SEARCH PROSPECTUS:

Dean of the School of Nursing and Health Sciences
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Saint Xavier University, the first Catholic university in Chicago, founded and sponsored by the Sisters of Mercy of the Americas, invites nominations and applications for the position of Dean of the School of Nursing and Health Sciences.

THE UNIVERSITY

Saint Xavier University (SXU) is a distinguished four-year, private Catholic institution located in a residential neighborhood on the southwest side of Chicago. Founded by the Sisters of Mercy in 1846 and chartered in 1847, Saint Xavier holds the distinctions of being Chicago’s first Catholic university, as well as the first Mercy institution of higher learning in the United States. Initially founded as Saint Francis Xavier Academy for Females, Saint Xavier inaugurated college classes in 1915, became co-educational in 1969 and gained the status of a university in 1992.

As a values-based institution of Catholic/Mercy higher education, Saint Xavier aims to transform the lives of a richly diverse student population through student-centered excellence connected to personalized support and co-curricular experiences that are designed to prepare students for productive careers while inviting them to embrace different cultures, viewpoints and ideas that will shape them into prosperous citizens of the world. This challenging educational environment offers the powerful vision of integrating education with compassion and action.

In keeping with the values of the Mercy tradition, Saint Xavier is one of 24 institutions in Illinois that have made a commitment to eliminating racial and socioeconomic achievement gaps and increasing graduation rates in partnership with the Illinois Equity in Attainment Initiative. For its efforts in this area, the Illinois Education Research Council recognized the University in 2017 as one of the top institutions in the state for helping underserved students overcome barriers to complete their bachelor’s degree. Furthermore, Saint Xavier remains the most affordable Catholic university in the state of Illinois.

With an enrollment of nearly 3,700 (2,955 undergraduate, 712 graduate students) the student body reflects the institution’s commitment to diversity and inclusion. Saint Xavier is a Minority-Serving Institution, and has been a federally-designated Hispanic-Serving Institution (HSI) since 2014. Saint Xavier’s curricular and co-curricular programs focus on leadership and service as well as in educating the whole person.

VALUES STATEMENT

SXU educates for competence, character and career success. SXU offers transformative and affordable educational experiences through its high-quality academic offerings, innovative service and leadership opportunities and clear college-to-career pathways in a person-centered, diverse and safe environment.

Saint Xavier is proud of their Mercy mission and heritage that educates students for personal and professional growth, ignites compassion and respect for others, and inspires service for the common good.

SXU is committed to actualizing their values as part of their vibrant learning community dedicated to continuous improvement: excellence, innovation, diversity, lifelong learning and service.

MISSION

Saint Xavier University, a Catholic institution inspired by the heritage of the Sisters of Mercy, educates men and women to search for truth, to think critically, to communicate effectively, and to serve wisely and compassionately in support of human dignity and the common good.
Now in its 172nd year of providing innovative academic programs, Saint Xavier offers a variety of undergraduate and graduate degree programs, as well as degree completion programs, taught by more than 149 full-time faculty and 211 adjunct faculty members within its three schools: the College of Arts and Sciences, the Graham School of Management and the School of Nursing and Health Sciences. Additionally, Saint Xavier offers many high impact educational practices including an Honors Program, student-faculty collaborative research, leadership and service opportunities, and study abroad.

Saint Xavier University has earned several prestigious regional and national accolades: U.S. News & World Report recognizes Saint Xavier for being a “Best Value” institution (2019) as well as having the “Most Diverse Student Population” (2016-2019) among regional universities in the Midwest. Saint Xavier is also a 2018-2019 College of Distinction, making the University among the best institutions at which to learn, grow and succeed. Accredited by the Higher Learning Commission, Saint Xavier offers 61 undergraduate and 25 graduate programs that provide a well-rounded curriculum matched with service and leadership opportunities to nurture students’ natural potential to find the best in each of them.

**FAST FACTS**

**UNDERGRADUATE ENROLLMENT BY ETHNICITY**
- White: 40.4%
- Hispanic/Latino: 39.1%
- African-American: 11.8%
- Multiracial: 2.3%
- Asian: 2.9%
- Other: 3.5%

**AVERAGE AGE OF STUDENTS**
- Undergraduate: 21
- Graduate: 33

**UNDERGRADUATE WITH FINANCIAL AID:** 97%
The School of Nursing and Health Sciences (SONHS) houses some of Saint Xavier’s marquee programs, several of which have earned national acclaim. The School encompasses the School of Nursing, and the Department of Communication Sciences and Disorders, as well as additional programs in Exercise Science, Sports and Fitness Administration and Gerontology Studies.

The School has been recognized by both national and regional organizations. The SONHS is one of only three Chicago area nursing programs that has been designated by the National League for Nursing as a Center of Excellence in nursing education for efforts in creating and sustaining an environment that enhances student learning and professional development within a culture of intentional caring; and in 2018 it became one of only five schools nationwide to have received this designation for a fourth consecutive time. Likewise, the Communication Sciences and Disorders Department earned first place in the Annual Illinois Speech-Language-Hearing Association’s College Bowl in 2015 and 2016.

The strength of SONHS’ programs has also been recognized in national rankings. U.S. News & World Report ranked the SONHS first for “Best Online Graduate Nursing Programs” in 2018, and the school has been ranked in the top three in this category for each of the past five years. An even stronger measure of the school’s success is that 100% of all graduates from its graduate programs are employed full-time or are enrolled in graduate school within 12 months of graduation, and roughly two-thirds of those from the undergraduate CSD program are subsequently enrolled in graduate school.

The rich traditions of the School of Nursing and Health Sciences evolved from the commitment of the Sisters of Mercy to serve the city of Chicago. The first generic baccalaureate-nursing program in Illinois was established at SXU in 1935. Today, the School offers the traditional Bachelor of Science in Nursing (BSN), an accelerated BSN, and both RN and LPN to BSN completion options. Since 1992, SONHS has offered a master’s degree in family nurse practitioner, in addition to three other nursing master’s tracks. Additional post-masters certification options are offered as well. The nursing program is fully accredited by the Commission on Collegiate Nursing Education (CCNE) through 2023.

The Communication Sciences and Disorders (CSD) Department has been educating future speech-pathologists for almost sixty years and is accredited by the Council on Academic Accreditation of the American Speech-Language-Hearing Association (ASHA) to offer a Bachelor of Arts in Speech-Language Pathology and a Master of Science in Communication Sciences and Disorders. Formerly housed within the College of Arts and Sciences, CSD joined the SONHS in Fall 2018 to help create an integrated and synergistic school of health sciences. New majors in Exercise Science, Sports & Fitness Administration, and Gerontology are the most recent program additions to the SONHS. As the SONHS recently expanded to include the health sciences, there is the possibility that further professional programs may be added in the future.

Taught by 42 full time and 60 adjunct faculty who are experienced health care professionals actively involved in clinical, advanced practice and research, students across all SONHS programs receive a quality education with a strong scientific foundation and practical application that prepares them for professional roles across a variety of practice settings.

The SONHS’ administrative structure now also includes the Saint Xavier University Health Center, which serves the needs of students, faculty, staff and the community, and the Ludden Speech and Language Clinic, founded nearly 60 years ago to serve children and adults with communication disorders. Together these centers provide educational opportunities for the University’s students, while also contributing to the community in service of the institution’s Mercy mission.
Nestled in a quiet corner of one of the nation’s biggest, most exciting, and diverse cities, Saint Xavier’s facilities include the Warde Academic Center, which is the campus’s central building, and houses classrooms, computer and science labs, offices, McGuire Hall auditorium, the Robert and Mary Rita Murphy Stump Library and modern dining facilities. The campus includes five residence halls, a lovely quad and spring-fed pond — creating an oasis within an urban Chicago community. The Shannon Athletic and Convocation Center, which is open to the community, has an exercise and weight lifting room, two basketball courts and a running track. The McDonough Chapel and Mercy Ministry Center is a free-standing building on campus giving witness to the faith-based values of the University and its traditions. The SXU Health Center recently relocated to state of the art space to provide for the health and wellness needs of the community.
The next Dean of the School of Nursing and Health Sciences will inherit a school with a national reputation, significant local impact, strong enrollment, student success and placement record, and a dedicated group of faculty and staff. He or she will build on a foundation of existing strengths to lead the school in visioning new ways to serve current and future needs. By pursuing opportunities – and anticipating opportunities yet to come – the new Dean will help the SONHS continue its tradition of excellence and leadership within the larger university. Areas of particular emphasis will be:

**Advancing the Mission of the University**
Respectful of Saint Xavier University's religious heritage and sponsorship, the Dean will also be responsible for advancing the University mission and vision, which are shaped by its Catholic and Mercy history and identity. Additionally, the new Dean will understand and advance the interrelationship between the liberal arts, professional, and nursing and health sciences.

**Strategic Innovation and New Program Development**
The Dean will drive innovation at all levels of the School and its outreach to other University divisions to facilitate appropriate program development and grant opportunities designed to respond to current and future needs, enhance enrollment and retention, improve student learning outcomes, ensure quality through systematic program review, and effectively manage a portfolio of programs that generates revenue to sustain the mission. Additionally, the dean will be innovative in the pursuit of external revenue sources (e.g. alumni engagement and gifts; corporate, foundation and government grants; uncorrelated revenue, etc.).

**Enrollment**
The Dean will direct and execute the school’s strategic enrollment management plan designed to grow programs and improve net revenue. The Dean will also participate in the improvement of institutional retention and graduation rates by developing and implementing programs, including on-line offerings, to help meet the needs of first-generation, non-traditional students.

**Continuous Improvement**
Within the School of Nursing and Health Sciences, the Dean will be someone with strong financial acumen who is able to develop new resources. The dean will have the opportunity to advance the University’s agenda of becoming a more student student-centered, performance-based and financially sustainable institution by hiring, developing, and evaluating faculty and staff who will foster academic excellence by advancing the development of high-demand undergraduate and graduate curricula, and implementing best practices throughout the school.
The new Dean of the School of Nursing and Health Sciences will hold an earned doctorate (or the equivalent professional degree) and be eligible for appointment at the rank of professor with tenure.

**QUALIFICATIONS**

- Strategic thinker who is innovative and a change agent
- Administrative experience in an academic setting
- Teaching experience
- Experience in academic evaluation of personnel and programs
- Budgetary/financial experience
- Experience with donor relations
- Accreditation experience
- Experience with comprehensive, allied health programs
- Record of fostering diversity and inclusion

**DESIRED CHARACTERISTICS**

- Experience with a diverse and non-traditional student population
- Experience with both undergraduate and graduate programs
- Experience with multiple delivery modalities
- Experience with faculty mentorship
- Problem-solving ability
- Experience connecting with local health care and educational communities
- Ability to work effectively with appropriate advisory boards
- Excellent interpersonal and communication skills
- Integrity and ethics
The search is being assisted by Academic Search, Inc. To arrange a confidential conversation about this position please contact the senior consultant facilitating the search, Dr. Eric Richtmyer, at Eric.Richtmyer@academicsearch.org. Phone inquiries can be made at 202-332-4049. The position is open until filled, but only applications received on or before September 15, 2019 can be assured full consideration.

Application materials should include a cover letter addressing the leadership agenda and qualifications/characteristics listed above, a current vita, and the names and contact information for five professional references (with a brief note explaining their relationship to the candidate). References will not be contacted without first notifying and receiving permission from candidates. Nominations and application materials should be sent to: SXUSONHS@academicsearch.org.

Saint Xavier University is an Equal Opportunity Employer that makes all decisions regarding recruitment, hiring, promotions and all other terms and conditions of employment without discrimination on the grounds of race, color, creed, sex, religion, national or ethnic origin, age, physical or mental disability, veteran status or other factors protected by law. Hiring decisions will be based on the bona fide occupational qualifications of each applicant. The University is committed to diversity and encourages applications from individuals with a wide variety of backgrounds and experiences. Saint Xavier University affirms its position as a Catholic institution, inspired by the heritage of the Sisters of Mercy, and asserts its rights to employ persons who subscribe to the mission, vision and core values of the University.

SXU aspires success by working together to provide meaningful, personalized service in the spirit of excellence. SXU seeks candidates that deliver value-added services in a responsive, collaborative, effective, and respectful manner.
ABOUT ACADEMIC SEARCH

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