ✦ Oversee the annual performance evaluations of all faculty and staff. This includes conducting the evaluations of all direct reports and reviewing and approving the performance evaluations of faculty.
- ✦ Appoint members of select administrative committees of the college.
- ✦ Articulate, model and support a positive work culture that embraces the values and principles consistent with the University of Kentucky and the College of Nursing.
- ✦ Serve as the principal voice for the College of Nursing for broadening support at the local, state, national and international levels.
- ✦ Play a central role in engaging and cultivating industry and private donors in collaboration with the Office of Philanthropy and Alumni Engagement to enhance private funding and alumni relations.
- ✦ Be an active participant in fundraising needs for RHEB and other University initiatives.
- ✦ Promote and support student success and student engagement in all College of Nursing initiatives.
- ✦ Collaborate with the associate provost for enrollment management on student recruitment, admissions and retention.
- ✦ In collaboration with other University of Kentucky entities, work to create and implement exceptional and innovative education programs, research, clinical practice and service.
- ✦ Assume such other duties and responsibilities as may be requested by the provost.

Desired Outcomes

- ✦ Accelerate academic program growth and collaborations
- ✦ Catalyze research program growth and collaborations
- ✦ Create a development and enrollment plan to address nursing workforce needs across the state, region and nationally
- ✦ Further enhance and continue to build-upon the partnership with UK HealthCare
- ✦ Further strengthen partnerships with the other University of Kentucky health professional colleges and other Kentucky schools and colleges of nursing
- ✦ Create a statewide vision for clinical and community services per the college's workforce strategy to meet the increasing demands of the Commonwealth's health care needs
- ✦ Contribute to the institutional strategic plan and Quality Enhancement Plan

PROFESSIONAL QUALIFICATIONS & PERSONAL QUALITIES

Reporting to the provost, the new dean must come to the role ready to lead and inspire the University of Kentucky's College of Nursing's exceptional community of scholars and learners. The successful candidate will bring outstanding qualifications of scholarly contributions, success in foundational administrative roles, a visionary approach and enthusiasm for broad collaboration to develop and deliver educational, research and clinical programs and initiatives of the highest quality congruent with the College of Nursing goals.

Required Candidate Qualifications

- ❖ An earned doctorate (DNP or Ph.D.) in nursing.
- ❖ A record of outstanding personal scholarship and achievement consistent with the rank of tenured full professor.
- ❖ Meet the qualifications to be the program administrator per Kentucky Board of Nursing requirements.
- ❖ Ten years of progressive academic leadership experience, preferably in a large, complex and high-performing academic health care and research environment. Ideally, in the role of dean, associate or vice-dean, department chair or equivalent leadership position.
- ❖ Evidence of implementing and achieving growth. Experience in modeling, forecasting and implementing growth plans for new students, faculty and staff positions and increasing program size.
- ❖ Clear evidence of creating academic practice partnerships. Able to build an academic portfolio through collaborative academic and clinical partnerships across disciplines.
- ❖ Clear evidence of experience sustaining and growing institutional research portfolios commensurate with a leadership role in an R1 university.
- ❖ Strong negotiation skills. Experience with capital projects and space allocation viewed favorably.
- ❖ Demonstrated experience and success in developing external sources of support. Experience cultivating external relationships to support institutional advancement, including philanthropy and donor relations. A history of developing inter-institutional and national partnerships.



Visionary Leadership

The dean, in collaboration with others, will further advance the College of Nursing's vision, visibility and reputation by building upon existing successes while identifying new opportunities for accomplishment. Therefore, the dean:

- ❖ Identifies and enlists key influencers to act as change agents, involving them in designing and delivering change;
- ❖ Communicates and creates action around new norms as they evolve within the college; and
- ❖ Adapts change plans/influence strategies to the organization's political realities and constraints.

Leading People

The dean will create, inspire and sustain a cohesive and high-performance team culture, demonstrating open, accessible and transparent leadership and communication styles, building upon previous successes and positioning the college for continued achievement. Therefore, the dean:

- ❖ Delegates authority and accountability to the team to achieve strategic objectives while ensuring faculty, staff and students are held to consistent college standards;
- ❖ Passes leadership responsibilities down through the organization, ensuring alignment with the overall strategy and direction;
- ❖ Sets up forums or practices to reinforce independent and open communication among faculty, staff and students; actively seeks and accepts feedback, both positive and negative, and seeks to understand its basis;
- ❖ Gives the team broader visibility inside the organization, including publicly recognizing its accomplishments; and
- ❖ Offers team members to other parts of the organization (e.g., UK HealthCare) where they can be most useful.

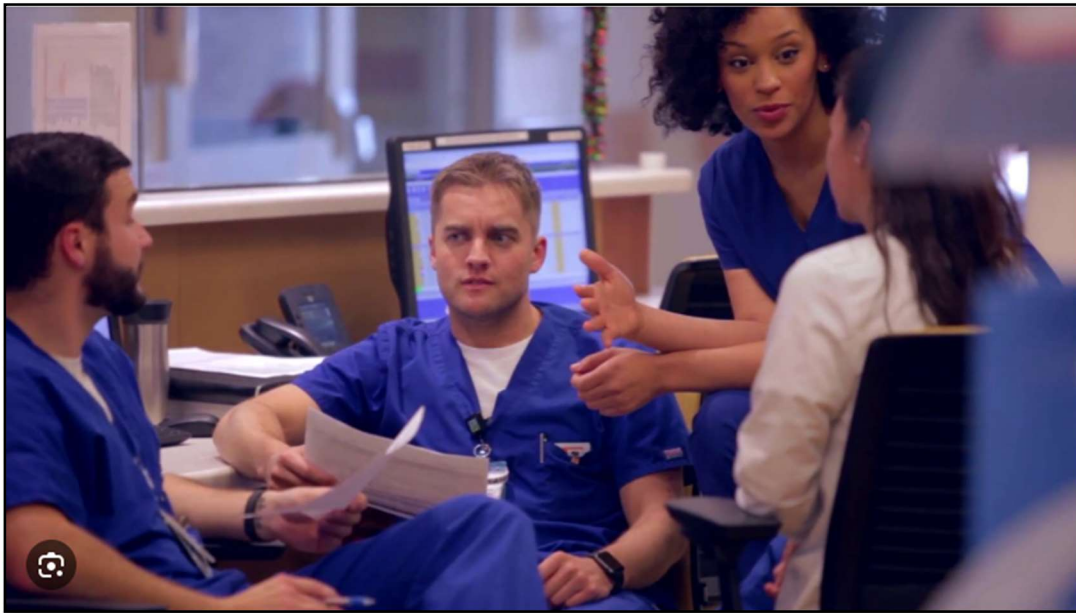
Collaborating and Influencing

The dean will establish credibility as a well-respected, high-impact leader able to foster collaboration and build relationships across programs, centers and constituencies within a complex environment of higher education, research and service. Therefore, the dean:

- ❖ Builds partnerships across the University of Kentucky to address organization-wide challenges or opportunities;
- ❖ Creates an environment that encourages collaboration and mutual respect across all levels; and
- ❖ Systematically builds support at multiple levels and across groups to achieve alignment, acknowledging differences in interests.

Other Personal Characteristics

- ❖ A high degree of personal and professional integrity and credibility.
- ❖ A consummate leader with drive, vision and personal touch.
- ❖ A consensus builder who can resolve conflict while advancing institutional strategies.
- ❖ Flexible and creative yet results-oriented; able to prioritize and willing to hold self and others accountable regarding commitments and goals.
- ❖ A believer in transparency and the importance of the individual voice to help form collective decisions.
- ❖ An articulate, engaging and personable interaction style, with the interpersonal and communication skills to engage effectively across academic, clinical and community settings.
- ❖ A leader with an appreciation for the unique health care challenges in Kentucky.
- ❖ Highly energetic and able to thrive in a fast-paced and highly engaged environment.
- ❖ Passionate about the mission and service ethic, with a desire to treat others with respect and professionalism, aligned with the college's commitment to excellence in nursing education and service.
- ❖ Sound judgment in assessing people and opportunities.



THE COLLEGE OF NURSING

Since its first graduating class in 1964, the University of Kentucky College of Nursing has modeled innovation and excellence in nursing education. As Kentucky's flagship institution, the College of Nursing has prepared thousands of nurses who have helped lead our country's health care system as caregivers, executive leaders, effective teachers, trail-blazing researchers and policymakers.

College of Nursing Mission

The mission of the University of Kentucky College of Nursing is to expand the nursing workforce in Kentucky to foster health and well-being among the people of the Commonwealth, the region and the world through collaborative relationships that support excellence in nursing education, research, practice and service in an ever-changing health care environment. The University of Kentucky College of Nursing endeavors to be one of the nation's top nursing programs among public research universities. As a result of this mission, enrollment continues to increase in the College of Nursing.

College Nursing Values

The values of the University of Kentucky College of Nursing encompass unique and innovative contributions to health care, knowledge and evidence-based practice, collaborative and varied learning environments, open and respectful relationships, nursing leadership and recognition. The college values actions and words that demonstrate authenticity and veracity. Students, staff and faculty alike exhibit tolerance for others, demonstrate utmost integrity through behaviors that reflect honesty, empathy, compassion and beneficence, as well as convey accountability and professional conduct with an attitude of receptivity and trustworthiness.

The College of Nursing welcomes and embraces differences in perspective. In a culture of civility, mutual respect and appreciation characterize all relationships within its community. College of Nursing constituents demonstrate appreciation and respect for all individuals, recognize and acknowledge excellent efforts and accomplishments in academic, clinical and community settings, exhibit consideration and understanding of each other's backgrounds and maintain trust and the right to privacy by keeping confidences.

Academics

Undergraduate Program Tracks

- ❖ Traditional Bachelor of Science in Nursing (BSN)
- ❖ Accelerated Bachelor of Science in Nursing
- ❖ Registered Nurse-Bachelor of Science in Nursing (RN-BSN)

Graduate Programs

- ❖ Ph.D. in Nursing
- ❖ Doctor of Nursing Practice (DNP)
- ❖ Master of Science in Nursing (MSN)
- ❖ Postgraduate Certificate

New Academic Program

A Bachelor of Science degree in Surgical First Assistant (SFA) is planning to be launched in Fall 2026. The program is highly specialized and will be the only SFA program at the Baccalaureate level in the state of Kentucky. The SFA will provide students who are interested in health care a pathway to a bachelor's degree in a health care field with robust experiences in a variety of surgical specialties. SFA graduates will help significantly with workforce needs in the expansion of surgical services that benefit all Kentuckians.

Points of Pride

- ✦ First Doctor of Nursing Practice program in the country
- ✦ First Ph.D. in Nursing program in Kentucky and among the first to offer a flexible hybrid Ph.D. program
- ✦ NCLEX first-time pass rate is 95.8% over the last three years, 100% NCLEX first-time pass rate for the class of May 2020
- ✦ Job offers prior to graduation occur for 96% of graduating BSN classes
- ✦ Ranked 34th in the nation among private and public nursing schools and 26th among all public nursing schools in NIH funding
- ✦ Top 5%: DNP program among public universities; ranked 9th among all universities by U.S. News & World Report
- ✦ Ranked 34th in the nation among private and public nursing schools and 24th among all public nursing schools
- ✦ BSN program is ranked 19th among public programs
- ✦ NLN Center of Excellence

Research

- ✦ \$10.2 million in awarded grants and contracts in FY 2025. Fifteen awards to 12 principal investigators.
- ✦ Faculty members submit an average of 32 grants each year.
- ✦ Over the past two years, faculty have published 600 manuscripts in refereed journals.
- ✦ 2 faculty members are Fellows in the American Heart Association (FAHA).

By the Numbers*

- **2,379** students
- **72** full-time faculty
- **63** full-time staff

Undergraduate

- **129** Accelerated BSN
- **979** Pre-Nursing
- **202** RN-BSN
- **878** Traditional BSN
- **1** Non-Degree
 - Representing 44 states and nine countries

Graduate

- **16** MSN
- **123** DNP
- **22** Ph.D.
- **27** Graduate Certificate
- **2** Post-Doctoral Fellows
 - Representing 15 states and five countries

*Fall 2025 Preliminary

- ❖ 4 former faculty members are members of the Sigma Theta Tau International Researcher Hall of Fame.
- ❖ Through supportive funding efforts from the University of Kentucky Graduate School and the Office of the Vice President for Research, the College of Nursing averages four research assistant slots per year.

Practice & Service

- ❖ First nurse practitioner-led faculty practice clinic in Wilmore, Ky. — the Phyllis D. Corbitt Community Health Center offers complete primary care and mental health services to all ages.
- ❖ First nurse practitioner faculty and College of Dentistry collaborative practice clinic at UK.
- ❖ 16 faculty members are practicing in a clinical setting.
- ❖ 10,574 UK HealthCare patients received care from UK College of Nursing providers over the last academic year.
- ❖ 4 faculty members are Fellows of the American Academy of Nursing (FAAN).
- ❖ 2 faculty members are Fellows in Critical Care Medicine (FCCM).
- ❖ 1 faculty member is a Fellow in the American College of Health Executives (FACHE)
- ❖ 5 faculty members are Fellows of the American Association of Nurse Practitioners (FAANP).

UK HealthCare

UK HealthCare is composed of all UK hospitals, more than 80 specialized clinics and 140 outreach programs and a team of more than 9,000 people — physicians, nurses, pharmacists and other health care professionals — all dedicated to providing the most advanced, effective care available in Kentucky and beyond.

UK HealthCare includes a Level 1 adult trauma center on site; a Level IV Neonatal Intensive Care Unit; the NCI-designated Comprehensive UK Markey Cancer Center; magnet-designated nursing professionals; and a network of partnerships and outreach locations throughout the state so that world-class care is always close to home.

As an academic research institution, physicians, as well as pharmacists, nurses and other health care professionals, are continuously pursuing the next generation of cures, treatments, protocols and policies. Their discoveries have the potential to change what's medically possible within our lifetime. At the same time, educators and thought leaders in health policy and delivery are transforming the health care landscape in Kentucky to provide the right care in the right place for everyone in the state.

Growing dramatically in recent years, UK HealthCare saw discharges between 2004 and 2024

increase more than twofold at its Lexington-based hospitals. Simultaneously, overall improvements in the quality of care and patient safety led to UK HealthCare receiving the University Health System Consortium Rising Star Award in 2013 and becoming a national leader in patient safety in 2015.

Since December 2022, growth has extended across the Commonwealth through the addition of UK King's Daughters and UK St. Claire to the UK HealthCare system. By the end of fiscal year 2024, UK HealthCare included six owned hospitals, more than 1,700 total licensed beds, more than 2.95 million ambulatory visits and 71,000 total discharges. Finally, UK HealthCare manages Eastern State Hospital which provides acute care mental health services in central Kentucky.

UK Center for Interprofessional and Community Health Education

The Center for Interprofessional and Community Health Education (CICHE), which partners with UK's health-related colleges and the Martin-Gatton College of Agriculture, Food and Environment, is devoted to facilitating the design, implementation and evaluation of interprofessional education experiences for students and providing professional development in the arena of interprofessional education for faculty.

The mission of CICHE is to provide leadership and infrastructure to identify and prepare a skilled and interprofessionally collaborative health workforce for the Commonwealth of Kentucky. This is accomplished by serving as a thought incubator for collaborations among the community, university, program partners and regional Area Health Education Centers (AHEC) to facilitate relationship building and communication; and, by implementing an integrated longitudinal interprofessional health curriculum from middle school to post licensure.

A unique feature of CICHE is that it also houses the AHEC program. AHEC is a community-campus partnership to improve the quality, distribution and retention of health care professionals in underserved, mostly rural, communities of the Commonwealth. UK's is a mature program implemented in 1984, and its mission is symbiotic with interprofessional focus of the center. It supports experiential training for health professions students in underserved communities, provides continuing professional development for community health professionals and has implemented the AHEC Scholars program that includes interprofessional programming to enhance knowledge and skills in health systems transformation.



ABOUT THE UNIVERSITY OF KENTUCKY

The University of Kentucky (UK) is a leading land-grant and public research university located in Lexington, Kentucky. Its mission is to advance Kentucky through outstanding education, research, service and care.

Counted among the highest level of Carnegie Research institutions, the University of Kentucky is continuing its ascent as one of the nation's premier public research universities with expectations that the College of Nursing will continue to grow significantly in stature across all dimensions of the institution's mission.

UK is one of the few universities to have an academic medical campus and all seven health-related colleges (Dentistry, Health Sciences, Medicine, Nursing, Pharmacy, Public Health and Social Work) on a single, contiguous campus. Along with one of the country's leading academic medical systems, this depth and breadth of disciplines on one campus positions UK to offer interprofessional health care education and opportunities for collaborative, integrated research.



UK consists of 16 academic and professional degree-granting colleges where students can choose from more than 200 majors and degree programs at the undergraduate and graduate levels. The student body represents more than 100 countries, every state in the nation and all 120 Kentucky counties. UK undergraduate students compete successfully for prestigious scholarships and awards, such as the Rhodes, Fulbright, Astronaut, Truman, Goldwater, Marshall, Udall and Gates programs. Graduate students earn various highly competitive grants and awards to support their research, including NIH National Research Service Predoctoral awards, NSF Doctoral Dissertation Research Improvement Awards and grants and fellowships from foundations and professional disciplinary societies.

Lexington, in the beautiful Bluegrass region of Kentucky, has a population of more than 323,000, and the larger metro area is home to more than 517,000. The community is often ranked among the best places to live in the country by numerous outlets. It has a bustling but accessible airport served by multiple airlines. Approximately 70 miles from Cincinnati and Louisville, Lexington is an important part of Kentucky's "Golden Triangle" — a region of the state noted for its healthy economy and outstanding quality of life with easy access to a wide variety of arts, culture, sporting events, educational opportunities and entertainment.

ABOUT LEXINGTON, KY

The city of Lexington is a wonderful place in which to live, work and study. Lexington recently appeared on USA Today's list of the top cities in which to live, Vogue's list of destinations to visit and Forbes' Top 20 Cleanest Cities. In 2019, Lexington was ranked in the top 30 of U.S. News & World Report's Best Places to Live. It was also named as one of Condé Nast Traveler's "Top 5 Best Small Cities in the U.S." and as one of Southern's Living's "The South's Best Cities" in 2025.

With a population of roughly 323,000, anchoring a metropolitan area of more than 517,000 people, Lexington offers both the warmth and hospitality of a small city, alongside the amenities typically found in a large city. Lexington describes itself as having "a fortified economy, strong in manufacturing, technology and entrepreneurial support, benefiting from a diverse, balanced business base." Leading employers in the metro region include Amazon, IBM, Lexmark, Lockheed-Martin, Toyota and UPS. Lexington also has a convenient regional airport.

Lexington is also home to great sporting traditions, including horse racing and Kentucky Wildcat basketball and football. In the spring and fall, one can spend a beautiful afternoon watching thoroughbred racing at Keeneland, which hosted the Breeders' Cup in 2022 and looks to host again in 2026. The Kentucky Derby, run in nearby Louisville, is known as one of the world's premier racing events. The region also boasts excellent parks and natural wonders, including Red River Gorge and Mammoth Cave, the longest underground cave system in the world.

The food scene is filled with Kentucky originals, southern classics and creative fusion. City residents benefit from a great local farm-to-table food environment with re-imagined southern staples coupled with inventive bourbon-infused creations. In the heart of Bourbon Country, one of Lexington's most exciting hotspots, the Distillery District, offers creative cuisine, craft beers, local bourbons and premium ice cream on a revitalized 25-acre historic property.

Lexington has a vibrant arts scene with offerings in music, dance, theater and visual and literary arts. The Lexington Philharmonic Orchestra provides more than 100 concerts, educational events and community programs each year. The Lexington Opera House is a premier cultural destination in downtown Lexington that serves an average of 85,000 patrons every year, offering ballet, opera, children's productions, family shows, comedy, music and professional national Broadway tours.

The city is also composed of a rich cultural tapestry. The international population grew 300% in the last decade, and more than 150 languages are spoken in Lexington. International investment, students, academics and visitors from around the world bring a wealth of economic and cultural viewpoints to Lexington. 14.5% of the population identify as black or African American and 7.4% as Hispanic.

The true charm of Lexington lies in the fact that it has all the amenities of a big city while maintaining that special small-town feel. In mere minutes, drivers can see spectacular horse farms, go through downtown and return to the expansive, rolling countryside. While many cities insist on saying it, Lexington truly offers something for everyone.

For more information about Lexington, see [VisitLEX](#).

NOMINATION & APPLICATION PROCESS

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood Asher & Associates® is assisting the University of Kentucky in this search. Applications and nominations are now being accepted. Inquiries, nominations and application materials should be directed to Julie Schrodt and/or Jeremy Duff from Greenwood Asher & Associates. Application materials should include:

- ✦ A letter of interest that clearly states the applicant's qualifications for the position
- ✦ A current résumé/curriculum vitae

We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made. For best consideration, applications and nominations should be provided by January 9, 2026.

Please direct inquiries, nominations and application materials to:

Julie Schrodt, Senior Executive Search Consultant

E-mail: julieschrodt@greenwoodsearch.com

Jeremy Duff, Vice President of Executive Search

E-mail: jeremyduff@greenwoodsearch.com

The University of Kentucky is committed to a policy of providing opportunities to people regardless of economic or social status and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, age, veteran status, or physical or mental disability.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from the University of Kentucky documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.



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