

SEARCH PROFILE:

DEAN, FRANCES PAYNE BOLTON
SCHOOL OF NURSING



CASE WESTERN RESERVE
UNIVERSITY

TABLE OF CONTENTS

THE DEAN OF THE FRANCES PAYNE BOLTON SCHOOL OF NURSING	4
THE FRANCES PAYNE BOLTON SCHOOL OF NURSING AT CASE WESTERN RESERVE UNIVERSITY	7
CASE WESTERN RESERVE UNIVERSITY	10
CLEVELAND, OHIO	12
HOW TO APPLY	12



Case Western Reserve University (CWRU) is seeking a dynamic, visionary, and ethical leader to serve as the next dean of the globally renowned Frances Payne Bolton School of Nursing. This exceptional leader, innovator, and scholar will have the opportunity to shape the future of one of the nation's top-ranked nursing schools. This individual will carry on its legacy of excellence in education, research, and practice while fostering the next generation of transformative healthcare leaders, educators, and researchers. Importantly, the dean will support the advancement of CWRU President Eric W. Kaler's three institutional priorities: to elevate academic excellence, expand the research enterprise, and enhance community engagement and impact.

Ranked #9 in the nation by U.S. News & World Report, the Frances Payne Bolton School of Nursing is a trailblazer in nursing education, research, and healthcare practice. With a strong reputation for excellence, a robust record in federally-funded research, and a commitment to interdisciplinary collaboration, the school is at the forefront of developing groundbreaking healthcare thinkers through its comprehensive undergraduate, graduate and postdoctoral programs.

Located in the state-of-the-art Health Education Campus in Cleveland, Ohio, the School of Nursing has earned its reputation as a global leader in nursing education, innovative simulation practices, nurse leadership, translational research, academic specialties, and global and community health initiatives.

The Frances Payne Bolton School of Nursing is highly ranked among nursing schools for its NIH funding, and its tenured/tenure track faculty who are recognized internationally for their scientific contributions in the areas of caregiving, resourcefulness, sleep health, oncology, gerontology, pediatrics, and community-based nursing care. The recent establishment of a Sleep and Circadian Science Collaborative, evolving research in artificial intelligence, and critical care transport research and simulation underscore the school's cutting-edge contributions to the practice of nursing.

The new leader of the School of Nursing will join CWRU and guide the school amid rapid advancement and accelerated accomplishment, fostering interdisciplinary collaboration and inspiring a culture of inclusion, innovation, and excellence. Building on its history of producing transformational nurse leaders—many of whom have become deans, chief nursing officers, healthcare executives, and other national leaders—the dean will elevate the school's national profile, attract top-tier talent, and secure resources for growth.

This leader will advance research impact, build upon record-breaking fundraising efforts, expand and improve facilities, cultivate a culture of belonging, and champion the school's mission of preparing nimble, collaborative and empowered healthcare leaders. With strategic foresight and an unwavering commitment to inclusive excellence, the next dean will ensure the Frances Payne Bolton School of Nursing remains a beacon of leadership, innovation, and community impact.



THE DEAN OF THE FRANCES PAYNE BOLTON SCHOOL OF NURSING

The dean of the Frances Payne Bolton School of Nursing serves as the chief academic, executive, and fiscal officer of the school, reporting directly to the provost and executive vice president. As a member of the senior leadership team of Case Western Reserve University, the dean provides leadership, vision, and strategic oversight for the school's academic programs, research enterprise, clinical impact, and service initiatives addressing significant issues in nursing, health, and healthcare.

The dean manages the school's \$40 million budget and ensures excellence in faculty, staff, and student recruitment, retention, and achievement; research productivity and scholarship; and program review and accreditation. Additionally, the dean fosters productive relationships with alumni, donors, and the broader community, contributing to philanthropy efforts, which currently total \$8–\$10 million annually. The role also includes facilitating the growth of external research to support the university's overall goal of achieving \$600 million in annual research expenditures and beyond in the coming years.

Direct reports to the dean include associate deans, assistant deans, an executive aide, an assistant to the dean for special projects, and the director of the Marian K. Shaughnessy Nurse Leadership Academy. The dean is also responsible for strategic budgetary planning, fiscal management, enrollment and marketing planning, and fostering university and community relations.

RANKINGS

#5 Private Nursing Schools for NIH Funding (Fiscal Year 2023)

#12 Among All Nursing Schools for NIH Funding (Fiscal Year 2023)

U.S. NEWS & WORLD REPORT (2024/2025) Best Colleges / Schools of Nursing

#9 Undergraduate Nursing Program (#5 for private research institutions)

Degree Programs

#17 Master's program (MSN)

#17 Doctor of Nursing Practice program (DNP)

SPECIALTIES

#4 DNP Nurse Practitioner: Adult Gerontology, Primary Care

#7 MSN/DNP Nurse Practitioner: Adult Gerontology, Acute Care

#12 DNP Nurse Practitioner: Family

#22 MSN Nurse-Midwifery

#36 DNP Nurse Anesthesia

THE DEAN OF THE FRANCES PAYNE BOLTON SCHOOL OF NURSING (CONT.)

RESPONSIBILITIES

In addition to the day-to-day responsibilities of leading the school, the next dean is expected to focus on the following priorities:

Strategic Leadership

- Lead the school with vision, creativity, and excellence.
- Provide collaborative and collegial leadership for the school.
- Engage in long-range planning for the school in collaboration with faculty and campus leadership.
- Promote professional development related to academic leadership, classroom and clinical instruction, simulation, instructional technology, and faculty and staff development.
- Enhance collaboration with other academic units to reflect Case Western Reserve University's culture of interdisciplinary scholarship.
- Promote and foster strategic international activities and opportunities for students.
- Create an inclusive academic and social environment where all feel welcomed.
- Ensure equal opportunity in the recruitment process while fostering a faculty culture of belonging.

Academic Excellence and Growth

- Maintain all accreditations for the school and its accredited programs, including the Ohio Board of Nursing, American Association of Colleges of Nursing, Council on Accreditation of Nurse Anesthesia Education, and Accreditation Commission for Midwifery Education.
- Ensure graduates achieve competency to pass state board and specialty certification examinations.
- Identify and seize opportunities to advance the school within the university and beyond, strengthening relationships with other schools and colleges.
- Recruit creative and productive early- and mid-career scientists who can thrive in the school.
- Advance external research and foundation grant funding.
- Build revenue through new programs and strategic alignment of budget priorities, and build on record-breaking fundraising attainment.
- Empower students to pursue academic and clinical interests, fostering an active learning culture.
- Articulate the breadth of nursing opportunities and its relevance as a discipline.
- Support the development and enhancement of the school's facilities.
- Uphold university policies and advance strategic initiatives, such as the Faculty 100 Initiative to increase tenure-track faculty by 15% university-wide.



THE DEAN OF THE FRANCES PAYNE BOLTON SCHOOL OF NURSING (CONT.)

Organizational Capacity Building

- Recruit, develop, and retain talented faculty and staff.
- Foster a culture of inclusive excellence across the school.
- Recognize and support teaching, scholarship, and clinical innovation.
- Engage faculty in key decisions and formally recognize their contributions.
- Institutionalize and sustain faculty-initiated programs.
- Encourage collaboration, transparency, and a positive culture.
- Highlight achievements and strong staff performance.
- Improve the quality of the graduate educational experience.
- Promote and advance the new Unified General Education Requirements (UGER) for undergraduates, fostering intellectual rigor, creativity, humility, and integrity.

Raising Visibility and Resources

- Serve as a compelling and articulate spokesperson for the school and the nursing profession.
- Contribute to national conversations on interprofessional issues, health policy, full practice authority for nurses, and other critical topics.
- Raise the school's profile to improve rankings and attract students.

- Foster excellence in research, clinical innovation, and scholarly productivity by strengthening accountability and providing incentives.
- Cultivate private funding sources to support impactful research and innovation.
- Strengthen relationships with the school's 9,000 alumni and other potential donors.

QUALIFICATIONS

The dean will possess stellar academic credentials, including a high degree of scholarship/research and a record of distinguished, recognized work in their area of expertise. The dean will hold a terminal degree and qualification for tenured appointment at the rank of full professor within the school.

The successful candidate will demonstrate evidence of the following skills and qualities:

- Inspirational leader who unites members of the school community toward common goals.
- Consultative decision-maker who respects shared governance.
- Enthusiasm for being fully engaged in the life of the school, as both visible and approachable.
- Successful as a researcher and scholar in their respective field of study.
- Ability to tackle challenges with persistence, optimism, proactivity, and resilience.
- Strong interpersonal skills, including high emotional intelligence.
- Forward-thinking and strategic mindset.
- Well-honed communication skills, including public speaking and writing.
- Ability to strengthen and build external relationships and partnerships.
- Managerial experience, including financial acumen.
- Fundraising track record or personal traits that would suggest potential for success in cultivating and soliciting donors.
- Nimble leader who anticipates and responds to changes in the higher education landscape.
- Proven track record of fostering inclusive excellence.
- Track record of creating programs and attracting recognition for them.
- Impeccable moral and ethical standards.





THE FRANCES PAYNE BOLTON SCHOOL OF NURSING AT CASE WESTERN RESERVE UNIVERSITY

Taking an experimental approach to education was one of the key conditions of Congresswoman Frances Payne Bolton's 1923 gift of \$500,000 to endow the school—the largest ever at the time for a university school of nursing. This spirit of innovation has remained one of the hallmarks of Frances Payne Bolton School of Nursing, which celebrated its centennial in 2023. The School of Nursing continues to enhance its impact on nursing education, research, and interdisciplinary scholarship and practice around the world.

The Frances Payne Bolton School of Nursing offers the [Bachelor of Science in Nursing \(BSN\)](#), the [Master of Nursing \(MN\)](#), the [Master of Science in Nursing \(MSN\)](#), the [Doctor of Nursing Practice \(DNP\)](#), and the [Doctor of Philosophy in Nursing \(PhD\)](#).

Additionally, the school is the home of the [Marian K. Shaughnessy Nurse Leadership Academy](#), which is a global community for nursing leadership development to advance health globally and design the future of healthcare. The academy offers leadership development programs to nurses with a goal to prepare new nurse leaders to be involved in the design, planning, management and delivery of care and in the development and implementation of health policy at all levels.

MISSION

Develop and empower nurse leaders who advance research, education, practice and policy that have a positive impact on the health of individuals and communities.

VISION

To be recognized globally as an academic community of excellence that builds on our traditions of innovation and impact that provide leadership in nursing research, education, and practice.

VALUES

We value that each member of the School of Nursing acts with integrity; drives discovery; promotes appreciation for the distinct perspectives and talents of each individual; supports innovation and community engagement; embraces individuality; and strives for excellence.

RESEARCH AND SCHOLARSHIP

The Frances Payne Bolton School of Nursing stands as a leader in nursing research, ranked 5th nationally for NIH funding in the fiscal year 2023 among private nursing schools, with over \$6.6 million awarded in NIH support and a total of \$8.7 million in external funding. For more than a decade, the School has consistently secured its place among the top 10 private nursing schools in NIH funding, underscoring its commitment to excellence. Focused research areas within the school include caregiver well being, aging well, connected health & data science, health promotion & illness management, and translational nursing science, with a cross-cutting lens of health equity

To further its research mission, the University is launching a significant renovation of the School of Nursing's research facilities, positioning them at the cutting edge of innovation to attract the most talented scientists in the field. This dynamic research

THE FRANCES PAYNE BOLTON SCHOOL OF NURSING AT CASE WESTERN RESERVE UNIVERSITY (CONT.)

environment is fueled by strategic collaborations with faculty from the School of Medicine, Case School of Engineering, the School of Dental Medicine, the Jack, Joseph, and Morton School of Applied Social Sciences, alongside esteemed clinical affiliates such as University Hospitals (Cleveland), the Cleveland Clinic, MetroHealth System, and the Veterans Affairs of Northeast Ohio Healthcare System.

The School's research program is positioned for significant growth in alignment with the University's initiative to hire 100 net new tenure and tenure-track faculty university-wide by 2028, if not before. This expansion presents a unique opportunity to tackle urgent healthcare challenges and enhance the School's research impact. With ongoing investments in research infrastructure, the next Dean will have the chance to lead the growth of the School's research faculty and oversee the transition to renovated research facilities. These efforts aim to catalyze groundbreaking discoveries and strengthen the School's reputation as a global leader in nursing science.

The [Center for Research and Scholarship](#) (CFRS) provides faculty and student researchers at the School of Nursing with assistance in administration and support of existing and new research. This assistance includes updates on funding opportunities, grant development and application services, and post-award activity monitoring from set up to close out. CFRS also sponsors seminars and policy workshops throughout the year to help faculty, staff and students stay up-to-date with the latest federal funding requirements and research news.

In addition to providing an advanced academic and clinical education, the Frances Payne Bolton School of Nursing's [Centers of Excellence](#) offer a wealth of services and experiences, serving both the health care community and the community-at-large. The Centers of Excellence expose students first-hand to nursing research, global health, evidence-based practice, initiatives in aging care, and flight nursing. The centers include the Sarah Cole Hirsh Institute for Best Nursing Practices Based on Evidence, the University Center on Aging and Health, and the Dorothy Ebersbach Academic Center for Flight Nursing (Emergency and Critical Care Transport).

To support the Adult-Gerontology Acute Care Nurse Practitioner flight specialty program, the School of Nursing hosted the [2024 CWRU Flight Camp](#)—a return of the popular pre-COVID program—at the CWRU University Farm, providing on-site skills training for nurses and first responders who work in air medical transport.

The [Molecular Biomarker Core](#) is a 2,000-square-foot wet lab facility that provides School of Nursing researchers, as well as the greater Case Western Reserve University research community, with services and shared resources to successfully carry out translational biomarker investigations targeting a wide range of DNA, RNA, and protein analytes in human biofluids.

At the School of Nursing, students have opportunities to work with the school's world-renowned faculty on research projects.

Students also have access to the [Center for Nursing Education, Simulation, and Innovation](#) (CNESI), where they can advance their nursing skills through active participation in hands-on training sessions that demonstrate real-life aspects of nursing. Simulation is a key component of nursing education, and the School of Nursing's award-winning simulation staff provide essential learning opportunities for students through innovative scenarios in state-of-the-art facilities, including multiple labs spaces.



THE FRANCES PAYNE BOLTON SCHOOL OF NURSING AT CASE WESTERN RESERVE UNIVERSITY (CONT.)

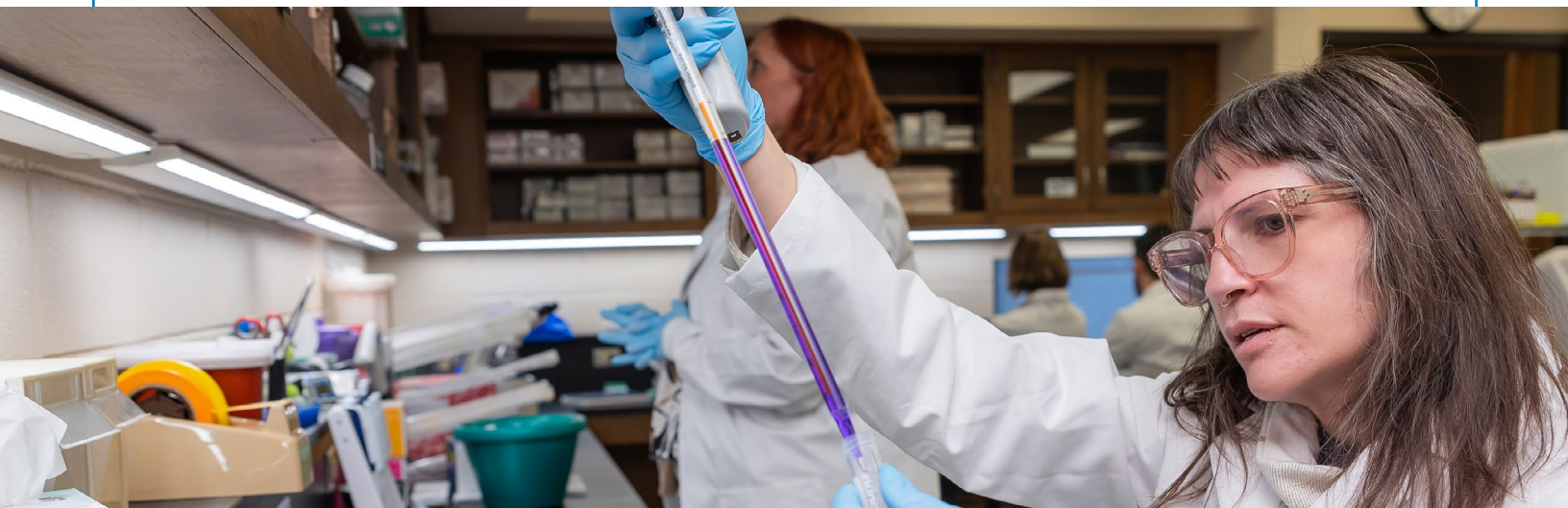
COMMUNITY PARTNERSHIPS

The Frances Payne Bolton School of Nursing is located in University Circle, a 550-acre cultural and scientific mecca on the eastern edge of Cleveland, Ohio. The area is also home to some of the world's best and largest healthcare and educational institutions, many of which are just steps away from the School of Nursing. The school's faculty, staff, and students take advantage of a range of clinical, research, and service partnerships all throughout Cleveland and beyond, including five nearby American Nurses Credentialing Center Magnet-recognized hospitals.

In addition to the extensive clinical training completed through partnerships with University Hospitals, Cleveland Clinic, MetroHealth, and other healthcare organizations (below), nursing students contribute to the campus community by volunteering at the [Student-Run Health Clinic](#). This clinic provides essential health services to faculty, staff, and students, underscoring the School of Nursing's commitment to both education and community well-being.

[Community partners](#) include:

- **Cleveland Clinic:** The #2 hospital in the world, according to Newsweek's World's Best Hospitals 2024; and #1 in Cardiology, Heart and Vascular Surgery and among America's Honor Roll 20 best hospitals in the U.S. News & World Report Best Hospitals 2024-2025..
- **Cleveland Metropolitan School District:** The district encompasses 93 schools throughout Cleveland and nearly 35,000 children; School of Nursing undergraduate students provide 20,000 service hours at these schools each year.
- **Hospice of the Western Reserve:** A community-based, non-profit agency providing palliative end-of-life care, caregiver support, and bereavement services throughout northern Ohio.
- **MetroHealth Medical Center:** A regional referral hospital that is one of the largest, most comprehensive health care providers in northeast Ohio.
- **Neighborhood Family Practice:** A Federally Qualified Health Center with multiple locations in Cleveland. In 2020, NFP became home to the Student-Run Health Clinic, an inter-professional student organization operated by CWRU students from the Frances Payne Bolton School of Nursing, School of Medicine, Cleveland Clinic Lerner College of Medicine, the Jack, Joseph and Morton Mandel School of Applied Social Sciences, and the School of Dental Medicine.
- **University Hospitals Cleveland Medical Center:** Among the nation's leading academic hospitals, forming the largest biomedical research center in Ohio and ranked among the top hospitals in the country in three specialties by U.S. News & World Report Best Hospitals 2024-2025.
- **University Hospitals Rainbow Babies & Children's Hospital:** A full-service pediatric hospital and academic medical center solely dedicated to the health care needs of children and ranked among the top children's hospitals in the U.S.
- **VA Northeast Ohio Healthcare System:** Recognized for more programs of clinical excellence than any other veterans' administration medical center in the U.S.





CASE WESTERN RESERVE UNIVERSITY

CWRU is among the country's leading independent private research institutions. The university is a member of the [Association of American Universities](#) (AAU) and is fully accredited by the Higher Learning Commission and by several nationally recognized professional accrediting associations.

CWRU is located five miles east of downtown Cleveland in University Circle, a square-mile urban district full of renowned cultural, medical, educational, and social-service institutions. The university draws its name from the 1967 federation of two institutions: Western Reserve University, which was founded in 1826 as Western Reserve College in nearby Hudson, Ohio; and the Case Institute of Technology, founded in 1880 as the Case School of Applied Social Science.

Today, Case Western Reserve comprises the [College of Arts and Sciences](#) and seven schools—the [Case School of Engineering](#), the [Frances Payne Bolton School of Nursing](#), the [Jack, Joseph and Morton Mandel School of Applied Social Sciences](#), the [School of Dental Medicine](#), the [School of Law](#), the [School of Medicine](#), and the [Weatherhead School of Management](#). The university offers more than [100 undergraduate degree programs](#), about [160 graduate and professional options](#), and over [145 dual-degree programs](#). Additionally, CWRU has more than 100 interdisciplinary academic and research centers and institutes. CWRU also offers [seven online master's degrees](#) and over a dozen non-credit online courses. CWRU is home to 12,475 students (6,528 undergraduate students and 5,947 graduate/

professional students in fall 2024) with more than 125,000 alumni around the world.

Further information about Case Western Reserve is available at case.edu.

FACULTY 100 INITIATIVE

Through the [Faculty 100 initiative](#), CWRU will hire at least 100 new tenured and tenure-track faculty by 2028. This effort aims to enhance research, academic collaboration and cross-campus connections to address global challenges. The plan includes hires in: AI, Big Data and Analytics; Biomedical Diagnostics and Therapeutics; Cancer Prevention and Treatments; Electrochemistry and Energy Storage; Environment and Ecosystems; Human Fusions and Robotics; Humanities and the Arts in a Tech-Driven World; Mental Health and Well-being; and Sustainable Manufacturing and Advanced Materials.

CENTERS, INSTITUTES AND INITIATIVES

The university has a multitude of centers, institutes and interdisciplinary initiatives. These include:

- [Flora Stone Mather Center for Women](#)
- [LGBT Center](#)
- [Human Fusions Institute](#)
- [Larry Sears and Sally Zlotnick Sears think\[box\]](#)
- [Case Comprehensive Cancer Center](#)
- [Health Education Campus](#)
- [Midtown Collaboration Center](#)
- [Sara and Curt Moll Institute for Mental Health and Well-Being](#)

CASE WESTERN RESERVE UNIVERSITY (CONT.)

RANKINGS

The university and its programs enjoy national and international rankings, including:

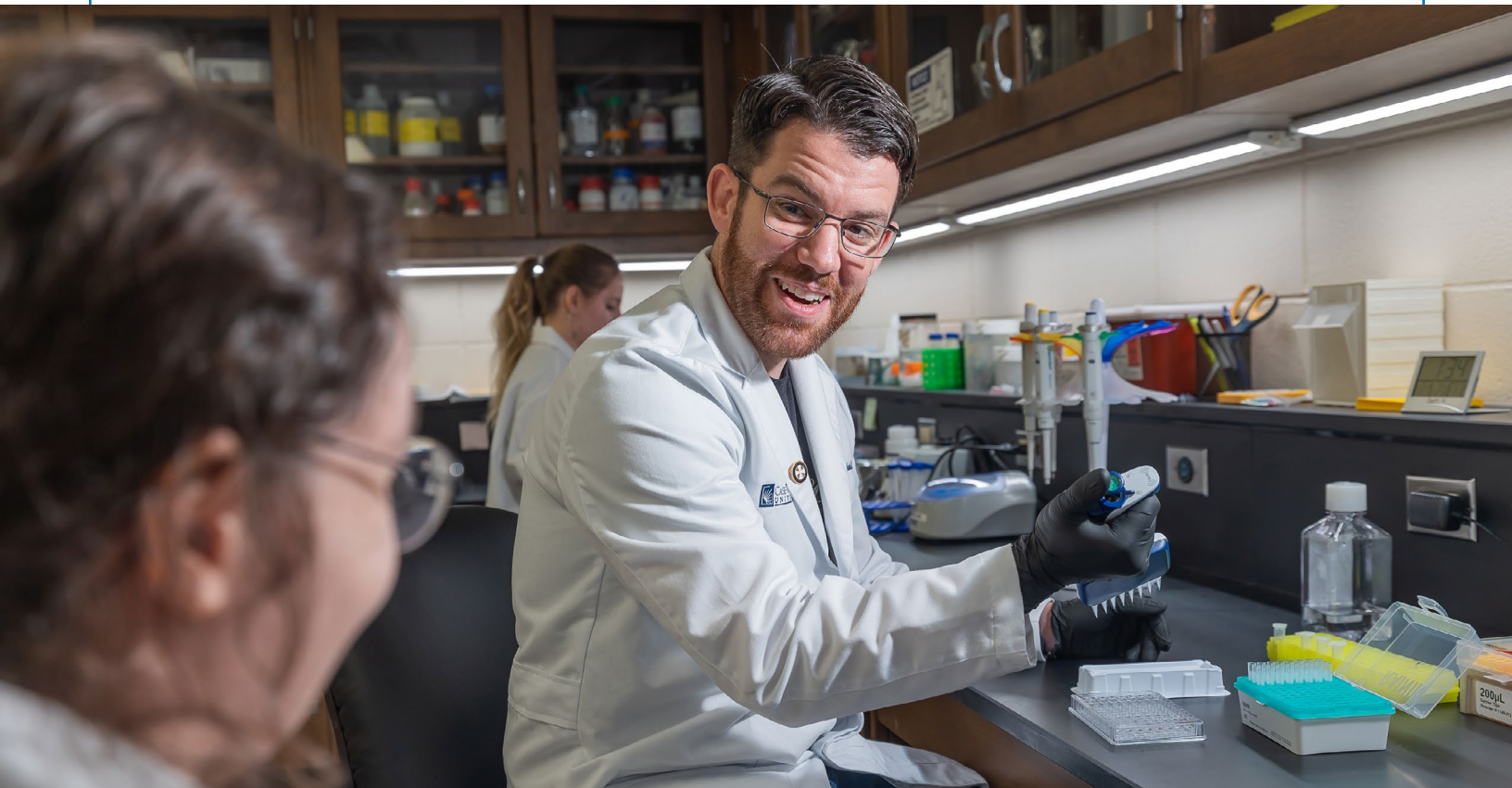
- #1 private university in Ohio and #31 private university in the US; #51 university in the US ([2025 U.S. News & World Report](#))
- #9 in undergraduate nursing ([2025 U.S. News & World Report](#))
- #20 in first-year experiences ([2025 U.S. News & World Report](#))
- #23 in undergraduate research/creative projects ([2025 U.S. News & World Report](#))
- #15 in health-care law and #13 in international law; #12 in social work ([2024 U.S. News & World Report](#))
- Tier 1 medical school for research ([2024 U.S. News & World Report](#))
- #16 worldwide for biomedical and health sciences; #79 university globally ([CWTS Leiden Ranking 2024](#))
- #19 in the world for innovation ([Nature Index 2022 Innovation](#))

STUDENT LIFE

Case Western Reserve undergraduate students are known for embracing double and triple majors, often with STEM and arts combinations, and a strong commitment to civic and community engagement. Similarly, the university's student athletes have a reputation for excelling in the classroom and on the field. In the 2023-24 academic year, 25 CWRU athletes earned All-America honors, the most in a single year in CWRU history.

CWRU's [graduate and professional schools and programs](#) enjoy excellent reputations for training and development and they continue to have strong enrollment. Case Western Reserve graduate students and postdocs, in particular, play a key role in the university's research enterprise and contribute a great deal to the campus community.

Opportunities to [engage in campus life](#) and in the surrounding University Circle, Cleveland and East Cleveland abound. Students can [participate in undergraduate research](#), engage with a [wide variety of programs and centers](#), [volunteer](#), play on one of 17 NCAA Division III [varsity athletic teams](#), [join student leadership groups](#), and more.



CLEVELAND, OHIO

The city of Cleveland, situated on the southern shore of Lake Erie, is the second largest city in Ohio and the largest media market in the state. Among one of the most livable cities in the country, metropolitan Cleveland is home to nearly three million people and is known for its strength and growth in biotechnology and healthcare industries; access to the arts, music, and theater; abundant opportunities for outdoor recreation; professional sports teams; and affordability. The Cleveland Metroparks offer 18 reservations spanning more than 25,000 acres with more than 325 miles of trails, nine golf courses, eight lakefront parks and

a nationally acclaimed zoo. The Greater Cleveland Aquarium is located near downtown, and the I.M. Pei-designed Rock & Roll Hall of Fame is located on the Lake Erie waterfront. In 2023, Travel + Leisure named Cleveland as one of the top 10 best food cities in the United States. Nightlife in Cleveland is vibrant, offering exciting hotspots such as the Warehouse District, East 4th Street, and the Tremont neighborhood. Playhouse Square is the country's largest performing arts center outside of New York City. Most of these attractions are just minutes away from Case Western Reserve.



HOW TO APPLY

Applications should consist of a substantial letter of interest, a CV, and a list of five professional references with full contact information and a note indicating the nature of your working relationship with each. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to:

CWRUDeanNursing@academicsearch.org

The position is open until filled, but please apply by **Monday, March 17, 2025** to be assured of full consideration. The university is being assisted by Academic Search. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Hasselmo at Ann.Hasselmo@academicsearch.org and Chris Butler at Chris.Butler@academicsearch.org.

All applicants are protected under Federal law from discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, age and genetics.

Case Western Reserve provides reasonable accommodations to applicants with disabilities. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the Office of Equity by phone at 216.368.3066 or by email at equity@case.edu. Determinations as to granting reasonable accommodations for any applicant will be made on a case-by-case basis.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Case Western Reserve University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience.

Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

