SEARCH PROSPECTUS:
Dean of Nursing
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Search</td>
<td>3</td>
</tr>
<tr>
<td>About Nevada State College</td>
<td>4</td>
</tr>
<tr>
<td>About The School of Nursing</td>
<td>5</td>
</tr>
<tr>
<td>Position Description and Requirements</td>
<td>6</td>
</tr>
<tr>
<td>Application Process</td>
<td>8</td>
</tr>
</tbody>
</table>
Nevada State College (www.nsc.edu) invites applications, nominations, and inquiries for the position of Dean of the School of Nursing to begin June 2020. This is an exciting opportunity for a dynamic individual who aspires to lead the school by fostering a positive and productive work environment that assists students to develop and express caring as a fundamental human characteristic essential for professional nursing. The dean leads the school in its mission to serve southern Nevada, the state of Nevada, and the broader community in meeting health care needs.
ABOUT NEVADA STATE COLLEGE

Founded in 2002, Nevada State College (NSC) is the first and only public baccalaureate institution in the Nevada System of Higher Education (NSHE). Faculty and staff members enjoy the rare opportunity to shape the college as it continues to expand into a cornerstone of higher education in Southern Nevada.

NSC’s developing 511-acre campus is nestled at the foot of Mt. Scorpion in Henderson, Nevada, offering expansive views of the Las Vegas valley and bright futures for its students. Just 15 miles from the world-famous Las Vegas “Strip,” Henderson was ranked by Forbes magazine as one of the nation’s safest and most livable cities. With a vibrant and dynamic economy, highly diverse population, accessible recreational opportunities such as snow skiing, hiking trails, national parks, fishing, and water sports, Henderson offers a family-friendly community with surrounding world-class entertainment and international cuisine.

NSC’s role in Nevada’s state education system is to help strengthen and diversify the Southern Nevada economy by preparing a mostly underserved student population—where a majority are first-generation, racial/ethnic minorities, parents, and returning students—to become productive members and leaders of the workforce. In this regard, the School of Nursing places particular emphasis on meeting the state’s need for effective, highly educated, and skilled nurses.

Enrollment at the college is growing, climbing from 176 students in 2002 to over 5,500 students in fall 2019, which merited recognition by the Chronicle of Higher Education as the second-fastest growing public baccalaureate institution in the United States from 2006 to 2016.

As a teaching-oriented institution, faculty focus on high-quality instruction, engaging learning experiences, impactful scholarship, and the development of innovative curricula. NSC faculty work in state-of-the-art facilities that feature “smart” classrooms. The median class size is about 23 students. To meet the unique needs of its student population, NSC offers courses year-round and in all modalities, including in-person and hybrid courses during the day and evening, as well as online courses.

Nevada State College celebrates the storied backgrounds of the members of its vibrant campus community. As of Fall 2019, 36 percent of the college’s students are Hispanic, 13 percent are Asian/Pacific Islander, 8 percent are Black/African American, 25 percent are White, and 14 percent are multiracial. Nevada State College is a Hispanic-serving institution. The college operates with a shared commitment to represent and serve the diverse population of Nevada and to encourage the exchange of ideas that respects and honors the lived experiences of its students, staff, and faculty. The college fosters a culture of inclusive excellence so its members can live authentically, engage fully, and flourish. In order to strengthen the college and progress its mission, the college dedicates itself to intentional and ongoing reflection to meet the evolving needs of NSC, the surrounding communities, and the State of Nevada.
ABOUT THE SCHOOL OF NURSING

The central aim of the baccalaureate nursing program at the Nevada State College School of Nursing is to prepare individuals for professional nursing practice. Anchored in Jean Watson’s Theory of Human Caring, the program assists students in developing and expressing caring as a fundamental human characteristic essential for professional nursing practice. The nursing program challenges and encourages students to focus on the heart of nursing and to develop into highly ethical, competent, caring, and dedicated professionals ready for leadership in all areas and settings of health care.

A total of 26 full-time and 48 part-time faculty serve 420 pre-licensure students and 317 RN to BSN students. The program produced 254 graduates in 2019.

The nursing program is well respected for its high-quality faculty, innovative curriculum, and excellent NCLEX pass rates. Fully approved by the Nevada State Board of Nursing and accredited by the Commission on Collegiate Nursing Education (CCNE), NSC’s nursing program offers three opportunities to earn a BSN:

Traditional Full Time Bachelor of Science in Nursing (BSN) Program:
The traditional track is designed for new and transferring students who do not hold a bachelor’s degree. Upon acceptance to NSC, students enroll in a curriculum of pre-nursing courses. After satisfactory completion of these courses, students apply for admission to the School of Nursing and, upon acceptance, become nursing majors. Upon graduation, students are eligible to take the national RN licensing examination (NCLEX-RN), the gateway to a career as a registered nurse with public health agencies, schools, hospitals, and other health care organizations. This track admits up to 48 students with entry points in the fall, spring, and summer.

Part-Time Bachelor of Science in Nursing (BSN):
The part-time track is offered for individuals who have obligations of a job and family life that interfere with their ability to attend the academic schedule of the traditional full-time track. Upon graduation, students are eligible to take the national RN licensing examination (NCLEX-RN), the gateway to a career as a registered nurse with public health agencies, schools, hospitals, and other health care organizations. This track admits up to 48 students with entry points in fall, spring, and summer, with course and clinical programming commitments Thursday through Saturday.

Part-Time Registered Nurse to Bachelor of Science in Nursing (RN-BSN):
The RN-BSN program is for licensed nurses who have graduated with an associate degree or diploma from an accredited nursing program. The RN-BSN program is designed to strengthen the community health and leadership abilities of working RNs. The student population is unique, including RNs with only minimal work experience and those who have been practicing for decades. The program admits students on a rolling basis throughout the year.
Rank and Salary

- This position is a full-time, 12-month appointment that reports directly to the Provost of the college.
- Rank, tenure, and compensation commensurate with experience and qualifications.
- Excellent benefits, including 15.25 percent retirement match, 11 paid holidays, beginning balance of 30 sick leave days, family educational benefits (applicable at all Nevada public colleges or universities), and a health insurance plan that can be supplemented with a flexible spending account or health savings account.

Position Summary

As the chief academic officer of the School of Nursing, the Dean of Nursing provides vision and leadership while representing the interests of the School of Nursing. The dean ensures the School of Nursing operates according to appropriate professional, legal, and ethical standards, and creates and maintains an environment conducive to faculty scholarship and practice. The dean facilitates professional development for the nursing faculty and acts as a liaison to the Nevada Board of Nursing (NSBN) and the Commission on Collegiate Nursing Education (CCNE) to ensure compliance with required elements of NSBN regulations and CCNE standards. The dean evaluates the adequacy of preparation, experience, and diversity of nursing faculty and staff members, and recommends appropriate staffing levels in all areas. The dean also makes recommendations regarding full-time nursing faculty appointments, promotion, tenure, and retention.
Primary Responsibilities
Responsibilities include proficiency and innovation in:
• Leadership of faculty and staff
• Curriculum and program development and evaluation
• Promotion of student success
• Collaborative resource development and management
• Management of school budgets and contracts
• Stewardship of accreditation processes, standards, and reports
• Effective communication, advocacy, and representation for the School of Nursing with stakeholders at all levels – school, college, community, and state

Minimum Qualifications
• An earned terminal degree in nursing (e.g., Ph.D., DNP, DNS) or a related field (e.g., EdD)
• Experience and accomplishments consistent with NSC’s requirements for the academic rank of Professor or Associate Professor with tenure. (Click here for a copy of the requirements.)
• A demonstrated commitment to excellence in teaching, service, and scholarship, which also includes prior administrative experience
• Experience with program and curriculum development and evaluation
• Eligibility for licensure as a registered nurse in Nevada
• Demonstrated commitment to a diverse, non-traditional, first-generation student population
• Demonstrated commitment to evidence-based practice

Preferred Qualifications
• Experience in curriculum and program development based on caring science philosophies and theories
• Demonstrated interest and ability to seek external funding and grants and a demonstrated interest and ability to collaborate with the Nevada State Foundation, the Office of Institutional Advancement, and other stakeholders for fundraising campaigns
• Demonstrated ability to be innovative and entrepreneurial
• Experience in academic leadership
APPLICATION PROCESS

The search is being assisted by Academic Search, Inc. Confidential discussions or inquiries with consultant Jean Floten (jean.floten@academicsearch.org) are encouraged and may be arranged by contacting Marcie Pecora (marcie.pecora@academicsearch.org).

Applications must be sent electronically in Word or PDF format to NSCnursing@academicsearch.org. They should include (1) a cover letter that addresses the position qualifications, (2) a curriculum vitae, and (3) a list of at least five professional references with contact information including telephone and email. References will not be contacted without the explicit permission of the candidate.

Candidates are encouraged to highlight their experience fostering an inclusive campus culture and supporting the success of students who are historically underrepresented in higher education. This might include contributions in such areas as teaching, mentoring, advising, research, and institutional service.

Initial screening of applications will begin immediately and continue until an appointment is made. To be given full consideration for this position, applications should be submitted by January 7, 2020. All nominations, applications, and inquiries will be held in complete confidence until finalists are identified for on-campus interviews. Finalists must be willing to undergo a background check.

For additional information about Nevada State College, please click here. To learn more about Nevada State College’s School of Nursing, click here.

Nevada State College is committed to providing a place of work and learning free of discrimination on the basis of race, color, national origin, disability (whether actual or perceived), religion, age, sex/gender (including pregnancy-related conditions), sexual orientation, gender identity or expression, genetic information, or veteran status in the programs or activities which it operates. Where discrimination is found to have occurred, NSC will act to stop the discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.

The following individual has been designated to handle inquiries regarding non-discrimination at NSC and is responsible for coordinating compliance efforts concerning, Executive Order 11246, Title VI and Title VIII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Title II of the American with Disabilities Act, and The Age Discrimination Act of 1990: Eric Gilliland, Director of Human Resources, 1300 Nevada State Drive, Henderson, NV 89002 RSE 312, phone: 702.992.2322, email: eric.gilliland@nsc.edu
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Nevada State College in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

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