



**UtahState**  
University



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*Inviting Applications and Nominations for*

# Department Head of Nursing

Emma Eccles Jones College of Education and Human Services



**MYERSMcRAE**  
EXECUTIVE SEARCH AND CONSULTING



**Utah State University** seeks an experienced professional and demonstrated leader to serve as the **Department Head of Nursing** in the Emma Eccles Jones College of Education and Human Services.

► **USU Mission**

*Utah State University is a premier land- and space-grant institution committed to excellence, access, and inclusion.*

► **USU Vision**

*We empower all people to lead successful lives of involvement, innovation, and impact.*

► **USU Strategic Direction**

*We champion exceptional education, research and discovery, and community contribution.*



## ABOUT THE UNIVERSITY

**The main campus for Utah State University (USU) is located in Logan, Utah with 30 statewide locations and 60+ online degrees.** USU is known as one of the nation's premier student-centered land-grant and space-grant universities. Founded as an agricultural college in 1888, USU enrolls 28,900 students who go by Aggies.

Utah State Aggies create transformational impacts through meaningful research, particularly in space, water, land, air, and quality of life questions. Aggies affect change locally, nationally, globally, and even galactically.

At Utah State, one finds award-winning faculty, state-of-the-art facilities, and career-driven degree programs. In fact, USU has six colleges plus the School of Graduate Studies, offering more than 130 majors and programs. USU offers 370 degrees and certificates

in its undergraduate, graduate, and doctoral programs. With a student to faculty ratio of 19 to 1, its most popular majors are Economics, Psychology, Mechanical Engineering, Computer Science, Kinesiology, Elementary Education, and Speech and Hearing Sciences.

Known for its national rankings, USU has been ranked among the top 25 for its online bachelor program for nine straight years by U.S. News and World Report. It was also the recipient of the 2020 Award for Undergraduate Research Accomplishments by AURA; listed as the #5 most engaging college social media in nation by Rival IQ in 2023; the best employer in Utah by Forbes in 2023; and was named #18 best public university in the nation by Washington Monthly for 2023. USU has had 38 Goldwater Scholars as well.



PUBLIC UNIVERSITY IN THE NATION  
(Washington Monthly, 2023)

**#18**



STUDENT/FACULTY RATIO

**19 to 1**



COLLEGES & SCHOOLS

**6**



DEGREES

**370+**



## Emma Eccles Jones College of Education and Human Services

Emma Eccles Jones College of Education and Human Services is committed to academic excellence in research, teaching, and service activities across a wide array of education and human service fields. The college is home to eight academic departments with approximately 200 faculty who are engaged in innovative research and high-level graduate and undergraduate education. The college is consistently ranked by *US News and World Reports* as one of the top Graduate Colleges of Education in the country, ranking 26th among public institutions of higher education in 2025 and 1st in the state of Utah for the past 25 years. The college's programs and outreach missions are strengthened by an on-campus elementary laboratory

school and five stand-alone centers, including the Sorenson Legacy Foundation Center for Clinical Excellence.

Faculty, students, and staff within the college also engage with a broad range of community partners to both provide opportunities for community-engaged research projects and learning, which enhances the overall quality of education and human service programs throughout the state of Utah.

Degrees with a focus on healthcare and wellness at Utah State University prepare students for professions that assist individuals across the lifespan, including nursing, public health, physical therapy, sports psychology, fitness, and many more. Degrees include Nursing AAS, Nursing BSN, and a certificate in Practical Nursing.







# THE OPPORTUNITY

**Utah State University is currently seeking a qualified and dynamic Department Head of Nursing in the Emma Eccles Jones College of Education and Human Services.** The successful candidate will provide effective leadership including, but not limited to, responsibility for communication, ongoing program planning and assessment, and fiscal management. This opportunity includes working with college leadership in planning and directing increased funding aimed at facilitating growth in the nursing program, including hiring new faculty and increasing enrollment.

## Minimum Qualifications

- Current RN license in Utah or eligibility for compact state licensure.
- Earned doctoral degree (PhD, DNP, or EdD) with at least one graduate degree in nursing OR master's degree in nursing (doctoral degree preferred).
- Minimum of six years of full-time nursing education experience, including three years in an academic leadership role.
- Demonstrated record of teaching, curriculum development, and service meriting faculty appointment at associate or professor rank.
- Substantial experience in academic leadership, program development, and faculty oversight within an accredited nursing program.
- Knowledge of ACEN/CCNE accreditation standards, best practices, and regulatory requirements.

- Strong leadership, communication, problem-solving, and organizational skills.
- Commitment to student-centered education and creating a diverse, equitable learning environment.

## Preferred Qualifications

- Certification or advanced degree in nurse leadership, nursing education, or administration, OR national recognition as a leader by a professional nursing organization (e.g., NLN, AACN, AONL/UONL).
- Proven record of university or community service.

## Strategic Leadership & Vision

- Lead the Nursing Department's mission, strategic planning, and academic operations across all campuses.
- Oversee the delivery and continuity of the BSN, RN to BSN, and ADN programs, ensuring curricula are current, high-quality, and aligned with the university's objectives.
- Shape the future of the department by developing new programs and expanding existing ones to meet the evolving needs of nursing education.
- Integrate emerging technologies—such as simulation, telemedicine, and artificial intelligence—into teaching and clinical training to strengthen student readiness and relieve the burden on clinical sites.

## Academic & Faculty Leadership

- Supervise the faculty, statewide campus operations, academic support staff, part-time clinical teachers, and skills lab teams, promoting a positive, care-driven culture. Support faculty in delivering an outstanding student experience, including regular evaluation and feedback on best practices in teaching and learning.
- Mentor faculty and provide professional growth opportunities.
- Recruit, develop, and retain high-quality faculty and staff.
- Oversee curriculum design, workload management, academic scheduling, and quality program delivery.

## Student Success & Program Outcomes

- Be accountable for student persistence, graduation rates, first-time NCLEX pass rates, and overall satisfaction.
- Monitor and evaluate program outcomes, implementing data-driven improvements.
- Oversee clinical operations for coordination of clinical placements and expansion of simulation-based learning opportunities.

- Promote an inclusive and welcoming learning environment that supports students from diverse backgrounds.

## Accreditation & Compliance

- Ensure compliance with ACEN accreditation standards, state/national regulations, and university policies.
- Lead accreditation preparation, institutional reporting, and continuous quality improvement processes.
- Serve as a liaison between local, state, and national organizations to ensure programs meet all regulatory requirements.

## Resource & Operations Management

- Develop and manage budgets for academic operations, ensuring adequate resources to fulfill the department's mission and goals.
- Lead strategic investment in facilities, staffing, and innovation.





- Collaborate with USU PR and Marketing to grow enrollment and implement targeted advertising strategies.

## Skills and Abilities

The ideal candidate will:

- Lead with integrity and transparency.
- Build partnerships inside and outside the university.
- Communicate clearly and effectively.
- Adapt to change and guide others through it.
- Promote student success and belonging across varied life experiences.
- Balance strategic vision with hands-on support for faculty and staff.

## Community & University Engagement

- Represent the Nursing Department at institutional, state, regional, and national levels.
- Build strong partnerships with healthcare organizations, alumni, and community stakeholders.

## Teaching & Service

- Teach 1–2 nursing courses annually.
- Engage in service activities aligned with professional expertise.
- Contract Term: Tenured Track, 12 months



## Interim Dean of the Emma Eccles Jones College of Education and Human Services



Shawn Whiteman is the interim dean of the Emma Eccles Jones College of Education and Human Services. The move followed former Dean Al Smith's transition to interim president of Utah State University.

In his former role as associate dean for research and innovation, Whiteman cultivated growth in basic and applied research through innovative training programs; promoted connections with appropriate federal, state and industry partners; supported entrepreneurial initiatives; and facilitated technology transfer and unique forms of research translation.

“During this transitional period, the college will continue efforts to advance our missions focused on teaching and learning, research and scholarship, clinical training and practice as well as translation and extension,” Interim Dean Whiteman said. “I am confident that work in these domains will maintain momentum given the talents of the faculty, staff and students in the college as well as the experienced leadership team across the CEHS.”





# LOGAN, UTAH

Founded in 1859, Logan is nestled at the foot of the nearly 10,000-foot high Bear River Mountain Range. Situated on the Logan River in northern Utah about 80 miles north of Salt Lake City, Logan is known for its natural beauty. Logan Canyon, a 40-mile community park leading to 18-mile long Bear Lake, is called the Rocky Mountain Caribbean for its azure blue waters. Boasting outstanding fishing, biking, hiking, skiing, and golfing, Logan also has an excellent park system encompassing one of Utah's two zoos, and a challenging municipal golf course.

Logan features an opera company, repertory theatre, several dance companies, renowned artists, and fabulous facilities for them. Several points of interest include the LDS Tabernacle, Nora Eccles Harrison Museum of Art, American West Heritage Center, Museum of Anthropology, Logan Fine Art Gallery, Daughters of the Utah Pioneers Museum, and even a tour of Prodigy Brewing. Downtown Logan adds to the adventures as do sundry restaurants and shopping opportunities.

Logan has a wide range of economic sectors, with a focus on education, manufacturing and processing, medical services, agriculture, and retail businesses.

The city's largest employers are, of course, Utah State University and Space Dynamics Laboratory. Other major employers include ICON Health & Fitness (IFIT), Campbell Scientific, Cache Valley Bank, Conservice, Cache County School District, Cytiva, Entegris, Gossner Foods, Intermountain Health, JBS USA, Lee's Marketplace, Logan Regional Hospital, Logan City School District, Pepperidge Farm, RR Donnelley, Thermo Fisher Scientific, TTM Technologies, S&S – Sansei Technologies, and Schreiber Foods.

Logan is served by two public school districts—mainly Logan City School District but also Cache County School District for certain neighborhoods. There are eight public schools in the Logan City School District: six elementary schools, one middle school, and one high school, Logan High School. The Cache County School District has four high schools outside Logan in other cities. Charter schools include Edith Bowen Laboratory School (K-6) on the USU campus, Bear River Charter School (K-6), and Fast Forward Charter High School. InTech Collegiate Academy is a STEM-focused, early college high school partnered with USU.



## Application & Nomination Process

*Confidential inquiries are welcomed, and nominations are invited.*



### Applications

**All application packets must include the following:**

- 1) A letter of application that includes the candidate's (a) interest in and qualifications for the position, (b) leadership philosophy, and (c) vision for Utah State University's Department of Nursing
- 2) Current curriculum vitae
- 3) At least four references with full contact information including e-mail (*References will not be contacted without consent from applicant.*)

**Submit application materials online**, preferably as PDFs. Additional information is requested with the submission of materials. **Applications will be reviewed and the position will remain open until filled.**

[APPLY HERE](#)

### Nominations

Submit nominations with complete contact and e-mail information for the individual being nominated.

[NOMINATE HERE](#)

### Consultant

Utah State University has retained **Myers McRae Executive Search and Consulting** to assist the identification and review of Department Head of Nursing in the Emma Eccles Jones College of Education and Human Services candidates. **Jennifer Barfield**, Executive Vice President of Myers McRae Executive Search and Consulting, is the lead consultant for this search. **Request a conversation regarding this search at [JenniferBarfield@myersmcr ae.com](mailto:JenniferBarfield@myersmcr ae.com).**



*Utah State University is an affirmative action/equal opportunity institution and is committed to a learning and working environment free from discrimination, including harassment. For USU's non-discrimination notice, see [equity.usu.edu/non-discrimination](http://equity.usu.edu/non-discrimination).*