

March 7, 2022

To the Search Committee:

The role of Dean of the College of Health Professions at Cleveland State University would allow me to continue to grow as a leader and expand my expertise to affect change in the health professions disciplines. The compelling reason this position attracts me is the ability to lead across multiple health care disciplines, sharing best practices, and implementing innovative/creative programming that will shape the health and wellness of the academic and surrounding communities, and grow and maintain the exemplary health sciences programs Cleveland State University. The focus would be to advance the practice of a variety of health care programs in support to a more diverse and inclusive student population, obtain support a healthy workplace, while elevating multiple health care disciplines to be collaborative in integrating interdisciplinary competencies across the curricula.

I believe in an organization that embodies its roots in being a leader in the community and its strength in its student engagement. I can identify with the values of Cleveland State University and support the strategic direction the university is moving towards (strategic growth, create a diverse and inclusive learning environment, develop interdisciplinary partnerships and collaborations, and be financially sustainable). I believe my background as a leader, and experience in teaching, research, and service would make me an ideal candidate for this position. The opportunity to create the oversee the health professions and incorporating the elements of the 21st century student and creating an environment that influences healthy lifestyle behaviors would be an amazing opportunity in which my talents could be utilized.

I am currently the President and Academic Dean (Chief Nurse Administrator) and Professor for Mount Carmel College of Nursing. I am ready to consider the next professional challenge in my career. As my CV shows I have many years of experience as a faculty member, coordinator, and administrator. I look forward to expanding my leadership experience, furthering my research interests, continuing to impact students through teaching, and advancing my service experiences at a university that supports these goals. I have 25+ years of professional teaching experience (20 years in higher education and 10 years in secondary education), combined with 20+ years of clinical nursing experience. My most recent accomplishments in administration, teaching, service, and research are as follows:

Administration: As a visionary leader who is pragmatic, positive, transparent, and inclusive I bring with me a commitment to creating a diverse and inclusive environment, shared governance, administrative experience, strategic planning, implementing, and assessing curricula and programming. As an effective manager of people, resources, and excellent communicator I am responsive to the needs and concerns of students, faculty, and staff. As a leader, I take pride in motivating and mentoring faculty and students to achieve their highest potential, achieving goals and priorities. I am creative and look for inventive ways to maximize one's potential to meet the demanding needs of the changing landscape of education. As President and Academic Dean, I provide oversight and leadership for all aspects of the operations of the college and educational programs in accordance with the policies adopted by the College Board of Trustees. Responsibilities as the Chief Academic Officer include, but not limited to: defining and sharing the strategy and

vision for the college, lead change, official representative of the college to internal and external constituencies, liaison with collaborating institutions, oversees the infrastructure of the college, approves all contractual agreements, ex-officio member with vote on all college committees and Board of trustees standing committees, accountable for all institutional and specialty accreditations (Chief Academic and Nursing Officer), and oversee the implementation of the college strategic plan. I promote a culture of safety, diversity, and inclusiveness that promotes student and faculty engagement and encourage interdisciplinary collaborations with other health professionals to break down educational silos.

During my three years at MCCN I have had to utilize my creative, visionary, and motivational skills to work with the faculty, students, and staff to accomplish many initiatives. From March 2020 to now we continue to navigate the pandemic. Utilizing a change management model, the team has managed this transformational change with compassion, optimism, and grace. We continue our strategic initiatives including implementing our iInnovate Apple© iPad program for all students, faculty, and staff. During the various social injustices, we identify goals and programming to support Diversity, Equity, and Inclusion (DEI) at the college. We created an interdisciplinary DEI council whose purpose is to ensure that the mission and core values of the college are embedded across the organization. The council was created to be more inclusive of all on campus to create programming and be advocates to develop, maintain, and provide a mechanism for accountability to enhance the campus culture, acknowledge, and celebrate diversity while fostering inclusive excellence. From a curricular perspective, we needed to re-tool the DNP program by adding a collaborative partner (OSU Fuld Institute), we moved the program to a fully online delivery, and aligned the DNP project to the evidence-based competencies. This program now provides nurse leaders with increased knowledge and skills in EBP, system thinking, utilization of technology, leading interdisciplinary initiatives, and leading through change to drive quality and safety in health care.

As the chief administrator, I manage the budgeted resources for the college (approximately \$20M) (including FTE's) and a \$2M HRSA Grant as the project director. I have a strong commitment to building collaborations and interprofessional work as the foundation of excellence. I continue to establish and work with our community partnerships so that we maximize ways in which we collaborate and address the future needs of our students and the workforce. My diverse experience as a leader in higher education, and my broad range of involvement in nursing education, has afforded me the insight and guidance on issues related to workforce development, interprofessional education, and collaborative practice.

Teaching: With my strong background in education, I will bring new knowledge and innovative ways to use technology and evidence-based teaching strategies to faculty to support pedagogy, interdisciplinary education, and student learning. I have had the pleasure to coordinate, develop, and teach EBP (Evidence-based practice) and health policy courses in various levels such as: Doctor of Nursing Practice (DNP), RN to BSN, MSN and accelerated and pre-license nursing programs. Along with my colleagues, we had the opportunity to revise the DNP and APRN programs into a cohort model, as well as create a new revised RN to BSN curriculum. It has been a pleasure to mentor students in MSN, PhD, DNP, and EBP Graduate Certificate programs on their completion of capstone/dissertation work in fulfillment of their graduation requirements.

My long history of teaching excellence and through my leadership as President and Academic Dean, I have been dedicated to promoting a student-centered, supportive, and caring environment. Utilizing a constructivist and humanistic approach to teaching, it has enabled me to assess and analyze the learners' performance to determine the appropriate teaching strategies and technological tools needed to meet course outcomes. My primary goal is to give students' the best

possible opportunity to gain knowledge and learn skills necessary to be a productive and proud member of the nursing profession. I role model, mentor, and facilitate student learning by being enthusiastic, creative, energetic, and passionate about what I teach. I foster the students' desire to learn by developing course activities that encourage a sense of inquiry, using their critical thinking skills to examine new ideas and re-work old ones. I provide encouraging feedback to students as they work toward accomplishing the outcomes so they will gain the necessary knowledge and competencies to be productive members of the nursing profession. I continue to promote the integration of technology and evidence-based practice with interprofessional healthcare professionals and educators through community partnerships, workshops, conferences, and educational coursework.

Service: I have been an active member of the faculty and as President and Dean (Chief Academic Officer) continue to serve on a variety of committees at the health system, college, and community. I have had the privilege of working with the various healthcare systems, school systems, public health and community partners related to issues impacting the workforce, education and practice which would benefit the development of public policies that would impact the practice of nursing and healthcare providers. It is important that we create an environment in education today where students are engaged in the learning from a variety of health disciplines, and we give them tools to provide compassionate, caring, and skilled care to help others navigate the ever-changing health care system. In collaboration with the local healthcare system Chief Nursing Officer, we are creating an academic-practice partnership that will focus on nursing excellence. We are working on building a partnership that supports a culture of trust & respect, and mutual goals. By creating this partnership, we know we can support innovative ideas and processes, increase interprofessional collaboration, share best practices, and leverage competencies that support lifelong learning.

As my CV demonstrates, I have been and currently a member of various local and national committees including BOT committees, MCCN, MCHS and Trinity Health level. Served my term on the Council for Undergraduate Research (CUR) (2018-2020). As the newly elected co-chair of the CUR Health Science division, we worked on national and local initiatives to increase the awareness and implementation of undergraduate research across all health disciplines. I have had the pleasure be an organization committee member for various local, national, and international nursing conferences. I am an active voting member of Ohio Deans and Directors Group and the Association of Independent Colleges and Universities of Ohio (AICOU). The AICUO works with the presidents of the independent schools on public relations, research, and government affairs. I have had the privilege of working with the AICUO staff, college/university presidents, the Ohio Department of Higher Education (ODHE) Chancellor Gardner, and Governor DeWine as we navigate the pandemic and many other legislative issues that affect us.

It is a privilege to be on the editorial board for *Worldviews on Evidence-based Nursing Journal*. I am also the Column Editor for *Tactics for Teaching Evidence-based Practice*. This column is about sharing the best strategies and innovative ideas on how to facilitate the learning of EBP competencies. I work with authors who submit manuscripts to the column by providing mentorship and advice to encourage them to continue to edit their work if it is a topic that fits the column. As an advisor, facilitator, and mentor I participate in the Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing and Healthcare at Ohio State University School of Nursing. The immersion program for clinical nurses and nurse educators supports their learning on how to embed EBP into clinical practice and in the academic curricula to improve student learning, healthcare, and patient outcomes. I also have the honor of working with Trinity Health at Home to design a Leadership Academy as well as a Nurse Residency program in home care. I enjoy consulting/mentoring others on the integration of technology, embedding EBP into a nursing curriculum and preparing others for a

national nursing accreditation visit.

Research: My research interests are varied and focus on two areas: 1) Evidenced-based practice utilization in the academic and clinical settings, 2) integration of technology in pedagogy in the academic and clinical setting to promote learning and engagement. My other areas of interest include assessment planning in higher education, the integration of simulation into a curriculum, nurse empowerment, mentorship, and leadership in nursing. I consistently show scholarly involvement that is original and demonstrates professional diversity. I have published five (5) book chapters; published 24 articles in referred (blind peer-reviewed) nursing journals; published six (6) non-referred articles; conducted 19 research studies. I have presented approximately 100 podium and 15 poster presentations from 1996 – 2022, on topics related to my work/research at local, national, and international venues.

In 2005, as a first-year assistant professor I had an opportunity to apply for a grant from the Office Research at Florida State University titled, *First Year Assistantship Program* (FYAP). This grant was awarded and my research on the use of technology in education was launched. I have completed multiple studies on the use of mobile devices in the classroom and clinical setting. My recent publication was in collaboration with my graduate assistant: Williamson, K. M. & Muckle, J. (2018). Students' Perception of Technology Use in Nursing Education. *Computers, Informatics, Nursing [CIN]*, 36(2), 70-76. This was recently published electronically, assigned to the February 2018 issue of CIN. It was also selected for inclusion in the Winter 2018 Highlights print collection. I have had multiple opportunities to present my work in this area at various international and national conferences (See CV for details). I love to role model and mentor others in the publishing process. I also enjoy working as a team to publish. A more recent publication in the *Nursing Administration Quarterly* was with my leadership team as we wrote about the transformational change, we had gone through as we first navigate the pandemic. (Williamson, K. M., Nininger, J., Dolan, S., Everett, T., & Joseph-Kemplin, M. (2021). Opportunities in chaos: Leveraging innovation to create a new reality in nursing education. *Nursing Administration Quarterly*, 45(2), 159-168).

My anticipation is to continue my research on how various technology devices and tools can be used to enhance learning in the classroom and clinical setting. I would like to be a leader who paves the way for innovation and technology, mentor educators who want to conduct EBP, QI, and or research projects as well as publish their work. Through donation dollars I was able to start up the Faculty Fellow program at MCCN. The fellows are a resource for faculty who need assistance in integrating technology or pedagogical ideas in support of teaching, learning and assessment into their curriculum and use of instructional designs to enhance learning in any environment.

I am honored to receive invitations to present at various conferences. The latest invitations have come from Sigma's 33rd International Nursing Research Congress, 2022 and the AACN's Doctoral Education Conference, 2022. I have had many presentations accepted at international, national, and local organizations (see CV). I have been an organizing committee member for three conferences on global nursing issues. I am invited a least twice a year to participate in the Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing and Healthcare at The Ohio State University EBP Immersions as a facilitator, mentor, and presenter. I have presented on topics such as: integrating technology and threading EBP through a nursing curriculum. I was also asked to take part in developing webinar's on How to Critically Appraise Qualitative Research, Enhancing the Learning Experience, and Weaving Technology to Facilitate the Delivery of Content.

I have submitted seven (17) internal and external grants. I have been awarded a total of **\$3.6 M** to advance my projects, research, and for travel. I was awarded \$2M for the HRSA Nurse Practitioner Residency Program – *Mount Carmel College of Nursing Residency Program*

(MCCNRP). The purpose of the MCCNRP project is to increase Family Nurse Practitioner providers in community-based settings that benefit the medically underserved. The grant has provided us the opportunity to partner with local Federally Qualified Health clinic who serve the underserved to create a nurse practitioner residency and preceptor training programs.

As part of two federal grants, I have been able to create innovative ways to delivery training content one through a learning management system and another by utilizing an app for iPad and/or mobile device. A research opportunity through a local grant was to conduct an interdisciplinary study for the purpose of studying undergraduate nursing, respiratory, and social work students' uptake of EBP. The aim of the study was to identify students' engagement with and implementation of EBP competencies. The focus is on ensuring students learning needs are met by educational programming. I regularly involve students, community partners, and colleagues in research projects and publications, as evidenced by the work I have completed. I would like to continue be collaborative with partners who would like to advance the knowledge and understanding of EBP and technology use in nursing and interprofessional education.

I am leader who is passionate, enthusiastic, creative, and an energetic person who enjoys mentoring others and being a role model. I enjoy teaching (I have taught courses in the undergraduate, graduate and at the doctorate level on topics ranging from community health nursing, public health, leadership, and management, integrating EBP, health policy, outcomes management and disseminating evidence to advance practice), being a mentor to students, consulting & lecturing on integrating EBP in clinical practice, integrating technological tools in the academic and clinical setting. I have been a Technology Faculty Fellow, where I mentored faculty in the use of technology in support of classroom learning. I am a CCNE Team leader and enjoy working with organizations in preparing for national accreditation. I was selected to the third cohort for the SIGMA *Experienced Nurse Faculty Leadership Academy (ENFLA)*. My role is a Leadership Mentor for a colleague. We worked together on a project to advance nursing education and promote leadership development. I encourage my leaders continually grow as leaders and be mentored/coached. Two leaders have completed the ENFLA and two are expected to start in the next cohort.

I believe my strong leadership skills as a chief academic officer and background in teaching, research and service would be an asset to your organization. As a leader and administrator of a college of nursing I have had to be flexible and navigate through change in support maintain academic excellence in unprecedented times. I will continue to foster interprofessional collaboration, build community and alumni support, and ensure financial sustainability, while ensuring strategic growth in enrollment and meet workforce demands. I will continue to set high standards committing myself to being a visionary, positive, a pragmatic leader, who is a role model and mentor. I believe my diverse educational endeavors and employment have afforded me the opportunity to develop strong leadership, teaching, and research skills. To work with the students, faculty, and staff at Cleveland State University would be an honor and privilege. Attached is my curriculum vita (CV) for your review.

Please let me know if you need any additional information. I can be reached at [REDACTED]
[REDACTED]

I look forward to talking with you about this opportunity.
Sincerely,



Kathleen M. Williamson, MSN, PhD, RN