

# SEARCH PROFILE:

DIRECTOR OF THE PHD NURSING PROGRAM



**UND** UNIVERSITY OF  
**NORTH DAKOTA**

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## ABOUT UND

Established in 1883, the University of North Dakota is the oldest research university in North Dakota. Founded with a strong liberal arts foundation, it is the state's flagship university and is classified by the Carnegie Foundation as having high research activity. UND offers degrees in more than 225 fields of study and enrolls more than 14,000 students.

The College of Nursing and Professional Disciplines (CNPD) is home to the departments of nursing, nutrition & dietetics, and social work. The department of nursing offers the state's only Nurse Anesthesia program, the state's only Psychiatric Mental Health Nurse Practitioner program, the state's only PhD in nursing program as well as the Recruitment & Retention of American Indians into Nursing (RAIN) program. Additionally, UND is home to the state's only School of Law and School of Medicine.

Additionally, the North Dakota Nursing Research Collaborative was initiated by UND's nursing department to bring together a diverse group of nurse researchers, expert clinicians, and nursing leaders to conduct interprofessional research aimed to demonstrate the value of North Dakota's nursing workforce while improving healthcare outcomes.

UND is located in Grand Forks, North Dakota, a vibrant college town of over 59,000 people located on the border of North Dakota and Minnesota. Short commutes, a great public-school system, high quality medical facilities, low crime, ample parks and theaters, and a cost of living below that found in large American cities are some of Grand Forks' advantages. Ranked as one of the top 5 Best Small College Towns and America's Best Hockey Town, Grand Forks offers stellar quality of life without the metropolitan hassles.

### STRATEGIC VISION

In January 2023, the University launched UND LEADS, a strategic vision for the future. The five pillars of Learning, Equity, Affinity, Discovery and Service will be UND's foundation for years to come.

### MISSION

To provide exceptional educational experiences that enrich the lives of North Dakotans and the global community through excellence in teaching, innovative research and meaningful engagement.

### VISION

To inspire a sense of wonder, a love of discovery and a commitment to serve.

For more information, visit [UND.edu](https://und.edu).

The College of Nursing & Professional Disciplines developed a mission statement as a part of the strategic plan for the College.

### CNPD MISSION STATEMENT

To provide excellent and collaborative education, scholarship, and service to advance human well-being for all, with an emphasis on rural and underserved populations.

For more information, visit [cnpd.und.edu](https://cnpd.und.edu)



# Clinical Resource & Simulation Center

## Halldorson Family Lobby



## THE POSITION

### **DIRECTOR, PHD NURSING**

The University of North Dakota is seeking candidates for the position of Director of the PhD Nursing Program within the College of Nursing & Professional Disciplines. The Director reports directly to the Chair of the Graduate Nursing Department and will be hired at a rank of Associate or Full Professor, based upon experience and qualifications. This is a tenured position in the Department of Nursing and the successful applicant must have already attained tenure at another institution in a similar field and will be subject to approval by the University and State Board of Higher Education.

The CNPD seeks a dynamic and visionary leader who will build upon the PhD Nursing Program strengths in planning, organization, and evaluation of the PhD Nursing Program to provide exceptional professional educational experiences. In addition, the Director will assist in recruiting PhD Nursing students and mentoring PhD Nursing faculty. The Director will have unquestioned integrity and exemplary interpersonal and communication skills.

The starting date for the PhD Nursing Program Director will be negotiable, but preferably by July 1, 2025. This is an on-campus position.

### **THE OPPORTUNITY WITHIN THE DEPARTMENT OF GRADUATE NURSING**

The Director of the PhD Nursing program at UND will be joining the University during a dynamic period. Under the leadership of President Andrew Armacost (who joined UND in 2020) and Provost Eric Carl Link (who joined UND in 2021), the campus is experiencing enrollment growth and major campus improvements with several buildings under construction and/or renovation currently. Significant investments at the University in terms of research development in critical areas are propelling the University forward as the flagship research institution in the state of North Dakota. Meanwhile, the University's ongoing commitments to student success at both the undergraduate and graduate level continue to elevate the tradition of educational excellence at the institution.

Under the leadership of Dean Maridee Shogren (appointed in 2022) and Graduate Nursing Chair Kris Hendrickx (appointed in 2019), the incoming Director of the PhD Nursing Program will have the opportunity to build on the long-standing tradition of excellence within the Department and to work alongside both internal and external partners to increase and enhance the PhD Nursing Program.



## THE POSITION (CONT.)

The following is an abbreviated list of the responsibilities associated with this position:

- Provide leadership for the overall planning, organization, revisions, and evaluation of the PhD Nursing Program.
- Recommend course offerings, scheduling, and related faculty assignments to the graduate department Chair.
- Recruit, advise, and oversee the annual admission process of qualified students.
- Foster a culture of inclusivity and support for students.
- Serve as teaching faculty, student and dissertation advisor, and dissertation committee lead/member.
- Oversee the students' course and program progression, qualification for candidacy, dissertation completion and graduation of PhD Nursing students.
- Plan and implement with doctoral faculty intensive student experiences.
- Assure the educational program contains content consistent with the guidelines and regulatory standards of the UND School of Graduate Studies, Office of Research Development and Compliance, and the American Association of Colleges of Nursing (AACN).
- Prepare materials and reports as required by nursing approval bodies.
- Supervise assigned staff.
- Maintain strong relationships with internal and external stakeholders, including nursing research communities within and beyond UND.
- Collaborate with healthcare partners.
- Engage with North Dakota Nursing Research Collaborative.







## THE PREFERRED CANDIDATE

### MINIMUM REQUIREMENTS

- Earned doctoral degree in nursing or related field
- Ability to be licensed as a registered nurse in North Dakota
- Evidence of securing externally funded research
- Evidence of dissemination of research in formal publications
- Experience in academic administration
- Dissertation advisement experience
- Teaching experience
- Experience in curriculum development and program accreditation

### PREFERRED QUALIFICATIONS

- Earned PhD in nursing
- Five years of professional academic leadership
- Experience with online teaching
- Interdisciplinary experience
- Engagement with professional research communities
- Evidence of securing externally funded research in field of nursing

### CORE COMPETENCIES & CHARACTERISTICS

- Excellent communication and interpersonal skills
- Ability to problem solve
- Ability to think strategically and engage in open dialogue
- Collegial and collaborative facilitation skills
- Demonstrated commitment to nursing ethics and values





## APPLICATIONS AND NOMINATIONS

Academic Search is assisting the University of North Dakota in this search. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with the Senior Consultant leading this search, Dr. Pam Balch ([pam.balch@academicsearch.org](mailto:pam.balch@academicsearch.org)). Please include a copy of your CV to inform the conversation.

### APPLICATIONS

Applicants should send two separate documents (in PDF format) to [UNDDirectorPhDNursing@academicsearch.org](mailto:UNDDirectorPhDNursing@academicsearch.org):

1. a **letter of interest**, addressed to the Search Committee and not more than three pages, specifically addressing the applicant's background in relationship to the qualifications outlined in this profile and
2. a current **resume or curriculum vitae**.

For full consideration by the Search Committee, candidates should submit application materials by **Sunday, April 13, 2025**.

### NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending the nominee's full name, position, institution/organization, and email address to [UNDDirectorPhDNursing@academicsearch.org](mailto:UNDDirectorPhDNursing@academicsearch.org).

Additional University information may be found at [UND.edu/careers](http://UND.edu/careers).

### APPLICATION CONSIDERATION

All qualified applicants will receive consideration for employment without regard to disability or protected veteran status. People with disabilities and veterans are strongly encouraged to apply.

### VETERANS PREFERENCE

Veterans claiming preference must submit all proof of eligibility by the closing date. Proof of eligibility includes a DD-214 or NGB 22 and, if claiming disabled status, a current letter of disability from the VA dated within the past 12 months.

### CLERY STATEMENT

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University of North Dakota publishes an Annual Security and Fire Safety Report. The report includes the university's policies, procedures and programs concerning safety and security, as well as three years of crime statistics for our campus. Prospective employees are entitled to a copy of this report. The report and statistical data can be found online at [UND.edu/annual-security-report](http://UND.edu/annual-security-report). A paper copy of the report may also be requested from the UND Police Department located at 3851 Campus Road, Grand Forks, N.D. 58202.

### CONFIDENTIALITY OF APPLICATION MATERIALS

Pursuant to NDCC 44-04-18.27, applications and any records related to the applications that identify an applicant are confidential, except records related to the finalists of the position, which are open to the public after the search committee has identified two or more finalists who will be invited to campus. Successful completion of a criminal history background check on the finalist is required.

Applicants must be legally authorized to work in the United States. Anyone needing assistance or accommodations during any part of the application or interview process should contact [und.humanresources@und.edu](mailto:und.humanresources@und.edu).

# ABOUT ACADEMIC SEARCH

Academic Search is assisting University of North Dakota 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.

