



South Padre Island



Home to the ADN Program

Inviting Applications and Nominations for the

Director of the Associate Degree Nursing Program

Presented by



Director of the Associate Degree Nursing Program Search

Texas Southmost College in Brownsville, Texas



Texas Southmost College, a comprehensive public community college serving the southeastern tip of Texas, invites applications and nominations for the position of **Director of the Associate Degree Nursing Program**. This appointment will be effective in early 2018.

The Opportunity

Texas Southmost College (TSC) has been providing educational opportunities for the men and women of the lower Rio Grande Valley since 1926. The two-year college is committed to transforming the lives of its students and the communities where they work and live by providing innovative learning opportunities.

An open-access institution, TSC offers programs that meet a broad range of educational needs. Programs include career and technical education leading to certificates and associate degrees, college preparatory studies to prepare students for college-level work, workforce training to be job-ready, and continuing education to advance job skills and knowledge.

For students seeking a bachelor's degree, the college provides the first

two years of study before transferring to a four-year institution. TSC students pursuing an Associate of Arts, Associate of Science, or an Associate of Arts in Teaching degree are required to complete the 42-hour core curriculum that will transfer to any Texas public college or university for credit.

In response to the Texas Legislature's recent actions that allows community colleges to offer bachelor's degrees, TSC is exploring options to offer some four-year degrees.

Additionally, eligible students at 24 area high schools have the opportunity to earn college credit through TSC's Dual Enrollment and Early College High School programs.

With 202 full-time and adjunct faculty, TSC offers more than 50 programs of study leading to an associate degree

or certificate. For Spring term 2017, the college had nearly 5,400 students enrolled in courses across its four divisions: College Preparatory Studies; Health Professions; Humanities; and Science, Technology, Engineering, and Mathematics - Career and Technical Education.

TSC was selected as a Bright Spot by the White House Initiative on Educational Excellence for Hispanics.

TSC is located in Brownsville, the largest city in the Rio Grande Valley with a population of approximately 175,000. The Brownsville-Harlingen metropolitan area population is more than 440,000. Located at the southernmost tip of Texas, the city is a major economic hub for South Texas.

Brownsville is known for its affordability. In addition to the city having affordable housing, Texas does not have personal state income taxes.

A tourist destination with Gulf Coast beaches and popular South Padre Island approximately 25 miles away, Brownsville offers plenty of activities for adults and families alike. The city benefits from the mild Gulf winds that temper the warmer weather and allows outdoor activities year-around.

For the outdoor enthusiast, bike trails, sports parks, salt-water and fresh-water fishing, golf courses, birding, and boating are available. Historical sites, performing arts theatres, festivals, a cultural district, and a zoo are only a few of the rich offerings of the area.

The Position

TSC seeks a nurse educator who has the leadership skills and academic experience to establish a successful Associate Degree Nursing (ADN) Program. This is an exceptional opportunity for a qualified nurse educator to make a significant impact on nursing education

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and the community the program will serve.

TSC's Board of Trustees is *strongly* committed to establishing an ADN program for the 2018-2019 academic year. The college formerly had an ADN program. With the nearest ADN program located 60 miles away, the Board feels the community needs this program to once again be offered by the college. The Board has committed the resources needed for the restart of this program.

During the initial year, the Director will assess and revise the curriculum, hire faculty, oversee student recruitment, and prepare the program for accreditation review.

Reporting to the Dean of Health Professions, the Director is responsible for all aspects of the ADN Program, including the administration, planning,

continuous review, development, and general effectiveness of the program.

Responsibilities also include all duties as defined for full-time faculty, within a fully digital learning environment. This includes planning, administering, managing, and evaluating the ADN Program and course offerings, in a teaching and learning environment that utilizes digital solutions for courses, textbooks, learning labs, online tutoring, and other learning support services.

Essential Duties and Responsibilities

- Directs the professional nursing education program in all its phases, including approval of teaching staff, selection of appropriate clinical sites, admission, progression, probation, dismissal of students, and enforcement of student policies.
- Provides leadership and vision for the

creation and implementation of a strategic plan for the ADN Program.

- Develops and implements program changes and courses in response to the needs of the community.
- Functions as the instructional leader for the ADN Program in the development, assessment, and revision of curricula, and program and student learning outcomes in collaboration with faculty.
- Provides evidence of faculty expertise and knowledge to teach curriculum content.
- Verifies and approves ADN Program faculty credentials in collaboration with the Dean of Health Professions.
- Verifies students' completion of program requirements.
- Completes and submits Texas Board of Nursing Affidavit of Graduation, Nursing Education Program Information Survey (NEPIS) and Compliance Audit for Nursing Education Programs (CANEP) by the required dates.
- Interacts with community groups, local school districts, and businesses and industries regarding their specific training needs.
- Provides recommendations to the Dean of Health Professions for the employment, assignment, evaluation, and professional development of all full-time and adjunct ADN Program faculty.



Texas Southmost College

Mission Statement

Transforming our communities through innovative learning opportunities.

Vision Statement

Texas Southmost College will be a premier community college dedicated to student success

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- Serves as a liaison or representative on instruction-related committees on behalf of the Vice President and the Dean of Health Professions, as needed.
- Reviews, maintains, and evaluates the ADN Program budget and directs appropriation of funds and expenditures relating to the program and courses.
- Develops and maintains positive partnerships with the Texas Higher Education Coordinating Board, the Texas Workforce Commission, local workforce boards, local economic development agencies, program advisory committees, business and industry, school districts, and other governmental, community, business and educational institutions of the College's service area to ensure the needs of the area businesses, credit, and non-credit students are met.
- Develops marketing and promotional strategies for the ADN Program and courses.
- Completes all required training and professional development sessions sponsored by TSC.
- Performs other duties as assigned.

Qualifications

The successful candidate will be able to perform each essential duty satisfactorily



and will have a strong commitment to the mission of the community college. The Director must be approved by the Texas Board of Nursing within three months of hire.

A master's degree in nursing from a regionally accredited college or university is required; *a doctoral degree is preferred.*

Candidate must have at least five years of varied nursing experience since graduation from an accredited nursing program; *five years of nursing experience in supervision or teaching is preferred.*

A minimum of three years of teaching experience in a professional nursing education program is required; *teaching and administrative experience in a comprehensive community college setting is preferred.*

Other requirements:

- Licensed to practice as a registered nurse in the State of Texas or ability to obtain a license to practice as a registered nurse in the State of Texas soon after accepting position
- Experience in the use of technology and a willingness to continuously enhance through the use of technology, the teaching and learning process
- Experience in collaborating with various educational, business, and/or government groups
- Experience with and understanding of federal, state, local, and private grant-funded ADN Programs
- Experience in organizing, developing, and implementing operational systems; writing guidelines in an educational setting; and managing a high-volume workflow office



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Abilities and Skills:

- Demonstrated ability to teach
- Demonstrated knowledge of the Associate Degree Nursing Program curriculum and program development and evaluation, as well as needs assessment and marketing of the program
- Demonstrated knowledge of the planning, implementation, and monitoring of a program budget in an educational environment
- Demonstrated knowledge in non-credit revenue-based programs, grant writing, and the RFP process
- Demonstrated knowledge of the rules, regulations, and principles of the Texas Higher Education Coordinating Board, Workforce Education Course Manual, and the Southern Association of Colleges and Schools Commission on Colleges
- Demonstrated knowledge in the administration and development of the ADN Program designed to meet the needs of health care organizations and entrepreneurial activities and programs designed to meet the needs of adults and the business community
- Demonstrated supervisory, administrative, communication, interpersonal, and leadership skills
- Ability to communicate effectively, both orally and in writing; define problems, collect data, establish facts, and draw valid conclusions; and effectively present information to top management, public groups, and/or boards of directors
- Proficient in the use of e-mail, word processing, spreadsheet, database, and presentation software and use of the Internet to access data, maintain records, generate reports, and communicate with others



Application and Nomination Process

Confidential inquiries are welcomed, and nominations are invited.

1. **To Apply** - Application packet must include:
 - a) Letter of interest
 - b) Current curriculum vitae
 - c) At least five references with full contact information including emails (References will not be contacted without consent from applicant.)
2. **Submit application packet** to TSC@myersmcrac.com.

Submit nominations to TSC-nominate@myersmcrac.com. Nominations should include contact information for the individual being nominated with email address.

For best consideration, submit applications by **November 14, 2017**.

Tom Estes, Ph.D., Senior Vice President, and **Emily Parker Myers**, CEO, of **Myers McRae Executive Search** are conducting this search.



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Texas Southmost College prohibits discrimination, including harassment, against any employee on the basis of race, color, religion, gender, national origin, age, disability or any other basis prohibited by law.