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Methodist College, a private, accredited, not-for-profit college located in Peoria, Illinois seeks an innovative, values-based leader to serve as Dean of Nursing. The Dean leads faculty and staff in the delivery of graduate and undergraduate programs and reports to the Provost and Vice Chancellor for Academic Affairs. Approximately 90% of Methodist College's 700 students are in the baccalaureate and graduate nursing programs. The nursing leadership team includes the Chair of Undergraduate Nursing programs and the Chair of Graduate and Second-Degree programs, as well as the Director of Simulation. These leaders bring a wealth of experience and academic preparation and work in collaboration with the Dean for the continuing enhancement of the quality of nursing education. The Division of Nursing is poised to welcome a new leader who will build on a strong foundation to advance the influence of nursing in the region and beyond.

Dr. Pam Ferguson has served as the Dean of Nursing since 2013 and has led the programs to numerous successes, including the accreditation of the graduate and baccalaureate programs through the Commission on Collegiate Nursing Education and the Higher Learning Commission, an NCLEX-RN first time pass rate of 91% for the 2018 calendar year, two federally funded grants, and an expanded Simulation Center. Dr. Ferguson has elected to retire from academic leadership at the end of the academic year.

HISTORY

Methodist College was established initially as the Methodist School of Nursing in 1900 by the Methodist Episcopal deaconesses when Methodist Hospital was founded in Peoria. Both the school and the hospital have undergone several changes in the intervening 119 years. The hospital is now one of three hospitals in the UnityPoint Health Central Illinois Region with a constellation of clinics and urgent care centers to provide care. UnityPoint Health is based in Des Moines, Iowa, and is the fifth largest non-sectarian, not-for-profit hospital system in the country with nine regions and numerous health care facilities. Methodist and Proctor hospitals in Peoria are designated as Magnet hospitals and provide outstanding experiences for Methodist College students. Methodist College has priority access to scheduling these hospitals, as well as Pekin Hospital, for clinical experiences. These opportunities offer a tremendous benefit for the nursing programs and students.



Methodist was founded as a college in 2000. Initial accreditation by the Higher Learning Commission was attained in 2008. The division of Arts & Sciences was founded in 2010 with the initial offering of general education courses. The transition to an interdisciplinary health professions college was started

with the Bachelor of Science in Health Science degree in 2014, followed by the Bachelor of Social Work Program and the Medical Assistant Program in 2017, and the Bachelor of Science in Healthcare Management in 2019. Graduate study was introduced with the Master of Science in Nursing Nurse Educator program in 2015. The Nurse Leader Executive and Nurse Generalist Master's programs were initiated in 2018, and the Prelicensure Master of Science in Nursing program was approved in 2019.

In 2016, Methodist College moved from its previous building in downtown Peoria to an exciting new home on the north side of Peoria adjacent to the Shoppes at Grand Prairie. The college moved into space vacated by the American TV and Appliance retail store. As an added benefit, this site adjoined an eleven-acre plot of land owned by Methodist Medical Center Incorporated. This created a thirteen-acre campus and space for the Prairie Sky Apartments to be built as a residence for students.



The college has a spacious Simulation Center, state-of-the-art classrooms, Library, Student Commons, science laboratories, an exercise facility for students and employees, a recreation space, food pantry, and Ollie's Café. There is also a large unfinished area that offers an opportunity to build new facilities as additional programs are developed. The college uses Desire2Learn | Brightspace as its learning platform and is a complete partner with ATI.

ACCREDITATION AND APPROVALS

Methodist College is regionally accredited by the Higher Learning Commission (HLC) through 2023 and is fully accredited by the Commission on Collegiate Nursing Education (CCNE) through 2024. The college is approved through the Illinois Department of Higher Education (IDHE) and the prelicensure programs are approved by the Illinois Department of Finance and Professional Regulation (IDFPR)

OPPORTUNITIES

The Dean will have an exciting opportunity to partner with colleagues across the college as well as within UnityPoint Health to create optimal learning experiences, research opportunities, and collaborative initiatives. The college is well integrated within the Peoria region, with innovative partnerships with Eureka College, Spoon River College, and Illinois Central College. The University of Illinois College of Medicine is in close proximity to UnityPoint Health Methodist Hospital and there is the potential for new collaborative partnerships to be forged.



Methodist College's values include human dignity, integrity, inquiry, and social justice. To support these values, the college implemented a Community Engagement graduation requirement in fall 2017. Students have courses built into the curriculum that have service learning as a pedagogical approach and a 20-hour volunteer commitment. The college has many alliances with community partners and the faculty have developed several travel-study trips with service infused into the experiences.

Innovation has been an important part of Methodist College's approach and has led to several grant-funded initiatives including federal, state, and private funding. The first of these was funding of the Health Resources Services Administration (HRSA) Scholarships for Disadvantaged Students initiative in the amount of \$1.4 million over four years in 2016. After this, private funding was attained through the Telligen Foundation and the UnityPoint Health Methodist | Proctor Foundation to retrofit a retired mammography mobile unit to create the MOLLIE – Mobile Outreach Learning Laboratory for Integrative Education. This unit supports student outreach initiatives for all disciplines. A state grant in the amount of \$250,000 was funded to support an apprenticeship program building nursing assistant to medical assistant credentials for area youth. Most recently the college was awarded a HRSA grant for enhancing the education of new and existing nurses in the area of community-based primary care in the amount of \$2.8 million in 2018. These initiatives all support the achievement of the college's mission, vision, and values.

LOCATION

Methodist College is located in Central Illinois in the city of Peoria. The communities surrounding Peoria -- including Dunlap, Washington, East Peoria, Morton, Chillicothe, Pekin, Germantown Hills, Elmwood, and more -- comprise a total population of nearly 388,000. Peoria is the hub for these cities and is anchored by such businesses as Caterpillar, UnityPoint Health Central Illinois, Order of St. Francis Healthcare, Komatsu, and Maui Jim, to name a few.

The climate offers four seasons with beautiful fall and spring weather. The Illinois River runs through downtown Peoria and provides a beautiful setting for outdoor events. From music festivals and farmers' markets to celebrations of the seasons and cultures of Peoria, the riverfront offers activities almost year-round. Peoria is large enough to offer all the attractions one hopes to find, including the Peoria Symphony, Heartland Festival Orchestra, Peoria Ballet, Peoria Zoo, Riverfront Museum, Caterpillar Visitors Center, Peoria Players Theatre, Corn Stock Outdoor Theatre, Tanner's Orchard, Wildlife Prairie Park, and other attractions too numerous to mention!



Shoppers will find that the Northwoods Mall offers an indoor shopping experience with entertainment opportunities. The Shoppes at Grand Prairie is a collection of restaurants and shops in an outdoor mall setting. Peoria Heights is a haven for boutique stores, coffee shop, and excellent restaurants. Theodore Roosevelt named Grand Drive which runs along the Illinois River near the Heights as ***the world's most beautiful drive***.

The Peoria Civic Center is a one million square foot venue that attracts numerous musical and theatrical shows, including Broadway shows, and is home to the Peoria Rivermen Hockey team and the Bradley Braves basketball team. Dozer Stadium is home to the Peoria Chiefs Minor League Baseball Team.

Travelers will find the General Wayne A. Downing International Airport to provide convenient connections to major hubs, as well as direct flights to an increasing number of cities. Parking at the airport is still free! Chicago, St. Louis, and Indianapolis are approximately 2 ½ hours away by car, and offer additional access to conferences, shopping, and big city attractions.

Healthcare is a significant economic driver in Peoria. Healthcare is the largest employer in the Greater Peoria Region with 708 healthcare organizations employing 29,731 individuals in Peoria and the surrounding counties. Major healthcare employers include UnityPoint Health with three hospitals, St. Jude Children's Research Hospital, and OSF St. Francis Medical Center. There are three schools of nursing that offer baccalaureate and graduate education, including Methodist College, Bradley University, and OSF St. Francis. The University of Illinois College of Nursing in Peoria offers graduate nursing education, and Illinois Central College offers the associate degree in nursing. The University of Illinois College of Medicine offers the doctorate of medicine and now accepts first year medical students in Peoria.

DESIRED ATTRIBUTES OF THE DEAN

Methodist College and its faculty, staff, and leadership are excited to welcome the next Dean of Nursing. In a focus group, faculty identified several attributes they hope to find in the next Dean.



The individual is envisioned to be:

- A nurse with a passion for the profession and a depth of experience;
- A leader of integrity, honesty, and transparency;
- An educator with a keen appreciation for curriculum and the faculty shared governance role;
- An individual who seeks to collaborate and build successful programs with faculty;
- A scholar with appreciation for the use of data and evidence in everyday matters as well as loftier research questions;
- A person of humility with a sense of humor and a passion for improving the human condition;
- A negotiator who appreciates a win-win approach and assumes positive intent; and

- A navigator who can find the best path to achieve a solution and enhance outcome.

ESSENTIAL FUNCTIONS OF THE DEAN

Faculty Leadership

The Dean of Nursing is the Chief Nursing Officer who:

- Provides leadership, mentorship, oversight and performance reviews for the Chairs of Undergraduate Nursing Programs and Graduate and Second Degree programs and the Director of Simulation;
- Provides collaboration of leadership, mentorship, oversight and performance review with the Dean of Arts & Sciences for the Administrative Assistant to the Academic Deans and Faculty;
- Makes recommendations for hire of Chairs and Full-Time faculty to the Provost.
- Collaborates with the Dean of Arts & Sciences to align general education and core curriculum with program-specific curricula;
- In collaboration with the Chairs, engages faculty in the development of new curricula or in revision of existing curricula to meet the mission and vision of the college (e.g. college of choice for healthcare education in the region);
- Develops, in collaboration with stakeholders, a divisional strategic plan in alignment with the Methodist College strategic plan through leadership and collaboration with leadership;
- Collaborates with the leadership of the faculty organization to enact shared governance that provides a partnership between faculty and administration; and
- Engages with the Core Curriculum and Undergraduate Student Learning Outcomes committee of the Faculty Senate to align offerings with the core curriculum



Administration

The Dean is an administrator who:

- Collaborates with the Chairs for hiring faculty and making teaching assignments in accordance with the requirements of the Higher Learning Commission and the Commission on Collegiate Nursing Education;
- Represents the Division of Nursing at professional, state, regional and national meetings;
- Serves as the administrator responsible for processing final grade appeals of student who have earned a failing grade in a course;
- Steers faculty to use enterprise academic systems effectively (e.g. CAMS, D2L, ExamSoft);
- Develops the operational, personnel, and capital budgets for the Nursing Division in collaboration with department chairs, Director for Simulation, and faculty; assures alignment of resources with strategic plan; monitors expenditures to maintain operations within planned budget;
- Formulates annual patient contact hour report based on input by faculty and reports annually to UnityPoint Health;
- Prepares schedule of courses in collaboration with the department chairs and faculty to be offered in the fall, spring, summer, and special semesters to meet the demand for students in the division, including travel courses and service-learning courses;

- Guides the development and implementation of an enrollment management plan by the Chairs and Director of Simulation, including foci on recruitment and retention;
- Supports student recruitment and orientation programming in collaboration with faculty and staff; and
- Assures attendance at events in accordance with faculty and staff responsibilities.

Simulation Leadership

The Dean of Nursing embraces interprofessional education and collaborates to assure the delivery of quality simulation and clinical experiences through the following actions:

- Leads the Director and staff of the Simulation Center to provide outstanding resources to meet the needs of the campus community, particularly student learning experiences, faculty support, and community engagement initiatives;
- Serves on the Peoria Educators in Nursing Scheduling (PENS) to represent the needs of the nursing programs of Methodist College and to assign clinical spaces in the UnityPoint Health hospitals and clinics to the area nursing programs;
- In collaboration with Methodist College faculty, obtains clinical affiliation agreements to support clinical placements of students in specialty areas outside the spaces scheduled through PENS;
- Collaborates with the Director of Simulation to develop strategic planning initiatives, assuring progress toward the existing strategic plan;
- In collaboration with the Director, prioritizes the optimal utilization of the Center;
- Reviews outcomes of services provided in the context of student success, including recruitment, retention, graduation, and satisfaction; and
- Represents the Center, in collaboration with the Directors as best suits the needs, to external audiences, assuring integration of services and adequacy of resources

Teamwork and Alignment with Mission, Vision, and Values

The Dean of Nursing upholds the mission, vision, and values and:

- Is an engaged and active member of the Academic Affairs Leadership Team and the Senior Leadership Team, serving as a conduit for communication and information;
- Fosters collaborative teamwork among the nursing programs, nursing assistant program, and the Center for Simulation; and
- Fosters collaborative teamwork among constituents of the division and groups across the college

Accreditation/Regulation/Policy

The Dean of Nursing sustains accreditation and complies with regulations and policy through the following actions:

- Assures current knowledge of, and compliance with, Higher Learning Commission (HLC), Department of Education (DOE), Illinois Department of Higher Education, Illinois Board of Finance and Professional Regulation (IDFPR), and program specific accreditation (Commission on Collegiate Nursing Education – CCNE) and other regulatory requirements;
- Collaborates with department chairs and program directors to assure attainment of pertinent accreditation as well as supporting continued accreditation;

- Guides faculty to assure student management in accordance with Americans with Disabilities Act regulations;
- Develops and revises Methodist College policies; assures that faculty and staff are aware of policies and that they are enacted/upheld; and
- Incorporates changes to curricula, courses, and/or policies in the MC Undergraduate Catalog/Student Handbook/Departmental Handbooks

Basic UPH Methodist College Performance Criteria

The Dean of Nursing:

- Demonstrates the UnityPoint Health Values and Standards of Behaviors as well as adheres to policies and procedures and safety guidelines;
- Demonstrates the Methodist College Values and Standards of Behaviors as well as adheres to policies and procedures;
- Demonstrates ability to meet business needs of department with regular, reliable attendance;
- Employee maintains current licenses and/or certifications required for the position;
- Practices and reflects knowledge of HIPAA, TJC, DNV, OSHA and other federal/state regulatory agencies guiding healthcare;
- Practices and reflects knowledge of FERPA with respect to protecting the privacy of student education records;
- Completes all annual education and competency requirements within the calendar year;
- Is knowledgeable of college compliance requirements; and
- Brings any questions or concerns regarding compliance to the immediate attention of leaders and takes appropriate action on concerns related to compliance.

QUALIFICATIONS

Required Qualifications

The successful candidate will possess:

- An earned doctoral degree (Ph.D., Ed.D., DNP) in nursing or a related field (note: candidates with a DNP must hold national certification as an advanced practice nurse ~ nurse practitioner, clinical nurse specialist, nurse midwife, nurse anesthetist, or administrator);
 - For those who hold the doctoral degree in a related field of study (e.g. higher education leadership, education, or a health-related field), the candidate must hold a Master of Science in Nursing degree or a Master of Science degree with a major in Nursing;
- Licensure to practice as a registered nurse in the State of Illinois or eligibility to attain a license in Illinois;
- Four years of experience as a department head, chair, program director or administrator within a school/department of nursing, including demonstrated experience with the knowledge and skills required in this position; and
- Six years of experience teaching in a baccalaureate nursing program, including advancement to the rank of associate professor or equivalent academic progression

Preferred Qualifications

The preferred qualifications include:

- Certified Nurse Educator credential through the National League for Nursing;

- Eight years of extensive experience leading a nursing program at the baccalaureate or graduate level; and/or
- Eight years of experience teaching in both a baccalaureate and graduate nursing program.

Required Knowledge, Skills, and Abilities

The successful candidate will demonstrate the following:

- Extensive written and verbal communication capacity to reach a variety of audiences;
- Knowledge of accreditation standards and regulatory requirements, including experience with specialty nursing (CCNE preferred) and regional accreditation requirements;
- Knowledge of shared governance systems and strong background in higher education settings with demonstrated commitment to shared governance and academic freedom, balanced with the ability to move initiatives forward in a collaborative manner;
- Assessment of student learning outcomes and core curriculum requirements; specific knowledge in the areas of attaining and sustaining NCLEX outcomes above the national average;
- Knowledge of strategic planning process and plan implementation;
- Knowledge of the role of academic affairs in student recruitment and capacity to communicate academic programs to prospective students and the community;
- Ability to align course offerings with enrollment needs, space availability, student preferences, faculty qualifications, and capacity for content delivery;
- Experience developing and managing budgets within the confines of a fiscal accounting system;
- Knowledge of enterprise systems in the academic environment, including learning management systems and testing systems;
- Manage competing priorities in a time-sensitive manner with timeline expectations and accountability;
- Manage relationships with a variety of individuals demonstrating a high level of emotional intelligence;
- Experience in human resources management at the departmental level, including the leadership, performance management, and development of full-time and adjunct faculty;
- Experience in pedagogical practices that facilitate student engagement and success in learning; such as online learning and curriculum design;
- Experience in academic program planning, project management, and budget development;
- Promotes an academic environment of professional growth, accountability, and success; and
- Knowledge of the planning and delivery of simulation.

Preferred Knowledge, Skills, and Abilities

Preferred knowledge, skills, and abilities include:

- Service as a site visitor for a regional or specialty accreditation organization (e.g. HLC, CCNE, NLN);
- Leadership skills demonstrated through multiple and progressively more responsible leadership positions in higher education;
- Experience serving in a shared governance system in the faculty role; and
- Knowledge of enterprise systems in the academic environment.

SALARY AND BENEFITS

This twelve-month full-time position offers salary commensurate with qualifications and experience. Choices in many benefits are available through the Flexible Benefits Program in which all active full-time employees may select health care and life insurance benefits which best meet their needs. Coverages under the Flexible Benefits Program become effective on the first day of the month following the employee's date of hire. Premiums are paid through convenient payroll deductions. Benefits include paid time off, health, dental, vision, life insurance, 401k retirement savings plan, EAP program, on campus fitness center, and many others.

Equal Employment Opportunity Employer (EEO)

Methodist College provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or genetics. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

APPLICATION PROCESS

Dr. Katherine Haley of Haley Associates Higher Education Executive Search, LLC is supporting the search. Questions and inquiries may be addressed to her confidentially at: methodistnursingdean@haleyassociates.net.

Interested individuals should submit their application materials to methodistcol.edu/jobs. Required materials include a cover letter describing the applicant's alignment with the desired attributes and the required and preferred qualifications identified in this document. A comprehensive *curriculum vitae*, along with contact information for five references (name, phone, and email with annotations regarding the capacity in which the applicant has worked with the individual), are required. References will be contacted for those selected for interview and will not be contacted without the applicant's notification and agreement.

Review of materials begins on January 3, 2020. Applications will continue to be accepted beyond this date, but those materials received by this date will receive priority and full consideration. The interview process will begin with confidential teleconference interviews with the search committee. Selected finalist candidates will be interviewed on campus, at which time the search will be considered to be public. The optimal start date for the position is on or prior to July 1, 2020.