Dean for the College of Allied Health and Nursing

Leadership Profile
Spring 2022
Executive Summary

Minnesota State University, Mankato is a place where big ideas become real-world solutions that have a positive impact in our state, the region and the global community. As the University works to realize its ever-growing potential, it seeks an experienced, collaborative and forward-thinking leader to serve as the next Dean for the College of Allied Health and Nursing.

The College of Allied Health and Nursing is a diverse and thriving learning community committed to preparing tomorrow’s leaders through state-of-the art skills, critical thinking, ethical decision making, cultural competence and lifelong leadership development. The College includes seven academic departments and one school: Dental Hygiene; Family Consumer Science; Health Science; Social Work; Human Performance; Recreation, Parks and Leisure Services; Speech, Hearing and Rehabilitation Services; and the School of Nursing. These programs offer a number of academic majors/minors and bachelor's degree completion programs. Post-baccalaureate work, leading to a master's degree, is available in many of the programs, along with an applied doctoral program in the School of Nursing. In addition, the college coordinates pre-professional programs in Physical Therapy and Occupational Therapy. Many of the programs within the College of Allied Health and Nursing are accredited by national and/or state agencies.

The Dean of the College of Allied Health and Nursing will provide innovative, equity-focused and creative leadership to fulfill the vision of the College. The Dean serves as the chief administrative and executive officer for the College and reports directly to the Provost and Senior Vice President for Academic Affairs.

The successful candidate will possess an earned Ph.D., Ed.D. or other doctoral degree in a discipline appropriate for the College. They will also demonstrate a combination of higher education administration experience (with increasing levels of responsibility at the level of department chair or higher) and faculty experience (commensurate with tenure and promotion to the rank of associate professor or professor in any discipline) with a track record of successful experience and accomplishments in teaching excellence and innovation and research/scholarly/creative endeavors.

Minnesota State Mankato is a key driver of the region and state’s economy. The University offers more than 130 undergraduate areas of study, 90 graduate programs including master's, specialist and doctoral programs and welcomes students from all over the globe. The University boasts a strong foundation and is situated in a thriving community.

Minnesota State Mankato is the largest institution within the Minnesota State system. The Minnesota State system has established a strategic vision, Equity 2030, which aims to close the educational equity gaps across race and ethnicity, socioeconomic status, ability and geographic location by the end of the decade at every Minnesota State college and university and to provide an opportunity for all Minnesotans to create a better future for themselves, their families, and their communities. The full Minnesota State Equity 2030 plan is available here.

To submit a nomination or express personal interest in this position, please see the Procedure for Candidacy at the end of this document.
Role of the Dean

For a forward-thinking, engaging and creative leader, this is an opportune time to join Minnesota State Mankato. Joining a university where innovative ideas are nurtured and advanced, the Dean will further a growing College that is dedicated to improving the quality of life for individuals, families and communities.

The Dean reports directly to the Provost and Senior Vice President for Academic Affairs. The Dean will oversee academic programs and maintain external accreditations; provide academic and administrative planning and budgeting; interpret and administer collective bargaining agreements; implement college and university policies; recruit, develop and evaluate faculty and staff; maintain positive student relations; fundraise and procure grants; maintain and develop external connections, advisory boards, collaborations and partnerships; provide oversight for procurement and maintenance of College technology and facilities; promote, develop and encourage equity-minded and racially just programming and supports; and mentor department chairpersons. The Dean also oversees several public-serving disciplinary centers and services, including the Public Dental Clinic, Glen Taylor Nursing Institute for Family and Society, Center for Communication Sciences and Disorders, Center of Sport and Performance Psychology, Maverick Family Nursing Simulation Center, Rec N’ Read Programs and the newly formed Center for Rural Mental Health.

In addition, the Dean will:

- **Develop and execute an ambitious vision for the future.** The College brings together a unique set of undergraduate and graduate programs that are dedicated to supporting physical, mental, social and emotional health and wellness. As the future of health and related careers is shifting rapidly, the Dean will be empowered — and empower others — to take risks and challenge norms. While establishing a vision for the future of the College, the Dean will listen, learn and collaborate across all academic programs to identify opportunities for growth, connection and greater impact within the University and extended community. The College promotes experiential learning opportunities and the use of technology, and the Dean will sustain and greatly extend these priorities. Engaging and uniting faculty, staff, students and alumni around a plan for the future will provide direction to the next phase of the College’s evolution and growth. It will inspire, challenge and motivate faculty, students and staff in their pursuit of creative scholarship.

- **Advocate for and advance the goals of the College.** The Dean will serve as the chief advocate for the College with the ability to provide a holistic view of what it means to be allied health and nursing. With many programs of distinction that are accredited by national and state agencies, the Dean will bring an understanding of what is required. They will be forward thinking in their effort as a promoter for faculty and staff resources and will be a willing and collaborative partner, working with senior leadership and other deans to identify multidisciplinary opportunities that benefit the College of Allied Health and Nursing and the University as a whole.

- **Leverage state-of-the-art facilities.** The Clinical Science Building opened its doors in 2017. Created to bolster healthcare studies, the facility serves the School of Nursing and Department of Dental Hygiene. The building includes spacious dental and communications disorders clinics, hospital-like nursing simulation labs, and flexible-use classrooms and group spaces. There is also dedicated
space for an in-house student dental clinic, where friends, family, and community members can receive low-cost care from advancing students. The new Dean will leverage access to state-of-the-art facilities for experiential learning and clinicals.

- **Advance diversity, equity and inclusion goals.** Minnesota State Mankato believes that a diverse and welcoming campus is critical in order for its students, faculty and staff to be engaged and productive members of a global society. The Dean will be a key leader in advancing these priorities and those outlined in the Minnesota State Equity 2030 plan, lending energy, authority and passion to efforts underway to increase equity and diversity at all levels and promote a welcoming and inclusive environment. These efforts will include faculty, staff and student recruitment and retention — advancing the goal that people working in health professions are more reflective of the populations they serve. Overall, the new leader will foster and advance racial and social justice and equity in curriculum, communities and engagements.

- **Support an environment focused on student success and support.** The Dean will bring a student-centered approach, always putting the well-being of students first and serving as an advocate on their behalf. The Dean will be a visible presence and show genuine interest in engaging with students and helping support their personal and professional growth. They should be committed to the overall student experience and promote a collaborative and supportive environment that provides students with the tools they need to succeed in the classroom and beyond.

- **Engage alumni and other partners in supporting the College.** The Dean is a leading figure in Minnesota State Mankato's work to engage businesses, health systems and clinics, the local community, alumni and donors. They will play a key role in identifying new opportunities for revenue generation; stewarding and retaining existing relationships; and building new networks that benefit both the College and its partners, including increasing opportunities for experiential learning. Fundraising is a significant part of these efforts, and the Dean will be expected to partner closely with the President in cultivating donors. The Dean will be visible and respected in the alumni community, engaging alumni as advocates for the College and sources of opportunities for students.
Professional Qualifications and Personal Qualities

The successful candidate will possess most, if not all, of the following qualities, qualifications or experiences:

- Earned Ph.D., Ed.D. or other doctoral degree in a discipline appropriate for the College of Allied Health and Nursing. Combination of higher education administration experience (with increasing levels of responsibility at the level of department chair or higher) and faculty experience (commensurate with tenure and promotion to the rank of associate professor or professor in any discipline) with a track record of successful experience and accomplishments in teaching excellence and innovation and research/scholarly/creative endeavors.

- Demonstrated commitment to fostering and advancing racial/social justice and equity in curriculum, communities and engagements.

- Demonstrated ability to expand programs and successfully start new financially sustainable programs to meet the demands of students, patients and market demands and in collaboration with public health initiatives and organizations.

- Demonstrated commitment to leading and supporting academic program quality, including experience with program accreditation, at the undergraduate and/or graduate levels.

- Demonstrated ability to cultivate relationships and develop public and private partnerships with a variety of external stakeholders and constituencies to achieve goals.

- Exceptional oral and written communication and presentation skills.

- Demonstrated commitment to fostering a diverse working and learning environment.

- Successful completion of a system or national higher education leadership development program, such as those offered by the Minnesota State system, American Association for State Colleges & Universities (AASCU), American Council on Education (ACE), Berkeley Executive Leadership Program, HERS Institutes or Harvard Institutes for Higher Education, among others.

- Knowledge of current and emerging student populations and trends in allied health and nursing disciplines, including in curriculum, programming and visioning new workforce channels and career paths.

- Record of identifying and securing federal, foundation and other sources of funding to support initiatives in fostering and advancing racial/social justice and equity in curriculum, communities and engagements.

- Demonstrated ability to develop strategies and budgets and implement those strategies to high-impact programming and services.

- Experience overseeing and delivering public services via revenue generating centers, clinics and institutes.

- Experience in securing external funding through grants, contracts and/or gifts.

- Experience in supporting high-impact research.

- Demonstrated ability to supervise, develop and/or lead a cross-functional team.
▪ Demonstrated ability to effectively lead in a collective bargaining and/or shared governance environment.

▪ Ability to engage in professional leadership and service as a senior academic administrator at the state, regional, national and international levels to advance strategic directions.

About the College of Allied Health and Nursing

The College of Allied Health and Nursing is Minnesota State Mankato's home for students who are looking for a diverse and thriving learning community committed to preparing tomorrow’s health and wellness leaders through state-of-the-art skills, critical thinking, ethical decision making, cultural competence and lifelong leadership development.

With a wide range of health, wellness and interdisciplinary programs, students of the College have the opportunity get involved with special research initiatives, community service projects and hands-on learning opportunities. Graduates become leaders in a broad range of health and wellness fields.

The College has more than 80 full-time faculty who are all leaders in their respective fields and dedicated to helping students succeed through mentorship, innovation, real-world experiences, research and service opportunities. The College also serves the greater community and region through faculty-led initiatives and continuing education programs.

▪ Mission, Vision, Goals & Values
▪ Allied Health & Nursing IDEAs (Inclusion, Diversity, Equity and Accessibility)
▪ Technology and Learning
▪ Continuing Education and Customized Training
▪ Advisory Boards
▪ Hope Faculty Research Fellows
▪ Pulse, the Magazine of the College of Allied Health & Nursing
Academic Programs

**Alcohol and Drug Studies**

The undergraduate program in alcohol and drug studies prepares students to enter the addiction field or prepare for an advanced degree.

- Alcohol and Drug Studies, Bachelor of Science (BS)
- Alcohol and Drug Studies, Minor

**Athletic Training**

The master’s degree in athletic training prepares professionals to treat physically active patients as a critical part of an integrated health care team.

- Athletic Training, Master of Science (MS)

**Communication Sciences and Disorders**

Minnesota State University, Mankato's undergraduate and graduate programs in Communication Sciences and Disorders prepare students for rewarding careers in speech-language pathology and audiology.

- Communication Sciences and Disorders, Bachelor of Science (BS)
- Communication Sciences and Disorders, Master of Science (MS)
- Communication Sciences and Disorders, Minor
- American Sign Language, Certificate

**Dental Education**

State of the art facilities and world-class educators prepare students for a fulfilling career as a dental hygienist or an advanced degree as an Advanced Dental Therapist.

- Dental Hygiene, Bachelor of Science (BS)
- Advanced Dental Therapy, Master of Science (MS)

**Exercise Science**

The Exercise Science Programs offer science-based and human-focused degrees in Exercise Physiology, Exercise Science, Pre-Physical Therapy or Sports Medicine. All paths emphasize practical, real-world experiences.

- Exercise Physiology, Master of Science (MS)
- Exercise Science – General Exercise Science, Bachelor of Science (BS)
- Exercise Science – Pre Physical Therapy, Bachelor of Science (BS)
- Sports Medicine, Minor
**Experiential Education**

The Masters in Experiential Education program prepares educators and professionals for effectively and ethically leading, teaching and facilitating experiential learning for ALL learners - all ages, all abilities, all cultures and all identities.

- Experiential Education, Master of Science (MS)

**Family Consumer Science**

Degrees in Dietetics, Child Development and Family Studies or Foods and Nutrition all train future professionals to promote the well-being of individuals and families.

- Dietetics, Bachelor of Science (BS)
- Child Development and Family Studies, Bachelor of Science (BS)
- Foods and Nutrition, Bachelor of Science (BS)
- Family Consumer Science, Minor

**Family Consumer Science Education**

Undergraduate and graduate programs in Family Consumer Science Education prepare students for careers educating or teaching in the areas of family consumer science.

- Family Consumer Science Education, Bachelor of Science (BS)
- Family Consumer Science Education, Graduate Certificate

**Health And Physical Education**

The undergraduate program in health and physical education empowers graduates to encourage all children to lead healthy and active lives through effective health and physical education programs.

- Health and Physical Education, Bachelor of Science (BS)
- Developmental Adapted Physical Education, Minor
- Physical Education Teacher Education, Graduate Certificate

**Health Science**

Programs in health science prepare students for in-demand careers and advanced degrees in Health Education and Promotion, Public Health, Occupational Therapy Prep or Healthcare Administration Prep.

- Applied Health Science, Bachelor of Science (BS)
- Health Science, Minor
- Applied Health Science, (MS)
- Community Health Education, Bachelor of Science (BS)
- Community Health Education, Master of Science (MS)
Nursing
This program is for undergraduate students who wish to earn a registered nurse licensure and a Bachelor's degree in Nursing. Upon completion, students will earn a Bachelor of Science degree with a major in Nursing and will be eligible to sit for the national licensing examination (NCLEX-RN).

- Nursing, Bachelor of Science (BS)
- RN Baccalaureate Completion, Bachelor of Science (BS)
- Nursing Practice (DNP/FNP)
- Nursing Practice (from MSN-DNP)

Physical Education & Developmental Adapted Physical Education (DAPE)
The BS in Physical Education-DAPE program prepares future educators for teaching students in PreK-12 about how to live a physically active and health-enhancing lifestyle.

- Physical Education & Developmental Adapted Physical Education (DAPE), Bachelor of Science (BS)
- Developmental Adapted Physical Education, Graduate Certificate

Pre-Professional Programs
With majors in pre-occupational therapy and pre-physical therapy, these pre-professional undergraduate majors are designed for students who plan to for apply to professional occupational therapy and physical therapy programs.

- Pre-Physical Therapy
- Pre-Occupational Therapy
- Pre-Athletic Training

Recreation, Parks & Leisure Services
The Recreation, Parks and Leisure Services major offers career tracks in Leisure Planning and Management, Resource Management and Therapeutic Recreation.

- Leisure Planning Management, Bachelor of Science (BS)
- Resource Management, Bachelor of Science (BS)
- Therapeutic Recreation, Bachelor of Science (BS)
- Recreation Minor, Minor

Social Work
The Department of Social Work is home to BSSW and MSW programs that are accredited by the Council on Social Work Education. Social Work prepares students for generalist and advanced-generalist practice and for licensure as a social work professional.

- Social Work, Bachelor of Science in Social Work (BSSW)
- Social Work, Master of Social Work (MSW)
Social Welfare, Minor

**Sport Management**

The undergraduate and graduate programs in Sport Management prepare students for careers or advanced degrees around the business of sports.

- **Sport Management, Bachelor of Science (BS)**
- **Sport Management, Master of Science (MS)**
- **Athletic Coaching, Minor**

**Sport, Exercise and Performance Psychology**

The master's degree in Sport, Exercise and Performance Psychology prepares graduates for continued study or fulfilling careers with athletes and physically active people through coaching, athletic training, health and wellness coaching, sports psychology consulting and more.

- **Sport, Exercise, and Performance Psychology, Master of Arts (MA)**
About Minnesota State University, Mankato

Overview

Founded as a Normal School in 1868, Minnesota State University, Mankato is now the second largest university in Minnesota with a tradition of combining big ideas with real-world thinking to find solutions for pressing problems in the state, region and global society. Mankato, Minnesota, is a community of nearly 44,500 people about 85 miles southwest of the Twin Cities of Minneapolis and St. Paul. The University acknowledges the land and the tribal nations upon this land whose work is being accomplished. We acknowledge that we are on Dakota land. We also take the opportunity to recognize that we live, work and learn in the homeland of the Dakota people, whose language frames our name—Minnesota State University, Mankato.

Serving approximately 14,000 students annually, the University is an applied research institution, with more than 200 academic programs, from bachelor’s through doctoral degrees. The University is a diverse and global campus with 18% students of color and more than 1,175 international students from 95 countries, cutting-edge information technology solutions and extensive partnerships. The University has 1,600 faculty and staff, including 700 teaching faculty with additional locations and a growing number of online programs to accelerate educational access and opportunity. These locations include partnerships in northern Minnesota’s the iron range region. Fast facts about the University can be found here.

Minnesota State University, Mankato is a member of the Minnesota State system. The Minnesota State system has established a strategic vision, Equity 2030, which aims to close the educational equity gaps across race and ethnicity, socioeconomic status, ability and geographic location by the end of the decade at every Minnesota State college and university and to provide an opportunity for all Minnesotans to create a better future for themselves, their families and their communities. The focus of the work includes:

- Enhancing access and student success.
- Providing Minnesota with the talent it needs.
- Anchoring the communities and regions we serve.

Equity 2030 seeks to bridge efforts occurring within divisions and institutions, creating an intentional statewide culture of equity-minded collaboration and resulting in equitable practice embedded throughout our institutions. The full Equity 2030 plan is linked here.

Minnesota State University, Mankato has identified five broad themes as the basis for discussion in developing the University’s next comprehensive strategic plan. The themes are Serving Students and Managing Enrollment; Focusing our Resources; Offering an Exceptional Student Experience; Caring for Health and Well-Being; and Ensuring a Welcoming, Equitable, and Inclusive University. We seek to attract teacher-scholars who will be culturally and academically diverse faculty members and staff with a demonstrated commitment to creating an inclusive learning and working environment. Minnesota State University, Mankato is student-centered and focuses on applied research that expands knowledge; improves learning; and serves the region, state and nation.
Minnesota State Mankato: Mission, Vision, Core Values

Mission

Minnesota State University, Mankato promotes learning through effective undergraduate and graduate teaching, scholarship and research in service to the state, the region and the global community.

Vision

Minnesota State Mankato will be known as a university where people expect to go further than they thought possible by combining knowledge and the passion to achieve great things.

Our foundation for this vision is our heritage of both dedicated teaching and the direct application of knowledge to improve a diverse community and world. We will achieve it by actively nurturing the passion within students, faculty and staff to push beyond possibility on the way to realizing dreams.

Core Values

Minnesota State University, Mankato is an innovative, student-centered learning community that values:

- Integrity and respect in the way we conduct ourselves.
- Diversity in who we are and what we do.
- Access to programs and services that create opportunities for all to pursue their dreams.
- Responsibility to those we serve by providing an education that inspires solutions to society's challenges.
- Excellence in our academic and non-academic pursuits.

Leadership

Edward Inch, President

Dr. Edward Inch was appointed the 13th President of Minnesota State University, Mankato, on March 17, 2021, following a highly competitive national search. Assuming the presidency on July 1, Dr. Inch brings strategic leadership and an understanding of the importance of working in a collaborative, transparent and authentic manner to build a shared vision – a vision that will ensure the success of all students and will secure the University’s future. President Inch sees the University as playing an instrumental role in the lives of its students and region.

Throughout his career, his top priorities were improving student outcomes and access along with ensuring instructional capacity and proactive learning support services. Providing a strong, student-centered and inclusive learning environment is at the heart of these efforts. Dr. Inch has worked to enhance student/faculty research and creative projects, provide greater access to internships and service-learning projects, develop an innovation and entrepreneurship hub and restructure teaching loads to allow for more and better faculty scholarship.

Prior to his appointment as President at Minnesota State Mankato, Dr. Inch served as the Provost and Vice President for Academic Affairs since August 2016.
Before Cal State East Bay, Dr. Inch served as the Dean of the College of Arts and Letters at California State University, Sacramento, from 2011 – 2016; as Provost and Vice President for Academic Affairs at Capital University in Columbus, Ohio; and prior to that position, for six years, he was the Dean of the School of Arts and Communication at Pacific Lutheran University in Tacoma, Washington. Dr. Inch began his academic career as a lecturer at Western Washington University before becoming an assistant professor in the Department of Communication and Theatre at Pacific Lutheran University.

In 2006 and 2007, Dr. Inch was an American Council on Education Fellow hosted by California State University, Sacramento. While at Pacific Lutheran University, he served as an accreditor for the Northwest Commission on Colleges and Universities. He also earned the Washington State Bar Association’s certificate in Alternative Dispute Resolution and Norway’s Nansen Academy’s certificate in International Peacebuilding. He has led international initiatives and programs focused on mediation and conflict management in the Balkans.

Dr. Inch received his bachelor’s degree in speech communication from Western Washington University and his master’s degree in rhetoric and communication from the University of Oregon. He earned his doctorate in speech communication from the University of Washington.

**Mankato, Minnesota**

Mankato, Minnesota is located approximately 85 miles southwest of Minneapolis/St. Paul. The University sits atop 303 acres overlooking the Minnesota River Valley. Greater Mankato has a population of over 101,000. A 2019 Economic Impact Study revealed that Minnesota State Mankato adds $781 million annually to the Mankato economy.

Mankato is a major regional center that has been designated as a Metropolitan Statistical Area and has earned several livability awards. Education is central to the area’s quality of life and economy. The City of Mankato is renowned for great parks and trails. Rivers, lakes, ravines, bluffs, natural prairies and forested
areas offer breathtaking landscapes. Greater Mankato hosts a number of fantastic events and festivals throughout the year. The area offers more than 50 miles of paved trails for biking and hiking.

**Procedure for Candidacy**

All applications, nominations and inquiries are invited. Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile. Professional references are not requested at this time.

WittKieffer is assisting Minnesota State University, Mankato in this search. For fullest consideration, candidate materials should be received by March 31, 2022.

Application materials should be submitted using WittKieffer’s candidate portal.

Nominations and inquiries can be directed to:

Amy Crutchfield and Bree Liddell
Mankato-Dean@wittkieffer.com

Minnesota State University, Mankato has a long-standing commitment to diversity and is actively seeking to nurture and enrich its underrepresented communities. Women, minorities and individuals with disabilities are encouraged to apply. In accordance with USCIS regulations, successful applicants must be legally able to accept work in the United States. Requests for reasonable accommodation of a disability during the application and/or interview process should be made to Human Resources, 507-389-2015 (V), 800-267-3529 or 711 (MRS/TTY). This announcement is available in alternative format upon request. Minnesota State University, Mankato is an affirmative action/equal opportunity university and is a member of the Minnesota State Colleges and Universities system.