



Dean, School of Nursing

Excelsior University invites nominations and applications for the role of Dean of the School of Nursing. The Dean will join the newly created College of Nursing and Health Sciences and continue to propel the College forward by building on its long history of excellence in educating more than 60,000 nurses.

This exciting opportunity to join an academic executive leadership team comes at a time when Excelsior's reputation as a leading provider of online education has achieved significant recognition. In 2022, Newsweek ranked Excelsior among the top ten online colleges and universities in the nation.

The launch of the new College of Nursing and Health Sciences coincided with a landmark event in the history of Excelsior University. On August 1, 2022, Excelsior College officially became Excelsior University. This moment of pride and accomplishment in Excelsior's evolution will enable the University to expand globally and offer doctoral degrees across a wide range of academic and professional programs.

ABOUT EXCELSIOR

Excelsior University is an accredited, not-for-profit, distance learning institution founded in 1971 and focused on providing educational opportunity to adult learners. With its main offices located in Albany, NY, Excelsior today enrolls over 15,000 students and employs approximately 600 adjunct faculty and 380 full-time faculty and staff. Comprised of three schools and 53 degree programs across six areas of study (business, health sciences, liberal arts, nursing, public service, and technology), Excelsior offers associate, baccalaureate, certificate, and master's programs and has a current annual operating budget of close to \$70M.

During its early years, the University initially achieved its mission to provide adult learners with a flexible and affordable pathway to a credential through the assessment of learning and the aggregation of credit earned from inside and outside the classroom. It soon added credit by examination, which allows students to study independently and take exams to validate their knowledge. Thirty years later, in the 2000s, the University was among the first institutions to develop and offer online courses. With a continuous commitment to innovation and a steadfast resolve to meet students where they are - academically and geographically- Excelsior pioneered many of the assessment and online instruction practices now standard for distance education.

In 2021, Excelsior was recognized as number one for best online associate degrees and number three for best online bachelor's degrees by OnlineU. The designations are part of OnlineU's list of 2021 Best Online Colleges for Return on Investment, which ranks schools by graduates' salaries and debt payments for ten years after graduation, accounting for standard salary growth and interest on debt payments.

The University continues to grow and evolve to meet opportunities for delivering education and the changing needs of adult learners. At Excelsior, a focus on student success and meeting their learning

needs has led to the creation of an integrated ecosystem that includes instructor-led and self-paced courses, independent study for credit by examination, prior learning assessment, and stackable credentials.

Mission - Excelsior University provides educational opportunity to adult learners with an emphasis on those historically underrepresented in higher education. The University meets students where they are — academically and geographically, offering quality instruction and the assessment of learning.

Vision - Excelsior University is a provider of choice for adults seeking access to higher education and academic success, and it is a model for addressing societal and workforce needs.

Values –

- **ACCESSIBILITY AND COMPLETION** - Excelsior provides programs and services that meet students where they are academically and geographically, and provides support services needed for completion.
- **AFFORDABILITY** - Excelsior prudently manages its resources to invest in people and offer high-quality education credentials at an affordable price.
- **EXCELLENCE** - Excelsior expects a collaborative effort and full engagement from all to develop and provide programs of exceptional value to students and employers.
- **TRUSTWORTHINESS** - Excelsior values and practices integrity and honesty in our relationships with students, each other, and the communities we serve.
- **EQUITY AND INCLUSION** - Excelsior practices inclusion by welcoming and valuing all students, staff members, and faculty members in our learning community, and providing them with educational opportunities.
- **COLLABORATION** - Members of the Excelsior community work together to develop, deliver, and sustain high-quality academic products and services for students.

HISTORY AND DEVELOPMENT

Founded in 1971 by the New York State Board of Regents, Excelsior University was originally known as the Regents External Degree Program (REX). This unique and highly innovative program was designed to address the needs of students underrepresented in higher education. Students then were primarily adults who had gone to college but had not finished degrees. The initial development of the University was funded by major grants from the Ford Foundation and the Carnegie Corporation.

From 1971 until 1998, Regents College (as it became known in 1986) operated as a program of the Board of Regents (which also served as its board of trustees) and under the authority of The University of the State of New York by which degrees and diplomas were awarded during that period.

In April 1998, the Board of Regents granted the College a charter to operate as a private, nonprofit, independent institution, and on January 1, 2001, Regents College changed its name to Excelsior College. In the early 2000s, Excelsior was among the first institutions to develop and offer courses via fully online instruction.

Today, an independent [board of trustees](#) composed of prominent individuals in the fields of education, business, and the professions from across the United States governs Excelsior University, ensuring the University delivers upon the promise of its mission, vision, and values.

STRATEGIC PLANNING AND STRATEGIC CHANGES

The [Excelsior College 2020-2023 Strategic Plan](#) identifies the following three strategic goals:

- (1) **Create an academic ecosystem that supports innovative approaches to learning that provide high-demand credentials for life, work, and degree completion.** Integrate instructor-led and self-paced courses, prior learning assessment (PLA), credit by exam, and stackable credentials with emerging technologies and virtual services to create a personalized and immersive educational experience.
 - a. Objective 1 – Academic ecosystem flexibility integrates instructor-led and self-paced courses, credit by exam, Prior Learning Assessment (PLA), and stackable credentials.
 - b. Objective 2 – Rapid (virtual, just in time) CARES serve students.
 - c. Objective 3 – Academic excellence and continuing accreditation.
- (2) **Strengthen an agile and sustainable business model and organizational culture in an increasingly dynamic and diverse environment.** Maintain financial stability, serve our increasingly diverse students, prioritize inclusive practices, and strategically invest in enterprise systems/pricing models that improve our operational responsiveness, flexibility, and financial stability.
 - a. Objective 1 – Achieve an improved, more nimble, and sustainable business model.
- (3) **Expand the size and diversity of the student body.** Target strategic growth and emerging markets to meet student needs and expand market share.
 - a. Objective 1 – Strengthened brand awareness and expanded business development in targeted areas.
 - b. Objective 2 – Identify and target potential growth areas and establish new markets: A) consistent with market demand, and B) to underrepresented populations in higher education.

ACADEMICS AND STUDENTS

To ensure the highest quality student experience at Excelsior University, each staff and faculty member contributes to the student experience. Even those of us who may not interact with students are vitally important to creating a positive and successful outcome. The following guiding principles, collectively known as Excelsior CARES, shape the environment in which we work and set the standard to which we hold ourselves. Each Excelsior employee is Compassionate, Agile, Respectful, and committed to Excellence and Service.

- *Excelsior is Compassionate* – Listening to and understanding the needs of students and open to all perspectives.
- *Excelsior is Agile* – Creating an environment that promotes innovation to improve the student experience and committing to continuous quality improvement.
- *Excelsior is Respectful* – Believing in our staff and faculty, investing in their capabilities, and empowering them to be collaborative problem solvers, to create a foundation of trust, and to ensure an excellent student experience.
- *Excelsior is Excellence* – Believing in the transformative power of education.

- *Excelsior is Service* – Serving students with joy, enthusiasm, and dedication.

Of the 15,160 students at Excelsior, 52 percent are male and 48 percent are female with an average student age of 36 years old. Nineteen percent of students identify as Black or African American, 13 percent as Hispanic, and 59 percent as Caucasian. Almost 73 percent of students work full-time in addition to taking courses at the University, 32 percent actively serve in the military, and 15 percent of students are veterans, serving in all branches including the US Army, Navy, Air Force, Marine Corps, Coast Guard, and National Guard. Excelsior is also comprised of military family members and military spouses. [The Center for Military and Veteran Education](#) as well as the [Lt Col Bryant A Murray Veterans Center](#) provide resources for military students.

To meet the demands of changing student demographics and an evolving landscape in higher education, Excelsior has focused on meeting students' learning needs by creating a learning ecosystem that fully integrates all credit-bearing offerings that include instructor-led and self-paced courses, independent study for credit by examination, prior learning assessment, and stackable credentials. Excelsior also offers degree pathways and skill-based professional development opportunities developed in partnership with employers. The University also offers generous credit acceptance practices. Learners can transfer academic credit from previous college experiences and receive credit for military and workforce training, professional licenses and certification, CLEP, DANTES, and other approved exams.

Student career success is also critically important at Excelsior. Undergraduate students take a Cornerstone course that equips them with the skills, resources, tools, and mindsets critical for academic and career success, and they engage with [general education career competencies](#) throughout their degree programs. Similarly, the graduate experience includes core competencies that ensure students become effective and highly ethical leaders upon earning their degrees. All students complete a culminating capstone experience to demonstrate their achievement of program outcomes.

Accreditation and Recognitions

Excelsior University is accredited through the year 2030 by the Middle States Commission on Higher Education, an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation. At the programmatic level, the bachelor's and master's nursing programs are accredited by the Accreditation Commission for Education in Nursing (ACEN). Excelsior University's nursing programs are also programmatically accredited by the New York State (NYS) Board of Regents, State Education Department Office of the Professions (the Regents).

Excelsior University has received specialized accreditation for its Bachelor of Science in Business and Master of Business Administration programs through the [International Accreditation Council for Business Education \(IACBE\)](#). The College's Bachelor of Science degrees in Electrical Engineering Technology, Nuclear Engineering Technology, and Information Technology are all accredited by the appropriate commissions of [ABET](#). The National Security Agency (NSA) and the Department of Homeland Security designated Excelsior as a National Center of Academic Excellence in Cyber Defense Education for its Bachelor of Science in Cybersecurity program.

JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Excelsior University values students, instructors, employees, and all members of its worldwide community, and actively develops practices and policies that promote diversity and inclusion in the workplace.

Excelsior University strives to integrate the dynamic concepts of diversity, equity, and inclusion into all aspects of the University, including through the recruitment and retention of students, faculty, and staff who reflect the society in which we live; curriculum development, instructional design, and academic advising; the delivery of services; the encouragement of volunteerism among our faculty, staff, and alums; and participation in educational programs, training, cultural events, celebrations, and other awareness activities.

The President's Committee on Diversity, Equity, and Inclusion (PCDEI) was established to promote diversity and assist the president of the University in creating and maintaining an inclusive environment for the Excelsior community. The PCDEI has provided educational and training programs that enhance employees' ability to work in a multicultural environment and serve diverse students, recommend to the president ways to reach out to diverse populations to enhance name recognition of Excelsior University both locally and nationally, collaborate with all offices and units of Excelsior University to be of assistance on issues of inclusion, foster a sense of belonging for all, and create and sustain a diverse community in an environment of equity and inclusion for employees that embraces diversity as a strength and is inclusive of all perspectives and backgrounds.

As part of its transition to University status, Excelsior is launching a Center for Social Justice (CSJ). Its overall goal is to facilitate the University's evolution into a Multicultural Organization, one that values justice, equity, diversity and inclusion (JEDI) as assets to decision-making and performance, an organization that owns responsibility for the inclusive and equitable engagement of all stakeholders, and an organization that seeks to improve its performance and competitive advantage through a focus on JEDI. The initial agenda of the Center will focus on 5 key strategies: the introduction of a JEDI framework to build leadership and staff capacity; the implementation of identity/allyship communities to support the equitable engagement of Excelsior's diversity of students and stakeholders; the integration of JEDI across Excelsior's curricula; quarterly facilitated unit-level JEDI conversations; and the development of underrepresented-student-enrollment and JEDI-thought-leadership partnerships.

THE SCHOOL OF NURSING

The School of Nursing (SON) offers associate, bachelor's, and master's degrees. Specifically tailored for working nurses, the School's online nursing degree programs are fully accredited, led by supportive instructors, and designed to help students succeed in their careers. The School offers the following online programs:

[Associate in Applied Science in Nursing \(AAS\)](#)

[Associate in Science in Nursing \(AS\)](#)

[RN to Bachelor of Science in Nursing \(RN to BS\)](#)

[Provisional Bachelor of Science in Nursing](#)

[LPN to Bachelor of Science in Nursing \(LPN to BS\)](#)

[Master of Science in Nursing Education \(MS\)](#)

[Master of Science in Nursing Informatics \(MS\)](#)

[Master of Science in Nursing Leadership and Administration of Health Care Systems \(MS\)](#)

[RN to Master of Science in Nursing Education \(RN to MS\)](#)

[RN to Master of Science in Nursing Informatics \(RN to MS\)](#)

[RN to Master of Science in Nursing Leadership and Administration of Health Care Systems \(RN to MS\)](#)

The School serves over 3,000 students who are spread out across the country and has 15 faculty, 120 adjunct faculty, 15 staff, and a budget of \$6 million. Faculty and staff schedules vary between working on-site, hybrid, or remote depending on where they live.

THE ROLE OF THE DEAN

The Dean of Nursing is a critical leadership position within Excelsior University as the leader of the School of Nursing (SON) within the College of Nursing and Health Sciences. Reporting to the new Executive Dean of the College of Nursing and Health Sciences, the Dean will focus on all operations and academics of the School of Nursing in fulfilling its mission of preparing students for positions in nursing and related fields.

The Dean will be responsible for academic quality, accreditation and assessment standards, and ensuring outcomes regarding clinical placements and success in licensure exams across all nursing disciplines. The Dean will also play an integral role in ensuring program compliance with regional, state (particularly the New York State Education Department), and specialized accreditation standards and provides guidance for all accreditation activities. The Dean will work on developing collaborations with policy and political agencies including Boards of Nursing and accrediting agencies to advance the school's agenda.

Reporting to the Executive Dean, College of Nursing and Health Sciences, the Dean of Nursing will lead a team of both on-site and remote Nursing faculty and staff. Candidates who envision working remotely are encouraged to apply, as long as they have the ability maintain a campus presence in Albany, NY, at least four days per month.

ESSENTIAL DUTIES AND RESPONSIBILITIES includes the following (other duties may be assigned):

Accreditation

- Interfaces with accreditation and state agencies to facilitate understanding of agency expectations and School alignment with agency best practices.
- Leads the ongoing and timely collection, analysis, and use of data to support program accreditation, including maintenance of the systematic plan for evaluation.
- Ensures program compliance with all accreditation and NYS standards, ensures the timeliness and quality of all progress reports to accreditation and state agencies, and develops responses to all findings associated with site visits or progress reports.
- Facilitates the School's continuous improvement efforts in support of all programs.
- Serves as a key representative and liaison to the Provost's Office in support of Middle States Commission on Higher Education, New York State Education Department accreditation, and other specialty accreditation efforts.

Leadership, Execution & Strategy

- Identify, prioritize, and lead strategic initiatives within the School, including but not limited to the establishment of annual goals and support to the budgetary process – all with an operational focus in promoting student success.
- Provides leadership and supervision to the School's faculty and staff to ensure that the various outcomes are achieved.
- Works with Strategy and Institutional Effectiveness to monitor, track, and report on the School's activities relative to the University's Strategic Plan.
- Participates in various Councils, Task Forces, and project teams that advance the mission of the School as well as various personnel and professional development activities including, but not limited to interviewing, attending conferences, training, assigning and directing work and resolving issues that arise.
- Works on special projects within the School as they arise and develops evaluation plans to determine implementation fidelity and success.
- Provides creative leadership to the development of new business processes that increase the quality and efficiency of work within the School.
- Applies project management expertise to long-range initiatives in SON and provides vision for the identification of business intelligence needs, evaluation of ongoing activities and strategic initiatives, including the development, revision, and reporting associated with degree program profiles and dashboards within the School.
- Works with University leadership to identify grant opportunities and develop proposals for external funding.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

Reporting to the Executive Dean of the College of Nursing and Health Sciences, the Dean serves as the chief academic and administrative officer of the School of Nursing. The Dean will be responsible for maintaining accreditation while setting an innovative vision for the School that sustains Excelsior's focus on accessible and flexible learning opportunities for students and that drives forward Excelsior's reputation for excellence in educating nurses.

The successful candidate will demonstrate many of the following professional and personal attributes:

- Earned doctorate, preferably in nursing, curriculum and instruction, assessment, program evaluation, institutional research, higher education administration, or related field from a regionally accredited United States institution or an equivalent, nationally recognized foreign institution of higher learning.
- Experience leading an academic program, school or related team of professionals in nursing.
- New York State accreditation and licensing requirements and associated regulations preferred.
- Distinguished record of interprofessional collaboration and contributions to the nursing profession.
- Demonstrated knowledge and experience working with accrediting agencies, preferably nursing education accreditors and particularly the New York State Education Department, including leading degree programs through successful site visits.
- Experience leading, developing, implementing, and evaluating innovative strategic initiatives.
- A creative thinker who is capable of evaluating current business processes and providing innovative solutions that increase quality and efficiency.

- Strong background in data analytics and comfort with ambiguity and change.
- Experience in grant writing and securing funds.
- Excellent oral, written, and presentation skills.
- Experience in conducting, presenting, and publishing research.
- Experience supervising and leading teams; ideally across multiple locations.
- Strong leader with experience coordinating work across administrative and academic departments, preferably within a college or university.
- Ability to work with diverse constituencies and staff.

Salary is competitive and commensurate with experience. The salary range for this role is \$180K-210K with a generous benefits package.

All applications and nominations will be held in confidence. For full consideration, please send a cover letter and CV to:



Ruth Shoemaker Wood, Ph.D., Managing Director
Lindsay Allison, Senior Associate
Storbeck Search
ExcelsiorNursing@storbecksearch.com

Excelsior University is committed to providing a learning and working environment that is free from illegal discrimination based upon an individual's race, ethnicity, national origin, age, religion, marital status, familial status, gender, gender identity, sexual orientation, physical or mental disability, genetic information, or military or veteran status. Illegal discrimination in any form will not be tolerated at the University.