



Position Profile

Dean of Nursing & Health Professions
November 2018



**Chaminade
University**
OF HONOLULU

In partnership with Summit Search Solutions, Inc.



INTRODUCTION

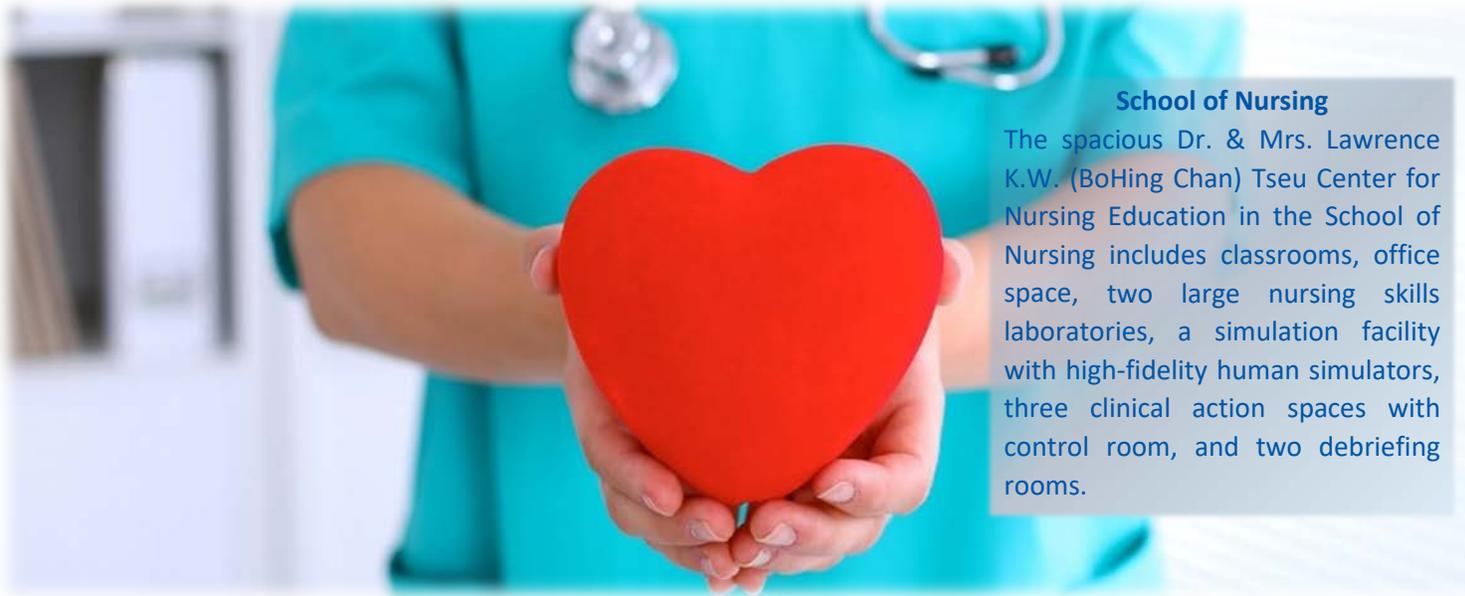
One of five academic divisions at Chaminade University, the School of Nursing (SON) offers a four-year baccalaureate degree in nursing, with a special emphasis on health inequity, community impact and service to Native Hawaiian and Pacific Islander communities. The program is accredited by the Commission on Collegiate Nursing Education (CCNE) and recently underwent a review that resulted in a 10-year re-accreditation. The most recent National Council Licensure Examination (NCLEX) pass rates were 100%. The vibrancy of this school is represented by:

- The valued contributions of a diversely prepared faculty who demonstrate evidence-based practice, perform research, have significant practice experience and are committed to development in teaching and learning;
- A culture and placed-based curriculum supporting diversity and the Native Hawaiian serving mission;
- A commitment to access and equity in nursing education, ensuring a focus on supporting student success within and outside the classroom; and
- A community-first mindset that embeds its work within the needs of its stakeholders.

While honoring the foundations in place since the SON's inception in 2010, the time is right for a visionary leader who can rise to the challenge of leading this unique School's next level of development. The Dean will launch new graduate nursing programs and lead the University's efforts to expand programming into allied health.

As the only Catholic University in Hawai'i, and one of three Marianist higher-education institutions in the U.S., Chaminade University is guided by the understanding that both reason and faith are essential conditions in the pursuit of truth. Chaminade's community is a family where students mature into world citizens who respect the complexity and diversity of others, value community service and strive to create a more just society. Its faculty emphasizes critical thinking and creative problem solving.

Located in the international city of Honolulu on the island of O'ahu, Chaminade is regarded for its remarkably diverse student body—students come from Hawai'i, the mainland U.S., the Pacific region, and beyond. Class sizes are small, with a low student-to-faculty ratio. At Chaminade, students receive a personalized and values-based education that prepares them for an ever-changing future in the global community. To learn more, see: <https://chaminade.edu/about/>



School of Nursing

The spacious Dr. & Mrs. Lawrence K.W. (BoHing Chan) Tseu Center for Nursing Education in the School of Nursing includes classrooms, office space, two large nursing skills laboratories, a simulation facility with high-fidelity human simulators, three clinical action spaces with control room, and two debriefing rooms.

THE OPPORTUNITY

Dean of Nursing & Health Professions

Chaminade seeks candidates to join its community of teaching scholars who are passionate about nursing, excited about exploring allied health, and thrive in a creative and caring work environment. In keeping with the Catholic and Marianist mission of Chaminade University to develop men and women in service to the community, the School of Nursing builds on a tradition of innovation and a commitment to provide the very best value-centered education, scholarship, and professional services locally, nationally, and internationally. The School of Nursing is committed to leadership in nursing and is positioned to build capacity in research and evidence-based practice in the next phase of its development. A belief that caring and cultural competency are essential domains of nursing knowledge guides its focus of educating the whole person. Its model of relating theory to practice with a special view towards vulnerable populations and cultural differences illustrates the importance of each person's contribution to the accomplishment of the mission and goals of this School. Guiding the School of Nursing to the next level of its development is a key focus for the next Dean. This involves multi-level, multi-faceted efforts to advance curriculum, student support, faculty development, new program development, fundraising and community relations. The Dean's work will be supported by an excellent Office of Advancement and a newly formed Office of Innovation & Strategy, which acts as an in-house incubator for new academic programs, stakeholder partnerships, and pursuit of Federal grant funding.

The University will provide a competitive salary and benefits including relocation. This is an 11-month position and includes a three-year renewable contract.

Key Responsibilities

The Dean of Nursing and Health Professions serves as the School's academic leader and, in collaboration with faculty and staff, is responsible for:

- Providing visionary leadership in a collaborative and transparent style for the on-going development of the School of Nursing, its resources, programs, faculty, and future directions;
- Developing, implementing, supporting, and evaluating academic programs to address local and national market and community needs, including the development of new graduate program(s) in nursing, expansion into a limited portfolio of allied health programs, and diversification of academic offerings to include certificate and training opportunities;

- Developing and implementing policies to meet the needs of a diverse and growing student population and accrediting bodies;
- Fostering and developing community relationships, partnerships, and collaborative programs;
- Fostering a culture of faculty scholarship in nursing research, practice, and education;
- Preparing and administering the budget and working collaboratively with the Offices of Advancement and Strategy & Innovation in pursuit of transformational financial resources in support of the School;
- Guiding the recruitment, appointment, retention, promotion, development, and long-term success of a diverse and accomplished faculty and staff; including provision of leadership in formal and informal faculty mentoring;
- Establishing and/or maintaining professional relationships and partnerships between the School of Nursing, local, regional, national and international healthcare agencies, and other external organizations;
- Serving as the liaison between the School of Nursing and the central administration of Chaminade University;
- Linking the School of Nursing to other constituencies in the institution and in the community.

Minimum Qualifications

- Doctorate in Nursing or related discipline from an accredited university;
- A record of providing administrative leadership, vision, and energy in nurturing and developing nursing and/or health professions programs;
- Program development experience;
- History of teaching, scholarship, and service suitable for a tenure track position; the ability to foster faculty scholarship;
- Desire to take the lead to create or seize opportunities associated with changes in graduate and undergraduate education, including the delivery of healthcare and technology in an increasingly competitive and rapidly evolving world environment;
- Knowledge of emerging opportunities related to health inequity and the developing role of the nurse and other health professionals;
- Fiduciary and budget management skills;
- An understanding of the role of information technology in educating the next generation of nurses;
- An ability to advocate effectively for the profession within the university and at the local, state, national and international levels;
- A willingness to assume a limited teaching load commensurate with the Dean's position responsibilities;
- Becoming licensed in Hawai'i or eligible for Hawai'i RN licensure.

Preferred Qualifications

- Track record of successful academic program development;
- Experience in grant acquisition, fundraising, partnership development;
- Experience with non-degree and certificate program offerings;
- Experience with CCNE accreditation preferred.

Personal Characteristics

- Commitment to the mission and values of the University as a Catholic and Marianist institution;
- Willingness to play a role that involves both strategic leadership and hands-on work;
- A record of and commitment to working with diverse populations of students, faculty, patients and the community;
- Potential to engage in an authentic way with the mission of serving Native Hawaiian and Pacific Islander communities;
- Excellent interpersonal skills;
- A collaborative management and leadership style that empowers faculty.

ABOUT CHAMINADE UNIVERSITY

As the only Catholic University in Hawai'i, and one of three Marianist higher-education institutions in the U.S., Chaminade is guided by the understanding that both reason and faith are essential conditions in the pursuit of truth. Chaminade's community is a family where students mature into world citizens who respect the complexity and diversity of others, value community service and strive to create a more just society. Its faculty emphasize critical thinking and creative problem solving while mentoring students in more than 28 undergraduate and graduate programs in the fine arts and humanities, sciences and mathematics, business and communication, education and behavioral sciences, and nursing.

Located in the international city of Honolulu on the island of O'ahu, Chaminade is regarded for its remarkably diverse student body—students come from Hawai'i, the mainland U.S., the Pacific region, and beyond. Class sizes are small, with a low student-to-faculty ratio. Students develop professionally through service learning projects, research and internship experiences, and leadership and community networking opportunities. At Chaminade, students receive a personalized and values-based education that prepares them for an ever-changing future in the global community. To learn more, see: <https://chaminade.edu/about/>

About Chaminade University of Honolulu

Chaminade University of Honolulu was founded in 1955 under the guidance of five Marianists eager to establish a Catholic institution of higher education in Hawai'i. Initially, Chaminade started out as a two-year college, St. Louis Junior College, and welcomed 30 young men to the inaugural class. Within two years, the School expanded to a four-year, co-educational institution and changed its name to Chaminade College in honor of the Blessed William Joseph Chaminade, the founder of the Society of Mary (Marianists). Chaminade expanded its services to the community in 1967 with the establishment of an evening session to serve adults with business, family, and military responsibilities who desired to pursue a college degree. In 1977, the university finalized its evolution, adding graduate programs to become Chaminade University of Honolulu. Currently, 22 undergraduate degrees and six graduate programs are available.

About the Marianists

The Society of Mary (Marianists) is a Roman Catholic religious order of men and have been bearers of the Catholic and Marianist traditions in their educational efforts since they first arrived in the Hawaiian Islands in 1883. Marianists embrace the idea of education as a mechanism to transform society and support a spirit of openness, mutual respect, and acceptance. They live in a community of equals, brothers and priests, modeling the Spirit of Mary, the mother of Jesus and witness to Christ's transforming presence on campus.



There are some 20 Marianists brothers and priests who live in three separate community houses on the campus. Some of the brothers serve the University as administrators, professors, campus ministers, and in other support roles. Additionally, some of the brothers serve St. Louis School, a school for young men grades K-12 also on this campus. Some of the brothers are in active retirement and can still be seen helping out in various ministries on campus.

Marianist spirituality has resulted in an approach to education that emphasizes a teacher being truly present to students, not only teaching them but loving and respecting them. Marianist teachers expect of their students both competence and compassion, both a solid grasp of subject matter and a living awareness of the moral and spiritual dimensions of education and life.

Mission

Chaminade University offers its students an education in a collaborative learning environment that prepares them for life, service and successful careers. Guided by its Catholic, Marianist and liberal arts educational traditions, Chaminade encourages the development of moral character, personal competencies, and a commitment to build a just and peaceful society. The University offers both the civic and church communities of the Pacific region its academic and intellectual resources in the pursuit of common aims.

Diversity and Community at Chaminade

Chaminade is a meeting place, a gathering together of many cultural traditions under one academic roof. Chaminade University is one of the most diverse colleges in the U.S. and provides a model of multi-cultural interaction and understanding. The greater community of Honolulu in which its located provides another dimension of cultural awareness, as so many cultures co-exist and mutually benefit from one another in this cosmopolitan city.

Students from the mainland US can experience a sense that they are “somewhere else,” and yet they are still going to school in one of the 50 states. All international students will find a welcome here in Honolulu, Hawai'i, a truly international city with a gracious host culture and immigrants from many areas of the globe. Local students can participate in a wealth of opportunities to discover the world beyond Hawai'i, through Chaminade's network with other institutions of higher learning.



A Native Hawaiian-Serving Institution

Chaminade holds a unique position in the intellectual life of the Hawaiian Islands. In 1884, Saint Louis College opened in what is now Honolulu's Chinatown. The Marianists emphasized the need to bring education to those who needed it the most, among whom were Native Hawaiians. Saint Louis College quickly became an integral part of the community of Honolulu, serving both the ordinary citizens and the Hawaiian Ali'i (royalty) of that era. Today, Chaminade continues its commitment to provide excellent academic opportunities for Native Hawaiian and Pacific Island students.



Academic Excellence

Chaminade students study under the guidance of an excellent, involved faculty. The degree programs are thorough preparation for careers in the workplace, or for continued studies in graduate school. The programs are geared so that each individual student can develop to their fullest academic potential.

Chaminade is dedicated to educating the student as a whole person. The campus is a lively classroom for learning about living and working in the 21st century. Chaminade students are prepared through challenging discourse; exercise in diverse methods of inquiry; and moral guidance and spiritual exploration. Participation in Chaminade's multicultural community enriches and deepens perspectives of humanity, and helps to develop skills and awareness needed by leaders.

Facts and Statistics of Undergraduate Students

Average Class Size: 19
Student-to-Faculty Ratio: 11 to 1
Full-Time Faculty: 99
Undergraduate Enrollment: 1,235
Total Enrollment: 2,762

Student Body by Residence

67% Hawaii
22% U.S. Mainland
9% Pacific Islands
2% International

Accreditation

The University is fully accredited by The Western Association of Schools and Colleges (wasweb.org). The baccalaureate degree program in nursing is accredited by the Commission on Collegiate Nursing Education (CCNE).

Chaminade University Leadership

President Lynn M. Babington: Dr. Babington earned a Ph.D. in Nursing and a M.N. in Nursing from the University of Washington, as well as a B.S.N. from the University of Michigan. Dr. Babington began her career in nursing immediately after earning her B.S.N. but quickly took on supervisory and administrative roles. After receiving her graduate degree, Dr. Babington became the Associate Director of Nursing at San Francisco General Hospital which was the first of many senior administrative roles as well as serving as a Health Care Consultant. After earning her Ph.D. in Nursing, Dr. Babington transitioned into the academia arena, first as an Associate Professor at Northeastern University and later serving in the positions of Assistant and Associate Dean, and Director of the Doctorate of Nursing Practice Program.



Before taking the helm as the tenth President of Chaminade University, Dr. Babington served as Interim President of Fairfield University. Other positions held there were Professor and Dean for the School of Nursing, Provost & Senior Vice President of Academic Affairs. Dr. Babington joined the Chaminade University 'Ohana as President on August 1, 2017.

PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by **January 13, 2019** will be given first consideration. Please submit a PDF version of your CV/resume and cover letter outlining your interest and suitability for this position. To apply online, go to <https://theapplicantmanager.com/jobs?pos=su131>

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Chaminade University does not discriminate on the basis of sex, race, color, religion, national origin, age, and disability in accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, and Americans with Disabilities Act of 1991. Chaminade University does not discriminate on the basis of sexual orientation, arrest and court record, and National Guard participation, as well as on the basis of sex, race, color, religion, national origin, age, and disability, in accordance with Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967, Americans with Disabilities Act of 1991, Equal Pay Act of 1963, and HRS Chapter 378.



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GREATER HONOLULU

If O'ahu is the heart of Hawaii, then Honolulu is its racing pulse. In this cosmopolitan capital city and gateway to the U.S. island chain, you will find everything from historic landmarks to fine dining to world-class shopping. Home to the majority of Oahu's population, Honolulu stretches across the southeastern shores of the island, from Pearl Harbor to Makapuu Point, encompassing world-famous Waikiki Beach along the way. The Waikiki neighborhood is famous for its iconic crescent beach backed by palms and high-rise hotels, with volcanic Diamond Head crater looming in the distance. Honolulu provides the benefits of city living with a beachy year-round lifestyle which is a rare find.

The people of Hawai'i are welcoming and genuine. It is not only paradise from a visual perspective but also from a human perspective. People of Hawai'i truly love spending time outdoors on the many miles of hiking trails around the island. The weather is great with 85 degrees in the summer and 75 degrees in the winter year-round, so sailing, surfing, paddle boarding, swimming, scuba diving, and kite surfing in Kailua, are all popular O'ahu sports. There is never a shortage of outdoor water fun that can be enjoyed on any day of the year. It is truly a paradise that many call home.

In 2016, "Hawai'i led the nation in the well-being ranking, with the top score in the physical, financial, and community categories", states [Time](#) online.

Chaminade University is in the Kaimuki neighborhood of Honolulu, not far from Waikiki beach. Influenced by Spanish Mission architecture, Chaminade's white stucco buildings with red-tiled roofs are a gracious note on the hillside above Kaimuki. Looking out from campus, Diamond Head is visible at left, and a beautiful view of the ocean and the horizon is visible to the right, especially from the dorms on the upper campus slopes.



To learn more about Honolulu, Hawai'i:

Honolulu Chamber of Commerce - <https://www.cochawaii.org/>

The Hawaiian Islands - <https://www.gohawaii.com/islands/oahu/regions/honolulu>

Chaminade Campus Tour - https://www.youtube.com/watch?time_continue=7&v=jZ7Sx-o6grk