Idaho State University

COLLEGE OF NURSING, REHABILITATION, AND HUMAN HEALTH

DEAN

Position Profile





ABOUT IDAHO STATE UNIVERSITY



Idaho State University (ISU) combines exceptional academics amidst the grand natural beauty of the West. ISU faculty and students are leading the way in cutting-edge research and innovative solutions in the areas of energy, health professions, nuclear research, teaching, humanities, engineering, performing and visual arts, technology, biological sciences, pharmacy, and business. ISU President Robert Wagner is leading the institution as they chart a "Bold Path Forward," bringing vision and excitement to the University. His administration is one marked by vision, student-centered impact, transparency, and a regional responsiveness for the benefit of not only the University but also its surrounding community. To read more, visit isu.edu.

ISU is an R2 doctoral research university, and is classified as a professions based undergraduate/graduate-doctorate institution with higher students access-medium earnings. Founded in 1901, ISU boasts a low student to teacher ratio of 13:1. As the state leader in the health sciences, ISU offers widespread health services to the community, as well as multiple degrees in more than 50 health-related areas, including nursing, pharmacy, physical therapy, speech pathology, physician assistant studies, and nurse anesthesia. In addition to significant offerings in health sciences, ISU offers a wide array of programs through colleges in business, technology, science and engineering, and humanities, education and social sciences,. Education at ISU is filled with real-world experience; the $2.3 million Career Path Internship program helps aid hundreds of students' career goals by pairing students with paid on- and off-campus internships. In their spare time, students can choose from more than 150 student organizations, enjoy nature through the Outdoor Adventure Center, or drive to Craters of the Moon National Monument and Preserve or Yellowstone National Park. The Stephens Performing Arts Center on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances. As an NCAA Division 1 school, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer. Read more: isubengals.com.

To read about ISU in the news, go to **isu.edu/news**

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1901-2026

ABOUT IDAHO STATE UNIVERSITY





13:1 **STUDENT-TO-TEACHER RATIO** allows students to enjoy personal connections with faculty. As a state leader in health sciences, ISU offers hands-on experiential learning for students and widespread health services to the community at more than a dozen clinics across the state.

Education at Idaho State is augmented with **REAL-WORLD EXPERIENCES**; the $2.3 million Career Path Internship program advances the career goals of hundreds of students by pairing them with paid on- and off-campus internships and research experiences.

As an **NCAA DIVISION 1 SCHOOL**, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf and soccer.

WITH SO MUCH TO EXPLORE, students can get involved in more than 150 student organizations or explore Idaho with whitewater rafting and backcountry experiences led by the Outdoor Adventure Center. Quick day trips to Craters of the Moon National Monument or Yellowstone National Park are a short drive away.

THE L.E. AND THELMA E. STEPHENS PERFORMING ARTS CENTER on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals and art performances.

UNIVERSITY TRADITIONS

From an annual day of service to a weekly showcase of school spirit, Idaho State proudly celebrates a number of University traditions. We encourage all faculty and staff to join our students and alumni in taking part in all of our longstanding University traditions.

One tradition that we widely encourage is Bengal Wednesday. Walking across campus, or wherever Bengals are in the world, we stand united as fellow Bengals and proudly wear orange and black on Wednesdays.

ABOUT IDAHO STATE UNIVERSITY



ACCREDITATION

The Northwest Commission on Colleges and Universities (NWCCU) is ISU's institutional accreditor. The NWCCU is an independent, non-profit membership organization recognized by the U.S. Department of Education as the regional authority on educational quality and institutional effectiveness of higher education institutions in the seven-state Northwest region of Alaska, Idaho, Montana, Nevada, Oregon, Utah, and Washington. It fulfills its mission by establishing accreditation criteria and evaluation procedures by which institutions are reviewed.

Specialified Accreditation for Colleges and Programs
Many undergraduate and graduate programs maintain specialized professional accreditation. The Office of Institutional Research maintains the most up-to-date list of over 80 ISU programs with specialized accreditation.

To learn more about accreditation, go to
isu.edu/accreditation

RESEARCH AT IDAHO STATE

Trending upward year after year, research at ISU is a driver of growth and development, and solidifies Idaho State's classification as a Carnegie-classified High Research Activity institution.

In FY25, ISU received over **$47 million** in external research awards. This represents a **45%** increase in research awards and a **200%** increase in research funding since 2018.

Last year, ISU students also received just under **$5 million** in externally-sponsored wages, fellowships and stipends to participate in research and creative scholarship activities.

To learn more about research at ISU, go to
isu.edu/research

STRATEGIC PLAN



MISSION

We engage students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of our communities.

VISION

We inspire a passion for knowledge and discovery.

VALUES

Integrity: Honesty in our actions and words

Community: Fostering connections

Inclusivity: Valuing all and building a culture of belonging

Teamwork: Collaborating with compassion and respect

Shared Responsibility: All contributing to our success

Learning: Continuous growth and development

GOALS

Increase student access, opportunity, and success

Strengthen programmatic excellence

Cultivate external partnerships

Expand research, clinical and creative activities

Energifie the Bengal community

To learn more about the Strategic Plan go to
isu.edu/strategicplan

CAMPUS LOCATIONS



POCATELLO

Idaho State's main campus is located in Pocatello. This campus is home to administrative offices, student housing, and Bengal athletics. The University has been located on this site since it was founded in 1901.

1321 S. 8th Avenue
Pocatello, Idaho 83201

isu.edu/about



MERIDIAN

Idaho State's Meridian campus offers more than 30 undergraduate and graduate programs in the Sam and Aline Skaggs Health Science Center. Approximately 1,000 students take classes in Meridian and support community-facing health clinics.

1311 E. Central Drive
Meridian, Idaho 83642

isu.edu/meridian



IDAHO FALLS

Located adjacent to the Snake River, the Idaho Falls campus provides opportunities for students to complete associate's, bachelor's, master's and doctoral degrees. The campus is jointly operated with the University of Idaho.

1784 Science Center Drive
Idaho Falls, Idaho 83402

isu.edu/idahofalls



TWIN FALLS

Located on the College of Southern Idaho campus, Idaho State's presence in the Magic Valley offers a number of bachelor's- and doctoral-level programs, mostly through the College of Education.

315 Falls Avenue
Twin Falls, Idaho 83303

isu.edu/twinfalls

The University also operates outreach centers in American Falls, Blackfoot, and Anchorage, Alaska.

UNIVERSITY LEADERSHIP

Robert W. Wagner, Ph.D., began serving as Idaho State University's fourteenth president in January 2024. Before coming to ISU, he served as the Executive Vice President and Chief Operating Officer at Utah State University. He also previously served as the Vice President for Academic and Instructional Services, a unique organizational blend of student, faculty, operational, innovation, and academic programming responsibilities.

President Wagner has positioned ISU for a bold future, driving growth, innovation, and impact, to push boundaries and expand institutional reach, focusing on five key areas:

1. Enrollment Growth and Student Success
2. Academic and Research Enterprises
3. Advancing/Enhancing Physical Infrastructure
4. External Relations and Partnerships
5. Employee Engagement, Empowerment, and Connection

President Wagner is committed to driving meaningful impact through a dedication to research, creative works, and community engagement. Under his leadership, Idaho State University is focused on affordability, relevance, and collaboration to deliver high-caliber education that opens doors to transformational opportunities.



UNIVERSITY LEADERSHIP



Rex W. Force, BSPharm, PharmD, FCCP is Vice President for Health Science and Senior Vice Provost at ISU. Previously he served as Associate Dean for Clinical Research in the Division of Health Sciences at ISU and holds a tenured professorship in the Department of Family Medicine and directed clinical research programs in that department. He also holds an appointment as Professor of Pharmacy Practice.

Dr. Force earned his B.S. in Pharmacy from Oregon State University and his Doctor of Pharmacy (Pharm.D.) degree from the University of Texas-Austin and the University of Texas Health Science Center in San Antonio, after which he completed a two-year clinical research fellowship at Ohio State University. He is a Fellow of the American College of Clinical Pharmacy, and has an additional certification in healthcare quality improvement.

Under Dr. Force's leadership, teams in the College of Nursing, Rehabilitation, and Human Health have established a new Doctor of Nurse Anesthesia Practice degree and expanded physical and occupational therapy training to the Boise area. ISU has also created other innovative programs like a sports performance and well-being counseling certificate as well as expanded its simulation and anatomy labs on campus. Other milestones include the buildout of accelerated nursing education in North Idaho through a partnership with Kootenai Health and the launch of the Idaho Hearing Education and Aural Rehabilitation (IHEAR) program, an interdisciplinary initiative preparing graduate students to serve children who are deaf or hard of hearing. He was instrumental in developing the Bengal Pharmacy telepharmacy program at ISU, which provides much-needed access to medications to rural Idahoans and expanding pharmacy education to Alaska.

Heavily involved in clinical research, he served as a Board Trustee of the Research Institute of the American College of Clinical Pharmacy and a member of the Steering Committee of the WWAMI-region Practice and Research Network. In addition, he served as the ISU liaison to the Mountain West Clinical Translational Research Infrastructure Network, a multi-state, multi-institution consortium designed to improve health research in the western US. Dr. Force also serves on the Board of Trustees of the Idaho College of Osteopathic Medicine. He has been on the faculty at Idaho State University since 1993.

UNIVERSITY CULTURE



At Idaho State, we strive to serve our students through an intentional focus on energizing our Bengal community and enhancing our University culture. We are committed to building a University culture where positivity, productivity, and job satisfaction all intersect.

We are on a journey to integrate strengths-based philosophies into our work environment, designed to celebrate individual contributions and promote growth and development for each member of our campus communities, based on their innate talents. Building on the strengths of our faculty, staff, teams, and institution, we want others to hear us ROAR!

- Strengthening our Bengal communities through access, impact, collaboration, and bold action.
- Celebrating individuals by valuing talents, individual perspectives, backgrounds, experiences, and ideas in an environment where growth and development is supported.
- We believe in leading through shared governance. Listening to problems and concerns and then seeking collaborative solutions with our faculty, staff, and students makes Idaho State stronger.



To learn more about Athletics at ISU, go to **isubengals.com**

ATHLETICS AT IDAHO STATE

As a member of the Big Sky Conference (BSC), Idaho State has 15 NCAA Division I sports. As of 2023, full member institutions are located in the states of Arizona, California, Colorado, Idaho, Montana, Oregon, Utah, and Washington.

Women's Sports:
Basketball
Cross Country
Golf
Indoor Track and Field
Outdoor Track and Field
Tennis
Soccer
Softball
Volleyball

Men's Sports:
Basketball
Cross Country
Golf
Indoor Track and Field
Outdoor Track and Field
Tennis
Football

THE OPPORTUNITY

The College of Nursing, Rehabilitation, and Human Health

Fall 2026 marks the inaugural semester of the College of Nursing, Rehabilitation, and Human Health (CNRH), bringing together a vast array of healthcare fields designed to get students prepared to enter some of the fastest-growing occupations across the country. The newly formed college strengthens two areas of the University: the School of Nursing and the School of Rehabilitation and Human Health. Together, this new college features roughly 100 faculty.

With almost 30 undergraduate, master's, doctoral, certificate, and accelerated programs, CNRH offers a wide range of opportunities across disciplines, including the fields of nursing, communications sciences and disorders, counseling, and human performance and rehabilitation sciences. CNRH is unique in its offerings for its students, with its audiology, clinical rehabilitation counseling, physical therapy, occupational therapy, accelerated nursing, psychiatric nurse practitioner, nurse anesthesia, sign language interpreting, communication sciences and disorders, and speech-language pathology programs being the only ones offered in the state of Idaho.

Students in CNRH engage in challenging and contemporary curricula under the direction of highly skilled and nationally-recognized faculty, with opportunities to engage in hands-on learning and research. All programs in the CNRH are nationally accredited and graduates across all programs boast high employment/placement rates.

The college emphasizes values of integrity, collaboration, community, transparency, inclusivity, shared responsibility, and lifelong learning. The departments within CNRH focus on providing the highest quality clinical and didactic educational experiences and opportunities to prepare future healthcare professionals at all levels. CNRH is one of the two colleges under Idaho State University's Kasiska Division of Health Sciences and exemplifies the mission of providing leadership in the delivery of rural health care by educating caring and competent professionals across all dimensions of health and promoting interprofessional research and practice in the health sciences.

In 2026, Idaho State University proudly celebrated its 125th anniversary. As a major part of the designated health sciences university for the state, CNRH plays a critical role in preparing future healthcare leaders to serve Idaho's communities.

The Opportunity

Reporting to the Vice President for Health Sciences and Senior Vice Provost, the Dean serves as the chief executive and academic officer of the College of Nursing, Rehabilitation, and Human Health. The College encompasses programs in nursing, counseling, athletic training, occupational therapy, physical therapy, sports and exercise science, audiology, speech-language pathology, and sign language interpreting and studies across the Pocatello and Meridian campuses.

As Idaho's designated lead institution in health professions, medical education, and biomedical research, Idaho State University plays a vital role in preparing healthcare professionals and addressing the evolving health needs of the state and region. The Dean will provide collaborative and strategic leadership that advances academic excellence, interprofessional education, clinical practice, research and scholarship, student success, and community engagement while supporting the University's statewide mission and strategic priorities.

To learn more about CNRH go to **isu.edu/cnrh**

KEY RESPONSIBILITIES

- Developing and implementing a shared strategic vision that advances the College's mission and aligns with University priorities and Idaho's evolving healthcare needs.
- Providing academic and administrative leadership across diverse disciplines while respecting their professional identities, accreditation standards, and specialized requirements.
- Advancing interprofessional education, clinical and experiential learning, simulation, research, and interdisciplinary collaboration.
- Supporting academic excellence, student recruitment and success, faculty development, scholarship, and continuous program improvement.
- Providing equitable leadership and operational oversight across the Pocatello and Meridian campuses and other program delivery sites.
- Recruiting, mentoring, and retaining faculty and staff while fostering shared governance, collaboration, and professional growth.
- Managing budgets, facilities, clinical operations, and resources to advance strategic priorities and long-term financial sustainability.
- Cultivating healthcare and community partnerships, securing institutional and external resources, and advocating for the College's academic programs, clinical priorities, and contributions to healthcare workforce development, including undergraduate nursing pathways.

QUALIFICATIONS

Idaho State University seeks an accomplished, collaborative, and highly principled leader to serve as Dean of the newly formed College of Nursing, Rehabilitation, and Human Health. The successful candidate will be an accomplished academic leader with the experience, strategic perspective, and interpersonal skills necessary to advance the College's mission. Idaho State University seeks a collaborative and forward-looking individual who values the expertise of diverse health professions, demonstrates sound judgment, and is committed to the College's long-term success.

Required Qualifications

- An earned doctoral degree and eligibility for appointment with tenure at the rank of Professor, consistent with University policies and qualifications.
- A minimum of five years of progressive strategic and operational leadership experience in an academic setting.
- Demonstrated experience in responsible budget management, financial planning, and resource allocation.
- Experience with institutional advancement, development, and alumni relations.
- Familiarity with specialized health professions accreditation standards, processes, and professional requirements.
- Evidence of effective teaching and sustained scholarship appropriate to an academic leadership appointment.
- Demonstrated collaborative leadership, including stakeholder engagement, team-building, and fostering an inclusive and collegial academic environment.
- Excellent written, oral, and interpersonal communication skills, including effective listening, transparency, and the ability to articulate a shared vision.

Preferred Qualifications

- Experience leading a complex, multidisciplinary, or multi-site academic unit in nursing, rehabilitation, health sciences, or related health professions.
- Demonstrated success in strategic planning, organizational change, and innovative academic or clinical program development.

- Experience advancing interprofessional education, clinical simulation, experiential learning, and interdisciplinary collaboration.
- A clinical background or substantial experience with clinical education, healthcare delivery, or health professions practice.
- Knowledge of Idaho's higher education and healthcare environment, rural and underserved communities, healthcare workforce needs, and legislative and public policy landscape; experience in healthcare policy advocacy is desirable.
- Experience with specialized accreditation, regulatory compliance, program review, and continuous quality improvement.
- Demonstrated success in faculty recruitment and development, student success, research, scholarship, and securing external funding.
- Experience with clinical operations, financial management, marketing, and sustainable clinical revenue development.
- Success cultivating partnerships with healthcare systems, Veterans Affairs, Tribal Health, professional organizations, community partners, alumni, and donors.
- A leadership approach characterized by emotional intelligence, integrity, transparency, sound judgment, openness to diverse perspectives and constructive feedback, and a commitment to shared governance and empowering others.

PRIORITIES & EXPECTATIONS FOR LEADERSHIP

The next Dean of the College of Nursing, Rehabilitation, and Human Health will have an opportunity to build upon the College's strong academic programs, dedicated faculty and staff, and commitment to preparing healthcare professionals while advancing a collaborative vision for its future. The College's breadth of disciplines, clinical expertise, and statewide mission provide a strong foundation for innovation, interdisciplinary collaboration, and thoughtful growth.

Strengthen Collaboration and a Shared College Identity

The College brings together established programs with distinct histories, professional identities, and areas of expertise. Through active listening, shared governance, and inclusive decision-making, the Dean will strengthen relationships, build trust, and establish common priorities while respecting program autonomy. The Dean will provide steady leadership through organizational change, clarifying roles, responsibilities, and decision-making structures while establishing consistent, equitable processes across the College. Consistent, collaborative leadership will foster stability and a shared sense of purpose across the College.

Advance Interprofessional Education and Clinical Excellence

The College's diverse disciplines provide significant opportunities to expand interprofessional education, collaborative practice, and innovative clinical training. The Dean will strengthen shared learning, simulation, and experiential education across programs and campuses while advocating for sustainable resources, particularly for simulation-based learning and simulated patient experiences.

Pursue Strategic and Sustainable Growth

The Dean will collaborate with faculty and program leaders to identify opportunities for academic innovation and program development that respond to Idaho's healthcare workforce needs. Strategic initiatives should build upon existing strengths while aligning enrollment, academic quality, faculty capacity, clinical training opportunities, and financial resources to ensure long-term success.

Enhance Organifiational Effectiveness and Financial Sustainability

The Dean will empower academic and administrative leaders, streamline processes, and promote effective decision-making while ensuring equitable support across campuses. Responsible fiscal stewardship, strategic resource allocation, and strong institutional advocacy will be essential to sustaining academic and clinical programs, strengthening clinical productivity, and securing resources for College priorities.

Expand Healthcare Partnerships and Community Impact

The Dean will strengthen partnerships with healthcare systems, Veterans Affairs, Tribal Health, schools, government agencies, and community organizations to advance clinical education, research, and workforce development. These relationships will extend the College's contributions to healthcare throughout Idaho, particularly in rural and underserved communities, while creating opportunities for external support and collaboration.

Advance Academic Excellence and Faculty Success

The Dean will foster excellence in teaching, research, scholarship, clinical practice, and service while supporting faculty development, mentorship, and interdisciplinary collaboration. Recognizing diverse forms of scholarship, including innovative instruction, and promoting equitable faculty workloads will be important priorities. Transparent communication, openness to constructive feedback, and evidence-based decision-making will strengthen engagement and trust. A sustained commitment to the College and its people will provide a foundation for continued academic excellence.

PROCEDURE FOR CANDIDACY

Review of applications for the Dean of the College of Nursing, Rehabilitation, and Human Health will begin immediately and continue until an appointment is made. To assure full consideration, applications should be received by **January 4, 2027**, and must include:

- A letter of interest addressing the strategic objectives and qualifications identified in the profile;
- A current curriculum vitae; and
- The contact information (email and phone) for five professional references, including their relationship to the candidate.

Idaho State University is being assisted by AGB Search. Application materials should be submitted through the AGB Search portal system here: **Idaho State University Dean of the College of Nursing, Rehabilitation, and Human Health.** Please direct nominations and expressions of interest or any questions regarding the application process to: ISUDean_CNRH@agbsearch.com

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AGB SEARCH
Advancing Higher Education Leadership

Idaho State University is an Equal Employment Opportunity employer, including Veterans and individuals with disabilities.

ISU follows Executive Order 11246 Pay Transparency Nondiscrimination Provision. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities. Please call Disability Services at (208) 282-3599 or email disabilityservices@isu.edu.

POCATELLO & SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Eastern Idaho is frequently ranked as one of the nation's best locations for outdoor recreation, providing opportunities for mountain biking, hiking, kayaking, fishing, camping, skiing, and rock climbing.

The City of Pocatello is located along the historic Oregon Trail in the western foothills of the Rocky Mountains. At an elevation of 4,448 feet, Pocatello has an unusually desirable four-season climate where clear, sunny, and dry weather is the norm. Known as the "Gate City," Pocatello is home to more than 55,000 residents, and the metropolitan area of Pocatello-Chubbuck has a population of about 80,000. (visitpocatello.com)

Pocatello's economy is centered around education, healthcare, energy, and high-tech manufacturing. Pocatello is home to Portneuf Medical Center, a regional Level II trauma center with state-of-the-art cardiology and neurosurgery programs. Fifty miles away, Idaho National Laboratory employs over 6,000 scientific, engineering, and other staff. Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, over 1,000 miles of bike and hiking trails, Pocatello Junction, a skate park, Zoo Idaho, and ISU's Stephens Performing Arts Center.

Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is ranked one of the lowest in the nation. The FBI ranks Idaho's crime rate as the lowest in the West.







MERIDIAN & THE TREASURE VALLEY

The Treasure Valley is located in southwestern Idaho, in the heart of the Pacific Northwest's high desert region. The area encompasses the communities of Boise, Meridian, and surrounding cities, offering convenient access to major metropolitan markets while maintaining the appeal of an outdoor-oriented lifestyle. The region is approximately 20 miles from the foothills of the Rocky Mountains and provides convenient access to year-round recreational destinations, including Bogus Basin Mountain Recreation Area and the Boise National Forest.. Residents enjoy opportunities for hiking, mountain biking, fishing, boating, camping, skiing, golfing, and other outdoor activities.

The City of Meridian is centrally located in the Treasure Valley and has grown into one of Idaho's largest and most desirable communities. Meridian enjoys a four-season climate characterized by warm, dry summers, relatively mild winters, and abundant sunshine. Once a small agricultural community, Meridian has evolved into a thriving city of more than 130,000 residents, offering an attractive combination of residential neighborhoods, commercial development, excellent schools, and community amenities. (meridiancity.org)

The Treasure Valley has a diverse and expanding economy supported by technology, healthcare, education, advanced manufacturing, agriculture, construction, and professional services. The region is home to major employers and nationally recognized companies, with Meridian being home to St. Luke's Meridian Medical Center, a major regional healthcare facility, as well as The Village at Meridian, a premier shopping, dining, and entertainment destination. Residents also enjoy Settlers Park, Julius M. Kleiner Memorial Park, Meridian Speedway, golf courses, community recreation programs, and an extensive network of parks and pathways.

Compared with many western states, the Treasure Valley offers an attractive location for individuals, families, and businesses seeking affordability and high quality of life. The combination of economic opportunity, community amenities, outdoor recreation, and convenient regional access makes Meridian and the greater Treasure Valley an increasingly desirable place to live, work, and do business.





