

SEARCH PROFILE:

DEAN OF THE COLLEGE OF NURSING
AND HEALTH PROFESSIONS



**VALPARAISO
UNIVERSITY**

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Valparaiso University (Valpo), located in the vibrant larger Chicagoland area of Northwest Indiana, invites inquiries, nominations, and applications for the position of Dean of the College of Nursing and Health Professions (CONHP). The successful candidate will be eligible for appointment at a faculty rank appropriate to their prior experience. The Dean reports to the Provost and Executive Vice President for Academic Affairs.

The new Dean is expected to begin in June/ July 2025.

INSTITUTIONAL OVERVIEW

Valparaiso University is an independent Lutheran institution in Valparaiso, Indiana, an hour's drive from Chicago. Founded in 1859, Valpo offers a thorough grounding in the liberal arts as well as professional education and graduate study, helping students find their own paths to lifelong professional, personal, and spiritual growth.

Valpo is a teaching focused University with 200 full-time tenured/tenure track and clinical faculty, Valpo offers its approximately 2,500 undergraduate and graduate students more than 62 majors and graduate degree programs provided by its Colleges of Business, Engineering, Nursing & Health Professions, Arts & Sciences, and Christ College — the Honors College at the University. The campus of nearly 350 acres contains more than 35 academic and residential buildings, including the Chapel of the Resurrection, Center for the Arts, a fully equipped athletic center that supports the University's NCAA Division-1 teams, and a comprehensive library and information resources center.

Ranked by *U.S. News and World Report* as an outstanding national, professional-doctoral institution, Valpo is a private, faith-based institution grounded in the Lutheran tradition of scholarship, freedom, and faith. Students of color make up 23% of the student body and the University is currently moving toward recognition as a Hispanic Serving Institution.

Life at Valparaiso University offers students a model of community participation, personal responsibility, and respectful concern for others.

- The student-initiated [honor system](#) relies on each student to maintain standards of academic integrity.
- A [collaborative system of university governance](#) assigns students considerable responsibility for residential and social life.
- The [Office of Volunteer Programs](#) and the Community Research and Service Center exemplify a commitment to learning through service that results in Valpo students' logging more than 200,000 hours of community outreach and service-learning each academic year.
- Extensive [Study Abroad programs](#) and a commitment to institutional diversity deepen students' understanding of the world's variety of cultural and religious traditions.

Guided by a strong sense of ethics and informed by a broad understanding of the scientific, religious, and cultural heritage of human society, Valpo alumni have assumed leadership roles in their communities, churches, social institutions, the nation, and the world.





LEADERSHIP



José D. Padilla, J.D., became the 19th president of Valparaiso University in 2021. He joined Valpo as the culmination of a long and successful career in higher education. Most recently, he served as vice president, university counsel, and secretary to the board of regents of the University of Colorado System. Prior to that, the President successfully served 15 years in several senior leadership roles at DePaul University in Chicago, including vice president, general counsel, and secretary.

President Padilla is widely respected nationally in higher education as having superior business acumen, deep legal knowledge, and extensive work in senior leadership roles. His leadership experiences provide the knowledge to address the University's current needs, which include a strong desire to increase enrollment and attract a more diverse student body. He received his bachelor of education in elementary education from The University of Toledo and his juris doctorate from the University of Michigan Law School.

Eric W. Johnson, Ph.D., serves as Valparaiso University's provost and executive vice president for academic affairs. Provost Johnson was appointed in 2021 after serving more than eight years as the Dean of the College of Engineering. Provost Johnson has spent his entire academic career at Valpo, joining the faculty in the Department of Electrical and Computer Engineering in 1997. He has held the Paul and Cleo Brandt Professorship, served as chair of the Department of Electrical and Computer Engineering, and helped create the Valparaiso International Engineering Program. His research interests include modeling electronic components using nanodevices and engineering education pedagogy.





THE COLLEGE OF NURSING AND HEALTH PROFESSIONS

For more than five decades, the College of Nursing and Health Professions has been preparing students for a career of serving and caring for individuals in need of medical assistance or counsel. The alumni of the College serve across the country and world in various capacities with one goal in mind, to serve the patient.

The three core competencies exemplified in each graduate, what is known as the Valpo Difference, are adaptive, collaborative, and visionary. The faculty's commitment to instill the three core competencies in every student's academic experience cements itself in the College's singular purpose of creating a "workplace ready" graduate. Therefore, a Valpo graduate is ready to be a valuable member of any healthcare team immediately, as evidenced by a 99.2% graduate placement rate.

With more than 600 students across the various programs, the College has the largest enrollment amongst all the colleges within the University. It is the

growth of the College that is a driving factor in the plans to build a new facility on campus that will enable all programs to reside in one central location. Those programs include:

- Undergraduate Nursing
- Doctor of Nursing Practice
- Occupational Therapy
- Physician Assistant
- Public Health
- Exercise Science
- Healthcare Administration
- Health Science

The new facility is to be a cornerstone piece in the University's strategic outreach to meet the region, country, and world's demand for quality healthcare professionals.



THE POSITION

The Dean serves as the Chief Academic Officer of the College of Nursing and Health Professions, and is responsible for all activities within the College. The Dean will provide visionary and passionate leadership for the College and its students and faculty, as well as the University and community.

COLLEGE RESPONSIBILITIES

- Providing visionary and strategic leadership for the CONHP
- Directing the development, implementation, and evaluation of the programs in the CONHP
- Assuming responsibility for all operational aspects of the College including, but not limited to:
 - Preparing and controlling the expenditure of approved budgeted funds for programs,
 - Assuring that the College's programs maintain current standards of practice and meet the health care needs of the community,
 - Supervising and evaluating CONHP faculty and staff,
 - Implementing the rules and regulations of external accrediting agencies,
 - Leading and collaborating in the development and implementation of policies and procedures which affect students and faculty,
 - Fostering academic planning and innovating curricular and scholarly development,
 - Overseeing with final authority of staffing patterns for all course and clinical sections, and developing specific faculty workload assignments each semester,
 - Recommending candidates for faculty appointment,
 - Traveling and working a flexible schedule to meet the needs of stakeholder and constituent groups and programs,
 - Ensuring the utilization and maintenance of laboratory and classroom facilities,
 - Participating in the recruitment of students,
 - Supervising record keeping practices and procedures for the program, and
 - Providing orientation of newly hired CONHP faculty and staff

- Fostering an environment for faculty to participate in professional associations, conferences, and other scholarly activities
- Serving as a liaison between the College and clinical partners and affiliating agencies
- Collaborating with departments outside of CONHP to foster positive dialogue about curriculum and student success

UNIVERSITY RESPONSIBILITIES

- Representing the CONHP in campus decision-making processes
- Serving on the Academic Leadership Committee with the other deans and Provost
- Maintaining professional working relationships with administrative authorities, faculty, and other academic and support units
- Providing reports and data to the University, as needed
- Serving on University committees as assigned or desired
- Additional responsibilities as assigned by the Provost and Executive Vice President for Academic Affairs and/or the President

EXTERNAL RESPONSIBILITIES

One of the most exciting opportunities is to work with the Office of Advancement and the President in the efforts to provide funding for a new state-of-the-art facility. This will involve engaging in fund and friend raising in support of opportunities to grow the College's reputation, resources, and impact, especially as it relates to the proposed new CONHP building, including:

- developing and maintaining relationships with local, state, regional, and national agencies,
- assisting in the marketing of all efforts,
- participating in professional and community activities for the improvement of healthcare
- maintaining written agreements for use of clinical facilities,
- fostering globalization through international experience, programs, and students, and
- supporting accreditation of all CONHP programs.



LEADERSHIP AGENDA

The University is expecting the new Dean to address the following key initiatives:

- To continue the College's efforts to be entrepreneurial as it develops programs to address the evolving needs in the healthcare field
- To develop external relationships with key constituents in the region and state, especially with key enterprises that align with programs currently at Valpo
- To work with faculty to align the CONHP strategically with the growing and emerging trends and directions of healthcare
- To work alongside the President, Provost, and the Vice President of Advancement in generating funding for the new CONHP facility through:
 - private major gifts
 - foundation grants
 - state or federal funds
- To ensure the creation and execution of a strategic enrollment plan to increase the CONHP student recruitment and retention, capitalizing on current momentum of the College's growth and development
- To develop a spirit of solidarity amongst and within the various academic programs of the College

QUALIFICATIONS

The ideal candidate will have qualifications and characteristics:

- PhD, EdD, or other terminal academic or professional degree from an accredited institution
- Knowledge and experience with alternative educational delivery systems
- An understanding and commitment to the [Vision, Mission, and Values of the University](#),
- The ability to develop and articulate a compelling vision for inter-professional education in the health professions, and the demonstrated ability to put this vision into practice
- The ability to work effectively with health care leaders and professionals, and to represent the College and the University in that environment
- An ability and affinity for fund raising and resource development
- Administrative leadership, vision, and experience in a diverse environment, characterized by collegial management, integrity, mentorship, inclusive decision making, and effective communication skills
- An ability to create and nurture a supportive environment that utilizes transparent processes
- An ability to effectively represent the College within the University community, working in collaboration with the other schools and administrative units within Valparaiso University
- Budget and grant oversight experience
- Experience with higher education curricular planning and program assessment
- A high degree of energy, passion, initiative, and organization



TIMELINE, APPLICATIONS, AND NOMINATIONS

Academic Search is assisting Valparaiso University in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with one of the Senior Consultants leading this search: Dr. Pam Balch (pam.balch@academicsearch.org) and Dr. Alan Cureton (alan.cureton@academicsearch.org). Please include a copy of your CV to inform the conversation.

APPLICATIONS

Applicants should send these separate documents (in PDF format) to ValpoDeanCONHP@academicsearch.org:

- A detailed **cover letter**, addressed to the Search Committee, expressing your interest in this position and addressing how you meet the qualifications as outlined in the profile
- A current **resume/curriculum vitae**

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit all application materials by **Sunday, January 12, 2025**. Semifinalists for the position will be invited for a confidential interview via Zoom. References will be requested at this time. Finalists will participate in campus interviews that will include a public presentation. A background check (including identity, degree verification, and criminal records check) must be completed satisfactorily before any candidate can be offered this position.

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 an email to ValpoDeanCONHP@academicsearch.org. Please include the nominee's full name, position, institution/organization, and email address. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply.

Valparaiso University maintains a policy of equal employment opportunity for all employees and applicants for employment. The University does not discriminate on the basis of race, color, national and ethnic origin, age, gender, disability, sexual orientation or (as qualified herein) religion or any protected classification under federal, state or local law. This policy applies to all aspects of employment including, but not limited to, recruiting, hiring, training, transfer, promotion, job benefits, pay, dismissal, social and recreational activities. An institution committed to its Lutheran traditions, the University reserves the right to promote the teachings of the church and to exercise preferences in employment-related practices in favor of Lutherans.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Valparaiso 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.

