



Dean, School of Nursing

Mercy College invites nominations and applications for the position of Inaugural Dean of the School of Nursing. The College seeks a forward-thinking and bold leader to embrace enthusiastically its mission of transforming student lives through high-impact education. The Dean will work collaboratively with faculty, staff, and administration to inaugurate the School of Nursing, support student success, and establish and execute the strategic priorities for the School in alignment with the College's strategic plan.

ABOUT THE COLLEGE

Mercy College is a thriving and financially stable independent, coeducational, comprehensive, and student-centered institution serving the New York Metropolitan region. Mercy's mission is to provide motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high-quality learning environments, thus preparing students to embark on rewarding careers, to continue learning throughout their lives, and to act ethically and responsibly in a changing world. The College's Strategic Plan focuses on four goals that directly tie to the mission: Teaching and Learning, Student Success, Affordability and Financial Health, and the College Community.

Mercy students come from non-traditional backgrounds and are often the first or second generation in their families to earn a college degree. The College is the region's largest private, non-profit minority serving institution (designated as a Hispanic Serving Institution (HSI) by the federal government). Mercy's over 8,500 students (75% undergraduates) are exceedingly diverse: undergraduates are 70% female, 44% Hispanic and 25% Black, 73% Pell grant eligible, and 31% aged 25 or older; graduate students are 79% female; 26% Hispanic and 22% Black.

Affordable tuition rates, a nationally recognized advising program, laser focus on student success, and over 100 academically rigorous programs in fields ranging broadly from Adolescence Education to Veterinary Technology make Mercy a regional leader in preparing the next generation of professionals, citizens, and scholars. Guided by the Mercy Student Success Toolkit, our talented and student-centered faculty and staff deliver Mercy's educational experience grounding their work on evidence-based practices taken to scale, designed to result in equitable outcomes. Due to this campus-wide commitment to student success, equity gaps at Mercy have significantly narrowed over the last 10 years, positioning the College as a leader in equity, diversity, inclusion, and belonging in higher education.

Mercy College has three campuses in the New York metropolitan area to serve our mix of students, who commute or live on campus (9% participate in residential life, including 22% of the freshman class).

- The Dobbs Ferry campus, situated in Westchester County 20 miles north of New York City, encompasses 65 acres along the picturesque Hudson River. The campus features eight programmatic and residential buildings, along with athletics facilities, an artificial turf field, indoor gym, fitness center, and outdoor recreational courts. The library at the main campus serves as a resource and informal gathering hub. Recently renovated academic facilities provide state-of-the-art teaching technology to facilitate in-person

and hybrid instruction, as well as specialty spaces for hands-on learning including: health professions simulations labs, a music recording studio, business school trading room, and cybersecurity labs. The campus has two residence halls with a capacity of over 625 residents.

- Mercy's Manhattan Campus is in the heart of Midtown, at Herald Square (West 34th Street and Sixth Avenue). The campus features innovative learning environments, expanded academic offerings, and a new 130-bed residence hall. The high-tech space provides resources that prepare students for careers in emerging fields such as cybersecurity and business analytics.
- Centrally located in the Hutchinson Metro Center, the Bronx Campus is situated in a rapidly developing complex of corporate and healthcare organizations and businesses in eastern Bronx. The campus provides state-of-the-art facilities for the health professions programs, including simulation labs with multiple high-fidelity mannequins and health assessment labs to simulate exam rooms, along with a Business Incubation Center.

Mercy College offers associates and bachelor's degrees to incarcerated men at the Sing Sing Correctional facility in Ossining, New York, in collaboration with Hudson Link for Higher Education in Prison. The program has enabled students to make a positive impact on their own lives, their families, and communities. The program's alumni have lower rates of recidivism and higher rates of employment, and many have gone on to make significant contributions to community regeneration, cohesiveness, and reciprocity.

Mercy College has benefitted from strong financial stewardship and management and has a healthy financial outlook. Its 'A' credit rating was reaffirmed by Standard & Poor's Rating Services (S&P) for higher education in 2022, a rating maintained since Mercy first achieved it in 2012.

HISTORY AND DEVELOPMENT

Founded by the Sisters of Mercy in 1950, Mercy College became a four-year college offering programs leading to the baccalaureate degree in 1961. The College was first accredited by the Middle States Association's Commission on Higher Education in 1968 and has maintained continuous accreditation since then.

By the 1970s, Mercy College became an independent and coeducational institution. It doubled the size of the existing physical plant and initiated the first of many community outreach efforts through the establishment of extension centers and branch campuses throughout communities in Westchester County and New York City. This expansion enhanced the College's reach to the traditional college market and positioned the College to be on the leading edge of higher education for those who were the first generation in their families to seek college degrees and the adult student market.

History of the Nursing Programs

In 1976, Nursing was the first health profession program to offer the Bachelor of Science (BS) degree and in 1981 Nursing was the first master's program at Mercy College. The MS program focused on family health nursing and evolved into the Family Clinical Nurse Specialist track. In 2000 an Adult Nurse Practitioner Track was developed. Declining enrollment led to the suspension of these tracks and the development of the Nursing Education and Nursing Administration tracks in the master's program. The BS and MS programs were accredited by the National League for Nursing from their inception until 1998. Since 1999 the programs have been accredited by the Commission on Collegiate Nursing Education (CCNE).

In 2019 the College of New Rochelle closed, and its students were absorbed by Mercy College under a teach-out agreement. This led to a significant increase in the number of nursing students. An accelerated second-degree BS and the Family Nurse Practitioner program joined the traditional BS nursing program. Nursing students from the

College of New Rochelle continued in their curriculum plan. The last of these teach-out BS students will complete their degrees in December 2022. The College of New Rochelle agreement also brought the Family Nurse Practitioner program to Mercy. The accelerated program, housed on the Bronx campus admits students three times a year. Traditional baccalaureate students are on the Dobbs Ferry campus and are admitted every fall. In 2021 a weekend accelerated second degree program began with cohorts admitted each fall.

The School of Nursing will be launched in 2023, concurrent with the appointment of the inaugural Dean. The formation of the School of Nursing is a strategic initiative that will permit Mercy to better serve students in its various nursing programs, by providing a comprehensive, interdisciplinary, mission-driven, and community-informed education.

GOVERNANCE

The College is governed by Mercy's Board of Trustees led by a Chair, Vice Chairs, and up to 25 additional Trustees who serve the College through their work on committees, supporting events and initiatives, and by providing expertise, guidance, and support. The Faculty Senate, which meets regularly and convenes several committees, represents the Full-Time Faculty and provides shared governance in academic matters, while also serving as consultative partner to the College's administration.

FACULTY AND STAFF

Mercy's experienced and highly qualified faculty comprises approximately 230 full-time members, 40% of whom are tenured or on the tenure track. In addition, approximately 1000 part-time faculty members provide a high level of expertise and professionalism. The faculty includes Fulbright Scholars, published authors, and national authorities dedicated to excellence in teaching and clinical practice. As experts and national and international leaders in their fields, they bring timely, relevant, real-world experience into the classroom, blending theory with practice. The College's more than 450 staff members are distinguished by their dedication and loyalty to the institution's mission and students.

ACADEMICS

Mercy's over 100 academic programs are designed, delivered, and assessed by faculty in departments organized across five schools, in addition to the **School of Nursing** (which is described in more detail [below](#)).

- The **School of Business** provides students the opportunity to be mentored by faculty with real-world experience. Classes are taught by former executives, CEOs, CFOs, CPAs, and entrepreneurs—industry leaders from Wall Street to Main Street—who bring their extraordinary professional experience into the classroom. Students learn through hands-on experiences, often for real clients, and internships. Students learn about investment in an actual trading room equipped with Bloomberg terminals and a stock ticker, and the curriculum includes opportunities for Bloomberg and Excel certification. Networking opportunities are abundant and aid undergraduate and graduate students in standing out when seeking employment.
- The **School of Education** prepares students to become teachers or school leaders. The School offers master's degrees and certificates, all of which are nationally recognized and accredited by the Council for the Accreditation of Educator Professionals ([CAEP](#)). Students work with an outstanding faculty and participate in fieldwork and teaching practica. The School offers innovative, flexible, and accessible online and in person programs of study. Mercy's School of Education was the first institution in the United States to be awarded initial national accreditation by the National Council for the Accreditation of Teacher Education ([NCATE](#)), CAEP's predecessor.
- The **School of Health & Natural Sciences** provides premier health and natural science undergraduate and graduate educational programs to equip students with the intellectual, technical and professional

competencies they need to excel and advance as science specialists, health care providers, health promotion experts, and science/health educators. Biology, Health Sciences, and Clinical Laboratory Science programs prepare students for a range of clinical or research careers. Health Professions programs include Communication Disorders, Occupational Therapy, Occupational Therapy Assistant, Physician Assistant, Physical Therapy, and Veterinary Technology. The School's goal is to prepare students to use their knowledge and abilities in the health and natural sciences to be compassionate and caring health care providers and inquisitive scientists. Nursing is currently housed in this School, but will become an independent School to coincide with the start of the Inaugural Dean and the beginning of the next fiscal year.

- The **School of Liberal Arts** provides the cornerstone of a college education, through courses and programs that prepare students with life-long skills including problem-solving, critical thinking, effective communication, creative expression, and mathematical and computational literacy. The liberal arts afford students meaningful opportunities for higher-order learning, essential for real world problem solving and requiring skills that employers are seeking now more than ever, as well as providing preparation for jobs that do not yet exist. The School also offers professional programs in diverse fields such as Journalism, Cybersecurity, and Design and Animation.
- **The School of Social & Behavioral Sciences** provides an education that can lead to a career of caring in an environment of success in our global community. With access to world-renowned faculty and innovative programs, students are prepared to become part of a global environment and make a difference in their communities. With a degree in the Social or Behavioral Sciences, students pursue breakthrough scientific research, study diverse cultures, and prepare for diverse professions including Criminology, Psychology, and Social Work. There has been an increase in the number of fields that rely on social and behavioral scientists. For intelligent, hardworking, and ambitious students, Mercy College is the perfect place to launch a career.

Mercy's **Libraries** provide our students and faculty with a robust library system featuring significant holdings (physical and electronic) and services. Librarians are available online and on-site at all three campuses to provide research assistance, consultations, and information literacy instruction. Users have access to the libraries' online catalogs, e-books and databases through the Mercy College libraries' website.

ACCREDITATION

Mercy College is accredited by the Middle States Commission on Higher Education, which reaffirmed the College's accreditation in 2015; the next Self-Study Evaluation is in 2023-2024, and a group of close to 100 faculty, staff, and students are currently collaborating on developing a self-study document and a comprehensive inventory of supporting evidence, in preparation for a site visit in spring 2024.

The College holds professional accreditations with:

- [Accreditation Council for Occupational Therapy Education \(ACOTE\)](#) of the [American Occupational Therapy Association \(AOTA\)](#)
- [Accreditation Review Commission on Education for the Physician Assistant \(ARC-PA\)](#)
- [Commission on Accreditation of Allied Health Education Programs \(CAAHEP\)](#) and the [National Strength and Conditioning Association \(NSCA\)](#)
- [Commission on Accreditation in Physical Therapy Education \(CAPTE\)](#) of the [American Physical Therapy Association \(APTA\)](#)
- Commission on Accreditation (COA) of the [Council on Social Work Education \(CSWE\)](#)
- [Commission on Collegiate Nursing Education \(CCNE\)](#) of the [American Association of Colleges of Nursing \(AACN\)](#)

- [Committee on Veterinary Technician Education and Activities \(CVTEA\)](#) of the [American Veterinary Medical Association \(AVMA\)](#)
- [Council for the Accreditation of Educator Preparation \(CAEP\)](#)
- [Council on Academic Accreditation in Audiology and Speech-Language Pathology \(CAA\)](#) of the [American Speech-Language-Hearing Association \(ASHA\)](#)
- [Middle States Commission on Higher Education \(MSCHE\)](#)
- [National Accreditation Agency for Clinical Laboratory Science \(NAACLS\)](#)
- [National Association of School Psychologists \(NASP\)](#)

ADVANCEMENT

The Advancement team focuses primarily on planned giving, special events, corporate and foundation grants, an annual fund, and alumni engagement. There are over 70,000 Mercy alumni of record located across the globe. In addition, Mercy College recognizes the importance of preserving the legacy of The College of New Rochelle's over 56,000 alumni and is actively working to keep College of New Rochelle traditions alive.

STUDENT ENGAGEMENT AND CAMPUS LIFE

Mercy College offers a robust campus life experience for both its commuter and residential populations. Students participate in over 50 student clubs and 15 honor societies. The College's Student Government Association is a highly dedicated group of students who advance the general welfare of the institution by fostering collaboration and meaningful dialog between students, faculty, and administration.

Mercy College sponsors intercollegiate athletics in 10 varsity sports at the Division II level. The College is a member of the National Collegiate Athletic Association (NCAA) and the East Coast Conference (ECC). Varsity men's programs include baseball, basketball, lacrosse, and soccer. Women's athletic teams compete in basketball, field hockey, lacrosse, soccer, softball, and volleyball.

In addition to the PACT mentor program, students have access to a robust suite of student support services at each campus, including career hubs, accessibility services, health office, mental health counseling, and tutoring. The Mav Market food pantry serves over 1,240 student members across our Bronx, Dobbs Ferry, and Manhattan campus locations. Since its inception in 2017, it has provided over 20,000 meals to members and their families through the donations and service of community volunteers.

The College has a long tradition of initiatives that celebrate and promote community service and engagement through international medical missions in Africa and Latin America, clean-up and recycling projects, reading clinics, and crop harvesting for local food pantries. Students partner with a variety of organizations including the Afya Foundation, the American Cancer Society, Big Brothers Big Sisters, the Hearing Loss Association of America, and Volunteer Center of the United Way.

COLLEGE DISTINCTIONS

Mercy consistently ranks as a top school—in the nation and in New York State—for affordability, online excellence, and the quality of student and academic programs. The College is nationally recognized for providing innovative programs that help students achieve success.

- Recognized in three categories: Top Performers for Social Mobility, Best Regional Universities North, and Best Undergraduate Nursing Programs, 2023, *U.S. News & World Report*
- PACT program recognized as Finalist for Examples of Excelencia, 2020, *Excelencia in Education*
- Top-100 school for undergraduate and graduate students, *Hispanic Outlook in Higher Education*

- Top Veteran-Friendly School, 2021, *U.S. Veteran's Magazine*
- Best College, 2019, 2020, and 2022, *Westchester Magazine*

NURSING DISTINCTIONS

- Grant Partner with the Institute for Family Health – Family Nurse Practitioner Residency Program
- US Department of Education Title V Developing Hispanic Serving Institutions grant, \$2,006,375 (2020-2025) for Advancing Curricular Change to Enhance Student Success (ACCESS) (Project supports students in Anatomy and Physiology courses and the Weekend Second Degree Nursing program)
- US Department of Health and Human Services Health Resources and Services Administration (HRSA), Scholarships for Disadvantaged Students (SDS), \$649,980 (2020-2025)
- HRSA Nurse Faculty Loan Program
- National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR) Field Initiated Projects Program: Minority-Serving Institution (MSI) –Research, \$600,000 (2018-2021) (Co-PI on project is Nursing faculty Kathy Kenney-Riley)
- New York State Education Department (NYSED) High Needs Nursing Aid, \$69,499 (2021-2022)

THE OPPORTUNITY

Nursing includes three prelicensure programs (traditional, accelerated weekday, and accelerated weekend) as well as masters programs in nursing education, nursing administration and family nurse practitioner. The Health Professions Clinical Simulation and Learning Labs on both the Dobbs Ferry and Bronx campuses provide opportunities to bring together students for profession-specific and interprofessional hands-on learning experiences in environments that reflect in-patient, clinic, and home settings. Several federal and foundational awarded grants support inclusive excellence, student success, and innovations in the curriculum.

Mercy's Nursing programs are taught by a highly diverse faculty, over 30 full-time faculty members, of whom 10% are male and 30% are from populations traditionally underrepresented in higher education. Nursing faculty have robust qualifications (50% have a terminal degree) and are fully engaged with students through instruction, advisement, and mentorship initiatives, with the aim of having a lasting impact on the future of their students. The Dean of Nursing will support and foster the professional development of the, as well as effectively collaborate with the faculty to move the School forward.

KEY AREAS OF FOCUS

Identifying Resources to Support Growth: To help realize the School's vision and key goals, the Dean will be expected to establish a strong record of seeking and obtaining private and public resources to support students, faculty, and programs. In addition to securing external resources, the Dean will also be charged with expanding enrollment pipelines beyond the New York region. The Dean will play an essential role in effectively engaging alumni, community leaders, and other constituencies in support of strategic priorities. The Dean, together with the College as a whole, will need to generate new kinds of support to meet critical needs for program and faculty development, facilities, clinical placements, computer and classroom resources, and student scholarships.

Setting Strategic Priorities: The Dean will set strategic academic priorities to manage and support the continued growth of the School. The undergraduate and graduate programs provide a great foundation for growth and expansion, and the Dean will need to build upon this energy and determine appropriate directions for further program development. The Dean will also collaborate across the Schools and Departments at Mercy to create and deliver innovative and relevant program offerings. The Dean will need to work closely with the President, the

Provost, the senior leadership, other Deans, faculty, and community partners to advance the needs of the School of Nursing and the College by establishing a strategic vision informed by the College's strategic plan. A key strategic priority for the School will be to identify additional space to enhance interactions between faculty and students at the School. To facilitate continued growth and to ensure quality for its academic programs, the School will need additional space for new labs, offices, clinical activities, and hands-on learning opportunities for students.

Strengthening Diversity, Equity, and Inclusion: Mercy College has a longstanding commitment to diversity, equity and inclusion and is dedicated to enhancing ethnic, racial, and gender diversity in the recruitment of students, faculty, and staff. Additionally, the curriculum provides students with the opportunity to address global issues and to develop cross-cultural communication skills but would be enhanced through more extensive interaction with people from other cultures. Further progress in these areas will require sustained and vigorous commitment from the entire School and College community. The Dean must be committed to continuing and strengthening these efforts at the School, while advocating for additional resources to support and expand current programs.

Faculty Development and Support: The Dean will provide vision and leadership for educational innovation and will foster an environment of the highest expectations in teaching, research, scholarship, and service to the School, College, and wider community. The Dean will foster an intellectual climate with mentoring and developmental opportunities that will both attract and retain excellent faculty members. Mercy's innovative and dedicated faculty is one of its central strengths. The School's faculty bring energy, innovation, and distinct expertise which combine to create an exceptional student experience. Areas identified for further strengthening include support of scholarship and pedagogy, mentorship, and professional development for faculty at all levels, and opportunities for interdisciplinary collaborations. The Dean will play a key role in guiding and identifying resources for the further development of faculty, both individually and as a community.

Supporting an Interdisciplinary Culture: Innovation in pedagogy, technology and communication has allowed for greater collaboration and sharing of knowledge than ever before. The Dean must be an excellent collaborator and partner who will advance the School and the College by forging innovative programmatic, educational, and research partnerships, both internally and externally. The ability to effectively foster collaborations across the College will be vital in ensuring that the programs offered by the School and College are in demand and will effectively prepare students to become leaders in their fields.

Building Relationships: Mercy College is a caring community of faculty, students, staff, and administrators, working together in an atmosphere of respect and common purpose. It is expected that the Dean will provide a style of leadership that recognizes the crucial importance of collaboration and teamwork. Effective communication by the Dean is a key to ensuring that the School's commitment to community is realized. Inherent in this effort is the need for the Dean to share information, facilitate communication among others, and ensure effective and timely decision making and action. Leveraging Mercy's focus on experiential education, the Dean will be active in connecting the School with existing partners as well as in developing relationships with organizations and clinical sites that are new to the College.

Supporting the Mission: Nursing plays an essential role in supporting the College's mission through its focus on experiential education, community outreach, and service learning. There are opportunities for the inaugural Dean to enhance this work, including working with the faculty to help create an ethics-driven curriculum and programs and engaging with the community to develop initiatives that will benefit Mercy students and organizations surrounding the College. The Dean will join all members of the Mercy community in advancing key strategic initiatives.

Clinical Simulation and Learning Labs: Approximately 23,000 square feet of [clinical simulation and learning labs](#) are located on the Dobbs Ferry and Bronx campuses. The labs provide opportunities for hands-on learning experiences in settings that reflect in-patient, clinic, and home settings. Video capture provides opportunities to review students' performance with them to provide feedback for improvement in skills and interactions.

Interprofessional Education: Nursing students have the opportunity to work with occupational therapy, physical therapy, physician assistant, and speech therapy students from the School of Health and Natural Sciences. The students work as a team while practicing patient assessment, critical thinking, communication, and interventions based on specific patient scenarios with standardized or community patient volunteers. A recent grant will support development of interprofessional education cases with standardized actors in a telehealth environment.

Global Initiatives: While global initiatives were suspended during the pandemic, an interprofessional group of faculty are reestablishing global missions to Africa, Belize, the Dominican Republic, and Antigua in Spring 2023.

THE POSITION

Reporting to the Provost and Vice President for Academic Affairs, the inaugural Dean of Nursing serves as the chief academic and administrative officer of the School of Nursing. The Dean provides leadership to more than 30 full-time faculty, 100 adjunct faculty, approximately 20 staff, and 1,200 students located on two campuses (Dobbs Ferry and Bronx). The Dean will be an experienced leader with a record of accomplishments and progressive experience in higher education;

- a demonstrated commitment to student success;
- a strong commitment to supporting a diverse and inclusive learning and working environment
- demonstrated ability to manage a complex academic organization;
- the ability to understand the scope and complexity of the School of Nursing and Mercy College;
- experience with the self-study/reaffirmation processes for the accreditation of academic programs;
- the ability to encourage and support research and scholarship activities among faculty;
- an interest in generating new revenue streams through fundraising, grants, and external partnerships;
- experience in successfully preparing for and developing growth opportunities, including new undergraduate and graduate programs; and
- demonstrated success in working with alumni, donors, and the community to develop and support internships and career opportunities.

QUALIFICATIONS

The successful candidate will have the following professional and personal attributes, among others:

- a student-centered ethos with a commitment to the mission of Mercy College;
- a terminal degree with adequate qualifications to obtain tenure and hold the rank of associate or full professor;
- experience with writing an accreditation self-study and hosting a site visit;
- a record of progressive leadership experiences in a complex academic setting;
- experience in faculty and staff mentorship and development;
- significant accomplishments demonstrating visionary leadership;
- substantial fiscal experience and the capacity to succeed in external fundraising;
- a management style of consensus-building and teamwork;
- strong commitment to diversity, equity, and inclusion;
- experience in curriculum development and assessment;
- strong communication skills; and

- the highest personal integrity.

REVIEW OF APPLICATIONS

Review of applications will begin immediately and will continue until the position is filled.

Salary Range: *Salary for the role is currently anticipated to range from \$200,000 to \$260,000, commensurate with experience. Mercy College also offers a highly competitive and comprehensive benefits package.*

All nominations and applications shall be confidential. Please send a cover letter and CV as soon as possible to:



Steve Leo, Managing Director
Brian Bustin, Senior Associate
Storbeck Search
MercyNursingDean@storbecksearch.com

For more information on Mercy College and its programs, please visit www.mercy.edu Mercy College is an AA/EEO/M/F/Veteran/ADA employer.