CONFIDENTIAL

Position Description:

For the Position of:

Vice Dean for Practice and Engagement

February 2016
Confidential Position Description:

**Title:** Vice Dean for Practice and Engagement

**Company:** University of Texas Health Science Center at San Antonio, School of Nursing

**Reports to:** Dean

**Location:** San Antonio, Texas

**Website:** [http://nursing.uthscsa.edu/](http://nursing.uthscsa.edu/)

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**Overview of the School of Nursing:**

The University of Texas Health Science Center at San Antonio School of Nursing (SON), one of five schools in a thriving South Texas Medical Center, is a vibrant, growing School dedicated to serving the South Texas community and beyond. Established in 1969 by founding Dean Dr. Margretta Styles, the School offers B.S.N., M.S.N., D.N.P. and Ph.D. programs of study.

The School’s mission is:

- We engage with our diverse students and communities to produce the future nursing leaders who will impact local and global health and lead the transformation of health care to make lives better through education, research, practice and community engagement.

The School’s vision is:

- We make lives better by promoting health as an act of social justice.
The School’s core values are:

- **Ethics and Accountability** - We believe physical, mental and social well-being is enhanced with high professional standards, by honoring the dignity of others, and through accountability for our actions;
- **Diversity and Excellence** - We believe excellent health care is a right of every person;
- **Innovation** - We believe in innovation to deliver leading edge health care, education, research, and community service;
- **Education** - We believe education is a lifelong process based on mutual teaching, learning, and research that ultimately makes life better for those we serve;
- **Leadership** - We believe through our leadership we can educate organizations within our communities to adopt practices and policies that promote health;
- **Health** - We believe in the power of professional nurses to improve the health status of people here and abroad; and
- **Inter-professional Collaboration** - We believe in the power of inter-professional collaboration to improve health outcomes.

Rich diversity in a student body of over 900 students (600 undergraduate and 350 graduate) reflects the School’s commitment to educate the next generation of compassionate, culturally-proficient nursing health care professionals at all levels of nursing education. Almost 18% of nursing students are male, and over 54% represent the following groups: Hispanics; African American; Native American; Asian; and other groups. There are more than 400 clinical affiliates (clinical rotation partners). The overall National Certified Licensing Board (NCLEX) pass rate is greater than the national norm. Students and faculty benefit from a state-of-the-art 7,281-square foot Clinical Simulation Center equipped with specialty rooms and computerized simulation mannequins.

The UT Health Science Center San Antonio School of Nursing is at the forefront of nursing education. The School leads in excellence in nursing leadership through innovative teaching, quality research, compassionate care and community service for our South Texas community and the world. As part of the only Tier 1 research university in South Texas and one of the major academic health science centers in the nation, SON is the only school in the region to offer doctorate nursing degrees. The School educates future nurse care providers, but more importantly, serving as the “leadership pipeline” for faculty, clinical leaders and specialists, nurse practitioners, and nurse scientists. The over 11,000 nursing graduates of the UT Health Science Center San Antonio School of Nursing are shaping the health care practices of today and transforming the future of nursing care for tomorrow.
Clinical practice and community engagement complement the educational and teaching missions of the School. Established in 2009, the Office of Practice and Engagement (OPE) provides a research and learning laboratory where evidence-based practice and education occur. The charge of the Office is to create an accessible, caring, high quality, culturally proficient and effective health care delivery system for individuals, families and communities. The School operates a Student Health Center and Employee Health and Wellness Clinic for the UT Health Science Center San Antonio. In addition, the School manages two clinics in the community providing care to the underserved.

The School has over talented 100 faculty members and has 10 Fellows of the American Academy of Nursing (FAAN). All Nurse Practitioner faculty maintain a faculty practice. SON has two Centers of Excellence: The Academic Center for Evidence-Based Practice and the Center for Community-Based Health Promotion with Women and Children. The School also has international memoranda of understanding with the following: Chiang Mai University, Mahidol University and Thammasat University in Thailand; Universidad Autonoma de Nuevo Leon in Mexico; and the University of Kuopio in Finland.

SON sits within the University of Texas Health Science Center at San Antonio, one of the country’s leading health sciences universities. The operating budget for FY 2016 is $801.8 million (revenues). The University’s schools of medicine, nursing, dentistry, health professions, and graduate biomedical sciences have produced more than 32,200 graduates. Designated by the U.S. Department of Education as a Hispanic-serving Institution, the Health Science Center consistently ranks among the top schools in the nation for graduating Hispanic healthcare providers. For more information on the many ways “We make lives better,” visit uthscsa.edu. Serving patients in San Antonio and South Texas, the institution’s healthcare professionals work in more than 100 affiliated hospitals, clinics, and healthcare facilities across San Antonio, Laredo and the Rio Grande Valley. More than 3,000 students, researchers, and post-doctoral students from around the world come to the UT Health Science Center of San Antonio to study, research, and discover new breakthroughs. The mission of The University of Texas Health Science Center at San Antonio is to make lives better through excellence in education, research, healthcare, and community engagement.
Role Summary:

Reporting to the Dean, the Vice Dean for Practice and Engagement leads the practice initiatives and clinical programs through the Office of Practice and Engagement for SON. The Vice Dean will need to develop and architect a vision for the clinical enterprise that harnesses the energy and strengths from SON, leverages the capabilities from the other four schools (medicine, dental, allied health and the graduate school), and take advantage of the University’s relationships with its affiliated hospitals to provide the best care to students and the underserved. Currently, approximately 20 out of the 100 faculty members practice in the Student Health Center and Employee Health and Wellness Clinic for the UT Health Science Center San Antonio and in the two clinics in the community.

The Vice Dean will develop, expand and refine the infrastructure necessary to support the faculty in practice initiatives. This includes implementing an electronic health record solution (in partnership with UT Medicine), using analytics to make decisions, and partnering with finance to optimize revenues and streamline operations. The Vice Dean will lead the strategic planning effort, implement and evaluate clinical programs, achieve the patient care mission of SON and the Health Science Center, and promote excellence in education, research, patient care, community service and institutional development. In summary and by all accounts, there is a tremendous amount of potential to build on the work over the last seven years to grow the clinical enterprise.

The successful individual must possess clinical and operational credibility to lead and to manage a practice plan. This individual must embrace a systems of care approach, exude a can-do manner, develop relationships and collaborations with UT Medicine and other practice plans and clinical agencies throughout the broader healthcare community, and possess a sense of humor and excellent communication skills. Humility and a passion for serving the underserved and intra-professional education and clinical care are also required.

The Vice Dean for Practice and Engagement must fulfill faculty expectations commensurate with rank and tenure. He/she will spend about 75 percent of their time on administration and 25 percent of time on research, teaching and other projects.
Responsibilities:

• Collaborates with faculty and administrators in developing a strategic plan for clinical activities consistent with the mission of SON and the UTHSCSA.

• Provides oversight and strategic growth direction to the UTHSCSA Student Health Center.

• Promotes the visibility of practice initiatives within SON, the UTHSCSA and in the environment external to the UTHSCSA.

• Serves as a liaison between and among other clinical units within the University as necessary.

• Promotes within the clinical activities of SON an interdisciplinary approach to nursing education, research and health care delivery.

• Facilitates practice opportunities for faculty within a scholarship model.

• Develops, maintains and modifies written agreements/contracts with all agencies for faculty practices and services.

• Monitors and evaluates the cost effectiveness and quality of the clinical activities of SON.

• Maintains accountability, where appropriate, for accurate record keeping with emphasis on initiation and utilization of electronic medical records (EMR) specifically integrating with Epic.

• Maintains fiscal responsibilities for all programs to the end that revenues match or exceed operating expenses, including covering all salaries, fringe, indirect costs and appropriate margin in order to sustain a targeted level of growth and replenishment of clinical supplies and replacement of equipment.

• Provides appropriate incentives for attaining or exceeding established and agreed upon written benchmarks for the clinical enterprise, as agreed upon between Vice Dean for Practice and the Dean.
• Submits timely administrative reports documenting practice activities provided by SON.

• Conducts performance reviews, counseling, salary recommendations, and other human resources issues for direct reports.

• Serves as an advisor to the Dean on clinical enterprise and practice issues.

• Teaches within the Doctoral program.

• Creates optimal learning/research environments in clinics for student/faculty interactions.

• Other duties as assigned.

**Required Qualifications and Experience:**

• Ph.D. required; Ph.D. in Nursing preferred.

• Experienced at executive level administration.

• Experienced in systems administration – oversight of EMR using analytics to create systems of care which advance patient safety and quality improvement.

• Strong project management, organization, planning, budget, and time management, as well as collaboration skills are expected.

• Must possess excellent communication skills and be able to apply interpersonal and leadership skills.

• Ability to build effective cross-departmental teams within the School and across the University. Ability to inspire and work with all levels and disciplines within the University and the broader community. Ability to provide counsel and advice at both a strategic level and a daily operations level is desired.

• Evidence of successful extramural funding.
The University of Texas Health Science Center at San Antonio is an Equal Opportunity / Affirmative Action Employer including protected veterans and persons with disabilities.

All faculty and Administrative and Professional appointments are designated as security sensitive positions.

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