

SEARCH PROFILE:

DEAN OF NURSING



FRONTIER NURSING
UNIVERSITY®

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Frontier Nursing University (FNU) invites inquiries, nominations, and applications for its next Dean of Nursing. The University seeks a visionary, collaborative, communicative leader who will work closely with FNU's new president Dr. Brooke Flinders, the President's Cabinet, faculty, and staff to steward the mission of the University, enhance diversity, equity, inclusion, and belonging efforts, and advance enrollment strategies to meet the challenges occurring in higher education and health disparities in rural and underserved populations.



ABOUT THE UNIVERSITY

Frontier Nursing University is a pioneer in graduate nursing and nurse-midwifery education and remains at the forefront of innovation and technology with top-ranked, accredited programs delivered via community-based distance education. Its roots are anchored as a part of the Frontier Nursing Service (FNS). Founded in 1925 by Mary Breckinridge in Leslie County, Kentucky, FNS introduced the first nurse-midwives to the United States. Riding horses up mountains and across swollen streams, the FNS nurses brought modern healthcare to one of the poorest and most inaccessible areas in the country. Mrs. Breckinridge demonstrated that care provided by nurse-midwives to families in the region would drastically cut infant and maternal mortality rates, as well as morbidity and mortality in the community.

The Frontier Graduate School of Midwifery was subsequently established in 1939. Since that time, Frontier has grown to become one of the largest non-profit universities in the United States for advanced nursing and nurse-midwifery graduate education and developed the first distance learning nurse-midwifery program in the country in 1989, becoming a forerunner in the delivery of distance education and staying true to its mission of providing care to rural and underserved areas.

MISSION, VISION, AND CULTURE OF CARING

Mission

Our mission is to provide accessible nurse-midwifery and nurse practitioner education that integrates the principles of diversity, equity, and inclusion. We transform healthcare by preparing innovative, ethical, compassionate, and entrepreneurial leaders to work with all people with an emphasis on rural and underserved communities.

Vision

To continually improve our status as a center of excellence for Midwifery and Nurse Practitioner Education.

Culture of Caring

Frontier Nursing University fosters a Culture of Caring built on five main elements:

- Professionalism
- Inclusivity
- Respect
- Positive Communication
- Mutual Support



ABOUT THE UNIVERSITY (CONT.)

STUDENTS AND ACADEMICS

FNU has an enrollment of nearly 2,700 students. Seventy-five percent live in rural or underserved areas and 30% are students of color; 6% are male. The University offers the following [degrees and specialties](#): a Doctor of Nursing Practice (DNP) degree, Master of Science in Nursing (MSN) degree, and post-graduate certificates leading to education as a certified nurse-midwife (CNM), family nurse practitioner (FNP), women's health care nurse practitioner (WHNP) and/or psychiatric-mental health nurse practitioner (PMHNP).

FNU seeks to meet the needs of prospective nurse-midwives and nurse practitioners who wish to remain in their home communities to obtain the graduate education they desire to fulfill their professional aspirations. Using clinics, hospitals, and preceptors in their own community allows students to get the hands-on clinical experience required for these exciting health care professions. Students also participate in one to two campus immersion experiences, including the Frontier Bound orientation prior to beginning studies and a five-day skills intensive workshop prior to beginning the clinical practicum. While distance delivery is the modality for the academic programs, being on campus for these two events provides a unique opportunity for building community as a cohort of students beginning their graduate education.

At FNU, students are not alone in their search for clinical site placement. The [Clinical Outreach and Placement Services Team](#) works closely with students in the identification of clinical sites and preceptors. Students have access to a growing network of nearly 13,000 clinical sites and 16,000 preceptors in all 50 states. FNU has several clinical partners with whom there are relationships and agreements to take Frontier students. Some of these partnerships were developed as part of Federal

CURRENT ENROLLMENT PER PROGRAM

- Doctor of Nursing Practice – 257
- Master of Science in Nursing and Post-Graduate Certificates – 2,434
- Certified Nurse-Midwife Program – 880
- Family Nurse Practitioner Program – 547
- Women's Health care Nurse Practitioner (WHNP) Program – 336
- Psychiatric-Mental Health Nurse Practitioner Program – 671

Grant activity and others due to the efforts of the Clinical Outreach and Placement Team. Employers have reported a high level of satisfaction with FNU graduates and seek Frontier out when recruiting. FNU is also in conversations for partnerships in recruitment of nurse-midwives in rural communities identified as maternity care deserts.

FNU employs about 160 faculty that live all over the country. Faculty (over 90% full time and almost all doctoral-prepared APRNs) typically teach in either the didactic courses or in the clinical courses. Faculty attrition is low, and vacant positions are filled rapidly. Faculty (APRN) must possess an unencumbered RN license and maintain specialty certification. Regional Clinical Faculty (RCFs) are strategically hired to serve as the faculty for students in clinical and act as liaisons between clinical sites and preceptors and the University. RCFs live in the regions where the students they supervise are located. The RCFs also serve as resources for students, utilizing their professional connections and experience with clinical sites within their regions.

ABOUT THE UNIVERSITY (CONT.)

At FNU, the alumni base totals over 9,000 individuals spanning the United States and beyond. The Office of Advancement is dedicated to fostering a culture of engagement and generosity, forming enduring partnerships with alumni and donors who share a commitment to nurse-midwifery and advanced practice nursing.

ACCREDITATION

Frontier Nursing University meets the rigorous standards of regional accreditation from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and has been continuously accredited since 2004. In addition, the nurse-midwifery post-graduate certificate and master's programs, and doctor of nurse practice degree are fully accredited by the Accreditation Commission for Midwifery Education (ACME). The Doctor of Nursing Practice, the Master of Science in Nursing program and the post-master's certificates, including the nurse-midwifery, family nurse practitioner, psychiatric-mental health nurse practitioner, and women's health care nurse practitioner tracks, are accredited by the Accreditation Commission for Education in Nursing (ACEN). FNU is also certified by the American Nurses Credentialing Center (ANCC) as a Continuing Education Provider.

DIVERSITY, EQUITY, INCLUSION, AND BELONGING

Frontier Nursing University is deeply committed to fostering an [inclusive environment](#) where diversity, equity, inclusion, and belonging efforts are prioritized across all aspects of the institution. Its commitment is rooted in the understanding that diverse perspectives enrich learning and work environments. Through ongoing initiatives and programs, FNU strives to create a welcoming and inclusive community where everyone's unique perspectives and contributions are celebrated. As a part of the University's commitment, the [Office of Diversity, Equity, and Inclusion \(DEI\)](#) was formed in 2018 with a goal to ensure students, faculty, and staff are

provided with an environment that promotes DEI and encourages the success of all community members. In addition, in recent years, numerous DEI-focused committees, the President's DEI Task Force, and two DEI Fellowship and Ambassador programs have been established. Each of these initiatives is equipped with clear and measurable objectives aimed at embedding DEI principles in every aspect of the University.

POINTS OF DISTINCTION

- INSIGHT Into Diversity Health Professions Higher Education Excellence in Diversity (HEED) Award (2018-2024)
- Great College to Work For from the Great Colleges to Work for Program (2021-2024)
- Academic Healthy Work Environment Award from Sigma Theta Tau International Honor Society of Nursing (2024)
- American Association of Colleges of Nursing Inclusive Excellence, Belonging, and Sustainability Award (2023)
- One of 50 schools selected by the American Association of Colleges of Nursing to participate in a national initiative designed to foster inclusive learning environments and build a more diverse nursing workforce (2022)
- One of five universities recognized by Diverse Organizational Impact and Transformation (DOIT) for progress in "Cultivating Diverse, Equitable and Inclusive Institutional Climates With Intentionality" (2021)
- American Association of Colleges of Nursing Diversity, Inclusion, and Sustainability in Nursing Education Leadership Award (2021)
- International Distance Learning Award presented by the United States Distance Learning Association (2021)
- Certification rates for practitioner programs consistently exceed the national average



FINANCIAL OVERVIEW

The University, underpinned by a robust financial framework, consistently demonstrates strong fiscal performance. With gross revenue averaging around \$45 million annually, FNU meticulously budgets for a net operating profit ranging between 4-6% as a proportion of revenue. Notably, FNU has surpassed these targets, achieving operating profits of 11.85% for the fiscal year ending April 30, 2022, 5.98% for the fiscal year ending April 30, 2023, and 11.23% for the fiscal year ending April 30, 2024. Surplus over budget has been sustained due to increased enrollment/demand, prudent spending, and returns in the stock market.

In the current fiscal year, revenue predominantly stems from tuition and fees, comprising 95% of the total. Additionally, FNU typically garners approximately \$1 million in donations and \$1 million in grants/scholarship income, with a recent allocation of an additional \$1 million for the Maternity Care grant.

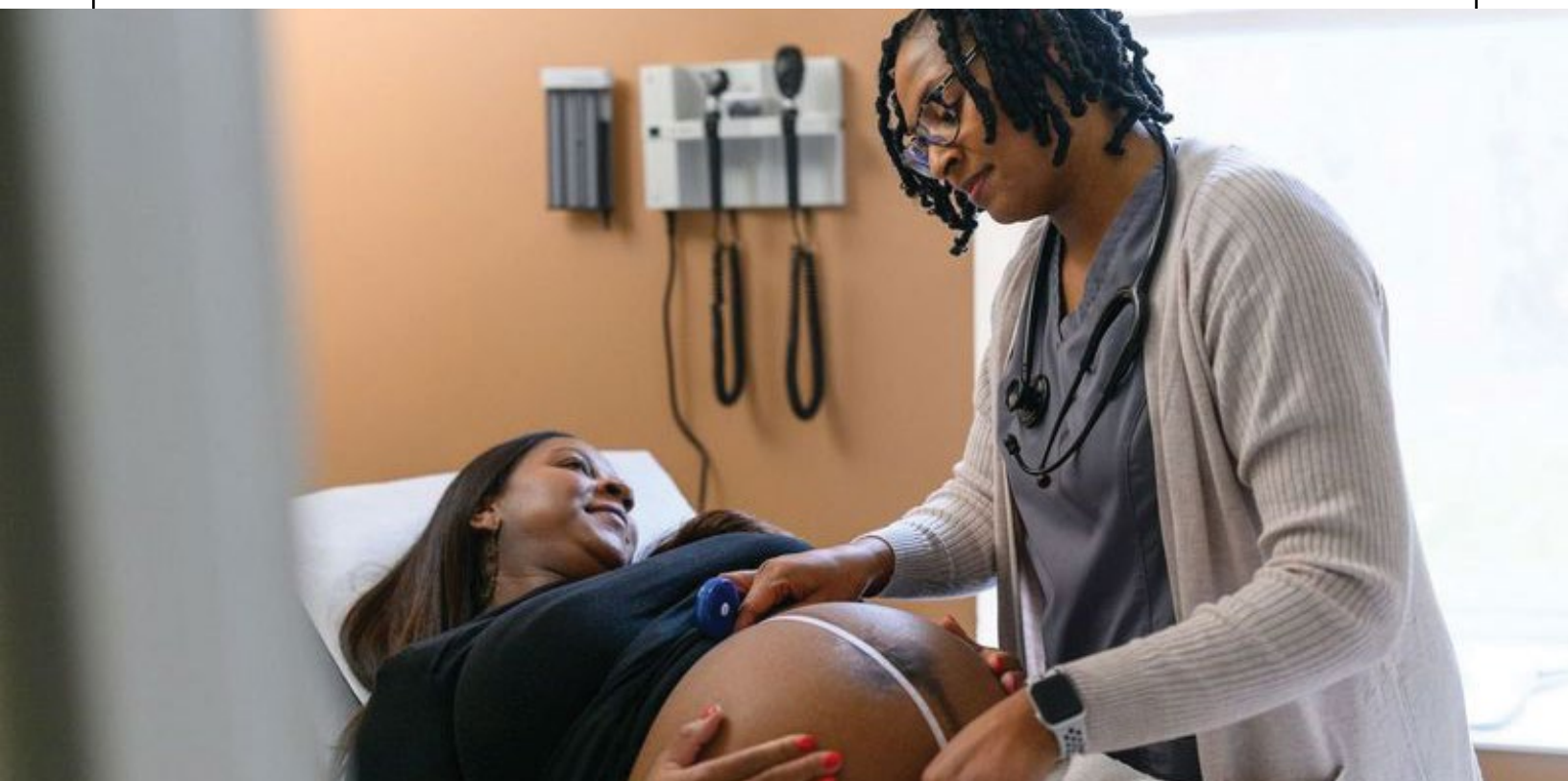
Amidst the financial landscape, the University and Foundation collectively manage assets of nearly \$80 million invested in the stock market. Net operating profits are reinvested, augmenting this portfolio every quarter. The assets invested are restricted as follows:

- \$6 million restricted for scholarships
- \$11 million allocated to endowed funds supporting specific healthcare, facility, diversity, equity, and inclusion (DEI), and nursing education initiatives, this can include scholarships as well

- \$13.5 million restricted to Chair positions
- \$20 million serving as collateral for the Versailles Campus Loan
- \$28.5 million unrestricted funds, facilitating flexibility in meeting evolving institutional needs and priorities.

Together, these financial assets underscore the University's commitment to financial stewardship, strategic investment, and the advancement of its academic mission. The Foundation and FNU continue to uphold their shared dedication to fiscal responsibility, ensuring the enduring vitality and sustainability of their operations.

In addition, the alumni giving rate is currently 2.5% and successful fundraising has garnered monies from private donors and federal grants to support critical areas such as scholarships, campus renovations, operational needs, and initiatives focused on Diversity, Equity, and Inclusion.





UNIVERSITY LEADERSHIP AND GOVERNANCE

[Dr. Brooke A. Flinders](#), DNP, RN, APRN-CNM, FACNM, assumed the office of President of Frontier Nursing University on August 1, 2024. A graduate of FNU, Dr. Flinders has extensive experience as an advanced practice nurse, educator, and college administrator. She previously served as Associate Provost for Faculty Affairs and Professor of Nursing at Miami University (Ohio). In addition, she has served as an associate dean and nursing department chair and has acute care and community-based care experience as a Registered Nurse and full-scope practice as a Certified Nurse-Midwife.

Frontier Nursing University is governed by a 17-member [Board of Directors](#). The Board meets four times annually and offers direction and oversight with fiduciary responsibility for the University. The powers of the Board of Directors include such matters as: mission statement, degree programs, faculty promotion, tuition and fees, operating and capital budgets, endowments, fundraising, and strategic plans.

FNU follows a model of shared governance that is comprised of the Board of Directors, President, Faculty/Staff Council, Student Council, Academic and Institutional Standing Committees, Subcommittees, and Ad hoc Work Groups. The purpose of shared governance is to facilitate the involvement of its members in supporting the mission of Frontier Nursing University and promote the vision of FNU by creating and sustaining a mutually beneficial, effective, satisfying, and supportive environment for all employees of the University. This purpose is accomplished through communication, joint planning, shared authority, and collaborative responsibility for decision making within FNU.



STRATEGIC PLAN

Frontier Nursing University's strategic plan is a rolling 5-year plan with yearly individual work plans and objectives. The goals usually do not change but the objectives may change depending on progress in meeting the goals or the need to establish new goals. Each department subsequently develops a Department Assessment Plan in which objectives and measures are set to determine achievement of the overall university strategic plan. For 2024, the following goals were approved:

Goal 1: Continue to develop, evaluate, and improve programs and services that further our mission

Goal 2: Create an environment that promotes diversity, equity and inclusion, and promotes the success of all community members

Goal 3: Build strategic relationships and partnerships with clinical sites and preceptors, focusing on rural areas

Goal 4: Continuously improve and maintain facilities to meet the needs of students, faculty, and staff

Goal 5: Use technology to ensure improvement and attainment of service excellence to the community

Goal 6: Ensure the financial strength and growth is sufficient to meet the needs of the University.



VERSAILLES AND THE GREATER LEXINGTON AREA

Frontier Nursing University's beautiful, newly renovated campus sits on 217 rolling acres in Versailles, adjacent to Lexington, a thriving city in Kentucky known as the "Horse Capital of the World". The new campus was opened in 2021, following the pandemic, having moved from its original site in Hyden, Kentucky. The campus has 16 buildings, including student lodges that provide housing for the Frontier Bound orientation and workshop prior to beginning the clinical practicum, a library, a state-of-the-art simulation center, and simulation

labs. Additional facilities include support services, an administration building, a Community Center, the Bell Pavilion, a President's House for hosting events and receptions, a Reflection Center, separate houses for faculty and Deans when they are on campus, and a Welcome Center.

For more information on Versailles and Lexington, visit [versailles.klc.org](https://www.versailles.klc.org); www.lexingtonky.gov; www.visitlex.com.



LEADERSHIP AGENDA FOR THE NEXT DEAN OF NURSING

FNU seeks an academic leader who will be strategic, creative, and collaborative in advancing and leveraging its mission and vision, deepening the University's commitment to Diversity, Equity, and Inclusion, and preparing the next generation of ethical, compassionate, and entrepreneurial healthcare leaders to address health disparities, especially in rural and underserved communities. Increasing competition in higher education, new innovative options for delivery, and use of technology and artificial intelligence will present new opportunities and potential new programs for advanced education in the future. By providing visionary leadership and strategic direction for faculty and all academic nursing programs, the Dean of Nursing ensures FNU's continued educational excellence. The Dean will play a pivotal role in working with the President, Cabinet, faculty, and staff to shape and expand academic programming, partnership development, and the student experience at FNU.

The University seeks a dynamic leader, dedicated to supporting students and fostering an inclusive and enriching learning environment. To enhance FNU's student-centered approach, the Dean of Nursing will work in close partnership with the Dean of Inclusive Excellence and Student Success. In addition, the Dean of Nursing will be charged with the development and implementation of academic policies, the professional growth of faculty and staff and continuing to attract top talent, and the nurturing of strong relationships with community and healthcare organizations. To fully engage with and on behalf of the University, the Dean of Nursing is expected to reside within driving distance of FNU's campus in Versailles, Kentucky.

LEADERSHIP AGENDA FOR THE NEXT DEAN OF NURSING (CONT.)

REQUIRED QUALIFICATIONS

- National certification as a nurse-midwife or nurse practitioner
- Licensure by the Kentucky Board of Nursing (RN and APRN) within 30 days of appointment
- Doctoral degree in nursing
- Significant and progressively responsible experience in teaching, academic administration, and clinical practice, including management of personnel and budget
- Experience with and knowledge of educational technology and distance education policies, methods, implementation, accreditation, and evaluation

DESIRED ATTRIBUTES

- Experience as a Dean, Associate Dean, Assistant Dean, Director, or Chair is highly preferred
- Strong interpersonal and communication skills
- Success in leading and implementing change and innovation and in coalescing groups to achieve common goals
- Demonstrated leadership outcomes in the promotion of diversity, equity, inclusion, and belonging in the academic setting
- A deep understanding of and respect for shared governance and a commitment to fostering supportive and effective working relationships with faculty and staff
- Demonstrated experience serving students from underrepresented communities and supporting a culture of inclusion within academic programs
- Experience building partnerships with and promoting collegiality and collaboration amongst external constituencies, including alumni, donors, community members, local businesses/clinics, and more
- A seasoned fiscal manager and excellent steward of institutional resources, including the ability to make strategic budget decisions
- Demonstrated experience with meeting accreditation standards
- Experience in strategic planning and implementation
- Experience playing a successful role in student recruitment and retention
- Ability to develop new and creative ways to continue to attract, support, and retain high-quality, diverse faculty and academic staff





APPLICATIONS, NOMINATIONS, AND INQUIRIES

Frontier Nursing University is being assisted by Academic Search. Prospective candidates may arrange a confidential discussion by contacting Dr. Jerry Israel at Jerry.Israel@academicsearch.org or Andrea Cowser at Andrea.Cowser@academicsearch.org. Applications and nominations should be submitted electronically to FrontierDean@academicsearch.org. Applications must include a cover letter that addresses the responsibilities and requirements described in this position prospectus; a curriculum vitae; and a list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate. This position is open until filled, but only applications received by **February 23, 2025**, can be assured full consideration.

To learn more about Frontier Nursing University, visit <https://frontier.edu/> and watch the [Year in Review 2024](#).

Frontier Nursing University is dedicated to the equality of opportunity within its community. It is the policy and practice of the University to provide equal opportunity to all persons. The University does not discriminate against a person because of race, color, age (as defined in the Age Discrimination in Employment Act), religion, gender, pregnancy, disability, national origin, citizenship, genetic information, veteran's status, sexual orientation, or any other characteristic protected by law.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Frontier Nursing 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.

