



## Prospectus

Dean of the College of Allied Health & Nursing



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### POSITION INFORMATION AND QUALIFICATIONS

Minnesota State University, Mankato, a leading university with a growing international reputation for breakthrough applied research, invites applications and nominations for the position of Dean of the College of Allied Health & Nursing. The University seeks an exceptional individual who will provide innovative, equity-minded and creative leadership to fulfil the vision of the college to prepare tomorrow's leaders through state-of-the-art skills, critical thinking, ethical decision making, cultural competence and lifelong leadership development.

Minnesota State Mankato's culture merges big ideas with real-world thinking to solve problems with inspired actions. Minnesota State Mankato is a thriving institution with highly regarded academic programs, a long history of a strong student-focused culture, and a record of commitment to its community and region. The Dean will be a key leader in helping Minnesota State Mankato sustain and further strengthen programs and services for its students and the wider community.

### EQUITY 2030 AND THE MINNESOTA STATE SYSTEM

Minnesota State Mankato is the largest institution within the Minnesota State System which includes 7 four-year institutions and 26 two-year colleges. By 2030, Minnesota State will eliminate the educational equity gaps for first-generation students, low-income students, indigenous students and students of color at every Minnesota State college and university. To achieve this, we must enhance access and increase student success by:

1. Increasing student retention, persistence, and graduation;
2. Increasing the percent of Minnesotans age 25 to 44 who have attained a postsecondary certificate or degree to 70 percent across all populations;
3. Increasing market share of high school graduates and the transfer rate from our two-year colleges to our universities; and
4. Increasing the number of post-traditional (adult) learners

While there is only one goal for Equity 2030, achieving that goal will require coordination and work across multiple areas of Minnesota State. In order to help organize the work and help each member of the Minnesota State community see how their role can contribute to Equity 2030, six strategic dimensions have been identified:

- **Enhanced access:** Enhanced access entails strengthening partnerships and collaboration with elementary and secondary education, business and industry, community-based organizations, and philanthropic partners to expand and grow current programming and identify new ways to support students.
- **Student academic success:** By establishing guided learning pathways that focus on academic preparation, progression, and accomplishment within an area of study and career, Minnesota State will increase and improve student academic success.

- Student engagement and support: Improving opportunities within the institution and across the state for student engagement and support, both academic and non-academic, including supporting student access to resources to meet basic needs, will enable more students to attend college and earn a credential.
- Data-guided decision-making: Making sure that the right people have access to the right information at the right times as well as authority and information necessary to intervene effectively when needed will be essential for Equity 2030 to succeed.
- Financial resources and support: Engagement with community partners to combine efforts and resources may open opportunities for student support that are previously unused.
- Workforce diversity and strategic talent management: Minnesota State will also encourage workforce and industry partners to adopt and implement worker-centered policies that support lifelong learning.

## BACKGROUND AND CAMPUS OVERVIEW

Since its founding in 1868 as Mankato Normal School, the school has focused on educating tomorrow's leaders to apply big ideas and real-world thinking to solve problems with inspired actions. For more than 155 years, the people of Minnesota State Mankato have been pairing bold aspirations with practical applications that have the power to change the world. We are an opportunity-rich community where big ideas become real-world solutions through inspired action.

Today, more than 15,700 students, including more than 1,600 international students from more than 100 countries, attend Minnesota State Mankato, making it the second largest university in Minnesota. The nearly 1,600 faculty and staff, including more than 700 teaching faculty, are distinguished by their dedication and loyalty to the institution's mission and their students.

The University's academic quality is recognized through its accreditation by the Higher Learning Commission. More than 90 academic programs also hold specialized accreditation, certification and or recognition from 25 different recognized accrediting agencies; six non-academic programs also hold specialized accreditation, certification or recognition.

Minnesota State Mankato has an annual budget of \$240 million and its endowment is over \$100 million. Minnesota State Mankato [generates an annual economic impact](#) of over \$827 million. Alumni and friends provide significant private financial support to the University, donating almost \$35 million during the last fiscal year that allowed the University's Foundation to provide more than \$2.3 million in scholarships and emergency grants and to help fund a major capital campaign. Faculty and staff are represented by collective bargaining units and all negotiations occur at the state level, either through the Minnesota State System Office or through the Minnesota Management and Budget Employee Relations Division.

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.

## MISSION, VALUES AND VISION

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 our 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 S. Inch is the 13th President of Minnesota State University, Mankato. He assumed the presidency July 1, 2021, and brought with him strategic leadership and an understanding of the importance of working in a collaborative, transparent and authentic manner to build a shared vision.

President Inch sees the University as playing an instrumental role in the lives of its students and region. Dr. Inch brings to Minnesota State Mankato 36 years of distinguished university leadership experience. Before coming to Mankato, Dr. Inch served as the Provost and Vice President for Academic Affairs at California State University, East Bay. Prior to Cal State East Bay, Dr. Inch served as the Dean of the College of Arts and Letters at California State University, Sacramento; Provost and Vice President for Academic Affairs at Capital University in Columbus, Ohio; and 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 addition to his cabinet-level and dean work, 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 worked with the Academy's international initiatives and programs focused on mediation and conflict management in the Balkans.

Throughout his career, Dr. Inch's top priorities have been improving student outcomes and access, 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.

David Hood, Provost and Senior Vice President for Academic Affairs

David S. Hood, Ed.D., is the Provost and Senior Vice President for Academic Affairs at Minnesota State University, Mankato, where he serves as the chief academic officer and a key member of the President's Cabinet. Overseeing a \$106 million academic portfolio, Dr. Hood provides strategic vision for academic programming, faculty affairs, research, and accreditation across multiple campuses.

With over two decades of experience—including 16 years in senior executive leadership—Dr. Hood is a champion for student success and academic excellence. Since 2022, he has spearheaded initiatives that have boosted first-year retention, increased transfer and graduate enrollment, and streamlined institutional effectiveness. His tenure has been marked by successful academic realignments and the oversight of 16 specialized accreditation reviews.

A proven fundraiser and collaborator, Dr. Hood has secured more than \$15 million in corporate, foundation, and federal



support. His landmark achievements include the founding of the School of Agriculture, Food, and Natural Resources, the Rural Behavioral Health Clinic, and the Maverick Innovation Gateway. Dr. Hood previously held leadership roles at Montclair State University and North Carolina Central University. A tenured professor of educational leadership, he holds an Ed.D. from Tennessee State University and remains dedicated to shared governance and the public mission of higher education.

## ACADEMICS

Minnesota State University, Mankato offers over 99 undergraduate programs of study, and over 55 graduate programs, including master's, specialist, and doctoral programs. Some programs are also offered online or through various [University Extended Education](#) venues, including the facility at 7700 France in Edina and as well as through completion programs at our 2-year community college partner locations.

Excellence across the curriculum is a Minnesota State Mankato hallmark. Each of the University's academic colleges have achieved distinction, and students access comprehensive academic support services to excel in and out of the classroom.

The University is comprised of five Colleges: [Allied Health and Nursing](#), [Business](#), [Education](#), [Humanities and Social Sciences](#), and [Science, Engineering & Technology](#). The Division of Academic Affairs also includes Graduate Studies; Library and Learning; Global Education; the Office of Research and Sponsored Programs; the Center for Excellence in Scholarship and Research; the Center for Excellence in Teaching and Learning; and The School of Applied Agriculture, Food and Natural Resources.

## COLLEGE OF ALLIED HEALTH & NURSING

The College of Allied Health and Nursing is Minnesota State University, Mankato's home for those who are looking for a diverse and thriving community dedicated to preparing tomorrow's health and wellness leaders.

Whether you are a future Maverick, valued alumni, a donor, or one of our community partners, here are a few things you can expect from the College of Allied Health and Nursing: state-of-the-art learning spaces, real-world experiences, commitment to equity and inclusion, collaboration, scholarship and donor opportunities, and connection to the community.

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.

### [Applied Health Science:](#)

The undergraduate and graduate programs in applied health science prepare students for rewarding careers and advanced degrees in community health, school health teaching, and alcohol and drug rehabilitation.

### [Athletic Training:](#)

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

### [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.

### [Dental Education:](#)

Our 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.

#### **Exercise Science:**

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

#### **Family Consumer Science:**

Our 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. Our undergraduate and graduate programs in Family Consumer Science Education will prepare you for careers educating or teaching in the areas of family consumer science.

#### **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.

#### **Nursing:**

Minnesota State Mankato has a variety of undergraduate and graduate nursing programs, all designed to help meet the growing demand for health care professionals.

#### **Nutrition & Dietetics:**

The Nutrition & Dietetics program provides the highest quality advisory, academic, and interactive opportunities all while developing confidence and competency for advancement following graduation to supervised practice, graduate studies or related employment.

#### **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.

#### **Pre-Professional Programs:**

These pre-professional undergraduate programs are designed for students who are ready to take the first step in their educational journey toward a specific career path.

#### **Recreation and Parks Leadership Studies:**

The Recreation and Parks Leadership Studies major offers career tracks in Recreation Leadership and Management and Cultural and Natural Resource Management.

#### **Social Work:**

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

#### **Sport Management:**

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

#### **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.

Services, Centers, and Institutes:

**[The Blue Cross® and Blue Shield® of Minnesota Center for Rural Behavioral Health:](#)**

The Blue Cross® and Blue Shield® of Minnesota Center for Rural Behavioral Health at Minnesota State University, Mankato is dedicated to improving access to behavioral healthcare for residents in outstate Minnesota through research, workforce development, continuing education and customized training.

**[Greater Mankato Mental Health Hub:](#)**

The Greater Mankato Mental Health Hub was formed in April of 2024 through the efforts of a youth mental health and suicide prevention collaborative in Mankato - making it easy to find local, state, and national resources.

**[Center for Communication Sciences and Disorders:](#)**

The Center for Communication Sciences and Disorders Clinics provide assessment and treatment of communication disorders to southern Minnesota communities. Services are provided by supervised students who are working toward a master's degree in the program.

**[Public Dental Clinic:](#)**

The public dental clinic provides high-quality care at an affordable price. Care is provided by supervised students in our Dental Education program.

**[Maverick Family Nursing Simulation Center:](#)**

The 16,000-square-foot Maverick Family Simulation Center is located in the Clinical Sciences Building and provides access to 13 high fidelity mannequins, ranging from newborns to adults.

**[Health Commons at Pond:](#)**

Operated by students, faculty and staff from the College of Allied Health and Nursing, Health Commons at Pond is a free medical clinic in the Bloomington school district providing care for area children, low-income and immigrant families.

**[Rec N' Read Program:](#)**

Camp Maverick – Rec N' Read is a recreation and literacy intervention camp designed to help struggling readers improve reading and writing skills while having fun and playing games.

**[Glen Taylor Nursing Institute For Family and Society:](#)**

The institute advances family and societal health and healing through education, research and practice.

**[Center for Sport and Performance Psychology:](#)**

The Center for Sport and Performance Psychology works with athletes, exercisers, coaches, artists and professionals to help them gain the confidence and motivation needed to overcome barriers, refine their focus and prepare to face challenges at any level.

**GRADUATE STUDIES**

Minnesota State Mankato is one of the largest providers of graduate education in the state. Our reasonable tuition, outstanding faculty, and nationally recognized academic programs make Minnesota State Mankato one of the best educational values in the country. Since 1953, we have built a reputation for providing high quality programs that provide creative, scholarly, and research opportunities that address the needs of our students and our state, region and world.

**UNIVERSITY RESEARCH**

Minnesota State Mankato faculty members are scholars on the leading edge of knowledge in their fields. They work together with undergraduate and graduate students in applying their knowledge to solve real-world problems. Faculty and students conduct research in state-of-the-art facilities, including a number of research centers. Faculty and

students are also supported through the Undergraduate Research Center, Research and Sponsored Programs, Center for Excellence in Scholarship and Research, and the Institutional Review Board. Faculty can apply for internal Faculty Research Grants and have opportunities for recognition for their research, scholarly and creative work.

#### ONLINE AND OFF-CAMPUS PROGRAMS

Minnesota State Mankato provides access to high-quality programs beyond traditional on-campus experiences to fit the needs of working professionals and busy adults who want to advance their careers, complete a degree, or build new skill sets. This includes delivery of off-campus, online education for 100 percent online bachelor's degree completion programs as well as undergraduate and graduate credits and continuing professional education units with the flexibility to learn anywhere. In addition to fully online programs, we have partnerships with our 2-year colleges to offer bachelor completion programs on site as well as other partner locations.

[Center for Workforce Professional Education](#) provides leadership-based programming, executive-level programs, workforce training, and opportunities to earn continuing education units (CEUs). Professional development subjects vary significantly to meet industry needs. Some examples include Human Resources, Leadership, Financial Planning, Manufacturing Technology, and Education. The Center for Workforce Professional Education also offers the Certified Financial Planner (CFP) program.

#### LIBRARY & LEARNING SERVICES

Library & Learning strives to be an innovative and creative resource to fulfill the vision of a learning commons and epicenter for intellectual inquiry for a comprehensive university in the 21st century. Library Services provides strong support to the University's programs with a collection of more than 1.3 million volumes, including access to hundreds of electronic databases and journals; 750,000+ e-books; and well-equipped modern facilities with state-of-the-art technologies. The Library is a destination of choice and registers an average of 2,000+ daily visits during the academic semester.

Library & Learning encompasses several student support services using an equity-minded, collaborative and innovative strategy, including three federally supported [TRIO programs](#), the [Center for Academic Success](#), University [Honors](#) and [Fellowship](#) programs, [Learning Communities](#), [MavPASS](#) supplemental instruction services, and the [Undergraduate Research Center](#).

#### LEARN MORE ABOUT THE OTHER DIVISIONS OF THE UNIVERSITY

[Administrative Services](#)

[Athletics](#)

[Diversity, Equity and Inclusion](#)

[Finance and Facilities](#)

[IT Solutions](#)

[Student Affairs and Enrollment Management](#)

[Student Success and Engagement](#)

[University Advancement](#)

#### THE COMMUNITY – MANKATO, MN

Nestled in the scenic Minnesota River Valley, greater Mankato, Minnesota, includes the communities of Mankato and North Mankato — and offers a perfect blend of close-knit community and city life just 80 miles from the Twin Cities. With a diverse economy, strong job market and a regional medical center, it's a great place to live, learn and work.

The University sits atop 303 acres overlooking the Minnesota River Valley. Mankato's population is over 44,000 and the Greater Mankato area has a population of over 100k. Minnesota State Mankato adds \$827 million annually to the Mankato economy (2023 Minnesota State system study.)



Mankato is a major regional center designated as a Metropolitan Statistical Area and has earned several livability awards, including: a top 10 spot for "best small college towns" by Schools.com; one of the "best small college towns in America" by College Values Online; and "best small places for businesses and careers" by Forbes. Recently, it was [reported](#) that Mankato's economic growth leads Minnesota and among the top in the nation. Low office and energy costs and productive workforce make [Mankato one of the least expensive places to do business](#) in the Upper Midwest; and, in the top 17 percent of the nation.

Education is central to the area's quality of life and economy, in that more students choose to pursue higher education in the Mankato area than any other community outside of the Twin Cities. The city of Mankato is renowned for rivers, lakes, ravines, bluffs, natural prairies, and forested areas that offer breathtaking landscapes with more than 50 miles of paved trails for all-season cycling, walking, and hiking.

The city of Mankato keeps its visitors and residents entertained year-round with plenty of exciting events and festivals. Almost all events are focused on celebrating the unique character of the Mankato area—including its history, climate, location and friendly atmosphere., including the International Festival, Mankato River Ramble, Mankato Marathon, History Fest, Mankato Annual Traditional Pow-Wow, MN Senior Games, Kiwanis Holiday Lights, the Speechless Film Festival, Thunder of Drums, City Art Walking Sculpture Tour, more than 20 concerts a year, and the annual Ribfest. To learn more about Mankato, please visit [Greater Mankato Growth](#) and [Visit Greater Mankato](#).

#### THE ROLE OF THE DEAN, COLLEGE OF ALLIED HEALTH & NURSING

[Click Here to View the Position Description](#)

#### OPPORTUNITIES AND CHALLENGES

##### **Strategic Vision & Identity**

The next Dean will lead the College through a bold and inclusive strategic planning process—shaping the future of curricula, research, creative activity, and community engagement contributing to attaining the goals outlined in [Destination 2030 and the Comprehensive Academic Plan](#). This is a unique opportunity to foster a compelling and cohesive identity for the College, aligning its mission with university-wide goals such as advancing community engagement, delivering foundational education across disciplines, and preparing students for meaningful leadership in their communities.

##### **Faculty Development & Academic Excellence**

Partnering with department chairs and faculty, the Dean will cultivate a collaborative and high-performing academic community. The role includes guiding hiring priorities, recruiting and retaining top-tier scholars and educators, and establishing mentorship and professional development strategies that support faculty at every career stage. The Dean will champion a student-centered culture rooted in the University's Destination 2030 Strategic Plan and the Comprehensive Academic Plan.

##### **Community Engagement & External Partnerships**

With its diverse disciplines and deep commitment to public impact, the College is well-positioned to expand experiential learning and community partnerships. The Dean will play a pivotal role in strengthening relationships with regional, state, national, and global organizations to amplify the College's visibility, and enhancing the real-world impact of its programs and graduates.

##### **Resource Development & Innovation**

To realize the College's ambitious goals, the Dean will lead efforts to secure new resources by stewarding existing relationships and cultivating new friends of the College. In addition, the dean will be expected to work collaboratively with the faculty to develop ideas for high impact projects and initiatives to attract grants, and other philanthropic support. Development efforts should support student scholarships, faculty research, and innovative programming that

elevates the College's profile and reach.

### **Communication & Collaboration**

As a visible and engaged leader, the Dean will foster transparent communication across departments and with students, staff, and university leadership. The Dean will also serve as a key advocate for the College, shaping its brand and messaging to attract prospective students, faculty, and partners from the region and around the globe.

### **Commitment to Diversity & Inclusion**

Minnesota State Mankato is deeply committed to equity and inclusion. The Dean will advance this commitment by promoting a welcoming and diverse academic environment, supporting initiatives that reflect the lived experiences of all students, and ensuring inclusive excellence across the College.

### **Graduate Program Growth**

The Dean will collaborate with faculty to expand graduate offerings that align with institutional priorities and meet emerging workforce and societal needs. This is a strategic opportunity to shape graduate education that is both impactful and sustainable.

### **HOW TO APPLY**

To apply submit a cover letter, curriculum vitae, and reference list. The cover letter should address the opportunities and challenges, and the characteristics, duties and responsibilities sections of the position description. All nominations applications shall be confidential. **For best consideration, submit your application on or before February 27, 2026.**

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.