



**TRUMAN**  
STATE UNIVERSITY



VISIT [TRUMAN.EDU](http://truman.edu) TO LEARN MORE.

*Inviting Applications and Nominations for*

## Department Chair of Nursing





**Truman State University**, the only statewide public liberal arts and sciences university in Missouri, seeks an academic administrator to serve as the **Department Chair of Nursing**. This Nursing administrator will hold the rank of **Associate or Full Professor**, based on credentials. The Department Chair will lead the faculty in accomplishing the goals of preparing baccalaureate graduates to function as generalists in entry-level positions in all areas of nursing practice and providing graduates with the basis for lifelong learning and graduate-level study. While the start date is negotiable, the preference is June 2023.



**NO. 1 PUBLIC SCHOOL**  
MIDWEST REGION—26 YEARS RUNNING.  
*U.S. News & World Report "Best Colleges" (2023)*

**A TOP 10**  
PUBLIC SCHOOL NAMED AS A  
**"BEST BUY"**  
...OUTSTANDING EDUCATIONAL VALUE.  
*Fiske Guide to Colleges (2023)*

ONE OF THE  
**NATION'S BEST**  
INSTITUTIONS FOR UNDERGRADUATES  
TO EARN THEIR COLLEGE DEGREE.  
*Princeton Review College Guide (2023)*

## ABOUT THE UNIVERSITY

**Truman State University** has been committed to providing intellectual pursuits based on student-centered learning since its founding in 1867. The state legislature designated the University as the state's public liberal arts and sciences institution in 1985. Distinct by design, Truman today is nationally recognized for providing high-quality academic offerings with outstanding educational value. Along with earning the *U.S. News and World Report's* top ranking for a public university in the Midwest region for 26 consecutive years, the University recently has been recognized by *Fiske Guide to Colleges*, *Princeton Review*, *Washington Monthly*, *Kiplinger's Personal Finance*, *Consumer's Digest*, and many other national publications. Dr. Susan L. Thomas has served as President of the University since March 2017, after serving as interim president since July 2016.

Truman has five academic schools—Arts and Letters, Business, Health Sciences and Education,

Sciences and Mathematics, and Social and Cultural Studies—and programs in Interdisciplinary Studies and the Institute for Academic Outreach. Approximately 4,000 men and women are enrolled in undergraduate and graduate courses. While 65 percent of the students are from Missouri, the student body includes representatives from 33 other states, territories, and Armed Forces locations, and 42 other countries. Nearly 61 percent of students are female.

The University offers 52 undergraduate and 11 graduate degree programs, 67 minors, a graduate certificate program, and several areas of specialized study. The Institution's highly respected reputation for rigorous academic programs and teaching excellence have resulted in Truman graduates having a very high acceptance rate when seeking admission to graduate and professional schools around the world.

As a teaching scholar university, Truman is student-centered in all of its efforts. The University has a



close-knit and accepting campus culture, with faculty and staff working together across the disciplines and offices to enhance the learning experience for students along their academic journey at Truman. Faculty members get to know their students so they can challenge them, encourage them, and support them so they can realize their potential and pursue their goals to the fullest.

Truman's supportive, energetic community is a place where students thrive and grow in and beyond the classroom. The University has more than 230 clubs and organizations and NCAA Division II varsity athletics.

Striving to be the best it can be, Truman initiated a comprehensive student assessment program to measure the quality of education at the University more than 40 years ago. During recent years, Truman has continued to build its assessment program, the purpose of which is to ensure that each of its students receives the highest-quality liberal arts and sciences education, tailored to his or her needs, and an academic degree of integrity. Numerous institutions, authors, and leaders in higher education have cited the program as a viable model to emulate in efforts to ensure educational accountability.

A continuity of purpose is evident in the growth and changes of Truman. The University has consistently been committed to academic excellence and has espoused the belief that a strong education is the best means of preparing for a life of continuing personal growth and service. Moreover, its historic mission to improve the preparation of teachers has prompted the University to be among the nation's leaders in making education more professional.

Commitment, unity of purpose, and concentration on student learning —putting first things first—have brought Truman to its present mission and academic excellence.

## Our Mission

*The mission of Truman State University is to offer an exemplary undergraduate education to well-prepared students, grounded in the liberal arts and sciences, in the context of a public institution of higher education. To that end, the University offers affordable undergraduate studies in the traditional arts and sciences as well as selected pre-professional, professional, and master's level programs that grow naturally out of the philosophy, values, content, and desired outcomes of a liberal arts education.*

## Our Values

**Focusing** on students and their personal, social, and intellectual growth within a supportive and challenging environment;

**Cultivating** a diverse, engaged community of high achieving students, faculty, and staff;

**Providing** affordable access to an exceptional education; and

**Committing** to continuous improvement through assessment; in order to prepare citizens for the intellectual and ethical challenges of the global community.

## 2021-2025 Strategic Plan

[www.truman.edu/about/mission-vision/strategic-plan/](http://www.truman.edu/about/mission-vision/strategic-plan/)





## The Department of Nursing

One of the four academic units of the School of Health Sciences and Education, Truman's Nursing Department prepares approximately 200 students annually with the comprehensive knowledge and application necessary to enter the field of nursing. The School accepts between 50 and 55 freshmen in each incoming class. The program attracts outstanding students, with the number of applications traditionally exceeding the number of seats available.

The program offers the Bachelor of Science in Nursing (BSN) degree and the Accelerated Bachelor of Science in Nursing (ABSN) degree. Students who are beginning their studies in nursing have the traditional four-year path, and select students with applicable prior college coursework, such as an associate or bachelor's degree, have an accelerated 15-month path.

The Nursing program is characterized by a liberal education foundation at the lower level on which the upper division Nursing major is built. Lower division courses are foundational and are drawn from the sciences and humanities disciplines. The upper division courses provide knowledge of the theory and practice of nursing. Concomitant to them are opportunities for courses that enhance the nursing component, add depth and scope to the core curriculum, and/or promote a global-minded individual.

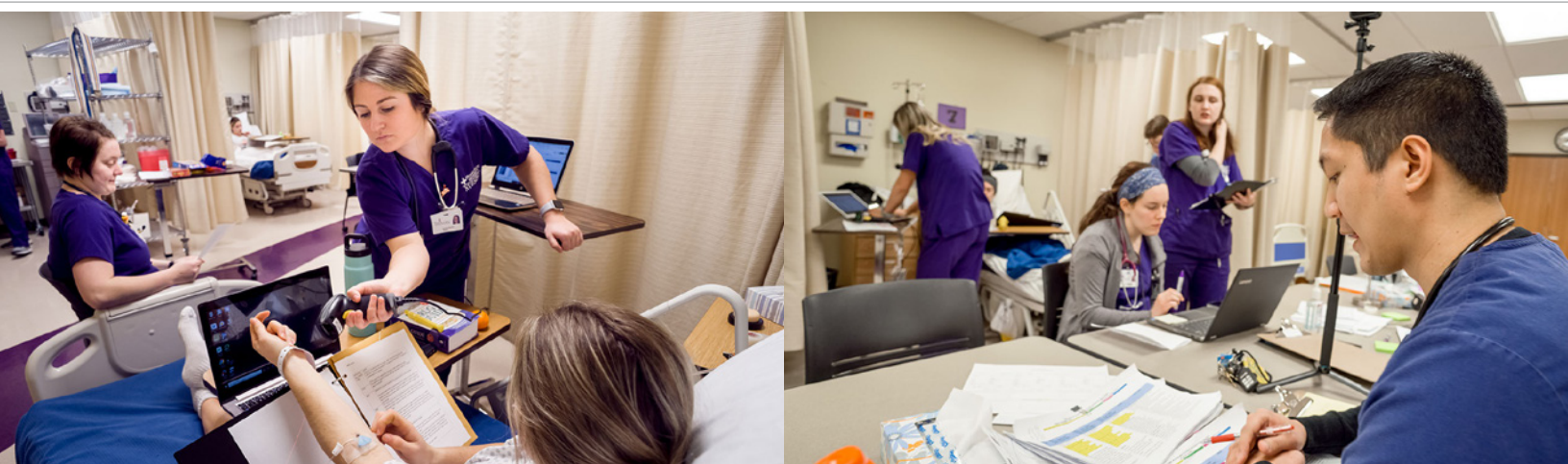
The emphasis of the program is community-based nursing practice. The curriculum is designed to prepare the baccalaureate nursing graduate to function as a generalist in beginning positions in all areas of nursing practice, including maternal, child, mental, adult, and community health nursing. The curriculum provides students a foundation for graduate study in nursing.

The program has 10 full-time and 2 part-time faculty members, with all classes offered face-to-face. Students receive a wide variety of clinical experiences through local hospitals, schools, and agencies as well as weekend clinical experiences in larger cities for select courses.

Students learn nursing skills in two simulation labs on campus. The nine-bed Nursing Simulation Center (NSC), located in the Health Science Building, and a new eight-bed skills lab on campus provide students with advanced nursing teaching technology that allows them to hone their skills and knowledge. The NSC has high-tech medical equipment, such as a MedDispense®, cardiac monitor, bedside computers, and Alaris® infusion pumps. With the addition of the new simulation lab in the Pershing Building, Truman has a total of 17 beds for training. The newly remodeled eight-bed skills lab opened fall 2022, and includes a handicap accessible bathroom and features compressed air that simulates the use of oxygen as well as the capability for suction. The Nursing Simulation Center has two breakout rooms for simulations.

The most recent first-time pass rate on the NCLEX exam for Truman students was 94 percent. By graduation, 100 percent of the nursing graduates are employed. Notable employers include Barnes-Jewish Hospital, Children's Mercy Hospital, Mayo Clinics, Missouri Baptist Medical Center, Northeast Regional Medical Center, and University of Missouri Hospitals.

The Nursing program is fully approved by the Missouri State Board of Nursing. The baccalaureate degree in nursing at Truman State University is accredited by the Commission on Collegiate Nursing Education, (<http://www.aacn.nche.edu/ccne-accreditation>). The program is in its regular CCNN re-accreditation process and has completed its site visit.





# THE OPPORTUNITY

The Department Chair of Nursing (Chair) reports directly to the Dean of the School of Health Sciences and Education. The Nursing program fosters a collegial work environment, where faculty and staff respect and support each other as they focus on their mission of preparing nurses who will succeed at the highest level in the profession.

## Responsibilities

### Administration

- Meets faculty responsibilities as delineated in the University and Department faculty handbooks.
- Assumes leadership responsibilities in contributing to the development, implementation, and evaluation of the philosophy, mission, objectives, and policies of the Nursing Department.
- Assumes leadership responsibilities in the planning and implementation of the total curriculum.
- Participates in the recruitment and retention of students.
- Initiates and provides faculty orientation and development program.
- Provides input in the selection of faculty.
- Utilizes Watson's Caring Theory in personal and professional interactions.
- With input from faculty, plans and administers the annual Nursing budget.
- Collaborates with and coordinates activities with local and regional health care systems.
- Lead the Nursing Department to collaborate with the Associate Dean of Interdisciplinary Studies and Creative Inquiry on efforts such as the following:
  - Interdisciplinary minors, such as the Disability Studies minor;
  - Interdisciplinary course offerings, such as the Junior Interdisciplinary Seminar (JINS) and the first-year Self & Society course.
- Serves as an advisory member to all Departmental standing committees and participates actively in the faculty organization.
- Represents the Department in appropriate administrative meetings, projecting the needs of the Department in relation to the SHSE, University, state, and region.
- Receives and responds to correspondence specific to the Department, referring it as necessary to appropriate persons.
- Represents the Department in legislative, legal, and public relations activities.
- Facilitates the Nursing Advisory Council.
- Prepares reports as required by the University, state, and professional organizations.
- Is responsible for developing plans to maintain appropriate accreditation.



- Implements the evaluation program, prepares reports of findings, and recommends changes, if necessary, based on findings.
- Completes other assignments related to the quality of nursing education in the Department, SHSE, and University.

### Curriculum

- With the assistance of faculty, maintains the quality of the undergraduate curriculum.
- Recommends proposed curriculum changes to appropriate bodies.
- Coordinates arrangements with other schools in the University, offering supportive or related courses.
- With the assistance of faculty, develops, implements, maintains, and evaluates the Department in relation to the mission, philosophy, objectives, and graduate competencies of the Department.
- In consultation with the faculty organization, recommends affiliations with clinical agencies for student learning experiences.

### Faculty Development

- Recruits and recommends appointment of nursing faculty to the Dean of SHSE, Provost, and the President.
- Assigns teaching responsibilities to appropriate faculty.
- Orients and advises new faculty in the Department.
- Evaluates nursing faculty and staff.
- Facilitates opportunities for development and growth of individual nursing faculty.

## Qualifications

Minimum of a master's degree in nursing with related experience is required. A doctoral degree (PhD, DNP, DSc, or EdD) is preferred. Experience must demonstrate the candidate's expert nursing knowledge base and thorough knowledge of the specific area of expertise. Credentials must meet faculty requirements for rank.

Finalist must have, or be eligible for, an unrestricted license to practice as a registered nurse in Missouri with at least two years of relevant clinical experience.

### Other Requirements

- Demonstrates initiative and judgment in planning and presenting course material.
- Demonstrates initiative in planning student experience, including responsiveness to individualized students' experiential needs.
- Demonstrates skill at initiating and maintaining positive interpersonal relationships.
- Demonstrates ability to use critical thinking for problem solving.
- Demonstrates respect for diversity.
- Facilitates or demonstrates leadership in conflict resolution when required.
- Demonstrates leadership ability.
- Demonstrates experience in curriculum development in an academic setting being preferred.
- Demonstrates professional involvement at the state, regional, and national level.
- Meets Missouri State Board of Nursing standards for the administrator of a baccalaureate nursing program.







## Dr. Lance Ratcliff Dean of the School of Health Sciences and Education

Dr. Lance Ratcliff was named Dean of the School of Health Sciences and Education at Truman State

University in 2019. He also holds the rank of Professor of Health and Exercise Sciences. He has more than 10 years of experience in academic and administrative positions in higher education with expertise in program development and accreditation.

Prior to his appointment at Truman State, Dr. Ratcliff was the Dean of General Education and Student Services at Southeast Missouri Hospital College of Nursing and Health Sciences.

His career has included administrative positions in higher education and healthcare education at multiple Missouri institutions, as well as Eastern New Mexico University-Roswell. He also has been a faculty member at institutions in both Missouri and Alabama, respectively.

Dr. Ratcliff earned his Bachelor of Arts degree in Biology and Chemistry at Lakeland College (now University) in Wisconsin, and Master of Science and Ph.D. degrees in Nutrition and Food Science at Auburn University in Alabama. He completed a dietetic internship at Winthrop University in South Carolina.



*The University provides equal employment opportunity on the basis of merit and without discrimination on account of race, color, sex, age, disability, national origin, sexual orientation, or veteran status. The University extends equal opportunity for employment in both faculty and staff positions to all qualified individuals.*





## Kirksville, Missouri

The City of Kirksville is a welcoming and thriving community of more than 17,500 residents and is the area's center for education, commerce, health, recreation, and culture. With shops, restaurants, farmers markets, nightlife, and entertainment combined with a low cost of living, the city offers an exceptional quality of life and where residents know each other.

Kirksville offers many amenities found in larger cities. This rural community is home to three institutions of higher learning—Truman State University, A.T. Still

University's Kirksville College of Osteopathic Medicine, and a campus of Moberly Area Community College. Both daily and weekly local newspapers are available. The city operates a regional airport and a six-days-a-week, fixed-route bus service. A train station, serviced by Amtrack's Southwest Chief, is only 13 miles from the campus.

For those who enjoy visits to larger cities, Kirksville is within easy driving distance of several major cities: Columbia (88 miles); Des Moines, Iowa (150 miles); Kansas City (180 miles); Quad Cities, Iowa/Illinois (186 miles); and St. Louis (200 miles).

## Application & Nomination Process

*Confidential inquiries are welcomed, and nominations are invited.*



### Applications

#### 1) Application packet must include:

- a) A letter of application that addresses the responsibilities and qualifications of the position
- b) Current curriculum vitae
- c) At least four professional references with full contact and e-mail information. (*References will not be contacted without applicant's consent.*)

2) **Submit application packet** (preferably as PDFs) to **Truman-Nursing@myersmcrac.com**. Review of applications is underway. Applications will be accepted until the position is filled. Additional information will be requested upon receipt of application.

### Nominations

**Submit nominations to Truman-Nursing-nominate@myersmcrac.com** with complete contact and e-mail information for the individual being nominated.

### Consultants

Jennifer Barfield, Executive Vice President of **Myers McRae Executive Search and Consulting**, is assisting Truman State University with this search. Request a conversation regarding this search at **jenniferbarfield@myersmcrac.com**.