



THE UNIVERSITY OF TEXAS
AT ARLINGTON

College of Nursing and Health Innovation Dean Search

Position Description – July 2026

POSITION SPECIFICATION

Position	Dean, College of Nursing and Health Innovation
Institution	The University of Texas at Arlington
Location	Arlington, Texas
Reporting Relationship	Provost and Senior Vice President for Academic Affairs
Institutional Websites	<u>College of Nursing and Health Innovation</u> <u>Undergraduate Nursing</u> <u>Graduate Nursing</u> <u>Kinesiology</u> <u>Smart Hospital</u> <u>Center for Rural Health and Nursing</u>

The Opportunity

The University of Texas at Arlington (UTA), the fifth largest university in Texas and the second largest in the UT System, invites inquiries, applications, and nominations for the position of Dean of the College of Nursing and Health Innovation (CONHI). This is a unique opportunity for a dynamic and innovative leader to assume a pivotal role in exploring and developing new programs in the exciting and broad fields of nursing and health innovation. Reporting to the Provost and SVP for Academic Affairs, the Dean will be a champion for the continuing success of CONHI and an important collaborating partner in cultivating new programs and partnerships.

CONHI is a three-time designated National League for Nursing Center of Excellence, is the largest nonprofit college of nursing in the United States, is among the top 30 colleges in National Institutes of Health funding, and remains the largest producer of baccalaureate-prepared nurses in Texas. Building on this strong nursing program, CONHI seeks further transformation into a nationally recognized leader in health innovation. In addition, its growing kinesiology, public health, and health informatics programs are key areas that are helping pave the way for this expansion.

The Dean will engage, lead, and energize the CONHI community to build new initiatives and collaborations across and outside of UTA. Embracing an innovative, forward-thinking mindset, the Dean will identify strategic priorities for investment; provide leadership in scholarship, research, and education; oversee and manage all financial and administrative functions; and implement a collaborative vision that reflects the needs of the UTA community, including expanding CONHI's reach into new areas of expertise.

The Dean should possess significant leadership experience and the ability to successfully lead a college as large, complex, and aspirational as CONHI. The Dean should have earned a doctoral degree in a health profession, health science, or allied health area; have a substantial record of



leadership in education, research, and clinical oversight; and have a record of scholarly distinction appropriate for appointment as a tenured full professor at UTA, a Carnegie-classified R1 university.

The University of Texas at Arlington

The University of Texas at Arlington is located in the heart of the Dallas-Fort Worth-Arlington (DFWA) Metroplex, a vibrant and diverse metropolitan area that is home to close to 8 million people, one of the fastest-growing tech economies in the United States, and a wide array of arts, entertainment, and cultural activities.

UTA is a comprehensive teaching, research, and public service institution dedicated to the advancement of knowledge through scholarship and creative work. The University is committed to providing access and ensuring student success and to a culture of innovation, entrepreneurship, and commercialization of discoveries by its community of scholars. With an enrollment of more than 42,000 students, UTA is the second-largest institution in the University of Texas System. As a result of its combination of rigorous academics and innovative research, UTA is designated as a Carnegie Research 1 (R1) institution with Very High Research Activity. UTA also holds the 2026 Carnegie Elective Classification for Community Engagement, reflecting the University's deep integration of community-engaged teaching, research, and service, and has been recognized as an Opportunity University through Carnegie's Student Access and Earnings Classification for expanding educational access and supporting strong post-graduation outcomes. UTA ranks No. 2 nationally in Military Times' annual "Best for Vets: Colleges" list and is among the top 40 performers nationwide for promoting social mobility of its graduates (*U.S. News & World Report*, 2025). UTA is designated by the U.S. Department of Education as both a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution, and it has one of the top six most ethnically diverse undergraduate student bodies in the United States (*U.S. News & World Report*, 2025). Its approximately 270,000 alumni, including those who occupy leadership positions at many of the 21 Fortune 500 companies headquartered in North Texas, contribute to UTA's \$28.8 billion annual economic impact on Texas.

UTA is poised to experience widespread growth. The University recently launched the first phase of its Recruiting Innovative Scholars for Excellence (RISE) initiative, which aims to recruit 100 new tenure-system faculty to amplify research standing and position UTA as a leader in key scholarly areas. The successful candidate for this position will join UTA during an exciting period of growth and contribute as the University broadens its impact.

UTA has been a cornerstone of the metroplex community for decades. With locations in Arlington, the Fort Worth Center, the Research Institute, and the new UTA West campus (coming Fall 2028), the UTA has a strong legacy of delivering educational excellence and fueling economic growth in North Texas and beyond.

College of Nursing and Health Innovation

Over the past 50 years, the CONHI has emerged as a leader in simulation technology, experiential learning, and translational research. In 2014, UTA's College of Nursing merged with the Department of Kinesiology to form the College of Nursing and Health Innovation. Its mission is based on a commitment to advancing global health toward the betterment of the human condition. It does so through collaborative transdisciplinary best-in-class teaching, research, clinical practice,



and service that prepares its diverse population of health professionals to address local, regional, and global health disparities.

For the past five years, the [2021-2026 CONHI Strategic Plan](#) has served as the College's guiding light. It is aligned with UTA's strategic plan, UTA 2030, to inspire bold solutions with global impact through creative scholarship, transformational access, and collaborative learning. The strategic pillars that form the College's future-focused strategy for prioritizing and delivering academic and research programs are: Innovation, Discovery, and Leadership, Global Engagement and Public Health Policy, Transformative Education and Clinical Experience, and People, Partnership, and Leadership. As the College prepares for the future, it remains committed to promoting and enriching a positive work environment in which students, faculty, and staff can thrive, strengthening and growing the academic mission, advancing interdisciplinary research, and improving service to patients and the community.

CONHI's workforce comprises approximately 970 faculty, staff, and student employees, including 42 tenured/tenure-track faculty, 176 non-tenure-track faculty, 530 adjunct and other faculty, 141 administrative and classified staff, and 81 student and hourly employees. Together, these individuals support one of the region's largest academic health education enterprises. Four faculty are members of the American Academy of Nursing. In 2024, CONHI enrolled more than 11,000 students in its undergraduate programs and 4,800 students in its graduate programs. Nearly half of CONHI enrollment were first-generation students, and nearly \$9.4 million in scholarships were awarded.

CONHI offers campus-based and online undergraduate, graduate, certificate, and doctoral programs. Several CONHI programs are offered online in partnership with Risepoint. UTA's accelerated online programs feature multiple start dates and 100% online coursework designed to meet the educational needs of working professionals. CONHI's Bachelor of Science in Nursing (BSN) graduates who took the NCLEX-RN examination in 2024 had a combined first-time pass rate of 94%. The Board of Certification Athletic Trainer Exam first-time pass rate was 89% in 2023-24. A full list of the College's undergraduate, graduate, doctoral, and certificate programs is available online [here](#).

CONHI has a strong presence across UTA's campus through faculty involvement in multiple committees, boards, and activities. There is a tremendous opportunity for collaboration across CONHI, other colleges, community partners, and the new UTA West campus. For example, faculty and staff from CONHI recently welcomed their counterparts from the University of Texas at Tyler's School of Nursing to engage in collaborative opportunities and enhance regional simulation excellence. The expansion of Cook Children's Health Care System in the Dallas-Fort Worth metroplex presents significant opportunities for CONHI to support and enhance community health initiatives. There is an invitation and expectation to develop new academic programs at the intersection of nursing, public health, precision medicine, and informatics.

Global engagement is one of the strategic pillars that form CONHI's future-focused strategic framework for prioritizing and delivering academic and research programs. The global engagement strategy seeks to help faculty and students achieve multiple perspectives and impact global health issues, including emerging public health concerns and diverse cultural beliefs and practices. CONHI strives to build new global partnerships by using the collective knowledge, skills, and experiences of its faculty and students to advance interdisciplinary education, promote innovation, strengthen the nursing workforce, and advocate for the advancement of nursing education, research, and public health policy globally.



Smart Hospital Simulation Learning Center

The School of Social Work/Smart Hospital building opened for classes in January 2023. The \$76 million, 150,000-square-foot inclusive educational and research facility houses the School of Social Work and CONHI's modernized 33,000-square-foot Smart Hospital Simulation Learning Center, enabling an ease of collaborative work between the two.

The Smart Hospital is a national leader in simulation-based learning in nursing. Students practice their nursing skills and simulation education with 58 beds for student training, 24 virtual-reality headsets for immersive learning, a 120-seat classroom, and an apartment-style learning space to practice such services as home health and hospice care. The Smart Hospital facilities include state-of-the-science hospital furnishings and equipment (Pyxis™ medication and supply stations with supporting inventory system software, Alaris™ IV pumps, ventilators, a large inventory of task trainers, and devices to aid in patient positioning and transfer). Advanced virtual simulation applications are ready for the students' hands-on skills practices in its multi-station computer lab. This technology supports the Smart Hospital's mission by providing a real-hospital learning environment. The Smart Hospital earned international accreditation from the Society for Simulation in Healthcare, the leading global accrediting body for healthcare simulation programs.

Research

The College of Nursing and Health Innovation hosts some of UTA's most exciting research programs, with CONHI faculty at the forefront of their scholarly disciplines. Ph.D. graduates engage in innovative research and develop significant scientific studies as emerging scholars. In 2024, CONHI received over \$3 million in funding and ranked 30th among other Schools of Nursing in receiving funding from the U.S. National Institutes of Health. The Center for Research and Scholarship is the principal source of research and scholarship support for CONHI faculty.

As part of the Department of Undergraduate Nursing and the Department of Graduate Nursing, researchers regularly and closely collaborate with the Department of Kinesiology to make important research contributions. The Department of Kinesiology is proud of its long tradition of scientific inquiry and research embodied in its research laboratories. In these spaces, science meets application, and the results improve the health of the people of North Texas, the nation, and the world. CONHI is home to four active research centers and is affiliated with many others, including the Bone-Muscle Collaborative Research Center, Center for Healthy Living and Longevity, Center for Rural Health and Nursing, Center for Innovation in Health Informatics, and the Clinical Imaging Research Center. The \$6.2 million Clinical Imaging Research Center was launched in 2024 to expand UTA's clinical research infrastructure and serve as a beacon for researchers to come together to innovate, discover, and perform interdisciplinary research.

Innovation

UTA is strategically expanding its academic programs to meet the growing demand for talent in North Texas' rapidly advancing biomanufacturing sector. CONHI plays a vital role in this effort and is uniquely positioned at the forefront of innovation, with the potential to emerge as a national leader in precision health and translational research.



The UTA Institute for Biomanufacturing and Precision Medicine for North Texas (IMPRINT) advances the institution's mission to advance knowledge through scholarship and creative work. IMPRINT is dedicated to building strategic industry partnerships that drive sustainable economic growth, address unmet medical needs, expand UTA's life and health sciences research capabilities, and enrich experiential learning opportunities for students. Its mission is to strengthen biomanufacturing, improve health outcomes, support life science startups, and fuel regional economic development across North Texas.

Complementing these efforts, the Center for Innovation in Health Informatics (CIHI) leverages the expertise of multidisciplinary and interprofessional teams to advance research in health intelligence and informatics, driving impactful innovations in healthcare delivery and outcomes. The Center's mission is to create a synergistic environment to dramatically accelerate multidisciplinary and interprofessional education, research, and practice in the field of health informatics. As a key partner at the table, CONHI plays an essential role in both IMPRINT and CIHI by contributing clinical insight, research leadership, and a deep commitment to health. Its involvement ensures that the work of both institutes remains grounded in real-world healthcare challenges and centered on improving patient outcomes.

Responsibilities

The Dean ensures the long-term viability, success, and quality of the College's programs by overseeing all administrative responsibilities and providing academic leadership for teaching, service, and scholarly activities. Reporting to the Provost, the Dean is expected to facilitate effective communication throughout the College, manage and acquire resources, develop strategies to increase enrollment, and uphold high academic standards.

The Dean will also collaboratively develop and execute an ambitious, creative, and distinctive vision that expands CONHI's academic programs. The Dean must be entrepreneurial and adept at building and leading through change. As a forerunner in a new era of health innovation that harnesses opportunities to further elevate CONHI as a pioneering leader, the Dean will foster interprofessional activities and seek partnerships, support, and resources to advance research, scholarship, service, and clinical opportunities. With an eye toward shaping the future of CONHI, the Dean will adeptly manage a budget of over \$60 million, supported by a team of five direct reports, including a Senior Associate Dean, Associate Dean for Research, Associate Dean for Administrative Affairs, and a Professor of Practice.

The Dean will join UTA at a pivotal moment of growth and must demonstrate the comprehensive leadership experience necessary to effectively lead a college of CONHI's size, complexity, and aspiration. The ideal candidate will be forward-thinking, with a proven ability to build and lead through transformative change by addressing the following opportunities and challenges:

- **Lead a strategic vision for growth and innovation**

CONHI stands at a nexus of innovation, where preservation of excellence meets pursuit of new frontiers. CONHI is poised to expand in other areas of health expertise. The Dean will collaborate with leadership to build upon current strengths and guide strategic planning and college growth. Priority will be placed on developing new programs and recruiting top-tier talent to elevate the College's capabilities and enhance its national recognition. UTA is also making significant investments in biohealth and biomanufacturing. The Dean will lead CONHI as a key partner in this university-wide faculty cluster initiative, collaborating closely with the



College of Science and the College of Engineering. Both colleges have allocated faculty lines to work with CONHI to foster growth and excellence in this field.

- **Increase research productivity and capacity**

Increasing research capacity is essential to upholding our standards as an R1 university. As the College expands into new innovative programming, it intends to grow its capacity for scholarly contributions to the field. The Dean will be expected to advance a culture of research by supporting and promoting scholarship from current faculty and doctoral students, as well as recruiting new faculty to expand the College's research enterprise. The expanding partnership with Cook Children's Health Care System provides numerous opportunities to broaden research efforts, collaborate on new studies, and enhance initiatives in health informatics. The Dean will encourage and provide incentives to existing faculty to expand research programs and develop collaborative relationships. In addition, the Dean will collaborate across campus with departments and faculty inside and outside the College to identify and grow new interdisciplinary research areas of distinction.

- **Creatively grow financial resources through new programs and development**

To advance the College's goals, the Dean will be responsible for creatively and strategically managing existing resources and making data-driven decisions within the University's budget model. They will also establish new programs to generate revenue by thoughtfully allocating human talent and financial resources. The development of new programs may be guided by UTA-procured tools such as Gray DI, an advanced analytics platform that generates reports on student demand, job market trends, and competitive activity. The Dean should possess strong financial acumen and a keen eye to accurately assess current needs and opportunities, and to realign organizational structure, staffing, systems, and program offerings as needed. In addition, the Dean must passionately advocate on behalf of CONHI to cultivate support among an expanding network of friends, supporters, and engaged alumni. In partnership with development professionals, the Dean will actively work to broaden the donor base, maintain existing contributions, and increase giving levels.

- **Recruit, retain, and inspire a deeply committed faculty and staff**

The Dean will draw an exceptionally talented and dedicated faculty and staff to CONHI and will work with UTA leadership to provide the support needed to attract and retain them. In addition, CONHI faculty encompass a spectrum of nurse-prepared and interprofessional faculty in tenure/tenure track, clinical track, research track, and professors of practice positions. The Dean will attend to the needs of this group while creating an inclusive culture that appreciates the ongoing contributions of each member of the CONHI community, including identifying opportunities to strengthen the infrastructures that support clinical-track faculty, tenure/tenure-track faculty, and staff. The Dean will also be a visible presence and frequent communicator and will model the values of inclusion and transparency.

Qualifications

The ideal candidate will possess many of the following qualifications and characteristics:

- An earned doctorate and relevant licensure in a health profession or health science
- Scholarly distinction appropriate for appointment as a tenured full professor at UTA
- A broad vision and deep understanding of higher education and the health care landscape



- A leadership style that inspires communication, collaboration, excellence, belonging, accountability, and mutually beneficial partnerships
- A distinguished record of research and excellence in teaching with demonstrated experience in both traditional and online educational programs
- Proven depth and breadth in administrative and leadership experience
- Proven ability to lead and scale a large, complex academic institution
- A successful record of developing, implementing, and sustaining innovative policies and programs that foster excellence in teaching, research, and service in higher education
- Demonstrated ability to grow enrollment and increase scholarly output
- Successful record of accomplishment in developing and managing interdisciplinary teams
- Proven leadership in guiding faculty, staff, and students toward shared goals
- Experience cultivating a positive workplace culture
- The ability to drive the College's advancement and fundraising portfolio, advancing significant external support in collaboration with development officers
- Broad understanding of educational, professional, governmental, corporate, and nonprofit organizations as it pertains to the disciplines within CONHI
- Integrity in all aspects of personal, institutional, and community involvement
- Research experience, including knowledge, and understanding of grants management
- Seasoned administrative skills, including budget management, stewardship of funds, and the use of data analytics for program assessment
- Entrepreneurial leadership track record that demonstrates an appreciation for shared governance and decision-making
- Strong internal and external communication skills, both oral and written
- History of progressive enhancement of relationships with local constituents, corporate entities and foundations, local and regional governments and boards, and other external stakeholders through strong interpersonal skills
- Systems-oriented understanding of the transformative potential of AI and the ability to guide its ethical and mission-aligned use in teaching, research, outreach, and administration

Nominations and Applications

The University of Texas at Arlington has retained the services of the executive search firm Korn Ferry to conduct this important search. All inquiries, nominations, and applications should be submitted to Dr. Josh Ward at Korn Ferry at the e-mail address below.

Applicants should submit:

1. A current and comprehensive *curriculum vitae*.
2. A letter of interest (2-4 pages) describing why you are interested in the role of Dean of the College of Nursing and Health Innovation at UTA, why you are a good fit for the position based on your leadership experience, and why now is a good time for you to consider the opportunity.

For priority consideration, please submit all application materials by **Monday, August 31, 2026** to Dr. Josh Ward at Josh.Ward@KornFerry.com.



KORN FERRY CONTACT

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