

## **Associate Dean for Strategic Management and Practice**

The Associate Dean for Strategic Management and Practice provides executive leadership to strategically assess, plan, and evaluate College of Nursing (CON) initiatives; maximize allocation and use of financial and human resources; and generate revenue for the CON through individual faculty practice and outside practice contracts. The Associate Dean is responsible for administrative matters of the college, including budgetary oversight and managing human resources. As a member of the administrative team, the Associate Dean manages and guides the business planning and strategic management processes for the College of Nursing and oversees the work of the Strategic Management and Practice unit with direct responsibility for its employees, projects, and contracts.

### **Principle Accountabilities**

1. Promotes the CON's mission, vision, philosophy, and values – collegiality, compassion, excellence, inclusivity, integrity, and leadership.
2. Builds partnerships through networking and collaboration and enhances the CON's image, visibility, and influence.
3. Maximizes allocation and use of financial and human resources for the CON.
  - a. Coordinates allocation and monitors use of College resources so they are completed on time and within the parameters of acceptable practice.
  - b. Leads the annual budgeting process and advises the Dean on related matters.
  - c. Manages fiscal operations and business functions of the CON and Georgia Regents Nurse Associates (GRNA).
4. Develops, implements, and analyzes/evaluates business practices of the CON.
  - a. Designs systems to support entrepreneurial development and high quality business practices for the CON.
  - b. Develops, maintains, and refines processes, policies and standard operating procedures related to the CON and GRNA business operations.
  - c. Develops and implements continuous quality improvement processes.
  - d. Advises the Dean and members of the CON Leadership on matters related to business processes and practice initiatives.
  - e. Creates a culture that supports the use of business models for decision-making.
5. Collaborates, as a leader and member of the CON Administrative Team, to develop innovative strategies that support the mission of the CON, GRU, and the University System of Georgia.
  - a. Manages the Strategic Planning process for the CON.
  - b. Provides oversight and coordination for Academic Nursing Practice and the Georgia Regents Nursing Associates (GRNA) practice group.
  - c. Develops a transparent infrastructure to support faculty research, teaching, and practice.
  - d. Represents the College of Nursing on Enterprise committees.
  - e. Provides oversight for the College of Nursing at Athens (CONAT) campus via operational supervision of the Assistant Dean for CONAT.
6. Generates revenue for the CON.
  - a. Formulates strategies to market CON academic nursing products (see Entrepreneurship document).
  - b. Obtains funding and support for academic nursing practice initiatives by developing contracted services for Enterprise and community-based programs.
  - c. Promotes cooperative and collaborative practice arrangements with other GRU colleges, clinical agencies, universities, and private industry.

- d. Serves as the CON liaison to other GRU entities engaged in practice and related activities.
  - e. Provides administrative oversight for CON partnership with Department of Psychiatry in developing the nursing workforce at East Central Regional Hospital. Works closely with the Regional Hospital Administrator in strategic and tactical planning and operational design.
  - f. Provides administrative oversight for contracts with outside industries for health-related service delivery projects.
7. Supervises staff and manages assigned area of responsibility.
    - a. Provides direct supervision for the staff of the Strategic Management and Practice unit.
    - b. Manages staff assigned to specific initiatives related to practice and community outreach.
  8. Maintains own program of scholarship, teaching, research and/or practice.

**Reporting Relationships:**

**Reports to:** Dean of the College of Nursing

**Partners with:** Associate and Assistant Deans, and College of Nursing Department Chairs

**Direct Reports:** Office Coordinator, CON Business Administrator, CON Financial and Business Operations Analyst, Asst. Dean for Community Partnerships, Business Manager I (ECRH Project), Practice and Compliance Manager (GRNA).

**Relates to:** All CON faculty and staff associates, Enterprise-wide administrators, community stakeholders.

**Qualifications:**

- Earned doctorate in business-related field or in nursing with eligibility for Georgia Registered licensure with experience in health administration.
- Proven experience in creating, maintaining, and analyzing operational systems that lead to desired outcomes.
- Demonstrated success as a transformational leader.
- Demonstrated competencies in strategic planning and management.
- Leadership, management, and entrepreneurial experience in health care delivery systems that is applicable to community-based and hospital based settings.
- Demonstrated competencies in senior level administrative duties to include personnel and budget management.
- Exceptional communication skills, including the skills and experience to represent the college effectively in the environment of a complex academic health center.
- Demonstrated success with college/university level or upper-level organizational policy development and administration.
- Ability to function effectively as an integral part of the cohesive College of Nursing leadership team.
- Successful history of managing people and projects.
- Willingness and ability to travel as required.

The final candidate will be required to provide proof of completed academic degree in the form of an original transcript. Those candidates trained by a foreign institution will also be required to provide an educational/credential evaluation.

Inquiries, nominations and applications (including full CV, letter of interest, and 3 references) may be submitted to:

Carolyn H. Burns, PHR  
 Assistant Director for Executive Search  
 Georgia Regents University & Health System  
 executivesearch@gru.edu

AA/EEO/Equal Access/ADA Employer