

SEARCH PROFILE:

ASSOCIATE DEAN
BORRA COLLEGE OF HEALTH SCIENCES



**DOMINICAN
UNIVERSITY**

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THE OPPORTUNITY

Dominican University (River Forest, IL), one of the nation's most distinct Dominican Catholic institutions, invites applications, expressions of interest and nominations of candidates as it seeks an innovative, collaborative, and experienced professional in its search for the Associate Dean of the University's Borra College of Health Sciences. The Associate Dean will play a crucial role in supporting the Dean and ensuring the smooth operations of academic services. This role involves significant responsibility in planning, organizing, and managing services related to course assignment, faculty support, student orientation, discipline, governance, academic affairs, and curriculum oversight/design. The successful candidate will be a dynamic, forward-thinking leader who is committed to fostering an inclusive and supportive academic environment serving its diverse student body, faculty, and staff.

ABOUT DOMINICAN UNIVERSITY

Dominican University is a diverse, relationship-centered community rooted in a vibrant liberal arts and sciences education, offering rigorous, integrative, and innovative undergraduate, graduate, and professional programs. At the heart of the University is its Catholic, Dominican tradition, grounded in the compatibility of faith and reason, which affirms the dignity of the human person and concern for the common good. The University's curricula, research and campus life demonstrate a commitment to ethics, community service, social justice, and global citizenship. Dominican University educates one student at a time in the company of others, engaging a multiplicity of cultural, religious, and secular worldviews, transforming students, faculty, and staff into agents of positive change.

Small by design, Dominican is rich in opportunity. The University has an enrollment of approximately 3,000 students (2,000 undergraduate students and 1,000 graduate students) and 460 full- and part-time faculty members. The average class size is 15, the student-faculty ratio is 10 to 1. Professors teach, advise and mentor students as part of their fundamental role.

The University motto of *Caritas Veritas*, meaning Love and Truth, is a living reality on a campus where collegiality, collaboration and respect define relationships among faculty, students, and staff members. Commitment to these values is further realized through the Caritas Veritas Symposium, a treasured annual tradition wherein, for one day during the fall semester, classes are suspended so that the entire University can come together to explore the meaning of Dominican's mission and motto, through formal papers, panel presentations and interactive workshops. Every school and discipline is represented in the day's program, and each year over 1,000 faculty, staff, students, Trustees, and alumnae/i participate.

Dominican has been recognized as a Hispanic-Serving Institution (HSI) by the Department of Education since 2011, and since receiving the Midwest's only Title V grant in 2017, Dominican has secured over \$15 million in funding from various Title V, Title III-STEM, NSF and HRSA grant competitions.

HISTORY AND MISSION

The University was founded in 1901 as St. Clara College in Sinsinawa, Wisconsin, by the Sinsinawa Dominican Sisters of the Most Holy Rosary. The charism of the Sisters of Sinsinawa reflects commitments to truth, justice, compassion, partnership, and community. Dominican's Catholic identity has been informed and shaped through the work, influence, accomplishments, and spirituality of the Sinsinawa Sisters. These values recognize interdependence with one another and with the world, while challenging all to build a community where reflection leads to action. With an array of academic programs in the liberal arts and pre-professional fields, Dominican prepares its graduates for a life of meaningful contribution in all they pursue.

The University began as a women's college founded on the fundamental values that continue to guide the University today—rigorous education encouraging diversity of thought, a commitment to social justice and close mentoring of students. With its move to River Forest in 1922, the school became known as Rosary College and rapidly grew its enrollment and programs over the next decades, including

adding graduate programs and becoming coeducational. To reflect its stature as a respected, comprehensive, and modern university as well as its Catholic Dominican heritage, the College was renamed Dominican University in 1997. In 2017, the University completed a comprehensive realignment of its academic units resulting in its four-college structure: the Rosary College of Arts and Sciences, the Brennan School of Business, the Borra College of Health Sciences, and the College of Applied Social Sciences (comprised of the schools of Education, Information Studies, Social Work, and Continuing Studies programs).

MISSION STATEMENT

As a Sinsinawa Dominican-sponsored institution, Dominican University prepares students to pursue truth, to give compassionate service and to participate in the creation of a more just and humane world.



STUDENT BODY, ACHIEVEMENTS, AND OUTCOMES

Students are drawn to Dominican University because of its academic reputation and the success of its graduates, as well as its mission to create a more just and humane world and its commitment to social justice. Many of the more than 35 student-run organizations and clubs on campus are aligned with that mission. In surveys of graduating students, virtually all respondents report their time at Dominican has fostered in them a stronger commitment to civic engagement and enabled them to connect what they learned to societal problems, act ethically, and consider cultural perspectives other than their own. Dominican is proud to have a dedicated Division of Student Success and Engagement, which works with students to ensure they have the strategies and support needed for a formative college experience.

Despite the COVID-19 pandemic, the University has welcomed two of its largest and academically strongest freshman classes in the fall of 2021 with 462 first-year students and 600 students in fall of 2022. Dominican is on pace for a strong retention rate of 80%.

Dominican's student body is diverse. Nearly 65% are Latinx, six percent are African American, three percent are Asian, and 33% are white. A significant portion of the undergraduate student population has high financial need, with nearly 50% are Pell eligible. Currently, 40% are the first in their family to attend college. About 81% are commuters. By their senior year, 70% of Dominican students report working off campus, and about half say they are balancing academic demands with providing care for dependent family members. Those numbers are significantly higher than those at Dominican's peer institutions, reflecting Dominican's success in empowering students to persist and graduate with purpose.

Dominican's first-year retention rate is 83%, and the six-year graduate rate is 77%. During the pandemic, Dominican realized an 85% retention rate with Latinx students.

Dominican students are deeply involved in their communities, on campus and around the world. More than 93% of Dominican students complete internships or other high-

impact experiences outside of class. And in many cases, opportunities to learn about and serve communities in need are embedded in their courses. More than 100 students each year participate in the annual research exposition, the Graduate and Undergraduate Scholarship, Research and Creative Investigations program. Working to expand access to such opportunities and break down barriers for students in need, Dominican awards scholarships to students for unpaid internships, study abroad, research and other entrepreneurial and creative projects through its Excellence in Experiential Learning (ExcEL) Scholar Awards. With that support, students have started businesses, presented research at national conferences, and completed major artistic projects. Students in Dominican's fashion design and fashion merchandising programs also fully produce and promote a runway show each spring that draws industry representatives.

Dominican students embrace leadership development opportunities, through student organizations and University Ministry, as well as by serving as academic tutors and as peer mentors to underclassmen in the Division of Student Success and Engagement. Fostering an exploration of self and skills, interests, and abilities by identifying paths to explore curricular curiosity, Dominican's Student Orientation, Advising, and Registration (SOAR) program brings together returning students with the University's newest undergraduates for a welcoming and personalized orientation experience. The ethic of care, led by an innovative network of support and driven by equity and data-informed interventions aimed at addressing social determinants of health, permeates interactions across the University. Most recently, two student leaders went before the Village of River Forest to explain the need for a partnership to fight racial injustice in the community—an effort that led to a formal cooperative agreement between the University and the village. Dominican students designed The Center for Cultural Liberation (CCL), which exists to retain, support, and celebrate students from historically marginalized backgrounds, fosters an inclusive campus climate that educates and challenges and upholds the longstanding social justice values of Dominican University.





ATHLETICS

The Dominican University Department of Athletics sponsors 14 NCAA Division III sports and is a member of the Northern Athletics Collegiate Conference. The Igni Sports Forum is home to the Dominican University men's and women's basketball and volleyball teams. The building features a 15,000-square foot gymnasium that seats 1,200 people, the Collins Running Track, men's and women's general and varsity athletics locker rooms and the fitness center. Located at the southwest corner of campus, West Campus Field is home to the Dominican University men's and women's soccer teams, and the venue has been the site of NCAA Division III Tournament events in 2003, 2005, 2006, 2009, 2011 and 2012. The baseball team plays its home games at Wintrust Field in Schaumburg, while the softball team plays at Bandits Stadium in Rosemont. Both of those teams practice at Triton Junior College. From an athletic success standpoint, the men's soccer team has been one of the most

successful of Dominican's sports, qualifying for 16 of the last 18 NCAA Division III Tournaments including winning 11 of 14 NACC regular season and tournament championships. The women's soccer program won conference titles of their own in 2017 and 2018 to earn bids to their first two NCAA Tournaments in program history. The men's volleyball program made their first two NCAA Tournament appearances in 2017 and 2018 as well, including a Final Four berth in 2018. Student-athletes are also among the University's highest achieving students. This year the men's volleyball team reached #1 ranking in Division III. During the 2020–2021 academic year, the University's more than 240 student-athletes had an average GPA of 3.47.



ACADEMIC AFFAIRS, ACADEMIC PROGRAMS, FACULTY AND STAFF

Excellent teaching and noteworthy student achievement remain hallmarks of a Dominican education, with a 10 to 1 student-to-faculty ratio. This ratio is monitored closely, as dictated by accreditation at the graduate level, and to ensure a high percentage of small classes taught by full-time faculty within the undergraduate college. Dominican University has a total of 143 full-time instructional faculty, 5 Librarians, and 315 part-time faculty members. Approximately 88% of the full-time Dominican faculty have a terminal degree, and 64% are tenured.

Dominican offers more than 60 undergraduate majors, 20 master's programs and one doctoral degree. Undergraduate students also have the option to pursue accelerated bachelor's-to-master's programs allowing them to earn an advanced degree with one additional year of study. Around 14% of Dominican's graduate students also earned their bachelor's at Dominican. Dominican's programs are offered through four colleges.

Dominican offers the following undergraduate degrees: Bachelor of Arts, Bachelor of Science, Bachelor of Science in Nursing, Bachelor of Business Administration, Bachelor of Professional Studies, Bachelor of Medical Studies, and Bachelor of Applied Science degrees with over 60 majors, as well as professional and pre-professional programs, including a post baccalaureate premedical studies program.

Dominican offers more than 20 graduate degree programs in Business, Education, Library and Information Studies, Social Work, Physician Assistant Studies, Nutrition, Mediation and Conflict Resolution, and other areas. At the heart of a demanding academic program is Dominican's Liberal Arts and Sciences Core Curriculum. Designed to prepare students to think critically, question the world around them

and address society's most pressing challenges, the core is organized into several different types of courses throughout students' four years. They include three Enduring Questions seminars, in which students and faculty consider multiple perspectives on such themes as identity, sustainability and the nature of good and evil. This first-year seminar includes a First-Year Experience (FYE) component, formerly Promising Pathways, which is embedded in each first-year seminar. These FYE co-curricular activities support students as they transition to Dominican University.

Further enriching the academic program at Dominican are the Mazzuchelli Scholars Honors Program, 20 short- and long-term study abroad programs, extensive internship opportunities at the Chicago area's top employers and hundreds of community-based learning opportunities. The Office of Civic Learning enables students to combine academic learning with opportunities to provide compassionate service to people in need.

Dominican also emphasizes experiential learning in and beyond the classroom. Dominican students edit magazines, launch startups, compose music, code software, treat patients, create high-end fashion, present business solutions to executives, and more. Dominican also has an excellent simulation education center that involves students and faculty in interprofessional education across colleges.

Dominican strongly encourages students to participate in major research projects under the mentorship of faculty members. More than 100 students each spring have the opportunity to present their work at Dominican's undergraduate research exposition. Some also have the chance to publish in major research journals and present at national conferences.

ACADEMIC AFFAIRS, ACADEMIC PROGRAMS, FACULTY AND STAFF (CONT.)

The Rebecca Crown Library provides library services to support the academic, resource and instructional needs of the students, faculty, and staff of Dominican University. As a member of LIBRAS, CARLI (I-SHARE), and RAILS the library is able to provide access to materials from across the state of Illinois. In addition, the Rebecca Crown Library subscribes to over 100 databases providing access to over 30,000 full text journals. Numerous computers, printer/scanners, and access to the wireless network are available throughout the library. Students also have access to several individual and group study rooms, the Noonan Reading Room for quiet study, a quiet contemplation space for reflection, the WeatherTech Innovation Lab & Media Center to design new projects and learn emerging technologies, and a Learning Commons for tutoring and student support services.

Dominican University is accredited by the Higher Learning Commission as a baccalaureate, master's, and doctoral degree-granting institution. Dominican holds the following programmatic accreditations:

- The Master of Library and Information Science program is accredited by the Committee on Accreditation of the American Library Association (ALA).
 - The Brennan School of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB).
 - The School of Social Work is accredited by the Commission on Accreditation of the Council on Social Work Education (CSWE).
 - The Physician Assistant Studies Program has been granted Accreditation-Continued status by the Accreditation Review Commission on Education for the Physician Assistant, Inc. (ARC-PA).
 - The didactic program in nutrition and dietetics and the coordinated programs in nutrition and dietetics are accredited by the Accreditation Council for Education in Nutrition and Dietetics (ACEND).
- The baccalaureate degree programs in nursing at Dominican University are accredited by the Commission on Collegiate Nursing Education (CCNE).
 - The University's education programs are approved by the Illinois State Board of Education (ISBE).
 - The University is approved by the Illinois Department of Registration and Education, and the State Approving Agency for Veterans Affairs.

BORRA COLLEGE OF HEALTH SCIENCES

Established in 2016, the Borra College of Health Sciences works to address the academic and professional needs of students in health-related fields by expanding educational and professional opportunities for a new generation of students. It builds on Dominican's established strengths in the social and natural sciences with outstanding programs in [Nursing](#), [Nutrition and Dietetics](#), [Physician Assistant Studies](#), and [Medical Science](#). It supports new and emerging styles of learning and pedagogy and provides for an increased emphasis on student-faculty collaborative research. Most significantly, it looks outward to the community it serves, enabling the university to do its part to address critical shortages of health care and wellness professionals in the state and around the nation.

The Borra College of Health Sciences reflects the commitment to the University's mission of preparing students to pursue truth and to give compassionate service. Our students, while pursuing rigorous and engaging academic programs, learn to work in and serve the communities in which they live and enable Dominican to do its part to address critical shortages of health care and wellness professionals in the Chicago area and beyond. In short, the Borra College of Health Sciences advances Dominican University's indispensable efforts to meet the challenges of its times and the needs of its students and society.



ACADEMIC AFFAIRS, ACADEMIC PROGRAMS, FACULTY AND STAFF (CONT.)

Borra College of Health Sciences Vision

To be a national leader in advancing health care education through interprofessional collaborations and civic engagement.

Borra College of Health Sciences Mission

To prepare Dominican University students in health care professions through nationally recognized programs that are rigorous, relevant, and empowered by *Caritas et Veritas*.

Learning Goals and Outcomes

Students will:

- Connect theory to practical application through course work and in-depth experiential learning in a targeted health science field of study.
- Effectively consider healthcare related cases and communicate appropriate action using critical thinking, ethical considerations, and interdisciplinary inquiry.
- Recognize and implement culturally competent practices in health care that consider multiple perspectives, value differences, and utilize compassion.

ELIZABETH T. MACNEIL SCHOOL OF NURSING

Nursing continues to be one of the fastest growing careers, with projected job growth of more than 25% over the next 10 years. At Dominican University, students practice their nursing skills in high-tech simulation labs, collaborate with experienced faculty and prepare to serve as an agent of change in one of the world's most rewarding professions.

Mission

The mission of the Elizabeth T. MacNeil School of Nursing is to provide nursing students with a foundation for professional practice that respects the dignity of each and every person, pursuit of the common good, and concern for those most vulnerable.

Purpose

The purpose of the BSN and RN-BSN programs is to prepare the nurse generalist to practice in a variety of settings, sensitive to culturally diverse understandings of illness, health, and wellness.

The graduate of the BSN programs will be a liberally educated individual who is committed to using her or his talents to make a positive contribution to the world and has acquired the knowledge and skills to provide humanistic nursing practice in multiple settings as well as a foundation for advanced study in nursing.

The [RN-BSN program](#) at Dominican University is designed for working RNs and is fully online with optional campus visit opportunities if one-on-one instruction is desired. Students can attend full time or part time and earn a bachelor's degree in as little as 12 months.

The Dominican Difference

Dominican takes a relationship-centered approach to nursing education. Students work collaboratively and build close partnerships with faculty and colleagues. In keeping with Dominican's mission, the nursing program provides a foundation for professional practice that respects the dignity of each and every person, pursuit of the common good, and concern for those most vulnerable.

The [Bachelor of Science in Nursing Program](#) at Dominican University prepares students to succeed in this dynamic field. The program will equip students to sit for and pass the NCLEX-RN examination and obtain licensure to practice as a registered professional nurse.

BSN Program Highlights

- Two state-of-the-art clinical simulation laboratories built specifically for nursing
- Small classes, maximizing close interaction with faculty and colleagues
- Opportunities for study and research in fields including biochemistry, neuroscience, and nutrition science
- Faculty with years of nursing experience
- Strong connections with [clinical partners](#), providing opportunities for meaningful professional interaction and clinical experiences



ACADEMIC AFFAIRS, ACADEMIC PROGRAMS, FACULTY AND STAFF (CONT.)

RN-BSN Program Highlights

- \$350 per credit hour. Books and fees are an additional cost
- Complete your degree in as little as 12 months
- Attend online classes from anywhere
- Take a maximum of three classes each term
- Choose full-time or part-time study
- [Financial aid](#) (pdf) available
- Work with dedicated faculty members who have years of nursing experience
- Explore the novel liberal arts & sciences in seminar classes designed to examine “Big Questions” that impact society and health care alike.

Program Learning Goals

The BSN and RN-BSN program curricula are designed to ensure student achievement of the following program learning goals. For more information, click [here](#).

Clinical Affiliation Agreements

The following sites are secured executed clinical affiliation agreements with the Elizabeth T. MacNeil School of Nursing at Dominican University:

- Alexian Brothers Hospital
- AMITA Bolingbrook Hospital
- AMITA Glen Oaks Hospital
- AMITA Hinsdale Hospital
- AMITA LaGrange Hospital
- Ann and Robert H. Lurie Children’s Hospital of Chicago
- Chicago Behavioral Health Center
- Elmhurst Hospital
- Garfield Park Behavioral Hospital
- Gottlieb Memorial Hospital
- Hartgrove Hospital
- Holy Cross Hospital
- MacNeal Hospital
- Marianjoy, Inc.
- Mount Sinai Hospital and Medical Center
- Northwestern Memorial Hospital
- Oak Park School District 97
- Presence Saints Mary & Elizabeth Medical Center
- Premier Point Home Health and Infusion Services
- Riveredge Hospital
- River Forest School District 90
- Rush Oak Park Hospital
- Rush University Medical Center
- Schwab Rehabilitation Hospital
- Seasons Hospice and Palliative Care
- Shriners’ Children’s Hospital

- St. Anthony Hospital
- University of Chicago Medical Center
- Vanguard Home Care
- Westlake Hospital
- Westside Health Authority
- West Suburban Medical Center
- The availability of each site varies from semester to semester every academic year. Dominican is working on forming new clinical affiliation partnerships.

ACCREDITATION

The baccalaureate degree program in nursing at Dominican University is accredited by the [Commission on Collegiate Nursing Education](#). The nursing programs were reaccredited through CCNE in 2021, and accreditation was granted to the baccalaureate degree program until 2031.

- The University’s Culinology major/B.S. in Nutrition and Dietetics is approved by the Research Chef’s Association (RCA).





LEADERSHIP AND GOVERNANCE

PRESIDENT GLENA TEMPLE

In August 2021, Glenna Temple, Ph.D., took office as Dominican University's 11th president. Dr. Temple previously served as president of Viterbo University and is a veteran of higher education leadership as well as a scholar in botany and plant sciences. Temple began her career at Viterbo, a Catholic Franciscan university in La Crosse, Wisconsin, in 2001 as a member of the biology faculty. In 2017, Temple became Viterbo's ninth president.

SENIOR LEADERSHIP TEAM

The University's senior leadership team members are an experienced and talented group of higher education professionals. In addition to President Temple, the team includes the Provost and Vice President for Academic Affairs, Vice President of Finance, Senior Vice President for Enrollment and Marketing Strategy, Vice President for Mission and Ministry, Chief Information Officer, Chicago Campus Executive Officer and Vice President for Student Success and Engagement, Vice President for University Advancement, Vice President for Justice, Equity & Inclusion, Vice President of People and Culture, and Chief of Staff.

BOARD OF TRUSTEES

The Board of Trustees is a significant governance structure within the University made up of lay and religious members that has governing and policy-making responsibilities. The up to 34 voting members of the Dominican University Board of Trustees include the President of the University as the sole *ex officio* voting member, as well as one faculty trustee and one student trustee, recommended by their respective constituencies and three Sisters that are "Member Designated Trustees." All other candidates for trusteeship are proposed by the Board's Trusteeship Committee, elected by majority vote of the entire Board, and approved by the members.

FACULTY SENATE

Throughout most of its history, the Dominican University faculty exercised its shared governance responsibilities as an assembly of the whole, known in recent years as the

Academic Council. As the institution has grown, complexity and maturity, the need for a representative model of governance became apparent. After much careful study and thoughtful deliberation, the faculty proposed creation of a new Dominican University Collegium and Faculty Senate, which was approved by the Board of Trustees in May 2017.

The Faculty Senate is the delegate assembly of the Dominican University undergraduate and graduate faculty whose purpose is primarily to support faculty in the development and maintenance of educational policy and policy processes and has important review and comment functions in other areas. Senators are elected from each voting unit of the University (Rosary College of Arts and Sciences, Brennan School of Business, Borra College of Health Sciences, College of Applied Social Sciences, and Rebecca Crown Library). The Executive Council of the Faculty Senate consists of the Faculty Senate President, Vice President, Secretary, Faculty Trustee, and two members of the Faculty Senate elected by the Faculty Senate to serve on the Executive Council.

STAFF COUNCIL

Staff Council and Staff Assembly are designed to ensure all staff are able to make their voices heard. Through staff committees, assembly meetings and open communication, staff are valued and included in the governance of the institution. The purpose of the Staff Assembly is to advance the mission and goals of the University, particularly regarding staff life and development, in order to integrate the staff more fully into the life and structure of the University. More specifically, the Staff Council represents administrative and general staff and serves as the leadership body to assist the Assembly in achieving its purpose of fostering a sense of community among staff members and encourage staff participation in committees and events; reviewing and promoting matters affecting the general welfare of the staff; serving as an advisory body to the University administration concerning the staff; and providing a vehicle of communication and organization for staff.



STRATEGIC PLANNING

In June 2023, the University Board of Trustees approved a new university strategic plan which was developed through an integrated and community-engaged process that occurred throughout the prior year. The plan will span five years, from 2023 – 2028 and includes a new, revitalized strategic vision statement:

Grounded in our Catholic, Dominican, and Hispanic-Serving identities, Dominican University will be recognized as a leader in the social and economic mobility of its graduates, including those historically marginalized by higher education. We approach the needs, strengths and lived experiences of our students holistically and place them at the center of our priorities. Through rigorous academic and experiential programs, we will prepare graduates to make an impact in an increasingly dynamic global environment and remain engaged in our Dominican community.

Four key priorities anchor the plan, each with corresponding goals, objectives, tactics; key performance indicators are aligned to each of the four priorities to monitor the progress toward achievement of the goals and objectives. The key priorities are:

Strategic Priority 1: Strengthen Dominican University's position as a destination of choice

Strategic Priority 2: Ensure student success in degree completion and career outcomes

Strategic Priority 3: Foster responsive and collaborative community, business, and alumnae/i relationships

Strategic Priority 4: Advance the long-term sustainability of Dominican's financial, human, and environmental resources.

FINANCES AND FUNDRAISING

Dominican University today has an operating budget of approximately \$98 million, with over 60% of the budget consistently committed to instructional, academic and student support. Over \$35 million dollars are awarded annually to support student financial aid. The University has a \$39 million endowment. Dominican has remained financially strong and resilient, despite rising undergraduate discount rates (approximately 50% of all undergraduates are Pell eligible) and softening graduate enrollments since the 2008–09 recession. Dominican's Financial Responsibility Ratio has averaged 2.8 over the last three fiscal years,

owing to careful financial stewardship by its Board of Trustees, President, faculty and staff.

In June 2019, Dominican University completed its most recent comprehensive capital campaign, *Powerful Promise*, which raised more than \$76 million. Exceeding its \$65 million goal, *Powerful Promise* was the largest fundraising campaign in Dominican's 119-year history. It built on the success of two earlier campaigns over the last two decades. Altogether, the institution has raised more than \$150 million in philanthropic support since 1997 when Rosary College became Dominican University.

JUSTICE, EQUITY, AND INCLUSION

Dominican is deeply committed to creating an inclusive, equitable campus and fostering values of caring and compassion, fairness, and responsible global citizenship. As such it reflects and manifests the commitment of the Sinsinawa Dominicans to inclusion, equity, and the promotion of anti-racism as an institution.

The Office of Justice, Equity and Inclusion, led by the Vice President for Justice, Equity & Inclusion, develops strategies to enhance justice, equity and inclusion; support BIPOC students, faculty and staff; ensure Dominican is free from sexual harassment and gender-based discrimination; and monitor University policies, procedures and governance to ensure they are inclusive, equitable and culturally competent.

Specific initiatives include workshops for faculty on culturally responsive teaching and engaging the University's senior leadership in projects supporting diversity-related, mission-critical objectives. Other milestones include the maturity of the University's advising model, as well as the formation of the multicultural center, The Center for Cultural Liberation, which houses various programs and opportunities to support BIPOC students.

Each of the four colleges has developed, or is in the process of developing, Equity and Inclusion committees. These committees will work directly with consultants, including University partners and committees, and the Office of Justice, Equity, Inclusion and Justice to implement college-wide professional development plans, retention strategies for underrepresented faculty and best practices necessary to recruit and hire a diverse faculty.

In 2017, the Board of Trustees approved a resolution designating the University a Sanctuary Campus, affirming and extending Dominican's historical welcoming of immigrant families to a new and highly vulnerable generation of immigrant students.

Dominican recently participated in a Title V-funded research project with nationally recognized expert Dr. Gina Garcia to better understand and strengthen its identity as a Hispanic-Serving Institution.

The University is accelerating its equity planning with urgency shaped by the violence, protest and empowering anti-racism movement emerging over the past two years. In 2020, faculty and staff launched Dominican's first campus-wide Truth, Racial Healing and Transformation initiative. TRHT fosters solidarity across differences by sharing stories of lived experiences, building relationships with one another, and organizing for racial justice. Also in 2020, Dominican opened its Center for Cultural Liberation, whose mission is to retain, support and celebrate students from historically marginalized backgrounds.

As a result of all these efforts, Dominican has moved over the past five years from an understanding of diversity to a sharper focus on justice, equity, and inclusion to a strong, emerging anti-racism agenda.





LOCATION AND LOCAL CULTURE

Located on a 37-acre wooded campus in suburban River Forest, Illinois, and just 10 miles west of downtown Chicago, Dominican University provides students and alumnae/i an accessible and welcoming location and superb access to a wealth of career, intellectual and cultural opportunities.

The village of River Forest is closely tied to the larger neighboring community of Oak Park. The Oak Park- River Forest community boasts a strong and diverse population of 60,000 with top-notch schools, a robust housing market and a vibrant local economy.

The significant architectural designs located in River Forest include the Winslow House by Frank Lloyd Wright. Nationally renowned for its architecture since construction began in the early 1900s, the Dominican campus was designed by famed architect Ralph Adams Cram, who also drew the plans for Princeton University, West Point Military Academy and Chicago's landmark Rockefeller Chapel. The University has maintained its signature Gothic look through expansion over the past century.

Dominican is deeply rooted in the Chicago area and serves as a gateway to the city's rich opportunities for students and faculty. Dominican maintains relationships and formal partnerships with the metro area's top corporations, medical centers, nonprofits, and cultural institutions. Dominican is 20 minutes from downtown Chicago on the Green Line and is a 20-minute drive from O'Hare International Airport, one of the world's busiest air travel hubs.

POINTS OF PRIDE

Dominican is repeatedly named among the top master's-level universities in the Midwest by U.S. News & World Report in its "Best Colleges" rankings. Dominican is currently ranked #10 out of nearly 160 regional universities in the Midwest. Dominican is the #1 Best Value School in the Chicago area and is especially proud to be the #1 school in Illinois for social mobility in recognition of its success in moving young people up the economic ladder. Dominican is also #6 in the Midwest in the Best Undergraduate Teaching category.

Since its founding as St. Clara College, through to today, Dominican University has taken great pride in its high rate of success with first-generation-to-college students, many from underrepresented groups and/or economically disadvantaged circumstances. This is evidenced by a graduation rate that is 13 percentage points higher than the U.S. News prediction. That is the biggest positive jump among schools in the top 30 overall in the Midwest. Also, no other institution in the country is in the Top 10 both in terms of overall ranking and also in economic diversity (determined by the percentage of Pell-eligible students).

That recognition is a testament to the investments Dominican has made for years in ensuring student success. A highly integrated network of support—faculty working together with peer advisors, the student care network, and other staff in the Division of Student Success and Engagement—is regularly cited as a model for ensuring the success of today's diverse Gen Z students.

While maintaining its core Catholic identity, the University enrolls and mentors students of all faith backgrounds. It was named a member of the "Vanguard Network for Interfaith Leadership" by the Interfaith Youth Core.

Dominican is breaking barriers in other areas, including those for high-achieving women in STEM fields in which they have been traditionally underrepresented. The Henry Luce Foundation awarded Dominican \$300,000 to provide full-ride scholarships to women in chemistry, mathematics, and computer science majors. Over the past decade, Dominican has increased female enrollment in four STEM majors by 85%. Dominican also received a \$1.5 million grant from the National Science Foundation to improve retention and graduation of underrepresented minority students in STEM.



AGENDA FOR LEADERSHIP ASSOCIATE DEAN FOR DOMINICAN'S BORRA COLLEGE OF HEALTH SCIENCES

Reporting to [Dr. Tamara Bland](#), Dean of the Borra College of Health Sciences, the Associate Dean will be responsible for providing leadership in academic operations, curriculum development, and faculty support within the college. The role includes assisting the Dean in managing programs, facilitating accreditation processes, and supporting student success initiatives. The Associate Dean is also involved in budgeting, strategic planning, and ensuring the alignment of programs with the University's mission. The role will require responding to inquiries from various stakeholders including School Directors, University Offices, the community, students, and external agencies. The Associate Dean will have a strong background in health sciences and higher education administration alongside excellent leadership and communication skills.

ESSENTIAL POSITION FUNCTIONS:

Teaching:

Engage in scholarship and teaching as a faculty member with a commitment to academic excellence. Fulfill a teaching load of 6 credits per year. Specifically, teaching credit-bearing courses, advising, serving on dissertation or thesis committees, or teaching an external group.

Academic, Administrative and Operational Leadership:

- Work closely with department chairs and program directors to advance the mission of the college and university, ensuring a shared vision for success and inclusivity.
- Assist with Dean's Office operations including report writing, policy and procedures updates, catalog management, and course scheduling.
- Oversee curriculum development and assessment activities and collaborate with the Dean and BCHS program on creating new and innovative programs assist in all aspects of accreditation maintenance.

- Lead the creation, assessment, and continuous improvement of academic programs to ensure they are up-to-date and aligned with current health sciences standards.
- Provide governance and support on governance matters and policy implementation, ensuring that all practices are fair and equitable. Support department chairs and program directors in course scheduling and updating Bulletin in collaboration with Registrar's Office.
- Assist the Dean in handling disciplinary actions related to academic integrity, ensuring a fair and supportive approach.
- Work with Program Directors on interviewing and hiring adjunct faculty.
- Serve as the lead administrator in the Deans's absence.

Student Support & Success:

- Foster a culturally responsive environment where students and faculty from diverse backgrounds feel supported and valued.
- Develop strategies to attract and retain students in the college's programs, ensuring diverse and quality enrollments.
- Support the development of inclusive curricula, teaching practices, and support services to cater to a diverse student body.
- Collaborate with centralized admissions regarding admission processes and standards, and College participation in recruitment activities.

Data and Assessment Management

- Collaborate with the Office of Institutional Effectiveness to review data needs, design, and implement information systems, and generate College reports.

AGENDA FOR LEADERSHIP ASSOCIATE DEAN FOR DOMINICAN'S BORRA COLLEGE OF HEALTH SCIENCES (CONT.)

- Oversee the collection and analysis of data related to program performance, outcomes, and student achievement, and using this information for continuous improvement.

Research, Scholarship, and Community Engagement

- Encourage and support faculty in their research efforts, including grant writing, publishing, and presenting their work.
- Foster interdisciplinary research and collaboration both within the college and with other unities in the college, university, and/or external partners.
- Help build and maintain partnerships with healthcare organizations, community groups, and other stakeholders for student placements, community engagement, and research opportunities.

EXPECTED QUALITIES:

To be successful as a collaborative senior leader at the Borra College of Health Sciences, the Associate Dean is expected to have these professional and personal qualities:

- A deep commitment to students and their success;
- A strong orientation to team and to collective success;
- Superior oral and written communications skills, especially the ability to listen carefully and effectively;
- Ability to encourage forward thinking and innovation in the changing higher education landscape;
- Ability to effectively develop and lead diverse teams of professionals;
- Outstanding problem-solving skills;
- Strong collaborative interpersonal skills and the ability to

build positive and effective relationships across the college and university with administrators, faculty, staff, students, and external constituents; and

- A high degree of emotional intelligence
- Understanding of the interrelationships and dependencies between academic and administrative units at a university.

MINIMUM QUALIFICATIONS:

All qualifications are required unless otherwise indicated.

- A doctoral degree or a terminal degree related to an area of the Borra College of Health Sciences.
- Minimum of five years of relevant teaching experience.
- A strong commitment to diversity and inclusion in higher education and the health care profession.
- Excellent administrative and interpersonal skills.
- Excellent oral and written communication skills.

PREFERRED QUALIFICATIONS:

Knowledge, Skills, and Abilities:

- Demonstrated ability to work as part of a leadership team and with a variety of people in multiple settings.
- Experience with assessment and professional accreditation standards and processes.
- Experience with curriculum development.
- Evidence of outstanding communication and writing skills.
- Experience with online teaching pedagogies and other technologies in teaching and learning.
- A record showing the potential to provide vision and leadership to academic programs and student services.





SEARCH TIMELINE, APPLICATIONS, AND NOMINATIONS

Applications should be submitted as three separate PDFs and include:

1. a **cover letter** expressing your interest in the position and addressing how you meet the qualifications described in the search priorities section of this profile; Please also include dedicated narrative in the letter sharing how Dominican's mission of social justice, its status as a Hispanic-Serving Institution, and its commitments to social mobility, justice, equity, and inclusion would inform your work in student success/affairs.
2. a current **CV/resume**;
3. a **list of five professional references** (including each person's name, title/institution, email address, phone number, and a brief description of their professional relationship to you). These references will not be contacted without your prior permission.

To make a nomination, please direct an email to ADHealthSciences@academicsearch.org and include the nominee's name, title, current institution and contact information.

All application materials will be considered in full confidence. The Associate Dean is expected to begin work in early 2025, and a start date is negotiable. Applications will be reviewed as received, but for full consideration, applicants should submit materials by Friday, December 6, 2024.

Please send all nominations, confidential inquiries, and applications to: ADHealthSciences@academicsearch.org.

Dominican University has engaged Academic Search to partner in this search process, and inquiries about the position can be directed to Senior Consultant, Dr. Carlos N. Medina, at carlos.medina@academicsearch.org.

For more information about the University, please visit Dominican's home page at www.dom.edu.

Dominican University is proud to be an equal opportunity employer and is dedicated to the goal of building an equity-centered faculty and staff committed to teaching, working, and learning in a multicultural environment. Dominican University believes that justice, equity, and inclusion are critical to our growth and development and seek to recruit, develop, and retain from a diverse pool of applicants who bring varied experiences, perspectives, and backgrounds. If you need accommodations due to a disability, please contact us at OPC@dom.edu for assistance.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Dominican 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.

