



**SOUTH DAKOTA  
STATE UNIVERSITY**

**College of Nursing**



**THE  
HOLLANDER  
GROUP**

**An Invitation to Apply:  
SOUTH DAKOTA STATE UNIVERSITY  
College of Nursing  
Director of Academic Nursing Education Programs  
West River Department  
Rapid City Campus**

**THE SEARCH**

South Dakota State University (SDSU) College of Nursing invites applications and nominations for the position of Director of Academic Nursing Education Programs, West River Department, located in Rapid City, SD. This is a 12-month position reporting to the Assistant Dean. The Director must be a collaborative and creative leader and an accomplished academician with a strong record of teaching, scholarship, and service. In addition, the Director must: a) be licensed or eligible for licensure as a Registered Nurse in the state of South Dakota; b) hold a terminal degree, preferably in nursing; c) have prior leadership experience in academic nursing, and d) be eligible for a tenure-track or tenured appointment at the academic rank of Associate Professor or Professor. The position will dedicate 50% effort to teaching and scholarship and 50% effort to the administrative role, which includes general and assigned professional service. This position was created for succession planning for the Assistant Dean role, which is anticipated in 2018. It is expected that some of the teaching time will be devoted to learning about the curriculum for the Bachelor of Science, Master of Science, Doctor of Nursing Practice, and PhD programs offered by the College of Nursing. Leadership for the CON workforce diversity initiatives in Rapid City is essential.

All faculty members engage in scholarship and professional/college/university service and provide nursing leadership in South Dakota, and beyond, through active participation in professional nursing organizations.

The College of Nursing offers a research supportive environment in which tenure track faculty focus on projects of relevance to health care in rural and isolated areas. The College has been nationally recognized for its work in rural and American Indian health, and the preparation of health care providers to serve rural areas and is committed to recruiting and retaining American Indian students in nursing. The College offers a unique opportunity for faculty to teach and conduct research in a rural health care environment with more than 100 regional clinical and allied health system partners.

This position is in Rapid City, which is located southwestern South Dakota. Rapid City is the commercial center for Black Hills and Mount Rushmore tourism. It is the second-largest city in South Dakota and the county seat of Pennington County. Named after Rapid Creek, on which the city is established, it is set against the eastern slope of the Black Hills mountain range. The population was 67,956 as of the 2010 Census. Known as the "Gateway to the Black Hills" and the "City of Presidents", it is split by a low mountain ridge that divides the western and eastern parts of the city. The link below shows the city and highlights of the nursing program.

<https://vimeo.com/188431599>

Rank and salary will be commensurate with experience.

## **RESPONSIBILITIES OF THE POSITION**

### **A. Managing**

1. Directly supervises select Rapid City site faculty and staff as assigned and completes annual evaluations.
2. Collaborates to recruit and retain faculty to meet strategic program needs and College of Nursing priorities.
3. Directly supervise personnel and projects as delegated by the Assistant Dean, West River Department or the Dean, College of Nursing.
4. Serves on the College of Nursing Leadership Team.

### **B. Leadership**

1. Leads initiatives to accomplish the strategic plan of the College of Nursing.
2. Guides faculty in carrying out the processes of development, implementation, and evaluation of curriculum activities.
2. Collaborates with the Assistant Dean in maintaining qualified teaching and support staff.
3. Interprets and facilitates implementation of College and University policies.
4. Encourages and facilitates faculty participation in professional and community activities.
5. Participates in the orientation of new faculty.

6. Conducts annual academic program evaluation and accreditation data collection and reporting in collaboration with the Assistant and Associate Deans.
  7. Collaborates with the Director and Assistant Director of Nursing Student Services, and the Rapid City Student Services Coordinator, in the implementation of student policies and procedures.
  8. Participates in College public relations to market the Rapid City programs and events.
  9. Represent academic programs in the community and professional venues.
  10. Ensures a safe, supportive learning and working environment.
  11. Integrates diversity and facilitates cultural awareness in the Rapid City programs and events.
- C. Resource Management
1. Works with the Assistant Dean, West River Nursing, to assure efficient program operations.
  2. Collaborates with the Assistant Dean in assigning teaching and other roles to faculty.
  3. Develops site-specific class and clinical schedules for academic programs.
  4. Coordinates and monitors quality and adequacy of resources including but not limited to facilities, equipment, and supplies.
  5. Supports a collegial learning and working environment.
  6. Facilitates, supports, and provides resources for students needing accommodations.
- D. Staff Development and Teaching/Scholarship
1. Seeks opportunities for professional development of self and other faculty members to meet strategic goals of the College of Nursing.
  2. Assumes a teaching assignment, which is appropriate and feasible, in consultation with the Assistant Dean, West River Department and the Associate Deans.
  3. Participates in scholarly activity with peer-reviewed outcomes.
- E. Fulfill Tasks and Responsibilities delegated by the Assistant Dean, West River Department.
1. Collaborates with the Assistant Dean, Student Services Coordinator, and the teaching team coordinators to plan, implement, and evaluate new student orientation.
  2. Collaborates with the Student Services staff to plan and implement events.
  3. Collaborates with teaching team coordinators to monitor and intervene with high-risk students.
  4. Orients others and implements policies of the College of Nursing, South Dakota State University, and the South Dakota Board of Regents.
  5. The Director of Academic Programs collaborates with the College of Nursing leadership team and faculty to achieve mutual goals or address common concerns.
  6. Carries out other duties as assigned.

## QUALIFICATIONS

### A. Minimum Qualifications

1. Doctoral degree in nursing or related field.
2. Bachelor's degree in nursing and at least one graduate degree in nursing.
3. Licensed, or eligible to become licensed RN by the South Dakota Board of Nursing.
4. Minimum of 5 years' experience in baccalaureate and/or higher degree nursing education; curriculum development/implementation/evaluation; clinical nursing practice; and distance education delivery systems.
5. Academic nursing leadership experience in program performance and directing activities.
6. Evidence of research, leadership capability, and ability to work effectively with interprofessional groups.
7. Evidence of scholarly outcomes including publications and extramural funding.
8. Effective communication and strong interpersonal and problem-solving skills.
9. Experience in academic nursing program development, implementation, and evaluation.
10. Experience working with diverse groups and underserved students and communities.

### B. Desired Qualifications

1. Expertise in alternative educational delivery systems for non-traditional students.
2. Experience in research methods.
3. Demonstrated leadership in community activities.
4. Experience with writing/administrating program and scholarly grants.
5. Teaching experience in an academic institution that offers doctoral education in nursing.
6. Earned tenure at another academic institution.

## TO APPLY:

The executive search firm *The Hollander Group* has been retained by SDSU to assist in this recruitment. Applications, comprising cover letter and curriculum vitae, as well as nominations and inquiries, should be submitted electronically to [info@thehollandergroup.net](mailto:info@thehollandergroup.net). Review will begin immediately and will continue until the position is filled. For full consideration, interested persons are encouraged to apply early.

***South Dakota State University is an Affirmative Action/Equal Opportunity Employer and offers all benefits, services, education, and employment opportunities without regard for race, color, creed, religion, national origin, ancestry, citizenship, age, gender, sexual orientation, disability or Vietnam Era veteran status.***

## **SOUTH DAKOTA STATE UNIVERSITY**

South Dakota State University is the state's largest, most comprehensive higher-education institution. As South Dakota's Morrill Act land-grant university, SDSU had a fall 2016 enrollment of 12,613 students from all 49 states and 85 countries. Students can choose from among 73 majors, 31 specializations, 73 minors, 32 master's degree programs, 15 Ph.D. programs and two professional doctorates. The University also offers courses at various off-campus sites as well as undergraduate and graduate programs online through the Office of Continuing and Distance Education.

This position is located in Rapid City, South Dakota. Nestled in the foothills of the scenic Black Hills mountain range, Rapid City is the state's second largest city, with a population of 68,000. The city has outstanding K-12 schools, major medical facilities, parks, cultural, outdoor, and tourist amenities. Rapid City is located on the western border of South Dakota along Interstate 90.

## **SDSU COLLEGE OF NURSING**

The College of Nursing at South Dakota State University offers baccalaureate education through three options; the standard 4 year program (at three sites), a 1 year accelerated second degree program (at two sites) and a post-licensure RN to BSN option (on-line). Three graduate education degrees in nursing are offered: Master of Science (MS), Doctorate of Nursing Practice (DNP) and Doctor of Philosophy (Ph.D.).

The undergraduate curriculum is provided in four locations across the state (on the main campus in Brookings as well as in Rapid City, Sioux Falls and Aberdeen) to better serve the needs of students and the state health care system. The MS, DNP and PhD programs are largely delivered via distance education. Graduate curriculum options include: Clinical Nurse Leader, Nurse Educator, and Nurse Administrator (MS) and Family Nurse Practitioner (FNP – offered as both MS and DNP), post-MS to FNP/DNP for APRNs. Additional DNP advanced practice specializations are offered through university partnerships for the roles of Family Nurse Practitioner (FNP), Psychiatric Mental Health Nurse Practitioner (PMHNP), Pediatric Nurse Practitioner (PNP), Pediatric Clinical Nurse Specialist (PCNS), and Neonatal Nurse Practitioner (NNP). A Certificate in Nursing Education and a post-graduate FNP certificate are also available. The College of Nursing sponsors undergraduate and graduate courses supporting a health sciences curriculum and a master of public health degree program offered jointly with the University of South Dakota.

The College offers a unique opportunity for faculty to teach and conduct research in a rural health care environment with more than 100 regional clinical and allied health system partners.

Faculty practice is supported and encouraged.

**Nursing Faculty Profile**

The College of Nursing currently has 57 faculty, of which 19 positions are in the tenure track and 2 positions are in the clinical track.

**Nursing Student Profile**

Student enrollments by option in the College of Nursing are:

Option	Number
Undergraduate	789
Masters	83
DNP	79
PhD	24
<b>Total</b>	<b>975</b>

**Nursing Staff Profile**

The faculty and students in the College of Nursing are supported by 16 staff members.

**Accreditation**

The academic programs of the SDSU College of Nursing are fully accredited by the Commission on Collegiate Nursing Education (CCNE).

NOTE: It is acknowledged that the current SD Board of Regents, the SD Council of Higher Education (COHE), and the administration of South Dakota State University address administrative and faculty responsibilities. The Regents/COHE and SDSU expectations supersede this position description. Teaching and research expectations are commensurate with credentials and the SDSU Faculty Handbook and College of Nursing performance standards.