



# UNIVERSITY OF South Carolina

Dean, College of Nursing  
University of South Carolina  
Columbia, South Carolina

## THE SEARCH

The [University of South Carolina, College of Nursing](#) (College) seeks a dynamic, community-oriented nurse leader to serve as Dean and provide strategic vision and exemplary leadership at a moment of significant momentum. The Dean will join the senior leadership team of the [University of South Carolina](#) (USC or University), the state’s flagship institution. USC is recognized by the Carnegie Classification of Institutions of Higher Education as a R1 “Very High Research Activity” institution and a Community Engaged university. The University is home to nearly 60,000 students, 2,647 faculty, 5,588 staff, and offers more than 350 academic programs, including 60 that are nationally ranked across [16 colleges and schools](#). The University attracted \$323 million in sponsored awards in fiscal year 2025 in areas ranging from instruction to academics to public service, marking the third consecutive year of record-breaking research funding for USC.

The College of Nursing plays a vital role in advancing USC’s mission and impact. The College enrolls approximately 2,300 undergraduate and graduate students and an alumni base exceeding 12,500 worldwide. Nationally ranked programs—including top-25 *U.S. News & World Report* ranked undergraduate and master’s programs and the number two ranked online master’s program—underscore the College’s academic strength, while NCLEX pass rates consistently exceed state and national averages. The College is also a rising force in research, securing \$10.2 million in funding in fiscal year 2025 and ranking 31st nationally in NIH funding among schools of nursing.

This is an exceptional moment to lead the College. Following thirteen years of transformative leadership under Dean Jeannette Andrews, the College is thriving, with strong enrollment, innovative academic offerings—including a new nurse-midwifery program—and sustained national distinction. Recent investments, including a landmark public-private partnership with Lexington Health that led to a 52,000-square-foot, state-of-the-art clinical education facility with a nationally accredited simulation center, further position the College for continued growth and impact.

The next Dean will be an accomplished and forward-looking leader prepared to advance a high-performing college while honoring its deeply connected community. The Dean will articulate and execute a strategic vision that reflects the future of nursing and higher education; embrace innovation and technology across all mission areas; and build strong relationships within the University and beyond. Success in the role will require exceptional communication skills, political and organizational savviness, and the ability to strengthen academic-practice and research partnerships at the local, state, and national levels.

To fulfill accreditation requirements, the Dean must be a registered nurse with a graduate degree in nursing and an earned doctorate. The Dean must also have current or eligible RN licensure to practice nursing in South Carolina and demonstrate scholarly distinction consistent with the expectations for a tenured full professor at the University of South Carolina. Significant experience in nursing leadership, education, research, and practice is expected.

The University of South Carolina has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. Please direct all applications, nominations, and inquiries in confidence to Isaacson, Miller, as indicated later in this document.

## ROLE OF THE DEAN

The Dean serves as the chief academic and administrative officer of the College of Nursing and is a key member of USC's academic leadership team. The Dean is responsible for the executive administration of the College and provides visionary leadership in developing strategic initiatives to broaden the College's research profile, addressing nursing workforce opportunities in the state, promoting innovation, developing external partnerships, and cultivating relationships with donors and other key stakeholders. Moreover, the Dean ensures the College fulfills its mission to serve the people of South Carolina and beyond, through exemplary nursing education, transformative research, and compassionate care for all.

The Dean holds the Helen Gurley Wolford Professor of Nursing and reports to [Executive Vice President for Academic Affairs and Provost Mary Anne Fitzpatrick](#). The Dean leads a team of six direct reports.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

Substantial opportunities await the new Dean. These include:

### **Advance a cohesive and forward-looking vision**

The College of Nursing is well positioned across all mission areas, with national recognition for academic excellence, research strength, and clinical practice. The next Dean will be a courageous, strategic leader who brings creativity and clarity of purpose to advancing the College's future. Working collaboratively with faculty, staff, and partners, the Dean will articulate and execute a compelling vision focused on high-impact academic programs aligned with student demand and workforce needs; curricular excellence and

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innovation; thoughtful integration of advanced technology and AI; research growth; and meaningful service to communities across the state. Central to this work is fostering interdisciplinary collaboration across the University and with external partners to ensure sustained excellence and impact.

### **Expand the research enterprise and scholarly distinction**

The Dean will champion a culture of impactful research, discovery, and innovation that strengthens the College's national profile. This includes advancing strategic partnerships; supporting faculty development and mentorship; increasing competitive external funding; and promoting high-impact, translational scholarship in close collaboration with USC Health Sciences and the broader University. A key priority will be recruiting nurse clinicians and researchers with expertise in brain health to accelerate interdisciplinary research and clinical initiatives. The Dean will leverage major institutional assets—including the USC Brain Health Center and the forthcoming Biobehavioral Research Center (see appendix for additional information)—to expand translational research, clinical trials, and community-engaged studies, while strengthening training pathways for nurse scientists focused on neurological and cognitive health. At the same time, the Dean must navigate the challenges facing research-intensive schools of nursing, including heightened competition for funding, increasing expectations for measurable impact, and balancing faculty responsibilities across research, teaching, and practice.

### **Further academic-practice partnerships and advance nursing practice**

The Dean will provide strategic oversight of the College's clinical learning environment and partnerships with healthcare systems, ensuring exceptional patient care delivered by faculty and students. The Dean will further integrate clinical practice, education, and research while strengthening the College's internal practice infrastructure, including the Center for Simulation and Experiential Learning, clinical learning sites, and the Faculty Practice Plan. Building on established collaborations with Lexington Health and Prisma Health, the Dean will expand and deepen partnerships that provide robust training environments and patient-care opportunities, preparing graduates to meet the evolving healthcare and nursing workforce needs of South Carolina and the region.

### **Lead a connected and inclusive college community**

Community is central to the mission of the College of Nursing, with students at its core. The Dean will foster a student-centered, inclusive environment that attracts exceptional learners and supports their success through a rigorous, equitable, and supportive academic experience. As a visible and engaged leader, the Dean will address student concerns, strengthen academic and personal support systems, promote wellness and professional development, and uphold high standards of academic integrity to prepare graduates who are competent, resilient, and workforce ready. At the same time, the Dean will cultivate a collegial and inclusive culture for faculty and staff by supporting mentorship, professional development, wellness, and collaboration, leading with empathy and transparency to ensure all members of the College feel valued, supported, and empowered to excel.

## Deepen external relations and community engagement

The College of Nursing benefits from a strong foundation of alumni, donor, and community support, including an engaged alumni board and committed clinical partners ready to collaborate with the next Dean. The Dean will further engagement with these and other constituents, serving as a visible advocate for the College and securing resources that advance its mission and strategic priorities. The Dean will play a pivotal role in advancing the University's [Forever to Be](#) campaign and strengthening philanthropic support for the College. In addition, the Dean is looked to as a leader in the profession and expected to engage with policymakers, professional organizations, and community partners to advance healthcare initiatives that benefit communities across South Carolina and beyond.

## QUALIFICATIONS AND CHARACTERISTICS

To ensure the College's success, the Dean will demonstrate the following qualifications and characteristics:

### *Minimum Requirements*

- Registered nurse (RN) with a graduate degree in nursing and an earned doctorate;
- Qualified for appointment as a tenured full professor at the USC College of Nursing;
- Current or eligible RN licensure to practice nursing in the state of South Carolina.

### *Preferred Qualifications and Characteristics*

- Distinguished record of academic achievement, research, practice, teaching, and service;
- A strong business acumen and strategic thinking, including ability to manage complex budgets, optimize resource allocation, and align strategies with academic and clinical priorities to ensure sustainable growth and operational excellence;
- Demonstrated ability to build effective partnerships within the College and University, with clinical partners, and external groups including donors and policy makers;
- A record of accomplishment in recruiting, developing, and retaining outstanding faculty, staff, and students;
- Demonstrated record of securing external research funding, including federal funding, contracts, or fellowships with evidence of sustained scholarly productivity supported by such funding;
- Fundraising experience;
- Experience with accreditation;
- Demonstrated success managing complex academic portfolios and leading change with positive outcomes;
- Exceptional oral and written communication skills, interpersonal skills, including collegiality and collaboration;
- High standards of professional integrity and professional ethics;

- Visionary leadership in integrating emerging technologies, including artificial intelligence, into curriculum, research, and service aligned with the institution's mission.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of South Carolina has engaged the executive search firm, Isaacson, Miller to assist in the search. Screening of complete applications will begin immediately. Applications, including a cover letter and CV, can be submitted via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-south-carolina-college-nursing/dean>.

Amy Segal, Partner  
Alice Holland, Senior Associate  
Olivia McVicker, Managing Search Coordinator  
Isaacson, Miller

The University of South Carolina is committed to nondiscrimination and equal opportunity in its educational and employment activities. This commitment is integral to the university's mission and purpose; as such, the university does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender, gender identity, pregnancy, national origin, ethnicity, age, disability, veteran status, genetic information or other characteristics protected under applicable federal or state law.

Isaacson, Miller, and the University of South Carolina are committed to creating an inclusive environment and welcome applications from candidates with disabilities. If you have any accommodation or access needs, we are happy to provide reasonable accommodation.

*This document has been prepared based on the information provided by University of South Carolina. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by University of South Carolina would supersede any conflicting information in this document.*

## APPENDIX

### THE UNIVERSITY OF SOUTH CAROLINA SYSTEM

The [University of South Carolina system](#) provides statewide services focused on advancing access, affordability, and excellence to meet the state's educational, cultural, health, and research needs. USC has eight universities across 20 locations that together serve nearly 60,000 students.

- [USC Columbia](#)
- [USC Aiken](#)
- [USC Beaufort](#)
- [USC Upstate](#)
- [USC Lancaster](#)
- [USC Salkehatchie](#)
- [USC Sumter](#)
- [USC Union](#)

USC is driven to providing a superior education and overall experience to all of its students. Through scholarship programs such as the [Gamecock Guarantee](#), flexibility and support from its [Graduation and Retention Network](#), and online degrees through [Palmetto College](#), USC is making higher education more accessible and affordable for South Carolinians.

### THE UNIVERSITY OF SOUTH CAROLINA

#### Mission

The University of South Carolina, one of the nation's oldest and most comprehensive public universities, is committed to the [mission](#) of educating students through teaching, research, creative activity, and community engagement that drives community and economic impact for the benefit of the state, nation, and world.

#### Academic Programs and Units

USC offers more than 350 degrees at the bachelor's, master's, doctoral, and professional levels, across 16 colleges and schools:

- [McCausland College of Arts and Sciences](#)
- [Darla Moore School of Business](#)
- [College of Education](#)
- [Molinaroli College of Engineering and Computing](#)
- [College of Information and Communications](#)
- [College of Hospitality, Retail and Sport Management](#)
- [School of Music](#)
- [South Carolina Honors College](#)
- [College of Nursing](#)
- [Arnold School of Public Health](#)
- [College of Social Work](#)
- [Palmetto College](#)

Graduate programs are also available at the [Joseph F. Rice School of Law](#), [College of Pharmacy](#), [School of Medicine Greenville](#), and [School of Medicine Columbia](#) (located on the new [Health Sciences Campus](#)).

## Strategic Plan

USC unveiled its most recent strategic plan, *For South Carolina: A Path to Excellence*, in 2020, that articulated its mission and vision and a set of eight [strategic priorities](#). Each priority reflects USC's foundational values of Access and Transparency, Inclusive Excellence, and Service and Integrity, which are also at the core of the Carolinian Creed. The University is sharpening its near-term goals, reinforcing its commitment to inclusive excellence. Near-term priorities include:

- Reimagining the student experience and advancing post-graduate success
- Increasing research and scholarship to drive community economic impact
- Transforming service and promoting operational excellence

## University Initiatives: Brain Health

USC has secured funding to develop a highly specialized clinical neurological and rehabilitation center—the state's first standalone comprehensive facility dedicated to integrated care for patients with brain and nervous system conditions. Building on the success of the statewide [Brain Health Network](#)—which operates clinics across the state offering cognitive screenings, memory assessments, care navigation, and access to specialized diagnostics and neurologists—the center will expand coordinated, patient-centered care by offering advanced diagnostics, expert clinical teams, and care navigation while connecting patients and caregivers to community resources. Scheduled to open in early 2026 in Columbia, the [USC Brain Health Center](#) will be the first of its kind in the Southeast, drawing on the University's multidisciplinary strengths in clinical care, education, and research to improve patient outcomes and support healthcare providers across South Carolina.

## THE UNIVERSITY OF SOUTH CAROLINA COLLEGE OF NURSING

The [University of South Carolina, College of Nursing](#) prepares future nurse leaders and scientists while addressing the evolving healthcare needs of South Carolina and beyond. Its mission is to educate graduates who care, inspire, and lead in advancing science, practice, and policy to improve health for all. The College aspires to be a preeminent leader in nursing education and research, recognized for innovation, inclusive excellence, and service with local, national, and global impact, and is guided by core values of inclusivity, integrity, professionalism, respect, commitment, and caring.

## Strategic Priorities

- People and Environment: Promote a vibrant, respectful, and caring environment that recruits, retains, and fosters an inclusive and talented community of students and employees while optimizing infrastructure
- Education and Student Success: Inspire graduates with clinical competence and cultural humility through student-centered learning to lead, transform, and deliver exemplary evidence-based nursing care, conduct research and scholarship, and improve healthcare delivery systems
- Research and Scholarship: Lead and boldly transform research and scholarship that encompasses

discovery to translation, consistent with USC Nursing's values

- Practice, Service, and Partnerships: Cultivate and expand regional, national, and global initiatives with innovative practice, service, and partnerships

### **Faculty, Staff, and Students**

The College's 147 talented faculty members include 28 tenure and tenure-track, 54 professional track, and 91 adjunct faculty. Approximately one third of full-time faculty have been recognized with national fellowships that include the American Academy of Nursing, American Academy of Nurse Midwives, American College of Cardiology, and Society of Behavioral Medicine, among others. Eight faculty hold endowed professorships.

The College is supported by a talented group of 38 full-time and 29 part-time and temporary staff.

In Fall 2025, over 2,257 students enrolled across three campuses – Columbia, West Columbia, and Lancaster: 1,703 in the undergraduate Bachelor of Science (BSN) program, 423 in the master's program, 19 in the certificate of graduate study program, 76 in the DNP program, and 36 in the PhD program.

### **Organizational Structure**

College faculty are organized within three departments: Biobehavioral Health and Nursing Science, Advanced Professional Nursing Practice & Leadership, and Professional Nursing Practice, all led by Department Chairs. There are three Associate Deans: Research, Academics, and Access and Community Engagement.

### **Campuses**

The Williams-Brice Building has been home of the College of Nursing since 1974 and is situated on the main USC Columbia campus. This site is used primarily for freshman and sophomore BSN students, graduate programs, research centers, and the Center for Nursing Leadership.

The 52,000 square foot Clinical Education Building, opened in 2024, is located approximately ten minutes from the downtown Columbia main campus site and across the street from Lexington Health. In partnership, Lexington Health funded the new facility and provides clinical instructors. This site is used primarily for clinical training of the College's third- and fourth-year nursing bachelor's students as well as master entry into practice nursing (MEPN) students. Cutting-edge technology and flexible spaces offer USC's growing nursing student population an elevated educational experience and better prepare them to transition into practice.

The Clinical Education Building also houses the state-of-the-art [Center for Simulation and Experiential Learning \(SAEL\)](#). SAEL's multi-purpose design includes a large area for skills training, rooms for debriefing/multi-use, patient simulator rooms and clinical exam rooms. All patient simulator and clinical



exam rooms have video and audio-capture capabilities with web streaming delivery. Spanning the entire second level of the facility, it features several key training areas:

- Acute Care Suite - mimics hospital rooms and intensive care units
- Community Apartment - simulates a home environment for home health scenarios
- Primary Care Suite - where students practice patient care and communication
- Skills Suite - where students develop and refine clinical skills

The Society for Simulation in Healthcare reaffirmed SAEL's position among the nation's top simulation centers granting reaccreditation in Teaching and Education and earning an additional Multi-Site Program accreditation.

The College has a partnership with the USC Palmetto College Campus at [Lancaster](#) to provide the BSN program for junior and senior students at that site. This partnership is approximately 15 years strong and has graduated over 300 registered nurses in this region, with the majority remaining in the surrounding counties.

### Academic Programs

The College offers four nationally ranked and accredited degree [programs](#) – Bachelor of Science in Nursing (BSN), Master's of Science in Nursing (MSN), Doctor of Nursing Practice (DNP), and Doctor of Philosophy in Nursing Science (PhD). The BSN entry pathways include [Traditional BSN](#) and [RN-BSN](#). The College's undergraduate program produces the largest number of pre-licensure graduates in the state. The BSN program is ranked number one in the state. Graduates from the College of Nursing achieved a 98.93 percent first-time pass rate on the 2025 National Council Licensure Exam (NCLEX-RN), placing the College in the top one percent in the country in terms of NCLEX pass rates.

The [graduate](#) programs include specialty tracks and post-master's graduate certificates, allowing students to customize their education in advanced practice, leadership, or academic roles:

- Adult Gerontology Acute Care Nurse Practitioner
- Family Nurse Practitioner
- Psychiatric Mental Health Nurse Practitioner
- Master's Entry to Practice Nursing (MEPN)
- Nurse Midwifery
- Nursing Education
- Nursing Informatics
- Healthcare Leadership

The MSN program is number one in the state and ranks number two for online master's programs according to the 2026 *U.S. News and World Report*. New nurse practitioner graduates earn 95-100 percent pass rates on the ANCC Board Certification.

The [Doctor of Nursing Practice](#) has six concentrations:

- Executive Healthcare Leadership
- BSN-DNP Family Nurse Practitioner

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- Nursing Education
  - BSN-DNP Adult Gerontology Acute Care Nurse Practitioner
  - BSN-DNP Nurse-Midwifery
  - BSN-DNP Psychiatric Mental Health Nurse Practitioner

The [Doctor of Philosophy](#) (PhD) in Nursing Science program prepares students for a nursing research career in academic, clinical, or health system settings. Generous tuition support for students in the first two years of the program and executive-style weekend course delivery create flexibility for students to earn a doctoral degree.

### Accreditation

The baccalaureate degree program in nursing (BSN), the master's degree program in nursing (MSN), and the doctor of nursing practice (DNP) are accredited by the American Association of Colleges of Nursing (AACN) Commission on Collegiate Nursing Education (CCNE) in 2021, for a 10-year term, extending through 2031.

The University of South Carolina College of Nursing is fully approved by the South Carolina Board of Nursing.

The Center for Simulation and Experiential Learning (SAEL) was accredited by the Society for Simulation in Healthcare in 2020 and reaccredited in 2026, recognized as a leader in delivering educational excellence through simulation.

The state's first accredited nurse-midwifery program started in 2025 and is up for full accreditation when its first cohort graduates in 2027.

### Research and Scholarship

The College's portfolio of research and scholarship has significantly grown over the last decade. In fiscal year 2025, the College secured \$10.2 million in research funding—a 19 percent increase—ranking 31st nationally in NIH funding and first in the state for the second consecutive year. The College's research centers have generated more than \$20 million in new grant funding since 2019. Research strengths include cancer survivorship, chronic disease management and prevention, and maternal and child health, all grounded in a strong commitment to health equity. These efforts are supported by the College's [Office of Research](#).

Construction has started for a new [Biobehavioral Research Center](#) housed within the College that will be completed in Fall 2026 on the Columbia Campus. Approximately 1,600 square feet of experimental laboratory space will occupy the former simulation center. The experimental laboratory facilities will be fully equipped for College faculty and their research teams to perform assessments and process samples on-site. The laboratory will support a wide variety of molecular biology, cell culture, biomarker analyses, microscopy, immunostaining and human physiology research, all aimed at understanding complex diseases to improve patient care outcomes.

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Spanning over 4,000 square feet, the Center will include a spacious patient intake area and a clinical exam suite. This space will host a community collaboratory, areas for physical activity and exercise research and focus groups, as well as offices for visiting researchers. Plans also include a dedicated space for pediatric, adolescent and young adult-focused research.

### Centers

The College's supports five [Centers of Excellence](#) that provide nurse leaders with knowledge, tools and experience they can use to advance care.

- [Center for Nursing Leadership](#)
- [Center for Simulation and Experiential Learning \(SAEL\)](#)
- [Center for Advancing Chronic Care Outcomes through Research and Innovation](#)
- [Cancer Survivorship Research Center](#)
- [Perinatal, Pediatrics, and Family Research Center \(PPFRC\)](#)

### Finances

The Dean oversees a \$45 million unrestricted annual operating budget and a \$17.4 million endowment. Annual restricted revenues from sponsored awards are five to ten million along with \$550 thousand of annual endowed spendable. The College derives unrestricted revenue from tuition, fees, state appropriations, sponsored award indirect cost, and other miscellaneous revenue. USC uses a Responsibility Center Management (RCM) budget model.

### Clinical Partners

The College's primary associated academic health partners are [Prisma Health](#) and [Lexington Health](#), with other robust clinical affiliations to meet students' learning needs.

## COLUMBIA, SOUTH CAROLINA

Columbia, South Carolina is nestled in the heart of the state, offering a terrific blend of intellectual energy, cultural vibrancy, and quality of life. As the state capital and home to the flagship University of South Carolina, Columbia combines the resources and opportunities of a major university city with the accessibility and warmth of a close-knit community. Founded in 1786, the city is rich in history and civic life, serving as the center of state government while also hosting a growing business community, including national and global employers. Residents enjoy a lively arts and cultural scene, diverse dining options, and year-round outdoor activities, supported by the city's mild climate and proximity to rivers and natural areas. With a metropolitan population approaching 900,000, Columbia offers the amenities of a dynamic urban center while maintaining a welcoming, livable scale that makes it an attractive place to work, live, and build community.