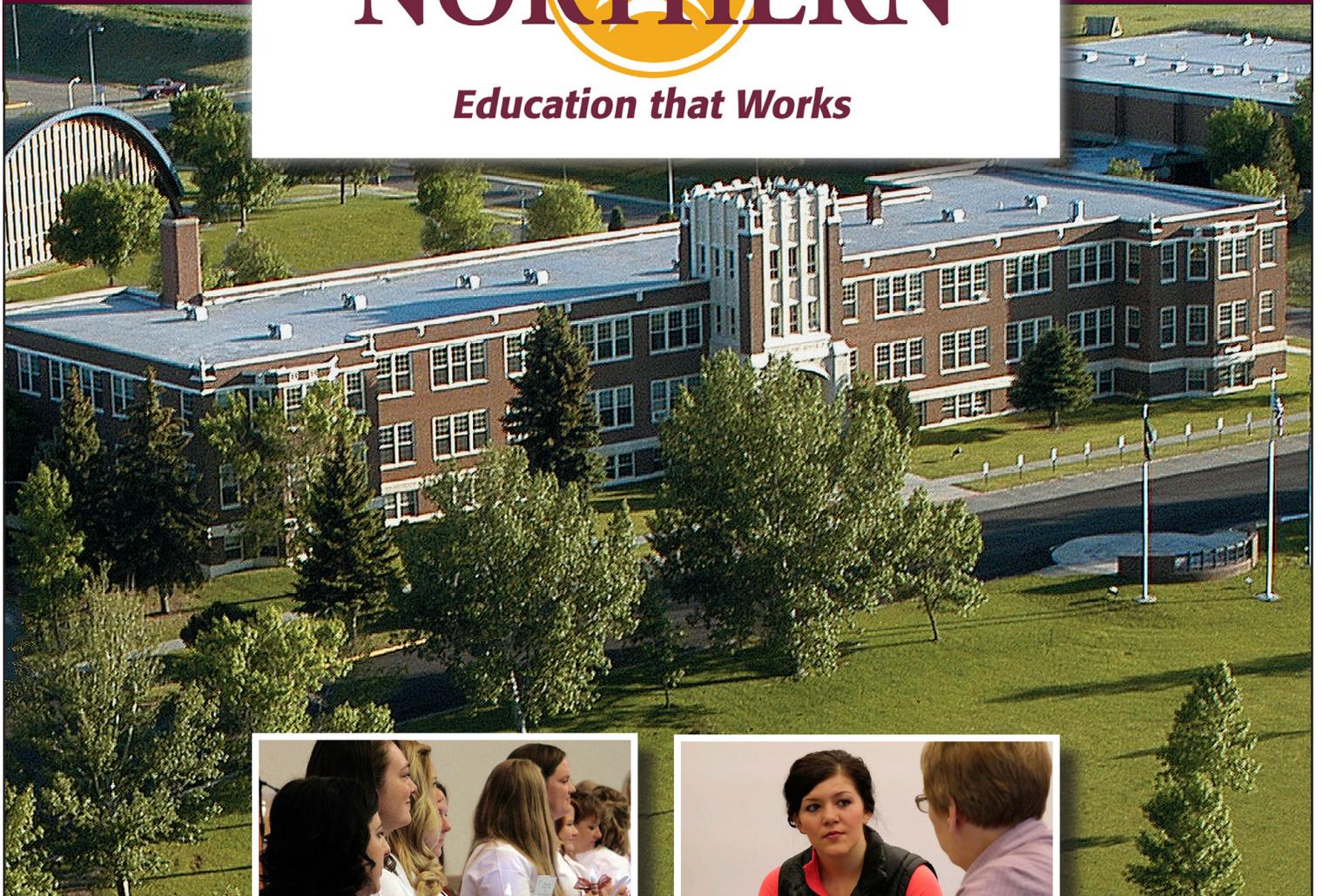




**MONTANA STATE UNIVERSITY
NORTHERN**

Education that Works



announces a National Search for the
Director/Dean of Nursing



DIRECTOR/DEAN OF NURSING EXECUTIVE SEARCH

Montana State University – Northern announces a national search for the **Director/Dean of Nursing**. The University seeks an energetic, people-oriented, inspiring, and visionary leader who can advance the Department of Nursing to the next level and promote its reputation of excellence in the state, region, and nation.

The Board of Regents and the Commissioner of Higher Education have approved the creation of a College of Health Sciences at MSU-Northern. When the College is established, the Director of Nursing position will transition to the Dean of Health Sciences, overseeing Nursing, Allied Health, and Health Promotion.

THE OPPORTUNITY

The mission of the Department of Nursing at MSU-Northern is to provide professional nursing education for a diverse student population by promoting student-centered and culturally enriched environments that foster students' success and to utilize healthcare partnerships that expand learning experiences across North Central Montana and beyond.

Following a rigorous evaluation in the fall of 2015, MSU-Northern was granted continuing accreditation for its baccalaureate and associate degree nursing programs. Accreditation

Commission for Education in Nursing's (ACEN) announcement of this full accreditation is a reflection of its review and evaluation of the University's rural frontier nursing educational practices and the commitment of its faculty. The next evaluation will be in 2021.

The creation of the College of Health Sciences is in progress. The University expects to have the College operational in 2017.

MSU-Northern offers two nursing programs: The Associate of Science in Nursing and the RN-BSN Completion. Both programs promote collaborative



clinical learning, critical thinking, and personal growth.

Nursing courses are delivered in multiple formats: face-to-face, online, hybrid (combination of face-to-face and online), and distant technologies.

The ASN courses are predominately face-to-face and the RN-BSN Completion courses are primarily online with only two clinicals in the student's geographical area.

The Director of Nursing reports directly to the Provost and Vice Chancellor for Academic Affairs and sits on the Deans' Council. Serving as

UNIVERSITY MISSION STATEMENT

Montana State University-Northern provides higher education to students for professional and technical careers through an institution dedicated to teaching and the pursuit of knowledge.

Approved by the Board of Regents on May 20, 2016

VISION STATEMENT

Montana State University-Northern will be known for its supportive, student-centered environment in which a unique mix of academic programs are responsive to local, regional, and state workforce needs, offered in an atmosphere that promotes student success.

as selected by the campus community on April 16, 2012



the academic officer for the nursing programs, the Director/Dean is responsible for advancing the two nursing degree programs and their continuing success.

General responsibilities of the Director/Dean of Nursing include:

- Promote evidence-based practice strategies
- Endorse strong ethical conduct
- Foster professional development of students and faculty
- Actively engage faculty and students in research projects
- Increase diversity programming for Native Americans and international populations
- Coordinate programs on multiple campus satellites
- Expand programming to include other health care disciplines
- Review and revise college catalog pertaining to the nursing programs each year
- Complete assessment process to develop, promote, and evaluate programs to achieve its goals
- Develop and administer assigned budget allocation and other long-

range planning details to achieve department objectives

- Interprets and implements the administration policies, rules, regulations, and recommendations of the College and University, The Montana Board of Nursing, and ACEN
- Attend faculty/staff meetings for advisement regarding college procedures and regulations
- Participate in the governance and committee work of the College if necessary
- Coordinate and supervise the admission of students into the Nursing Program

- Assist with the recruitment of students
- Advise pre-nursing students (as needed)
- Serve as point of contact for student inquiries and concerns
- Orient, guide, assign, and evaluate all nursing department staff
- Recommend faculty appointments and provide input on all full time and part-time instructors
- Compute faculty load (working with Chair) and plan teaching assignments
- Resolve staff and/or student problems in the BSN program, and be the next level for ASN students
- Provide opportunities for in-service and conference attendance
- Maintain open communication with clinical agencies and state/national accreditation agencies to update programs for better student training and placement
- Serve as primary contact and develops relationships with business, industry, other educational providers, and community agencies
- Provide leadership in securing off-site facilities for clinical instruction





QUALIFICATIONS

The successful candidate will have an earned doctorate in nursing or related field. Administrative experience in higher education, with a minimum of two years teaching associate and baccalaureate programs, is required.

Candidate must have experience working directly with licensing and accrediting bodies. RN licensure in the state of Montana is required within the first six months of employment.

Candidates for the position must possess a doctorate degree (PhD, DNSc, or equivalent) and a master's degree in nursing (if doctorate is not in nursing).

Other qualifications include:

- Credentials and experience necessary for an administrative appointment
- Ability to develop and enhance relationships with alumni and other external constituencies
- Ability to create resources through partnering, grant writing and fundraising

- Outstanding communication skills
- Commitment to shared faculty governance
- Proven commitment to the recruitment and retention of outstanding and diverse faculty and students
- Ability to work in a fast-paced department overseeing and managing major projects, multiple priorities, and deadlines

Preferred qualifications include:

- Proven experience with conflict resolution activities
- Successful experience with establishing and/or maintaining community partnerships
- Experience with tribal communities
- Experience with union/collective bargaining units

MONTANA STATE UNIVERSITY - NORTHERN

Montana State University-Northern is north central Montana's comprehensive university and serves more than 1,200 students. The University offers

programs and services at the certificate, associate's, bachelor's, and master's levels. In addition to its campus in Havre, MSU-Northern has educational centers in Great Falls (co-located with Great Falls College MSU) and in Lewistown.

Degree programs range from teacher education to engineering technology, emphasizing both technology and liberal arts education. MSU-Northern programs are in the disciplines of business, nursing, engineering and mechanical technology, teacher education, natural sciences, and humanities. Applied research and service functions are aligned with many of the university's disciplines and respond directly to the region's economic and societal needs.

Specializing in serving a large geographic region, MSU-Northern serves an area that includes four Native American reservations, along with Montana's smallest and largest towns. The University functions as an important cultural resource and continuing education center.



HAVRE, MONTANA

Havre is the county seat of Hill County and Montana’s eighth largest city, with a population of approximately 10,000. Located approximately 45 miles south of the Canadian border, Havre is surrounded by the diverse geography of the Milk River, golden wheat fields, and the rising peaks of the Bears Paw Mountains, which tower several thousand feet above the rolling plains.

Havre is known for its steadfastness, deep-rooted family values, and its small town ideals. The friendly community prides itself as an ideal place to raise a family, start a business, or retire.

The city serves as a wholesale distribution and retail center for communities within 150 miles. Northern Montana Health Care, a comprehensive system of medical services, is one of Havre’s largest employers.

A low crime rate, a well maintained park system, city recreation programs, solid financial and commercial institutions, an award winning health care system, education systems that stand on excellence, shopping, dining, and warm friendly people make this agricultural community a great place to live and work.



APPLICATION AND NOMINATION PROCESS

Confidential inquiries are welcomed and nominations are invited.

1. To apply - Applications must include:

- A letter of interest
- A current resume
- At least five references with full contact information (References will not be contacted without consent from applicants.)
- Your answers to the questions at:
www.myersmcrac.com/skins/userfiles/file/MMQuestions.pdf

2. Submit applications to: MSUN@myersmcrac.com

The search remains open until the position is filled. Review of materials is underway. Nominations should include contact information for the individual being nominated. Submit nominations to MSUN-nominate@myersmcrac.com

Kenny Daugherty, Executive Vice President of **Myers McRae Executive Search and Consulting**, is assisting MSUN with this search.



515 Mulberry Street, Suite 200
Macon, Georgia 31201
(478) 330-6222 | www.myersmcrac.com

Montana State University-Northern is committed to providing a working and learning environment free from discrimination. As such, the University does not discriminate in the admission, access to or conduct of its educational programs and activities nor in its employment policies and practices on the basis of race, color, religion, national origin, ethnicity, creed, service in the uniformed services (as defined in state and federal law), veteran status, gender, age, political beliefs, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation or preference. In support of the University’s mission to be inclusive and diverse, applications from qualified minorities, women, veterans and persons with disabilities are highly encouraged.

Montana State University -Northern makes reasonable accommodation for any known disability that may interfere with an applicant’s ability to compete in the hiring process or an employee’s ability to perform the duties of the job. In compliance with the Montana Veteran’s Employment Preference Act, MSU-Northern provides preference in employment to veterans, disabled veterans, and certain eligible relatives of veterans. To claim veteran’s preference or request accommodation, contact the Office of Human Resources, PO Box 7751, Montana State University-Northern, Havre, MT 59501; 406-265-4147; <http://www.msun.edu/hr/forms/EmployPref.pdf>

MSU-Northern’s Non-Discrimination Policy and Discrimination Grievance Procedures can be located on the MSU-Northern Website: <http://msun.edu/admin/policies/1000/1001-1.aspx> and <http://msun.edu/admin/policies/1000/1001-7.aspx>