



**AUGUSTA**  
**UNIVERSITY**

# LEADERSHIP PROFILE

Augusta University

**Dean of the College of Nursing**

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**WITT / KIEFFER**  
*Leaders Connecting Leaders*

## The Opportunity

Augusta University seeks an experienced, visionary leader for the position of Dean of the College of Nursing. Reporting directly to the Provost, the Dean is the chief executive officer of the College, responsible for all aspects of administration including strategic planning and vision, oversight and implementation of academic programs and leading the College in development activities.

This is an exciting time in the history of the College of Nursing (the College) to build on its rich tradition and prepare the College for the future of healthcare where technology and new teaching methodologies are changing the landscape of higher education. The new Dean will build on the current success of the College and its faculty and take it to the next level of its development as a national leader in teaching, practice, research, and service. The new Dean, working with the faculty, staff, students, alumni, and partners throughout Augusta University, will provide intellectual leadership and strategic direction for the future of nursing education, so that the College will maintain a prominent role both regionally, nationally and internationally in addressing the critical needs of the profession.

We seek a Dean with high academic standards, an outstanding record of scholarship, a demonstrated commitment to diversity and an ability to serve as a strong advocate for the College, advancing its reputation and visibility locally, nationally and internationally. The new Dean must be able to foster collaborative partnerships with other colleges within the University, other programs of nursing, other institutions of higher education, and health care organizations. It is expected that the Dean will embrace nursing education, research and service to prepare and empower future nurses to confront the health care demands of a complex and technologically advanced society.

The successful candidate will have a Ph.D. in nursing and a record of achievement in teaching, research, and service, which merits appointment as a tenured full professor within the College. Demonstrated support for excellence and innovation in undergraduate and graduate nursing education is essential. The next Dean must have a record that indicates the ability to sustain and grow the research success of the College and a demonstrated ability to generate financial support to achieve the goals of the College through engagement with donors, alumni, and the community.

The national executive search firm Witt/Kieffer has been retained to assist Augusta University in this search. Information about how to nominate a candidate or to apply for this opportunity may be found later in this document in the section entitled "Procedure for Candidacy."

## Augusta University: The College of Nursing

Augusta University is the state's only public university of the health sciences and is one of the four research universities of the University System of Georgia. As one of Augusta University's ten colleges, the College of Nursing has remarkable promise for future growth. University President Dr. Brooks Keel has an ambitious vision for the university and has attracted strong leadership to his team and strong internal and external support. Founded in 1943, the College of Nursing is a community of committed expert educational leaders and clinical practitioners as well as able staff associates who share a passion for the students of the College and the healthcare of the state of Georgia.

### Mission

As an integral unit of Augusta University, the College of Nursing is committed to achieving academic excellence, actively engaging in research, scholarly and creative endeavors and providing optimal health care to meet the needs of the widely-dispersed and highly-diverse population of Georgia, the region and the nation.

In view of these commitments, the College of Nursing affirms its determination:

- To provide leadership through excellent and innovative nursing education, research, practice, and service in diverse environments and to promote health, healing and well-being of individuals, families, and communities in any healthcare setting.

In fulfilling this mission, The College of Nursing aspires to be a top-tier college of nursing recognized for excellence, innovation, and transformation of health care through discovery and evidence based education and practice. The College strives to provide outstanding educational programs to prepare nursing professionals and educators and to offer lifelong learning opportunities for members of the profession. The aim is to conduct research at the level of an R1 college of nursing that generates and applies nursing knowledge to health and disease. The College will provide high quality, state-of-the-art health care which includes health promotion and disease prevention and which encourages innovation in health care delivery to meet the changing health care needs of the people of Georgia. The College is committed to the cultural, ethnic, racial and gender diversity of its faculty, staff and student body.

### Values

The College of Nursing supports the Augusta University values:

- Collegiality: reflected in collaboration, partnership, commitment to community and teamwork.
- Compassion: reflected in caring, advocacy, empathy, service and social responsibility.
- Excellence: reflected in distinction, effectiveness, efficiency, enthusiasm, passion, quality and scholarship.
- Inclusivity: reflected in diversity, equity, equality, fairness, impartiality and respect.
- Integrity: reflected in accountability, ethical behavior, trust, honesty and reliability.
- Leadership: reflected in courage, honor, professionalism, transparency and vision.

## College Programs and Centers

Accredited by the Commission on Collegiate Nursing Education (CCNE) and the Southern Association of Colleges and Schools (SACSCOC), the College offers the B.S.N., R.N. and B.S.N. to M.S.N. and several DNP concentrations: in Nursing Anesthesia, Adult and Gerontology Acute Care Nurse Practitioner, Family Nurse Practitioner, Pediatric Nurse Practitioner, and Psychiatric Mental Health Nurse Practitioner. The PhD, Executive D.N.P. and post-masters APRN certificates provide a wide range of educational opportunities. Programs are offered on campuses in Augusta and Athens as well as on line and distance accessible modalities. Prelicensure programs- BSN and masters entry Clinical Nursing Leader programs are offered on both campuses.

The College of Nursing in Athens (CONAT) is a robust campus with over 200 students and about 15 regular faculty members. CONAT primarily offers prelicensure BSN and MSN/CNL degrees. The campus supports DNP programs as well. Clinical sites are in Athens, Gainesville, Atlanta, and North Georgia and state of the art labs and simulation centers are on site.

## Center for Nursing Research

The Center advances the College of Nursing research and scholarship mission by facilitating faculty and student efforts to obtain internal and external federal and foundation funding to support research and engaged scholarship. The CNR offers many services such as grant and manuscript preparation from start to submission, including design development, editing, mock reviews, and navigation of campus and funder requirements. The CNR also supports federal and other training grants, monthly colloquia, budget consultation, and IRB application preparation.

## Center for Strategic Initiatives

The Center advances the College missions by providing vision and development of initiatives that generate and sustain new resources by promoting and coordinating:

- Community partnerships with six signature projects
- Large state healthcare management contract, East Central Regional Hospital
- Faculty Practice – Augusta University Nursing Associates
- Employee professional development
- Strategic Initiatives

## Nurse Managed Health Center

### Nurse-Managed Health Center

Advanced Practice Registered Nurses (nurse practitioners, nurse midwives, and nurse anesthetists) provide general clinical services including primary care, convenient care, annual wellness visits, and transitional care. Furthermore, this Center will provide the platform for virtual care.

### Office of Diversity, Equity and Inclusion

The AU CON collectively strives to advance diversity, equity, and inclusion as a vital aspect of our mission in pursuit of inclusive, equitable excellence. The AU CON coordinates efforts with the AU Office of Diversity and Inclusion and the AU community to construct and continuously improve our culture of inclusive excellence. Our DEI Advisory Committee has contributed to our efforts for five years!

### Office of Instructional Support and Innovation

The purpose of the OISI is to assure a college-wide high level of instructional quality by supporting a shared learning community. Its faculty and professional staff **assist** the nursing faculty in instructional design, professional development, and advancing instructional innovations.

The College's annual budget of \$16.6 million, including \$4.3 million in external funding, supports the activities of 75 regular faculty, 172 part-time clinical faculty, and a staff of 37. For fall 18 there are a total of 934 students, representing ten percent of overall enrollment for Augusta University. Twenty-three students are enrolled in the Ph.D. program and 213 in the various DNP programs.

Direct reports to the Dean include:

- Executive Associate Dean
- Assistant Dean, Administration (Instructional Support and Innovation)
- Assistant Dean, CON Athens
- Associate Dean, Academic and Student Affairs (Vacant)
- Assistant Dean, Student Services (Interim Associate Dean of Academic and Student Affairs)
- Associate Dean, Research (Vacant)
- Assistant Dean for Research (Interim Associate Dean for Research)
- Department Chair, Department of Biobehavioral Nursing
- Department Chair, Department of Physiological and Technological Nursing

In realizing its mission, the College takes pride in the successes of its students and faculty:

- 97% pre-licensure graduation rate
- 90% NCLEX pass rate and 98% NCLEX pass rate on second exam
- 31% represent diverse populations Robust clinical partnerships with six signature programs for vulnerable populations

See Augusta University College of Nursing website for reference to the organization's strategic plan:

[Beyond Boundaries](#).

## The Position

The Dean, College of Nursing position is the senior academic and administrative officer of the College, which includes the following responsibilities:

- Oversee the academic quality of the College and its personnel, including teaching, research, service, and professional development;
- Provide strategic direction to department chairs in maintaining, creating, and building strong undergraduate and graduate academic programs;
- Guide academic innovation and curricula revision and promote new programs and partnerships within the College, across the University, and with other entities;
- Provide administration and oversight of all financial operations of the College including supplies inventory and the purchasing of capital equipment;
- Value and promote a collegial, inclusive, and diverse working and learning environment for staff, faculty and student populations;
- Promote scholarly activity and grant writing;
- Represent the College within the university, the community, and the professional academic arena;
- Prepare reports for external and internal constituents of the College (i.e. accrediting agencies, Board of Regents, Provost, alumni and friends);
- Establish, implement, and monitor policies and procedures for the College;
- Achieve key objectives for the College within the University's strategic plan;
- Responsible for priorities and initiatives that advance the approved mission, goals, and priorities;
- Responsible for the educational, administrative, and fiscal programs and services as well as for the planning, management, operation and evaluation of all aspects of the College;
- Seeking appropriate opportunities to promote and market the College, and its unique qualities/niche, within the community and the University System via the media, public relations activities, and community activities;
- Interprets and implements academic regulatory compliance along with the Associate Dean(s), with institutional and program accreditation, institutional licensure, and Board of Nursing approval;
- Develop and implement strategies and/or directives as detailed in the strategic plan approved by the Board of Directors; and

- Provide strategic and operational business and financial leadership in order to meet enrollment and retention objectives and maximize the effective and efficient use of resources.

### Reporting Relationships

<b>Reports to:</b>	Executive Vice President for Academic Affairs and Provost
<b>Partners with:</b>	Deans of other Colleges Provost's Operational Management Team
<b>Direct Reports:</b>	Associate Deans Department Chairs
<b>Relates to:</b>	President's Cabinet Deans' Council Health System Leadership Team Foundation Board Members University System of Georgia Board of Regents and USG staff members Student Government Association Alumni

## Goals and Objectives—Measures of Success

The following expectations for achievement by the successful candidate during the early part of her or his tenure as Dean have been identified (not necessarily listed in order of priority):

### Articulate a Vision and Strategy

In alignment with Augusta University's strategic plan, *Beyond Boundaries*, the Dean will articulate a compelling vision and corresponding strategic plan that will result in the College being viewed among the premier nursing programs regionally, nationally and internationally as well as being viewed nationally as a leader in nursing education and research, committed to academic and clinical excellence.

The Dean will evaluate the College's current organizational structure, resources and management, making appropriate changes as deemed necessary to support its continued growth. The Dean will engage faculty in assessing the curriculum and identifying the changes, enhancements and additions that should be made to address current demand as well as the emerging needs of a rapidly evolving healthcare environment. This includes exploring interdisciplinary programs with other Augusta University colleges as well as with institutions in the region. The Dean will also identify opportunities to increase student enrollment, increase the College's revenue and funding, and identify areas where technology can enhance productivity/record keeping.

The Dean will invigorate the faculty through the creation of a vibrant vision for a distinguished and contemporary College of Nursing. The new Dean must develop a cohesive team among the faculty, building an "esprit de corps" and making all faculty members feel they are an essential part of the

College by seeking their input and by continuing to advance a culture based upon respect, compassion and trust. The Dean will set clear expectations, holding faculty accountable to established measures.

### **Recruit and Retain a Distinguished Faculty**

College of Nursing faculty are accomplished in their areas of expertise and continually strive for success at all levels. The Dean will continue developing a faculty of distinction, establishing the highest standards in faculty recruitment, appointment, tenure, and promotion to enhance consistent excellence in teaching, research and clinical practice. This will include identifying recruitment needs to support curriculum changes and program expansion at the junior, mid-level and senior faculty levels; retaining and recruiting faculty with strong records in education, clinical practice and research. The Dean will support the ongoing professional development of the faculty, in particular, mentoring junior faculty, encouraging faculty to be active and valued participants in curriculum evaluation and new program development.

### **Advance Scholarship and Research**

Building upon the College's current research activity, the new Dean will contribute to Augusta University's vision to become a major research university by leading the significant expansion of research productivity and funding within the College. The Dean will maintain a strong culture of research and scholarship among the College's faculty, providing a supportive environment that fosters research activity, facilitates achieving sponsored research funding, and promotes new research programs. This will include providing mechanisms to support early career investigators developing programs of research and mentoring junior faculty in their research efforts. The Dean will identify opportunities for interdisciplinary collaboration with other colleges and schools within the University, as well as with clinical partners and other external organizations, fostering the development of synergistic relationships that will advance Augusta University's research enterprise.

### **Collaborate with Clinical Partners**

The Dean will establish a strong partnership with senior leadership with the College's clinical partners, including Augusta University Medical Center, Children's Hospital of Georgia and East Central Regional Hospital, demonstrating entrepreneurship and innovation regarding how the College can help to address the region's, as well as the state's, health care needs. This will include establishing strong partnerships with the chief nursing officers and other senior leadership within the clinical partners and proactively identifying opportunities to expand the College's program that will address the region's workforce demands. The Dean will seek ways to advance the College's faculty practice by exploring opportunities with clinical partners and other community organizations for additional College managed community based clinics.

### **Advocate for the College**

The Dean is expected to be a prominent and effective advocate for the College within Augusta University, as well as within the larger community. Serving as the executive representative of the College, the Dean will foster collaborative relationships with senior leadership throughout Augusta University, establishing ways to align University priorities with those of the College. The Dean will seek opportunities to strengthen communications between the College's faculty and those of the other Augusta University colleges and community. It is expected that the Dean, College of Nursing will work



closely with other deans at Augusta University to ensure that the University's mission is met with a collaborative approach.

### **Act as the "face and voice" of the College**

The Dean is expected to bring prominence to the College by actively participating in local, regional, state and national health care and academic organizations (*e.g.* local hospitals, health departments, CCNE, AACN and other accrediting bodies, professional nursing organizations at the state, national and international levels). The Dean will lead efforts to identify ways in which the College can increase its visibility to prospective students and faculty regionally as well as nationally, which includes enhancing the College's digital footprint.

The Dean, as executive leader of the flagship nursing program of the University System of Georgia (USG), will be an active member and leader of the USG Academic Advisory Committee on Nursing and as such will collaborate and support sister schools in meeting nursing workforce needs in Georgia. Furthermore, the Dean will participate in influencing health policy for the state and region in alignment with AU and USG goals.

The Dean will seek opportunities to increase philanthropic support to provide scholarships and to support research, playing a significant role in fund raising and friend raising for the College. The Dean will actively participate in development efforts in order to increase private support from individuals, foundations and corporations for initiatives that promote the quality of education as well as the continued quality of faculty research and clinical practice. Dean will build new strategic alliances and create a culture of philanthropy among alumni.

## Candidate Qualifications

The ideal successful candidate will preferably have the following competencies, knowledge, skills, abilities and personal attributes.

### Education

- A Ph.D. in nursing;
- Minimum of five years' experience in academic nursing and higher education administration;
- Eligible for licensure as a registered professional nurse in Georgia;
- Record of achievement in teaching, scholarship, and service, which merits appointment as a tenured full professor within the College.

## Experience

- National reputation as an academic leader who has a demonstrated record of achievement in teaching, research, and service, which merits appointment as a tenured full professor within the College.
- Strong, sustained record of senior leadership and administrative experience in support of students and faculty in teaching, service and scholarship excellence gained within an academic nursing setting;
- Successful experience managing budgets in an academic institution;
- Deep understanding, and preferably prior involvement in an active research program or history of a successful program of funded research;
- Knowledge of accrediting standards pertinent to the College of Nursing and ability to interpret and implement applicable standards of accrediting bodies;
- Keen insights into the range of key issues and opportunities in the nursing profession, nursing education, research, health care policy and delivery with the ability to position the College to meet the challenges inherent in health reform;
- Ability to manage an academic organization and work effectively and collaboratively with community leaders, interdisciplinary professionals, and colleagues within a university;
- Ability to identify, recruit, retain and develop outstanding faculty;
- Ability to raise funds from interested donors for endowments, to support scholarships, professorships, chairs and programs;
- The ability to work well at all levels within a complex health sciences center environment, fostering a spirit of collaboration with faculty, colleagues, and administrators;
- Demonstrated sustained success in building partnerships and relationships across academic disciplines, administrative units, and with external communities;
- A commitment to enhancing racial, ethnic and gender diversity in the student body and faculty; demonstrated commitment to fostering a diverse and inclusive environment;
- Experience implementing interprofessional educational activities.

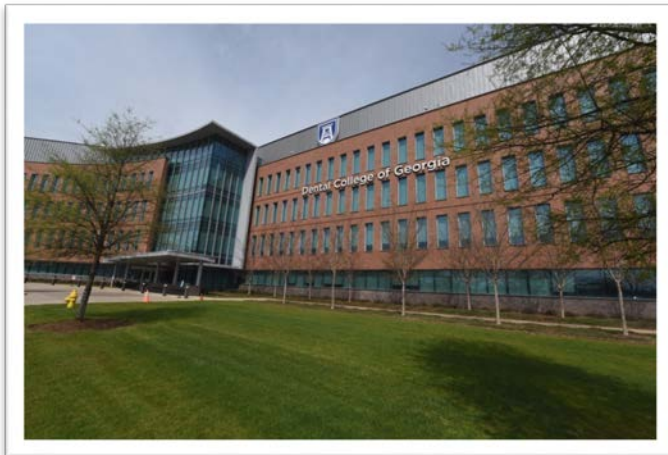
## Personal Characteristics

- A persuasive communicator with strong interpersonal skills who is an empathetic, respectful listener who can create an atmosphere that allows individuals to flourish within the context of the University's strategic plan. Works effectively with individuals at all levels within Augusta University and can identify and align key stakeholders to his/her cause;
- A leader who can establish an inspiring vision for the college's future, is committed to the missions of the University and the college, is committed to growing and developing faculty, staff and students, and is aligned with achieving prestige through the success of the college and its members;
- A diplomat who demonstrates a collaborative approach in working closely with members of the college and other constituents, including administration within the University, as well as outside organizations and individuals; an effective consensus builder and team player;
- A skilled negotiator and self-confident individual who is not afraid of criticism or challenge and can effectively manage conflict; is able to work with multiple stakeholders to achieve a common goal;
- A decision-maker with a commitment to achieve set goals and to establish a culture of responsibility and fairness;
- A confident manager and team builder with strong organizational and business skills who knows how to achieve goals in complex, evolving environments;
- A mentor with strong coaching skills to nurture the development of faculty into accomplished educators, practitioners and researchers;
- An educator who enjoys interchange with students and faculty;
- An individual of the utmost integrity with high levels of energy, maturity, and flexibility and a reputation for fairness and idealism;
- A builder of organizations, teams and programs; a developer and promoter of the strengths of the college and of individual colleagues.

## About Augusta University

Founded in 1828, Augusta University is a public research university and medical center dedicated to training the next generation of innovators, leaders and health care providers and is at the forefront of groundbreaking research focused on improving and enriching the human experience.

Offering undergraduate programs in the liberal arts and sciences, business and education as well as a full range of graduate programs and hands-on clinical research opportunities, Augusta University is Georgia's innovation center for education and health care. The combination of nationally ranked business and nursing schools as well as the state's flagship public medical school and only dental school makes Augusta University a destination of choice for the students of today and the leaders of tomorrow.



Augusta is a member institution of the University System of Georgia, which is governed by the University System of Georgia Board of Regents. It is one of Georgia's four public research universities. With locations throughout Augusta and at satellite campuses in Athens, Albany, Rome and Savannah, the university's ten colleges and schools have a truly statewide impact in Georgia.

Home to the Medical College of Georgia, the nation's ninth largest and 13<sup>th</sup>-oldest medical school, the University's Health Sciences Campus

is at the forefront of health care innovation. Located in beautiful downtown Augusta and housing the state's largest College of Nursing, the comprehensive College of Allied Health Sciences, The Graduate School and the state's only dental school, The Dental College of Georgia, the Health Science Campus is also home to the state's only public academic medical center.

### Colleges, Schools and Libraries

With locations throughout Augusta and at satellite campuses in Athens, Albany, Rome and Savannah, the University's 10 colleges and schools have a truly statewide impact in Georgia.

The College of Education is located on the historic Summerville Campus, which was built in and around a former United States arsenal and is home to the University's liberal arts curriculum. In the shade of ancient trees, professors from the [Katherine Reese Pamplin College of Arts, Humanities and Social Sciences](#); the nationally ranked [James M. Hull College of Business](#); the [College of Education](#); and the

[College of Science and Mathematics](#) prepare students for a lifetime of critical thinking, creativity and entrepreneurial success.

Augusta University announced a new School of Computer and Cyber Sciences, which launched July 1, 2017. The School is housed inside the new 168,000-square foot Hull McKnight Georgia Cyber Innovation and Training Center at Augusta University's Riverfront Campus. Nestled along the Savannah River, the Riverfront Campus is located in Augusta's growing cybersecurity corridor and houses the state-owned and Augusta University managed [Hull McKnight Georgia Cyber Center for Innovation and Training Center](#), a state-of-the-art cyber center comprised of the university's [School of Computer and Cyber Sciences](#), a cutting-edge cyber range, a 340-seat auditorium, secure briefing space, incubator space for innovation and entrepreneurship, and classrooms; as well as proximity to industry professionals and innovative start-ups.

Opened in 1991 on AU's Forest Hills campus, Christenberry Fieldhouse houses 11 of the Augusta Jaguars' 13 competition sports. In addition to housing all administrative and support staff for the [Augusta University Department of Athletics](#), CFH also houses the College of Education's [Department of Kinesiology](#). The Forest Hills Campus, on which CFH is located, also houses a full-size golf course, baseball, softball and soccer fields and serves as the home of the Jaguars' nationally recognized NCAA Division I golf team.

Campus libraries, The Robert B. Greenblatt, M.D. Library on Health Sciences Campus and the Reese Library on the Summerville Campus, provide comprehensive information resources and services in support of the teaching, discovery, and clinical care mission of this student-centered research university and academic medical center.





## About Augusta University Health System

Based in Augusta, Georgia, Augusta University Health is a world-class health care network, offering the most comprehensive primary, specialty and subspecialty care in the region. Augusta University Health provides skilled, compassionate care to its patients, conducts leading-edge clinical research and fosters the medical education and training of tomorrow's health care practitioners. Augusta University Health is a not-

for-profit corporation that manages the clinical operations associated with [Augusta University](#).

### The health system in numbers

- 478-bed Augusta University Medical Center at Augusta University
- 154-bed Children's Hospital of Georgia including the region's only Level IV NICU
- More than 80 outpatient practice sites in one convenient setting (Medical Office Building) Critical Care Center, housing a 13-county regional Level I trauma center



### **The academic medical center difference**

Being an academic health center, Augusta University Health differs from community hospitals with three primary missions— patient care, education and research. As an academic health center, it provides a full range of clinical services and maintains the infrastructure to foster education and research.

System physicians have the most up-to-date knowledge and training. Many of these health care professionals train the next generation of caregivers, while others conduct pioneering research that improves medical diagnosis, treatments and technology, bringing the medicine of tomorrow to patient care today.

Augusta University Health brings world-class clinicians, pioneering research, and the latest technologies and breakthroughs.

## Providing care across the state and beyond

In addition to providing care in the Augusta area, Augusta University Health physicians travel to satellite practice sites throughout Georgia illustrating a commitment to care for people across the state and region.

For more information on the medical services provided, please visit [Health Services](#).





## Augusta, Georgia

Georgia's second-oldest and second-largest city, Augusta, is situated on the southern banks of the storied Savannah River. Serving as a halfway point between the Appalachian Mountains to the north and the Atlantic Ocean to the south, Augusta is a thriving community built on a solid foundation of local pride and artistic eccentricity.

A timeless locale, a visit to Augusta is a life-altering lesson in Southern hospitality. While other places have undergone cultural revolutions, Augusta underwent a cultural evolution instead, trading big city lights and loud, busy streets for cold sweet tea and a shore-side view of the Savannah River. Downtown,

locally owned shops and restaurants mingle in the shade of memorable hangouts, and state-of-the-art galleries beckon artists, lovers, thinkers and dreamers alike to [the South's "Garden City."](#)

But Augusta is so much more than just a cozy place to live. Spearheaded by the next generation of musicians, foodies, artists and go-getters, the old city comes to life at night, offering live music, theater shows and a wealth of hole-in-the-wall eateries built to please. In addition to serving as a haven of technology and the arts, Augusta is also home to some of the nation's most beautiful lakes and trails, offering year-round outdoor adventures.

Sporting life is synonymous with the Augusta name, and the city proper is home to a number of professional baseball, roller derby and rugby teams. Several annual sporting events take place in and around Augusta, including the [Ironman 70.3 Augusta](#) triathlon and the [Augusta Futurity](#).

Oh, and did we mention golf?

On top of world-class entertainment and outdoor sporting, Augusta is also world-renowned as the [home of The Masters](#)—an annual golf tournament sometimes dubbed the “Super Bowl” of golf. Every year during the first full week in April, Augusta becomes the golf capitol of the world, welcoming local legends and long-time favorites back to the prettiest course on Earth.

For additional information, please visit <http://www.augusta.edu/augusta/communitylinks.php>



## Procedure for Candidacy

Confidential inquiries, nominations and applications are invited. Confidential review of applications will begin immediately and continue until the position is filled. Candidates should provide, as three separate documents, a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in this Leadership Profile and a list of five references. References will not be contacted without prior permission. Confidential inquiries, nominations and questions may be addressed to the Witt/Kieffer consultants supporting this search: Marvene M. Eastham at 713-266-6779 or Claudia M. Teschky at 630-575-6172. [AugustaDean\\_Nursing@wittkieffer.com](mailto:AugustaDean_Nursing@wittkieffer.com). Documents that must be mailed may be sent to Witt/Kieffer, 2015 Spring Road, Suite 510, Oak Brook, IL 60523.

*Augusta University takes pride in being an equal opportunity and equal access employer. We actively recruit and hire the very best employees without regard to race, religion, sex, national origin, age, marital status, sexual orientation, veteran status, disability or other protected characteristic.*

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 Augusta University 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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