



NATIONAL SEARCH FOR THE  
**Director of  
Undergraduate Nursing**

# Director of Undergraduate Nursing

## EXECUTIVE SEARCH

**CLARKSON COLLEGE**, a private, accredited, non-profit health sciences college in Omaha, Nebraska, seeks a dynamic nursing leader to serve as **Director of Undergraduate Nursing**. Reporting to the Vice President for Academic Affairs, the Director is responsible for the implementation of high-quality Baccalaureate Nursing programs. The preferred start date for the position is **January 1, 2021**. Applications and nominations are invited.

## The Opportunity

Clarkson College has prepared students to professionally provide high-quality, ethical, and compassionate health care services for more than 130 years. The College's devotion to excellence in education began in 1888, when the Bishop Clarkson Memorial Hospital accepted its first nursing student.

The College proudly carries on the tradition of excellence today through a broad range of undergraduate, graduate, and professional programs designed to prepare individuals for both entry-level and highly advanced roles in various health care disciplines. More than 350 health care professionals graduate annually in Nursing, Health Care Education and Leadership, Physical Therapist Assistant, Radiography, Medical Imaging, Health Care Business and Administration, Health Information Management, and Community Health. It also maintains an educational partnership with Nebraska Medicine, one of the largest and most respected medical campuses in the region.

Students receive a multifaceted education focused not only on academics, but also on care, integrity, and a commitment to excellence. The dedicated instructors enable Clarkson graduates to achieve licensing pass rates

consistently above the state and national averages. Most recently, nursing graduates had a 100% first-time board pass rate on the BSN NCLEX exam.

The academic programs also weave service learning into the curriculum, and students' commitments to caring begin the moment they enter the classroom. Along with College faculty and staff, students complete a combined estimated 12,000 hours of service every year.

The College has experienced consistent enrollment over the last several years, with 1,192 students currently learning on campus and online. An average student-to-faculty ratio of 16-1 creates a learning environment that guides students toward educational and professional success.

Clarkson has maintained continuous accreditation with The Higher Learning Commission since 1984 for all programs. The Bachelor of Science in Nursing, Master of Science in Nursing, and Doctorate of Nursing Practice also are accredited by the Accreditation Commission for Education in Nursing (ACEN).





# Director of Undergraduate Nursing

## EXECUTIVE SEARCH

## The Nursing Programs

Clarkson's nine undergraduate and graduate nursing programs provide options for both first-time college students and practicing nurses at every level. Undergraduate programs are Licensed Practical Nurse to BSN, RN to BSN, and Bachelor of Science in Nursing. Graduate programs include RN to MSN, Master of Science in Nursing, Post-Graduate Certificate in five advanced practice areas, BSN to DNP - Nurse Anesthesia, BSN to DNP, and DNP Post-Master's.

The most sought-after degree at Clarkson College is the Bachelor of Science in Nursing. Currently, 432 students are enrolled across the three undergraduate BSN programs. Class-size in these programs are kept to a minimum and are taught by instructors with extensive experience in the nursing field. Hands-on practice in the state-of-the-art skills lab and simulation lab, as well as in a variety of hospitals, clinics, and other public health care settings, begins in the student's first year. While the majority of BSN courses are classroom-based, students have the option to complete a portion of their coursework online. **More information about the Nursing programs is available at <https://www.clarksoncollege.edu/nursing/index#degrees>.**

## The Position

Director of Undergraduate Nursing oversees and coordinates all aspects of the Baccalaureate Nursing programs. This includes classroom didactic education, accreditation, student and academic policies, and resources for the program that serve undergraduate nursing students. This position reports to the [Vice President of Academic Affairs](#).

### Perform the duties of the Director.

- Develop and monitor department budget for all areas of responsibility.
- Staff areas of responsibility with qualified talent through recruitment, selection, and orientation of new employees.
- Develop employees through coaching, counseling, and support for training and education.
- Responsible for the performance management of direct reports, including performance appraisals and goal setting.
- Participate in the organization's strategic planning process by preparing the annual report and actively participating in critical success factors as assigned.
- Communicate with employees to ensure that information is accurately and consistently shared.
- Provide input and direction for the recruitment strategies of the responsible programs.

### Manage the curriculum.

- Determine that the curriculum is consistent with current practice, college policy, and accreditation standards.
- Guide curriculum development and revisions to determine if the program is consistent with the change occurring in professional practice.
- Ensure that the curriculum changes are consistent with the standards established by the College and accreditation.
- Recommend curricular changes to the Academic Council and be actively involved with planning and implementation.



# Director of Undergraduate Nursing

## EXECUTIVE SEARCH

### **Maintain knowledge of student progress and needs.**

- Meet with students who are in need of advisement.
- Maintain posted office hours for meeting with students in each semester.
- Document student advisement sessions.

### **Maintain an appropriate professional presence within the College and community.**

- Provide data about the program so committee members are informed.
- Represent the program in the development of policies and procedures.
- Present perspectives on major discipline so policy formation and procedures developed are appropriately inclusive of the program.
- Pursue scholarly activities that result in publications, research, presentations, and/or professional presentation, as needed.

### **Support the Vice President of Academic Affairs in initiation and maintenance of professional accreditation of the program to assure program has quality and integrity.**

- Remain knowledgeable in standards necessary for professional accreditation.
- Promote program activities that assure all accreditation standards are continually met.
- Prepare the necessary applications for accreditation visits for national and state agencies.
- Prepare the self-study report for presentation to the accreditation agency, and coordinate site visit for each agency.
- Prepare the Baccalaureate Programs annual report for the State Board of Nursing.
- Obtain approval for all practical nursing course syllabi, program outcomes, and other program curriculum components requiring approval.

### **Perform as a faculty member in development and teaching of classes.**

- Design and develop courses utilizing evidence-based practice, task analysis, and model curriculums provided by the appropriate accrediting body, as needed.
- Maintain an understanding of instructional methods for traditional and online learning modalities so students' needs are met.
- Oversee the content, structure, and maintenance of the current course syllabi for assigned courses.
- Maintain scheduled theory and lab/clinical sessions.
- Maintain a current and appropriate knowledge base of theory presented.





# Director of Undergraduate Nursing

## EXECUTIVE SEARCH

## Qualifications

### Education

- A doctorate degree (DNP, EdD, or PhD) **required**
- RN **required**
- BSN or MSN degree **required**

### Credentials

- Must have, or be eligible for, an unencumbered Nursing license in Nebraska

### Experience

- Minimum of 3 years of clinical experience as a registered nurse **required**
- Minimum of 1 year of experience teaching in higher education **required**
- Minimum of 1-3 years of experience in higher education administration **preferred**

### Skills and Knowledge

- Excellent interpersonal skills, customer service aptitude, and technological abilities

## Omaha, Nebraska

The largest city in the state of Nebraska, Omaha has always been a dynamic, energetic city that is continually transforming itself. Offering authentic Midwestern hospitality, the city's metropolitan area is home to over 900,000 residents. Omaha's economy has grown dramatically since the early 1990s. The city is considered one of the top high-tech havens in the nation.

Situated on the Missouri River, this "Gateway to the West" city fosters a strong sense of community and has outstanding cultural venues, performing arts, and recreational opportunities. The Henry Doorly Zoo and Aquarium, Durham Museum, Lauritzen Gardens, and the Old Market are only a few of the favorites. Along with its wide range of historical and new neighborhoods and suburbs, the city has many public and private schools and outstanding health care systems.



# Director of Undergraduate Nursing

## EXECUTIVE SEARCH

## Application and Nomination Process

Confidential inquiries are welcomed, and nominations are invited.

1. Application packet must include:
  - a) A letter of application that addresses the responsibilities and qualifications of the position
  - b) Current curriculum vitae
  - c) At least three (3) references with full contact information including e-mails (References will not be contacted without consent from applicants.)

Additional information will be requested upon receipt of application.

2. Submit application packet to [Clarkson@myersmcræ.com](mailto:Clarkson@myersmcræ.com) (preferably as PDFs). Materials will be reviewed upon receipt. Applications will be accepted until the position is filled.

Submit nominations to [Clarkson-nominate@myersmcræ.com](mailto:Clarkson-nominate@myersmcræ.com) with complete contact and e-mail information for the individual being nominated.

**Jennifer Barfield**, Senior Vice President, and **Emily Parker Myers**, CEO, of **Myers McRae Executive Search and Consulting** are conducting this search.



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*Clarkson College is an Equal Opportunity Employer. In accordance with applicable law, we do not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis protected by appropriate law.*



### Mission, Vision & Values

#### Mission

Preparing students to professionally provide high-quality, ethical, and compassionate health care services.

#### Vision

The preferred educator in the region graduating knowledgeable, skilled, and morally grounded health care professionals.

#### Values

**Learning:** The lifelong process of education through both structured and unstructured experiences.

**Caring:** An empowering relationship through an attitude of empathy, compassion, and respect for those with whom we interact, serve, and lead.

**Commitment:** Dedication to the shared mission of Clarkson College.

**Integrity:** Adherence to moral and ethical standards in personal, professional, and organizational actions.

**Excellence:** A level of performance in which all individuals strive for extraordinary quality.