



**MONTANA STATE UNIVERSITY  
NORTHERN**

*Education that Works*



announces a National Search for the  
**Dean of the  
College of Health Sciences**



**Montana State University – Northern** announces a national search for the **Dean of the College of Health Sciences**. The University seeks an energetic, people-oriented, inspiring, and visionary educator who can lead the University’s new College of Health Sciences, which includes Nursing, Allied Health (previously the Department of Nursing), and Health Promotion. The Dean will have a key role in the formation of the College and its programs. The Dean also will serve as the Director of Nursing.

**THE OPPORTUNITY**

The Montana Board of Regents and the Commissioner of Higher Education have approved the creation of a College of Health Sciences at MSU-Northern. The Dean will oversee the current health science and nursing programs while directing the development of the College and its programs.

The Department of Nursing provides professional nursing education for a diverse student population by promoting student-centered and culturally enriched environments that foster students’ success and by utilizing healthcare partnerships that expand learning experiences across North Central Montana and beyond.

MSU-Northern offers two nursing programs: The Associate of Science in Nursing and the RN-BSN Completion. In Fall 2016, the program had 149

students enrolled: 60 nursing and 89 pre-nursing ADN.

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.

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 required clinicals completed in the student’s geographical area.



The College also offers a Bachelor of Science degree and a minor in Health Promotion. This multifaceted community health degree incorporates health and fitness, education, communication, psychology, and business management. In Fall 2016, the program had 31 students.

In the fall of 2016, two allied health programs were initiated: phlebotomy and emergency care. These new programs are certificate programs initiated under a TAACCT 4 grant and are part of the new College of Health Sciences.

The Dean reports directly to the Provost and Vice Chancellor for Academic Affairs and sits on the Deans’ Council. Serving as the academic officer for the Health Sciences programs, the Dean is responsible for advancing the

**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*



two nursing degree programs, health promotion degree program, and the allied health certificate programs and their continuing success.

**General Responsibilities of the Dean**

**Administration**

- Participates in the governance and committee work of the College, as necessary
- Interprets and implements the administration policies, rules, regulations, and recommendations of the College and University, The Montana Board of Nursing, and ACEN
- Serves as primary contact and develops relationships with business, industry, other educational providers, and community agencies
- Maintains open communication with clinical agencies and state/national accreditation agencies to update programs for better student training and placement
- Provides leadership in securing off-site facilities for clinical instruction
- Coordinates programs on multiple campus satellites
- Develops and administers assigned budget allocation and other long-range planning details to achieve

**college objectives**

- Endorses strong ethical conduct
- Attends faculty/staff meetings for advisement regarding college procedures and regulations
- Resolves staff and/or student problems following program, appropriate Collective Bargaining Agreements, and institutional policies

**Faculty**

- Orients, guides, assigns, and evaluates all college staff
- Recommends faculty appointments and provides input on all full time and part-time instructors
- Computes faculty load (working with Chairs) and plans teaching

**assignments**

- Fosters professional development of students and faculty
- Actively engages faculty and students in research projects
- Mentors faculty

**Student**

- Assists with the recruitment of students
- Increases diversity programming for Native Americans and international populations
- Advises pre-nursing students, as needed
- Coordinates and supervises the admission of students into the programs
- Serves as the point of contact for student inquiries and concerns
- Reviews and revises the college catalog pertaining to the health sciences programs each year

**Curriculum**

- Expands programming to include other healthcare disciplines
- Promotes evidence-based practice strategies

**Resources**

- Provides opportunities for in-service and conference attendance





**Program**

- Completes assessment processes to develop, promote, and evaluate programs to achieve its goals

**QUALIFICATIONS**

A doctoral degree in nursing or related field is required, ABD candidates will be considered. If the doctoral degree is not in nursing, a master's degree in nursing is required. The successful candidate must have administrative experience in higher education, with a minimum of five years of teaching in associate or baccalaureate programs. The candidate must have at least two years of U.S. nursing clinical experience and a minimum of three to four years working in the U.S.

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.

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 written and oral communication skills
- Experience with program assessment and accreditation
- Experience with curriculum development/revision
- 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 college 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
- Experience as a chair, director, or dean

**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 five 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:

- Letter of interest
- Curriculum vitae
- At least five references with full contact and email information (References will not be contacted without consent from applicant.)

**2. Submit applications** to [MSUN@myersmcrac.com](mailto:MSUN@myersmcrac.com).

The search remains open until the position is filled. Review of materials is underway.

Nominations should include contact and email information for the individual being nominated. Submit nominations to [MSUN-nominate@myersmcrac.com](mailto:MSUN-nominate@myersmcrac.com).

**Kenny Daugherty**, 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](http://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>