



The  
**Christ College**<sup>TM</sup>  
of Nursing & Health Sciences

Position Profile

**President,  
The Christ College of Nursing and  
Health Sciences**

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***The Christ College of Nursing and Health Sciences***

The Christ College of Nursing and Health Sciences (TCCNHS), affiliated with The Christ Hospital Health Network for over a century, is a regionally accredited, private institution of higher learning. The College offers a fully accredited Associates in Applied Science in Nursing degree and has responded to a national shift and need for bachelor-prepared nurses by first adding the CCNE accredited RN to BSN program, followed by the Bachelor of Science in Nursing and Accelerated BSN programs. In addition, a focus on growing a diverse portfolio of degrees in the health sciences resulted in offering a Bachelor of Science in Health Care Administration and an Associate of Applied Science in Medical Assisting, Medical Assisting Certificate as well as an Associate of Applied Science in Diagnostic Medical Sonography. Dedicated to delivering the highest quality healthcare education, TCCNHS graduates have the knowledge and skills they need to make a difference. TCCNHS educates tomorrow's healthcare leaders. The Christ Hospital School of Nursing and Health Sciences was born in a tradition of caring. In 1888, a group of local citizens, led by soap maker James N. Gamble, invited Ms. Isabella Thoburn to come to Cincinnati. Their expectation was that she would start a program to train deaconesses and missionaries to carry on religious, educational, and philanthropic work to alleviate the appalling poverty that existed in the city. They could not have imagined the impact their invitation would have on their city, then and more than a century later.

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The Christ College of Nursing and Health Sciences offers programs designed to prepare graduates to work in a broad array of healthcare settings. Discipline-specific studies, grounded in the arts and sciences provide students with the opportunity to develop the necessary skills and competencies to transition into their chosen profession. TCCNHS continues in the pursuit of excellence in education which has been at the core of the institution's mission and history and is aptly stated in its unchanging motto - Summo Commisso Missi, On Highest Mission Sent.

**Core Values**

- **Caring:** to have respect for every human being and concern for the preservation of human dignity; to accept the diversity of cultures and origins characterizing the global community.
- **Collaboration:** to work cooperatively; to achieve common goals.
- **Integrity:** to be honest, fair, trustworthy, and genuine; to conduct oneself ethically, legally, and professionally.
- **Excellence:** to function at the highest level of performance; to demonstrate commitment to quality outcomes and continuous improvement through evidence-based practice.

TCCNHS is a non-profit corporation. The affiliate hospital, The Christ Hospital, is the Sole Member of TCCNHS. The oversight of all institutional, business, and academic practices emanates from TCCNHS's Board of Directors. The President of The College reports directly to the Board and serves as the Chief Executive Officer of the institution.



The Christ Hospital Health Network (TCHHN) is an acute care hospital network located in Cincinnati, OH with a remote hospital location in Liberty Township, five ambulatory outpatient centers and hundreds of offices conveniently located throughout the region. The Christ Hospital Health Network includes the main hospital campus in Mt. Auburn and The



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Christ Hospital Medical Center in Liberty Township, as they'll as centers and physician practices across the Tristate – all focused on providing the highest quality care in a convenient and affordable way.

More than 1,500 talented physicians and more than 6,000 dedicated team members support the TCHHN. Its mission is to improve the health of the community and to create patient value by providing exceptional outcomes and the finest experiences, all in an affordable way. TCHHN has been recognized by *U.S. News & World Report* as the #1 hospital in the Cincinnati Region and awarded Healthgrades “America’s 50 Best Hospitals” for being in the top 1% in the nation for providing the highest clinical quality year over year.

#### ***Location***

The Christ College of Nursing and Health Sciences is located at 2139 Auburn Ave. Cincinnati, OH 45238

#### ***Living and working in Greater Cincinnati***

Cincinnati is a great place to live, work and raise a family. Nestled on the Ohio River, there is plenty to see and do. Residents enjoy:

- Low cost of living. You will pay less for housing, food, and entertainment than in a city of similar size and enjoy more of it.
- Natural beauty. Living near the river means you have access to outdoor activities, including an abundance of preserved parks and recreation areas. Whether you enjoy hiking, boating or just relaxing, there's a place for you.
- Educational opportunities. In addition to nationally ranked public and private schools throughout the Tristate, they have more than a dozen colleges and universities, including the University of Cincinnati, Northern Kentucky University and Xavier University.
- Vibrant, historic downtown. Called The Queen City for being the first major city developed in the west in the late 1700s, downtown and surrounding neighborhoods form a thriving economic hub with strong urban growth. With nearly 200 network locations, you can live just about anywhere, including Northern Kentucky and Indiana.



#### ***Position Charter***

The President of the College is the chief executive, administrative, and education officer of the college and assumes authority/responsibility as delegated by the College Board of Directors to fulfill the mission of the College through strategic, managerial, and financial leadership, and philanthropic and community leadership.

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***Reporting Relationships***

The President will report to the Board of Directors of TCCNHS with a dotted line to the President and CEO of The Christ Hospital Health Network.

***Major Duties and Responsibilities***

The President's primary responsibility is to provide vision for the College and continuous leadership and direction for the planning and operation of all aspects of the College's programs and services in conformity with Board policies, Higher Learning Commission, and State Laws.

The President will develop and administer an annual operating budget of approximately \$8.0+ million. He/She will develop and submit the annual capital budget to College Board for approval. The President is responsible for monitoring productivity and cost-effectiveness for the College and develops long term strategies for continuous improvement. The President will have three direct reports made up of The Vice President of Academic Affairs/Provost, The Vice President of Strategy and Business Affairs and the Assistant to the President.

***Essential Functions***

**Mission Fulfillment and Strategic Leadership**

- Developing and implementing a progressive and community-responsive College philosophy, including a comprehensive strategic plan that details the institutional mission, vision, goals and objectives, priorities, and resources for the current and long-range needs of the community served.
- Developing, maintaining, and evaluating the academic programs and student services of the College and creating a climate that enhances student learning, stimulates creative approaches to teaching and learning, and motivates staff, faculty, and students to optimum achievement.
- Developing and maintaining an appropriate administrative organization to ensure effective and efficient management of the College and its resources
- Recommending policies for Board action, and implementing those policies adopted by the Board.
- Developing and maintaining a personnel operation that includes the recruitment, selection, development, compensation, evaluation, and continuation of all College staff and faculty.
- Maintaining and making efficient use of existing institutional resources and creating new resources.
- Providing effective internal and external communications, including keeping the Board informed, being the College's chief spokesperson, and representing the College to the general public.
- Providing for the preparation and submission of all reports required by local, state, and national agencies.
- Representing and actively participating in appropriate local, state, and national efforts to promote the interests of the College.
- Plans and develops the means by which the resources necessary for the achievement of the College's mission are secured and available.
- Organizes all of the functions of the College in an effective and efficient manner consistent with the College's philosophy, mission, and strategic vision.

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- Establishes and nurtures strategic relationships with community, educational, and business constituencies so as to increase awareness of the College and its services. Assesses needs that may expand service delivery based on the needs of the community and of The Christ Hospital Network as well as build the brand reputation of the College of Nursing and Health Sciences.
- Creates and maintains strategic relationships with regulatory bodies to ensure the College's continued accreditation and compliance with all regulatory requirements
- Develops, maintains, and evaluates the academic programs and student services of the College and creates a climate that enhances student learning, stimulates creative approaches to teaching and learning, and motivates staff, faculty, and students to optimum achievement.





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**Managerial Leadership**

*Board Relations*

- Serves as an ex-officio member on the College Board of Directors.
- In collaboration with Board chair, organizes and prepares the Board agenda for all meetings.
- Provides orientation for new Board members.
- Submits special reports as requested.
- Performs duties approved and delegated by the Board of Directors.

*General Administration*

- Provides leadership, guidance, and oversight for all non-instructional areas, various College initiatives, committees, and task forces.
- Assures processes are in place to identify and provide for faculty/staff continuing education needs and talent development of team members.
- Assures strong teaching and learning processes are in place.
- Facilitates strong communication and productive relationships with the administration, other College officials, faculty, students, contractual agencies, and approval/accreditation bodies.
- Participates in, or assigns designee to participate in, committees/meetings of the member organization as appropriate.

**Financial Leadership**

- Delivers strong institutional financial performance on an annual basis and directs the creation of a long term financial plan for the College.
- Prioritizes utilization of funding that aligns with the mission and strategic vision of the institution.
- Engages in revenue enhancement through judicious operational efficiency improvements, fund management, participation in strategic development initiatives, and tuition generation.
- Prepares and presents the annual operating and capital budgets for approval to the Board
- Oversees the distribution philanthropic funds in accordance with College and Foundation policies and procedures.

**Philanthropic and Community Engagement**

- In collaboration with the Foundation and the Board of Directors, establishes annual and long term goals for fundraising, engages donors, encourages, participates in, and supports all fundraising initiatives.
- Links philanthropic activities to continued fiscal soundness of the College by maintaining the College's reserve funds (permanent and temporary funds) at a satisfactory level. Continues to build on those reserves as appropriate.
- Develops and maintains a strong relationship with alumni and donors to encourage ongoing commitment/loyalty by participating in alumni-sponsored and related events as appropriate.
- Represents the College in professional/civic organizations and to external constituencies.
- Promotes proactive community engagement to ensure the programs, services, and staff of the College address the needs of the community.

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***Compensation***

The incoming President is expected to earn an attractive compensation package; appropriate benefits and some relocation assistance will be provided.

***The Candidate***

***Education***

Earned doctorate from accredited institution of higher learning required.

***Professional Qualifications***

The successful candidate will have at least five (5) years appropriate administrative/educational experience. Progressive leadership positions in an institution of higher learning preferred. A successful track record in strategic planning and revenue enhancement desired. Experience with accreditation agencies, (e.g., HLC). Knowledge of higher education best practices; healthcare and healthcare education and training. Strong background in and/or knowledge of academic processes, student affairs. Knowledge of healthcare institutions, finance, and complex systems.

***LICENSES & CERTIFICATIONS:***

If a healthcare practitioner, a valid, unencumbered license and/or certification is strongly desired.

***Personal Qualifications***

An upwardly mobile leader who brings proven experiences from a similar environment and possesses the following attributes will thrive in the role.

***Required Skills:***

- Demonstrated sensitivity to all facets of the community, including the needs of the various groups of which it is comprised.
- Well-developed communication, facilitation, and interpersonal skills.
- Demonstrated ability to work as a team member, which includes all segments of the college faculty, staff, students, and governing board.
- Demonstrated leadership, decision-making, and coordinating abilities in a complex healthcare related organization.
- Demonstrated ability to project a positive public image.



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***Desired Characteristics***

***Communicator:***

- Consistent/Concise/Professional communicator/Never rattled, even keeled
- Gifted communication style, along with outstanding presentation, and facilitation skills with the ability to effectively communicate and lead a broad range of audiences.
- Approachable/open/Excellent critical thinking skills
- Can deliver a message well

***Relationship Builder:***

- Ability to lead both through influence and direct authority
- Engenders trust
- Moves equally well among all constituents internally and externally
- Rapport and trust builder; a partner
- High emotional intelligence; Synthesizes information quickly and well
- Street smart with analytical ability to quickly grasp key issues

***Team Builder and Team Player:***

- A high performer who inspires team
- Proactive in seeking team input
- Consensus builder
- Works well in cross functional teams

***Management:***

- Sets goals/Creates culture of accountability
- Resourceful, creative style of management
- Business savvy/Organized
- Fair and reasonable decision maker/Understands big picture
- System awareness/ Understands complex hospitals systems

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- Strategic thinker
- Delegates well /Provides clear direction and timelines for follow through
- Inclusive/seekes others input but decisive when necessary
- A change agent/works well with and through others
- Visible/Gets out to satellite facilities
- Models hard work ethic
- Prioritizes well for self and others
- Empowers and mentors others

***Personal Style:***

- Patient/Quality/Safety Centric
- Dynamic/Entrepreneurial/Thrives on change and challenge equally
- Self-sufficient; Can function a high level for extended period of time
- Inquisitive/proactively seeks out new and creative solutions
- Honorable/Credible
- Tough skinned/courageous/values other points of view
- Fair but firm
- Highly ethical/Values Driven

***Contacts***

Interested candidates should send a resume/CV to WAVERLY PARTNERS, the executive search firm retained by The Christ College of Nursing and Health Sciences.

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