Central Michigan University
Founding Director of Nursing Program (Tenure-Track, Open Rank)
The Herbert H. and Grace A. Dow College of Health Professions

Academic Career & Executive Search is pleased to assist Central Michigan University in its search for the Founding Director of Nursing.

For full consideration, please apply by September 13th.

The Herbert H. and Grace A. Dow College of Health Professions at Central Michigan University seeks their inaugural residential pre-licensure Bachelor of Science in Nursing Program Director. This is a tremendous opportunity to leave a legacy in the field of nursing and continue building on the successful and strong foundation for nursing education at a supportive and forward-thinking institution. The ideal leader is innovative and motivated to build and shepherd this new program through to implementation. The successful candidate brings their strong knowledge of administrative nursing leadership to serve as the campus subject matter expert.

As a faculty member, the Founding Director of Nursing will teach, conduct research, and conduct scholarly endeavors that lead to securing extramural funding to support an ongoing research agenda and service to the program and university. The reappointment, tenure, and promotion processes recognize the importance of both teaching and research; as such, faculty should be actively engaged in both teaching and research since both are essential to the process of learning.

This position is responsible for providing administrative and strategic direction for pre-licensure undergraduate BSN nursing education. The Director of Nursing Program must lead the nursing program through many growth initiatives such as professional CCNE accreditation. The Director of the Nursing Program has overall planning, administrative, budgetary, and management oversight responsibility for the Nursing program. As a member of the University, the Director also attends a variety of internal and external meetings and participates in committee work.

The Founding Director of Nursing is a 12-month, tenure track faculty position reporting to the Dean of The Herbert H. and Grace A. Dow College of Health Professions. This position is open at the rank of Assistant, Associate, or Full Professor.

Duties and Responsibilities:

- Communicate with the Michigan Board of Nursing to meet all requirements.
- Seek CCNE accreditation by meeting AACN baccalaureate standards.
- Lead strategic planning and assessment, in collaboration with academic administration and the nursing community advisory board, and other stakeholders.
- Articulate program identity and goals, and their alignment with mission, learning goals, and strategic plan goals and objectives.
- Lead strategic planning and develop and implement strategic action plans for the program, including new modes of program delivery.
- Coordinate routine program assessment and follow-through.
- Review, evaluate, revise nursing program curriculum.
- Increase the program’s visibility and reputation in the region.
- Develop community partnerships that will benefit the program, including cooperative ventures, and clinical placements.
- Work with nursing community advisory board to develop and maintain a strong network of support and communication.
- Pursue grant opportunities in collaboration with community agencies and projects.
- The Program Director will teach a minimum of 2 courses or 6 credits total per year in the program.
- Participate in admissions of new students into the program. Determine and communicate nursing admission criteria.
- Communicate promptly with prospective students and applicants.
- Work closely with the Admissions department.
- Review and make decisions on student applications.
- Coordinate advising for current nursing students.
- Monitor student progress through the program.
- Review and act upon academic petitions.
- Address student academic issues.
- Address nursing student complaints in a timely manner.
- Assist with marketing the nursing program.
- Consult with designers to develop effective marketing strategies and materials.
- Maintain program website for accuracy.
- Coordinate and supervise all faculty teaching in the program.
- Review and make decisions upon part-time faculty applications.
- Monitor and provide feedback to part-time faculty.
- Develop, review, revise job descriptions as needed.
- Conduct faculty evaluations.
- Participate in University activities and initiatives and committees.
- Work on any other Advancement initiatives as assigned.

**Required Qualifications:**

- Master’s degree in nursing and conferred terminal degree such as PhD, DNP or EdD.
- Unencumbered and current Registered Nurse (RN) license to practice in Michigan with nursing practice experience for at least five years.
- Demonstrated satisfactory experience with teaching in an RN program for at least two years, coupled with teacher evaluation and training experiences.
- Excellent oral and written communication skills; ability to work with students and scholars from diverse cultural backgrounds.
- Knowledge of issues and trends in nursing education.
- Experience in community relations/cultivating partnerships.
- Demonstrated good judgment and commitment to program excellence.
- Proficient using Microsoft Office suite and Google Suite.
- Ability to perform the essential functions of the job with or without reasonable accommodations.

**Preferred Qualifications:**

- Three or more years of leadership experience at the College or University level including the supervision of staff and faculty.
- Publications, journal reviews, and involvement in the profession at conferences.
- Working knowledge of learning management systems.

**About the Institution**

Located in Mount Pleasant, Michigan, Central Michigan University is a leading public research institution. At CMU, we are committed to providing a comprehensive education that prepares our students for
successful careers and lifelong learning. With over 15,000 students enrolled, we offer more than 200 programs across a wide range of academic fields, including business, education, health professions, humanities, social and behavioral sciences, STEM and more.

Every student deserves an inclusive and equitable learning environment, and we strive to make that a reality through our commitment to diversity, equity, and inclusion. Explore all that CMU has to offer and discover why we are a top choice for higher education in the Midwest.

The Herbert H. and Grace A. Dow College of Health Professions consists of five academic units (Department of Physical Therapy, Department of Physical Education and Sport, Department of Communication Sciences and Disorders, the School of Health Sciences, and the School of Rehabilitation and Medical Science). It offers undergraduate and/or graduate degree programs in athletic training, audiology, communication sciences and disorders, exercise science, environmental health and safety, health administration, physical activity specialist, physical education, physical therapy, physician assistant, public health, school and public health education, speech-language pathology, and sport management, delivered by 100+ faculty/staff.

For more information, please visit The Herbert H. and Grace A. Dow College of Health Professions website.

Living in the Area

With a population of 22,000, Mount Pleasant, Michigan is a charming small town located in the heart of mid-Michigan. With its breathtaking views of the Chippewa River and Lake Isabella, Mount Pleasant offers plenty for visitors to explore. From outdoor activities such as fishing and boating to shopping at the local boutique stores and dining at one of the many amazing restaurants, there is something for everyone. The city also boasts an abundance of cultural attractions, from the Central Michigan University Museum to Woodland Indian Educational Center. From its picturesque surroundings to a vibrant downtown area, Mount Pleasant has all it takes to create an unforgettable experience near some of mid-Michigan's most iconic locations. Only 1 hour from Lansing and 2 hours from Detroit, this area boasts a diverse community with a great school system. Additionally, compared to the rest of the country, Mount Pleasant's cost of living is 22.5% lower than the U.S. average.

To Apply

For full consideration, please apply by September 13th.

To be viewed by the search firm, you must apply directly at: https://acesrch.applicantstack.com/x/detail/a21esjykzeg

Please apply through the application link and do not email applications.

Applications will be reviewed as they are received and should include a cover letter and curriculum vitae. Ideally cover letters should not exceed two pages. All applications are treated confidentially.

Inquiries, referrals, and nominations are also treated confidentially.

Inquiries and questions: Please send to CMUDirectorNursing@acesrch.com
Nominations and referrals: Please send the nominees’ name, title, and contact information if available to nominations@acesrch.com

Institution’s EEO Statement
CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight (see http://www.cmich.edu/ocrie).