

MISERICORDIA UNIVERSITY

DEAN OF THE COLLEGE
OF HEALTH SCIENCES
AND EDUCATION
SEARCH 2024



MISERICORDIA
UNIVERSITY



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DEAN OF THE COLLEGE OF HEALTH SCIENCES AND EDUCATION

Misericordia University announces a national search for its next Dean of the College of Health Sciences and Education and invites nominations, applications, and expressions of interest.

Misericordia University seeks an energetic, innovative, ethical, and inspirational leader for the position of Dean of the College of Health Sciences and Education. Reporting to the Vice President of Academic Affairs, the Dean will advance intellectual leadership, pedagogical practice, and administrative processes to enhance the reputation and brand identity for the College. The Dean will be a student-centered and collaborative leader responsible for building enrollment, developing partnerships, and interacting authentically with faculty, staff, administrators, alumni, donors, and advisory council members to benefit the College. The University seeks a leader who is mission centered, committed to high-impact educational experiences, possesses interpersonal wisdom, and has demonstrable experience in building a culture of student and faculty engagement and success.



HISTORY AND MISSION

Misericordia was founded as a college for women by the Religious Sisters of Mercy in the tradition of their founder, Catherine McAuley. Founded in Dublin, Ireland, in 1831 with a mission to shelter and educate women and girls, the Sisters brought this mission to the United States and founded hospitals and educational institutions in service of those in need. In 1875, they came to the Wyoming Valley of Northeastern Pennsylvania and established a school for children and night classes for adults. Based on this experience, they saw the need for collegiate education for women. Having purchased land, their hopes finally were realized in 1924. College Misericordia, as it was then named, was Luzerne County's first four-year institution of higher learning. With a campus of over 100 acres in Dallas, Pennsylvania, Misericordia (whose name means "heart of mercy") enrolled 37 students its first fall, focusing their studies on the Sisters' motto: *Mulier Fortis*, valiant women trained in scholarship and spirituality. Since its inception, the University's mission and culture have been defined by the Mercy Charisms of mercy, service, justice, and hospitality. In the 1970s, Misericordia became co-educational, and in 2007, it became a university and added additional graduate programs, both at the master's and doctoral levels. MU is a part of the 17-member Conference for Mercy Higher Education. Throughout its history and the changes it has undergone, Misericordia has remained faithful to its mission.

ACADEMIC PROGRAM

Misericordia University lives a mission which seeks to cultivate a transformational educational experience, promoting intellectual curiosity and critical thinking in our students while supporting them in achieving a life of purpose. Misericordia gained university status in 2007 and has grown to encompass three Colleges – the College of Arts and Sciences, the College of Business, and the College of Health Sciences and Education. There is also a Center for Adult and Continuing Education, addressing the needs of adult and non-traditional students. Misericordia offers approximately 40 undergraduate programs of study and roughly a dozen graduate programs in the Colleges of Business and Health Sciences and Education.

As a student-focused institution, Misericordia typically graduates roughly 70% of its first-time, full-time undergraduates, and has committed to supporting students through programs such as the Alternative Learners Program, sponsored by our Student Success Center, for students with cognitive or physical disabilities. Enhancing the challenge and rigor of Misericordia's programs of study, the university honors program offers a 36-credit enriched general education experience in the humanities and social sciences. For students wishing to participate in undergraduate research, the

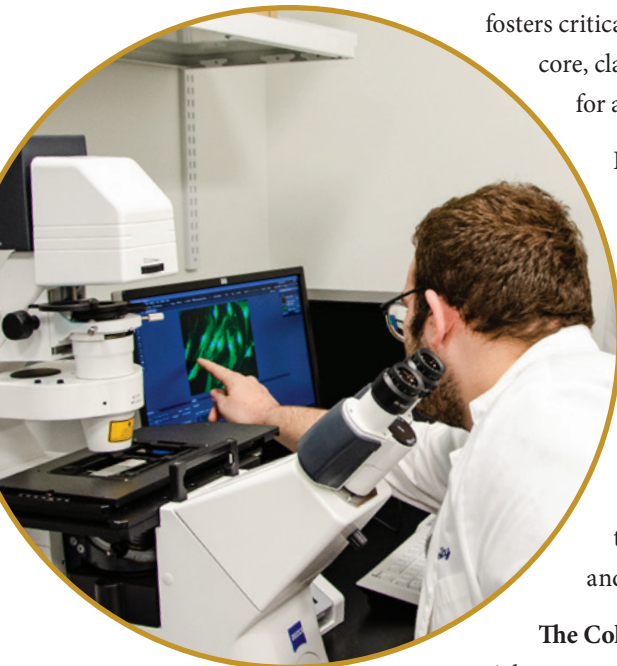


Student Undergraduate Research Fellows Program (SURF) presents students with a residential research experience for undergraduates for 10 weeks each summer. As befits a Mercy Institution, service learning is infused in courses at the discretion of the faculty and Misericordia's many community partner organizations. Through all these experiences, students develop academically as well as personally so that they may live a life of purpose and consequence.

Misericordia University supports faculty through annual Faculty Research Grants awarded by a committee comprised of faculty from all Colleges. In addition, Misericordia supports faculty development through funds allocated by the deans that allow faculty to attend or present at a conference or workshop. Smaller grants to support pedagogical development or curriculum development are also offered through the Center for Excellence in Teaching and Learning. Reassigned time for scholarly endeavors and other projects is also available to those pursuing research and pedagogical interests.

The College of Health Sciences and Education (CHSE) is dedicated to the education of future and post-professional health care practitioners and educators through both traditional and graduate programs, certificates, and flexible alternative education options. CHSE offers programs in Diagnostic Medical Sonography, Medical Imaging, Nursing (BSN, MSN, DNP), Occupational Therapy, Physical Therapy, Physician Assistant, Speech-Language Pathology, Health Science, Teacher Education, and Social Work. The College works as an inter-professional unit and encourages faculty and students to work with and learn from each other in different programs in CHSE as well as with those in the Colleges of Arts and Sciences and Business. Through a rich education enhanced by clinical and fieldwork experiences, service-learning, interprofessional engagement, and research endeavors, CHSE students can experience international service and research as a component of their education. We strive to provide opportunities for all students to become well rounded citizens who are thoroughly supported through their journey by extraordinary faculty engaged in quantitative and qualitative research, international partnerships, and service aligned to the mission and charisms of Misericordia. For example, our faculty and student-run clinics assist students in learning their discipline while providing services to the community and, with over 100 publications and presentations to their credit, our faculty are nationally and internationally recognized and have the expertise to guide students through their education.

The College of Arts and Sciences (CAS) offers majors in Biology; Chemistry and Biochemistry; Data Science; English; Environmental Studies; Government, Law, and National Security; History; Mathematics and Computer Science; Mass Communication and Design, Medical and Health Humanities; Philosophy; and Psychology. The College also offers instruction in Religious Studies, Physics, Statistics, Fine Arts, pre-professional tracks including pre-DPT, pre-medical, pre-dental, pre-PA, pre-optometry, and pre-law. It is home to the honors program in addition to the newly-revised 49 credit core curriculum, which



fosters critical thinking while providing breadth to a student's education. Throughout the core, class sizes are relatively small, faculty are engaged and dedicated, and preparation for a life of purpose is paramount.

Dedicated research laboratories in the newly-renovated and expanded Henry Science Center provide exceptional opportunities for students in biology, chemistry, and physics. Many faculty involve students in their scholarly endeavors.

The College regularly hosts scholars and guest speaker events for the whole of the University community. The Pauly Friedman Art Gallery also contributes to the vibrant educational ecology of the College; its exhibitions are frequently integrated into course work across the curriculum.

Meanwhile, participation in a range of academic student clubs sponsored by the College's academic programs, in addition to student-focused work in music and theater, engender curiosity and critical thinking.

The College of Business offers undergraduate majors in Accounting, Business Administration, (with specializations in Certified Financial Planning, General Business, Management, Marketing, Management Information Systems, Pre-DPT Health Care Management, Pre-DPT Sport Management and Supply Chain Management) Business Economics, Healthcare Administration, Professional Studies, and Sport Management. The College also offers a 4+1 program that enables students to obtain a bachelor's and master's degree in five years. Several undergraduate programs, as well as the MBA can be completed online through our accelerated program. The curricula are based on Misericordia's mission and core values of mercy, service, justice, and hospitality. With an emphasis on experiential learning, the College is committed to creating learning opportunities for students both in and out of the classroom. This includes internships, service-learning projects, field trips, active student clubs, and the recent establishment of a distinguished speaker series. Led by an accomplished, committed, and engaged faculty, the College of Business provides a transformative business education developing students into high-performing members of business, civic, and social segments of the global community.

MISERICORDIA TODAY

Misericordia is a small, comprehensive institution with a strong commitment to liberal arts education. Misericordia University lives a mission which seeks to cultivate a transformational educational experience that promotes intellectual curiosity and critical thinking in our students while supporting them in achieving a life of purpose.

It is located on a 127-acre campus in Dallas, Pennsylvania, with a satellite location in Pittsburgh. It enrolls 1,617 full-time students, 389 part-time undergraduates and 229 part-time graduate students. Eighty-three percent of first-year students live on campus as do 21 percent of upper-class students. Fifty percent of its first-year, full-time students and 38 percent of all full-time undergraduates are student/athletes. The University currently has a limited number of international students.

Misericordia's students are taught by 116 full-time faculty, augmented by approximately 85 adjuncts (teaching each semester). Full-time, 10-month faculty teach 12 credits each fall and spring semester, creating (currently) a 10:1 student to faculty ratio and an average undergraduate class size of 19. This low student/faculty ratio also sustains the faculty's commitment to a student-centered, individualized, and high-impact educational experience and their own considerable work and growth as scholars and researchers. As of Fall 2023, 93% of the faculty are white. The University currently employs 233 full-time staff members, 92% of whom are white. The University consists of three Colleges: Arts and Sciences, Business, and Health Sciences and Education. Misericordia is accredited by the Middle States Association and

is scheduled for its next reaffirmation this year.

Through the Division of Student Life, Misericordia maintains a residential student experience for freshman and sophomores, as well as opportunities for students to participate in leadership, student government, mission-focused service, and athletics. Misericordia is a Division III NCAA school in the MAC athletic conference, and roughly forty percent of the traditional student body engages in competitive athletic pursuits. Misericordia offers 31 NCAA DIII sports including the latest additions of Men's and Women's Wrestling, Men's Ice Hockey, and Women's STUNT.

CAMPUS FACILITIES

Located in scenic Northeastern Pennsylvania, Misericordia's main campus and expanding lower campus feature two dozen well-maintained buildings and athletic facilities.

The infrastructure of the University has been updated and is in excellent shape. The \$45-million Frank M. and Dorothea Henry Science Center was completed in 2021, providing 85,900 square feet of state-of-the-art laboratories, technology, and learning spaces. Since its opening, Misericordia launched the new Occupational and Physical Therapy Facility, 38,000 square feet of renovated and specifically designed, discrete space that houses the popular Occupational Therapy (OT) and Physical Therapy (PT) programs. Among its many features, the new facility offers observation rooms and labs, state-of-the-art lecture rooms with interactive video capabilities, a home health lab, an acute care lab, student lounges and flexible study rooms, capstone centers, and faculty offices, as well as clinic spaces where students and faculty engage the community. This January, Misericordia also inflated a multi-purpose dome behind Mangelsdorf Field, giving our students additional opportunities to engage with various sports and activities on campus.



Anticipated renovations on Passan Hall for the Nursing and Speech-Language Pathology programs are scheduled to begin summer 2024.

DALLAS

Settled in 1797, Dallas is located in the Back Mountain region of the Wyoming Valley in Northeast Pennsylvania. It was



named after Alexander J. Dallas, the Sixth United States Secretary of the Treasury. The University's upper and lower campuses straddle the border between the Borough of Dallas and Dallas Township. Dallas is 10 minutes from Harvey's Lake, the largest natural lake in Pennsylvania and a popular recreation spot for swimming, fishing, and boating.

The Back Mountain region is a mostly residential, suburban area of about 32,000 people residing in several municipalities and two school districts, the Dallas Area and Lake Lehman School Districts. Northeastern Pennsylvania is known for its beauty and outdoor activities in all four seasons, including hiking, skiing, minor league hockey, and baseball, as well as hosting many concert venues and fine dining outlets. The major industries in the area are healthcare and small business. Misericordia is the largest employer in Dallas. Racially, the Back Mountain area is preponderantly white (96 percent). The Wilkes-Barre/Scranton area is more ethnically diverse.

The campus is a 15-minute drive from the City of Wilkes-Barre and is about 30 minutes from the City of Scranton. The Wilkes-Barre/Scranton area is much more ethnically diverse. Including Misericordia, Wilkes-Barre/Scranton is home to several private institutions of higher education: Wilkes University, the University of Scranton, King's College, and Marywood University. In addition, one can find three satellite campuses of the Penn State system in Luzerne and Lackawanna Counties as well as Luzerne County Community College, Lackawanna College, Johnson College and Keystone College. Misericordia is a two-hour drive from New York City and Philadelphia.



THE LEADERSHIP AGENDA

Enrollment – Unlike many colleges and universities around the nation that have suffered enrollment struggles in recent years, Misericordia University is enjoying a period of growth. At the same time, due in part to increased competition in its marketplace, some healthcare programs in the College of Health Sciences and Education have capacity to add enrollment. In addition, while national trends demonstrate an overall increase in healthcare careers, certain disciplines exhibit dampened student interest due to low starting salaries. The new Dean will have the opportunity to collaborate with colleagues to develop growth strategies for College offerings, which could include new programs, enhancements for existing ones, articulations with other educational institutions, and interdisciplinary collaborations. In so doing, the Dean will examine factors such as the availability of clinicals (see below), resources that will spur growth. Assessment of competitors will likely reveal potentially successful differentiation and approaches.

In addition to programs at its Dallas, campus, Misericordia's Nursing Education Center in Pittsburgh is another growth opportunity. A careful assessment of that market should yield new ideas that will lead to enrollment increases.

With respect to Education, there is also opportunity to grow, particularly in Secondary Education. The next Dean will be able to work with their new colleagues in teacher education to determine approaches that will bolster enrollment in that vital area of the College.

While the University boasts a first-to-second year retention rate of 80%, there is room for strengthening that result. The new Dean will lead the effort to identify strategies to enhance student success and persistence to graduation.

Accreditation and Regulatory Changes – Healthcare and Education programs are both highly regulated by accreditors and public policy makers, and those standards are often changing. It will be critical for the new Dean to work with colleagues to remain current with these evolving constraints to ensure effective compliance and program success.

Partnerships and Clinicals – Competition for clinical sites is intense across all majors. The next Dean will have the chance to form new partnerships that will lead to additional clinical sites and fieldwork opportunities integral to CSHE students' graduation and career aspirations. Rejuvenation of the Healthcare Advisory Council would be one way, among others, to broaden the network of potential clinical partners.

A Healthcare Resource for the Region – Misericordia's strong reputation provides an excellent platform for the College to become the definitive healthcare resource for the region. The new Dean will lead this effort, employing potential approaches such as revitalization of the Autism Center and expansion of the Healthcare Symposium.

Exciting New Facilities – Just two years ago, Misericordia dedicated the new \$45 million Frank M. and Dorothea Henry Science Center. Rich in technology, the 85,900-square-foot Henry Science center offers 15 new teaching labs in biology, chemistry, and physics. In addition, there are eight dedicated laboratories and workspaces for student-faculty research, including an electronics/computer build lab and a chemistry instrumentation suite. The center also includes a laboratory dedicated to the 300MHz nuclear magnetic resonance instrument, also known as an NMR. In addition, the building is home to a cold room that enables advanced molecular experiments, a research-grade greenhouse, animal vivarium, and a cadaver suite with a virtual dissection table that offers expanded learning opportunities for students in the health and medical sciences programs.

The new 38,000 square foot state-of-the-art facility for Occupational Therapy (OT) and Physical Therapy (PT) programs offers observation rooms and labs, state-of-the-art lecture rooms with interactive video capabilities, a home health lab, an acute care lab, student lounges and flexible study rooms, capstone centers, faculty offices, as well as clinic spaces where students and faculty engage the community.

Both exciting new additions will provide a catalytic effect on the College's already highly acclaimed healthcare programs as the Dean and her/his colleagues effectively leverage these facilities.

Building Relationships and Trust – Misericordia is an institution built on relationships and trust.

In the post-pandemic environment, the next Dean will have the chance to be a highly visible leader who places a keen priority on these closely related dimensions.

Diversity, Equity, and Inclusion – Misericordia’s Strategic Plan calls for an enhanced effort to recruit and serve a more diverse student body, with the long-term goal of becoming an “Hispanic Serving Institute.” The new Dean can be a key leader in this effort and use their networks to recruit more diverse faculty and students.

Communication - Students expressed an interest in a more comprehensive approach to communication that shares important information to celebrate. The next Dean will be able to collaborate with colleagues in the Marketing Department to assess how all might be better informed about university activities.

A Dedicated Forward-Thinking Group of New Colleagues – In addition to its success and values-centered, collegial ethos, the next Dean will join a group of new colleagues who are supremely dedicated to students, receptive to new ideas, agile in response to the market, and who follow through on what they say. President Daniel Myers has led an impressive resurgence at Misericordia that offers a rare opportunity to the successful candidate.



DESIRED ATTRIBUTES, EXPERIENCES, AND CREDENTIALS

Misericordia University seeks an innovative, strategic, and creative leader to serve as its next Dean of the College of Health Sciences and Education. The new Dean will be an academic entrepreneur who collaborates with colleagues within the College, across the University, and within the community to seize opportunities for new curricular and co-curricular programmatic offerings that reflect the dynamic nature of employer priorities and the higher education marketplace.

While successful senior leadership experience in a private college or university is a plus, Misericordia welcomes accomplished leaders from other higher education sectors as well as other professional walks of life, provided they fulfill the desired qualities, attributes, and credentials in this section of the Search Profile and fully embrace Misericordia’s mission and purpose. The next Dean of the College of Health Sciences and Education will:

- Be visible, accessible, and approachable. Students, faculty, staff and other stakeholders will want the Dean to spend time with them, care about them as people, respect them as professionals, and empower them to be successful – be a relationship builder.
- Strengthen existing and forge strategic new partnerships with the community and workforce sector and other educational institutions in the region.
- Have significant experience working with regulatory bodies such as the Middle States Commission on Higher Education and the numerous other specialized accrediting bodies within the health sciences and education.
- Bring energy and enthusiasm to the work ahead. Enthusiastically immerse oneself in the life of the University and community.
- Be a highly skilled communicator in all forms, with exceptional listening skills.
- Maintain exceptional leadership and management skills, including courage and strength as a skilled change agent.
- Build even greater trust and collegiality through transparent and consistent communication.
- Show a record of success in recruiting and retention especially with a focus on diversity.
- Exhibit genuine care and humility along with sincere appreciation for the dedication of colleagues and their many accomplishments – i.e., live servant leadership.

- Be a regular and engaging presence at University and College events and functions.
- Collaborate with the talented and highly engaged College faculty and staff to form a high functioning partnership that leads the College into an exciting new era.
- Be motivated to become an integral part of the Misericordia community.
- Show a record of success in fundraising and grant procurement, and demonstrate the talent for building and maintaining philanthropic, clinical, and strategic relationships.
- Be fiercely dedicated to the College's programs, resource needs, growth, and future.

APPLICATIONS AND NOMINATIONS

To ensure full consideration by the Misericordia University Dean College of Health Sciences and Education Search Committee, applicants should apply by **April 12, 2024**. The search will continue until a new Dean is appointed.

Interested applicants should submit:

- A detailed letter of interest that addresses specifically how the candidate's experiences and qualifications intersect with the qualifications and listed strategic priorities outlined in this profile;
- A curriculum vitae; and
- Five professional references with email addresses and telephone numbers, including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

Submit To:

All application materials should be in PDF format and submitted through the AGB Search portal system at: **accessible via this link**.

Questions regarding the application process should be directed to: **MUDean-CHSE@agbsearch.com**.

Nominations and inquiries should be directed to:

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Additional Information:

Additional information about Misericordia University may be found at
<https://www.misericordia.edu/>.

Information about this search is also available at:
www.agbsearch.com/active-searches.

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