



**Dean of
The College of Nursing and Public Health
Position Profile**

A growing university with an inspiring mission to transform the lives of its students, Adelphi University, New York, has key elements for success in place: strong new leadership, world-class faculty, a compelling new strategic plan and an extraordinary commitment to diversity. Now we seek an inspirational new dean to lead our College of Nursing and Public Health.

It's an exciting time in the history of Adelphi University, New York. We've climbed seven places in the latest *Wall Street Journal/Times Higher Education* rankings. Due to our strong growth in enrollment, Eduventures named us one of just two national winners of its 2018 Eduventures Innovation Award. We have high national rankings for several schools and programs, in addition to being a *Forbes* Top College, a *Money* Best College and Princeton Review Best Regional College.

We now invite nominations and applications for the position of dean of the College of Nursing and Public Health (CNPH). We're looking for a proven, innovative and collaborative leader capable of bringing a bold, creative vision and strong organizational and management skills to the position.

The dean of CNPH will provide academic and administrative leadership and support for the College. The dean will take the lead while working in a spirit of shared governance with faculty in defining and developing College goals, policies and practices and will play a key role in implementing the University's long-range strategic vision defined within *Momentum: The Strategic Plan for Adelphi University, 2015–2021*—most notably, Adelphi's relentless dedication to student success.

The College of Nursing and Public Health

For 75 years the Adelphi College of Nursing and Public Health has been preparing qualified nurses, caregivers and leaders who are ready to make an impact in their communities.

Our history dates to 1942, when the United States' entry into World War II resulted in an urgent need for nurses. Mildred Montag, Ph.D., founder and director of the Adelphi College School of Nursing, was asked by Adelphi College, under a grant from the U.S. Public Health Service, to determine if local hospitals would cooperate in establishing a school of nursing at Adelphi. In January 1943, Dr. Montag was named director of the School of Nursing, the first baccalaureate program for nursing on Long Island. The first 25 students were admitted under the Nurse Training Act of 1943, also known as the Bolton Act. After completing the program, most of the students joined the U.S. Cadet Nurse Corps to serve our country both at home and abroad.

Under Dr. Montag's leadership, enrollment increased steadily. To accommodate the large number of students, Adelphi built Alumnae and Harvey Halls, two federally funded residence halls for women. At their opening ceremony in 1944, none other than First Lady Eleanor Roosevelt delivered the address "The Challenge of Nursing for Young Women Today."

Our curriculum has evolved over the years. Today we combine our hallmark nursing programs with relevant healthcare programs that tackle the health issues of today and tomorrow. Our holistic approach focuses on community intervention, health maintenance and management and environmental health. Our bachelor's and master's programs in nursing are accredited by The Commission on Collegiate Nursing Education, and the National League for Nursing (NLN) has recognized Adelphi as a Center of Excellence in Nursing Education. Students are also offered a global perspective through opportunities to study abroad in locations such as Botswana, China, Costa Rica and Guatemala. They also have the opportunity to join the Alpha Omega Chapter of Sigma Theta Tau International Honor Society (STTI), whose mission is to improve health worldwide while fostering research and scholarship. Adelphi's award-winning chapter of STTI with its rich history of more than 40 years and over 600 active members, including undergraduate and graduate students as well as outstanding nurse leaders from the community, serves as a mentoring chapter for other institutions in the region and is recognized for its Annual Leadership Conference.

We offer the following programs:

- B.S. in Nursing
- R.N. to B.S. in Nursing
- Accelerated B.S. in Nursing
- Post Master's Certificates
- Master of Public Health
- Minor in Public Health

- M.S. in Adult Gerontology Primary Care Nurse Practitioner
- M.S. in Healthcare Informatics—online and on campus
- M.S. in Nursing Administration
- M.S. in Nursing Education
- M.S. in Nutrition
- M.S. in Psychiatric Mental Health Nurse Practitioner
- Doctor in Nursing Practice (D.N.P.)
- Ph.D. in Nursing

The College currently enrolls 1,648 undergraduate and 431 graduate students.

The College is housed in Adelphi University's [Nexus Building](#) which opened in the fall of 2016. The \$76 million, 100,000 square-foot building earned recognition from the American Institute of Architects for its innovative design—a visual representation of Adelphi's commitment to community, collaboration and academic excellence. The building includes classrooms, study spaces, learning resources, faculty offices and other facilities including the Clinical Education and Simulation Lab (CESil) which houses:

- A 22-bed lab
- One fully functioning community health room (set up as a one-bedroom studio apartment)
- Seven clinical exam rooms
- One pediatric exam room
- Two classrooms fully wired for testing and web conference
- Four high-fidelity manikins
- 20 low-fidelity manikins
- Birthing mother manikin
- Pediatric, newborn and child manikins
- An obesity suit

Our skills laboratory simulates the hospital setting with all appropriate and supportive supplies and equipment, including advanced patient care manikins and simulators and many other innovative educational devices.

The College currently has 45 full-time and 200 part-time faculty members and 24 administrative staff members. For details regarding the College visit: <https://nursing.adelphi.edu/>.

Our graduates go on to join the more than 8,000 Adelphi nursing [alumni](#) working in private and hospital settings and organizations. They are nurses, managers, researchers, advocates, directors and educators training the next generation of nurses.

Adelphi University

Located just 23 miles from New York City, Adelphi is a private university in the midst of one of the most dynamic phases of its 122-year history. With record enrollments, an

increasingly diverse student body and faculty, expanding graduate programs and growing financial and administrative strength, Adelphi is being transformed just as it is transforming the lives of its students through its personalized approach to higher education.

Recognized as a Best College by *U.S News & World Report*, Adelphi is Long Island's oldest private coeducational university, serving nearly 8,100 students at its beautiful main campus in Garden City, at learning hubs in Manhattan, the Hudson Valley and Suffolk County and online. Adelphi offers exceptional liberal arts and sciences programs and professional training, with particular strength in our Core Four—Arts and Humanities, STEM and Social Sciences, the Business and Education Professions and Health and Wellness. Adelphi University is a highly awarded, nationally ranked, powerfully connected doctoral research university known for small classes with world-class faculty, hands-on learning and innovative ways to support academic and career success.

With powerful partnerships throughout the New York area, more than 115,000 graduates around the country, a growing enrollment of students from 41 states and 60 countries and rising rankings from top publications and organizations, Adelphi is strongly positioned for the future.

The University is an independent, doctoral granting institution with more than 100 different degrees at the bachelor's, master's, doctoral and professional levels.

Our faculty and staff are dedicated to providing our students with the finest education in the region as well as offering vital services to our local communities. As the University turns its strategic plan—*Momentum*—into a vision for the future, the University community has come together to accomplish mutual goals centered on scholarship and student achievement.

Adelphi University comprises eight colleges and schools:

- College of Arts and Sciences
- College of Nursing and Public Health
- College of Professional and Continuing Studies
- Gordon F. Derner School of Psychology
- Honors College
- Robert B. Willumstad School of Business
- Ruth S. Ammon School of Education
- School of Social Work

From our original Garden City, New York, footprint of three buildings, Adelphi's main campus has grown to encompass 29 buildings on 75 pastoral acres in Garden City, New York, the heart of Nassau County.

New York City ranks in the top five of the fastest-growing cities in the United States (U.S. Census Bureau 2016), top five most visited cities (*Forbes* 2016), No. 1 most

economically powerful city in the world (*Business Insider* 2015), No. 1 most influential city in the world (*Forbes* 2014), No. 1 city for finance (*The Telegraph* 2017) and No. 1 best city in the world (*Time Out* 2016).

Our Garden City students, faculty and staff have access to Long Island's culture, shopping, parks and world-famous beaches. With the Long Island Rail Road within walking distance and free shuttles offered to and from local train stations, the greatest city in the world is just a short ride away. We enjoy trips to New York's restaurants, Broadway theaters and iconic venues such as Central Park, Ellis Island, Yankee Stadium, the Museum of Modern Art, the Statue of Liberty, Rockefeller Center and Barclays Center.

We pride ourselves on meeting the needs of students. In addition to full-time study, students can enroll in part-time or accelerated programs, participate in our increasing number of online courses or attend classes at one of our learning hubs—our thriving center in downtown Manhattan, two learning hubs in New York's Suffolk County and two in the Hudson Valley region.

Academic Profile

The Carnegie Classification identifies Adelphi University as a doctoral university with moderate research activity.

Our academic programs reflect 21st-century curricula and pedagogies. With a 10:1 student-to-faculty ratio and average class size of 21, our students receive personalized instruction and mentorship from their professors, who make use of high-impact instructional practices and seek out opportunities for students to do research and participate in internships and fieldwork.

Adelphi University has been nationally and internationally recognized and cited by several well-respected organizations. Here are just a few of our accolades:

- The Princeton Review, *U.S. News & World Report* and *Forbes* named Adelphi a top choice for quality education.
- *U.S. News & World Report* listed Adelphi as a Best College out of 1,600 institutions, ranking us in the top 10 percent.
- *Money* magazine recently honored Adelphi as a College of Distinction and a *Money* magazine Best College.
- Readers of the *Long Island Press* voted Adelphi as the winner of seven Best of Long Island 2017 awards, including Best College and Best College President.
- *U.S. News & World Report* ranked the School of Social Work in the top 10 percent of social work graduate programs nationwide.
- The Center for World University Rankings placed Adelphi fourth in the world for psychology/psychoanalysis.

There are 349 full-time faculty members who teach at Adelphi; nearly 90 percent have earned the highest degree in their fields. Adelphi faculty members regularly collaborate with colleagues and students in their research, often across disciplines, schools and colleges.

Students and faculty need state-of-the-art resources to reach their goals. That's why the University has invested millions of dollars in infrastructure. We've renovated our facilities, upgraded technology and classrooms, dramatically improved our libraries—both facilities and collections—and invested in new equipment. An ambitious campus expansion project over the last decade resulted in the completion and opening of the following buildings:

- Adele and Herbert J. Klapper Center for Fine Arts
- Adelphi University Performing Arts Center
- Alice Brown Early Learning Center
- Center for Recreation and Sports
- Nexus Building—the inspiring new home of the College of Nursing and Public Health as well as the Office of Academic Services and Retention and the Office of University Admissions

In addition, our Manhattan Center has been renovated and re-envisioned for a new cohort of international students.

Student Profile

In Fall 2017, there were 5,266 undergraduates and 2,712 graduate students attending Adelphi University. Nearly 23 percent of our undergraduates live on campus. Our student body reflects the diversity of the New York metropolitan region.

- Our students come from 41 states and 60 countries.
- Nearly 15 percent of our graduate students are international students.
- 40 percent of the student body are persons of color.
- Approximately 30 percent are first-generation students.
- Adelphi is a Yellow Ribbon school for veterans.
- Students with autism spectrum disorder get the support and services they need through our renowned Bridges to Adelphi program.

Our students are diverse, but they share a commitment to academic success, an appreciation of their access to faculty members who give them the personalized attention they desire and a willingness to make a real difference in the world. Students work closely with faculty and peers as well as with members of local communities on projects, research and fieldwork. Adelphi students are making their mark across academic fields and country borders.

Diversity and Inclusion

Diversity encompasses the range of human differences that includes age, gender, race, ethnicity, physical and mental ability, sexual orientation, religion, nationality, socioeconomic status, belief systems, thought styles, military experience and education. At Adelphi, we are committed to creating a diverse and inclusive environment. We believe diversity is a powerful driver of innovation and that students, faculty and staff grow when in a diverse and inclusive environment where everyone is accepted and respected.

We have made great progress in becoming a model of diversity and inclusion. We recently appointed our first vice president for diversity and inclusion, who was key in forming the University Diversity Committee. Thanks to the committee's efforts, Adelphi initiated the groundbreaking Diversity Certificate Program for faculty and staff, a program that local public schools are emulating. We continue to grow our mentoring programs for students of color, veterans and the LGBTQ+ community.

In 2016, Adelphi University saw the largest increase in students of color in our history. We built upon this success, revising our recruitment strategies to attract a greater number of diverse faculty, students, staff and administrators to our community. As a result, in the fall of 2017, we welcomed our most diverse group of new faculty in our history: a cohort composed of nearly 50 percent faculty of color.

Additionally, the University is making our campus facilities more gender-inclusive and accessible to those with both physical and mental differences.

Alumni

There are more than 115,000 active Adelphi alumni worldwide. Notable alumni include:

- Ron Bruder, American entrepreneur who runs Middle East education nonprofits, named on the *Time* 100
- Gary "Baba Boeey" Dell'Abate, longtime producer of *The Howard Stern Show*
- Alice Hoffman, *New York Times* best-selling author
- Jonathan Larson, creator of the Broadway musical *RENT*
- Gregory W. Meeks, congressman from New York's Sixth District, representing Queens
- Chuck D (Carlton Ridenhour), musician, author, lecturer, founder and frontman of the hip-hop group Public Enemy
- Al Trautwig, sports broadcaster for television's NBC, MSG Network and USA Network
- Jacqueline Woodson, award-winning author of children's literature

University Leadership

President Christine M. Riordan, Ph.D.

Adelphi University President Christine M. Riordan, Ph.D., is an internationally recognized expert in leadership development, team building and diversity and inclusion, and is recognized for her groundbreaking initiatives to personalize and transform the higher education experience. Since beginning her appointment as Adelphi University's 10th president in 2015, Dr. Riordan has launched a remarkable turnaround strategy that has resulted in Adelphi enrolling the largest first-year classes in its history in both Fall 2016 and Fall 2017, as well as increased funds raised and greater recognition.

Dr. Riordan has published more than 60 academic and business press articles, is authoring a book on leadership and is a frequent speaker on leadership and overcoming challenges. She has been interviewed and written articles for media outlets such as *The Financial Times*, *Harvard Business Review*, *Forbes*, *USA Today*, *U.S. News & World Report*, *The New York Times*, *International Herald Tribune*, *The Huffington Post*, *MSNBC*, *CNN*, *CNBC*, *The Wall Street Journal*, *MarketWatch*, *CareerBuilder* and *Psychology Today*.

Dr. Riordan serves on the board of directors of RE/MAX Holdings, Inc. (NYSE:RMAX) and is chair of the nominating and governance committee and serves on the compensation committee. She previously served on the audit committee. She is on the board of directors of the Long Island Association (LIA), a leading business organization on Long Island. She is also a trustee of the Long Island Regional Advisory Council on Higher Education (LIRACHE) and is a member of the President's Advisory Council at the Georgia Institute of Technology. Dr. Riordan is also chair of the President's Council for the Northeast-10 Conference.

Executive Vice President and Provost Steve Everett, D.M.A.

A widely respected and extensively accomplished composer, conductor and professor of music, Dr. Everett was appointed provost of Adelphi University commencing July 1, 2018. Prior to joining Adelphi, Dr. Everett was dean of the College of Architecture, Design and the Arts and professor of music at the University of Illinois at Chicago. In that role, he oversaw four schools with numerous programs as well as the Gallery 400 art gallery, the renowned Jane Addams Hull-House Museum and the University's UIC Innovation Center—an exciting interdisciplinary research center and incubation hub that bridges research and education with industry.

His work at the University of Illinois at Chicago was preceded by 23 years at Emory University in Atlanta, where he served as assistant vice provost for academic affairs, among other leadership positions. At Emory, he also served as president of the University Senate, chair of the Faculty Council, chair of the Department of Music and interim director of the Fox Center for Humanistic Inquiry. Dr. Everett also co-chaired the university's Commission on the Liberal Arts, a task force created to explore innovative

ways to enrich the liberal arts experience. In 1998, Dr. Everett received the Mayor's Fellowship in the Arts, awarded by the City of Atlanta and the city's highest recognition of artistic achievement.

In addition to these accomplishments and honors, Dr. Everett has been a visiting professor at Princeton University, a guest composer at numerous conservatories around the world and a noted researcher. As a result of two medical research projects, he was awarded a courtesy faculty appointment to the University of Illinois at Chicago's Department of Neurology and Rehabilitation.

Dr. Everett earned his doctoral degree in composition from the University of Illinois and received two master's degrees, in music theory and trumpet performance, from Florida State University.

Momentum: The Strategic Plan for Adelphi University 2015-2021

Momentum, the University's Strategic Plan is guiding dynamic growth and development across all facets of the University. Centered on six transformational goals, *Momentum* seeks to advance around:

An Emphasis on World Class Academics

Adelphi already offers the intellectual rigor and talented faculty that create a unique educational experience. We will enhance the value of an Adelphi degree by deepening the caliber of the teaching, the programs and the research and creative work in order to increase the impact of every student's (and professor's) years with us.

A Relentless Focus on Student Success

As we grow, Adelphi will continue to set the standard for committing to the individual student—and growing their intellectual curiosity, ability and potential—in order to produce generations of curious, compassionate and successful people.

A model of Diversity and Inclusion

Adelphi's reputation as a community that values, welcomes and inspires every individual—among our students, faculty and staff—will grow on a national level.

A Powerfully Connected University

We will extend the reach and resources of our community through a potent network of relationships. We'll bring together faculty, staff, families, alumni and business and industry partners, maximizing our traditional associations here on Long Island as well as in the great city that is our neighbor.

Financial and Operational Strength

Growing stronger means growing smart by incrementally improving existing resources and operations, while integrating new and complementary ones, to form a seamlessly high-functioning, highly regarded enterprise.

Global Recognition and Renown

We will become an outstanding private university, known everywhere for our academics, our three exciting New York locations and our experiential learning. Rankings, awards and media coverage will advance both our brand and the Adelphi Advantage, all around the world.

These six goals are touchstones for all aspects of the University and are grounded in concrete initiatives designed to produce measurable results in our dedication to transform the lives of our students. To read more about the *Momentum* plan, follow this link: <https://strategic-plan.adelphi.edu/>.

Position Profile

Reporting to the provost, the dean of the College of Nursing and Public Health is responsible for the administration and leadership of the unit and works collaboratively with other deans on Adelphi's academic team. The dean is responsible for all curricula within the College, course planning and student recruitment and retention. The dean is the leader of the CNPH faculty and the primary intermediary between the faculty and the University administration. The dean will oversee assessment and accreditation-related activities, budget preparation and supervision of support staff.

Leadership Priorities

The next dean of the College of Nursing and Public Health will have the charge to make a significant and lasting impact on the College's future. Specific priorities for the next Dean of the College of Nursing and Public Health include, but are not limited to:

- **Expand Strategic Partnerships and Clinical Opportunities** – The local area's mature nursing education market and enrollment growth within CNPH heighten the importance of and need for high quality clinical placements. The dean will serve as a thought leader in health care and nurture relationships and partnerships with health care institutions in the region and beyond while pursuing new and innovative opportunities. Strategic alliances and new approaches will be needed to increase the number of clinical options for the students.
- **Create a Collaborative Vision for the College** – The dean will work with faculty, students, staff and other administrators to align the vision for the College with the University's *Momentum* Strategic Plan. Given the growth of programs and enrollments, the dean, through listening and meaningful engagement with the College's constituencies, will set a path forward that identifies programmatic priorities, strategic growth opportunities, innovative approaches to utilizing resources and space and methods for increasing CNPH's reputation and commitment to inclusive excellence.

- **Grow Inter-professional Opportunities** - As a university with a breadth of health-related disciplines and a vital commitment to student success, Adelphi is poised for its unit leaders to work together in more significant ways to promote common interests and create programs to best serve the students and community. The dean will have the opportunity to join the leaders of other Colleges to identify ways to train students across health disciplines to ensure they receive an education that prepares them to serve at the forefront of the future of health care.
- **Encourage Scholarly Research** – The College of Nursing and Public Health has roots in practice as well as scholarship. In line with Adelphi's current strategic plan, the dean will support scholarship, research, creative work and innovative teaching in its programs. The dean will place an emphasis on increasing research, grants and support of the Ph.D. and D.N.P. programs. The dean will provide leadership, resources, and, with the Provost, the delivery of administrative services that support scholarly inquiry and faculty development.
- **Guide the Growth of New Programs** – The College of Nursing and Public Health is in the process of introducing new programs and continues to look for offerings that serve students' interests and community needs. The dean will play a central role in stewarding new programs and successfully integrating them into the College. The dean will also support the accreditation and re-accreditation processes for all existing and newly eligible programs.
- **Increase the College's Philanthropic Support** – The dean will seek external funding for the College by working with the Office of Advancement to identify and cultivate relationships with foundations, corporations, alumni and donors who support the mission and vision of the College. The dean will embrace the rich history of the College and engage alumni who have a desire to give back and help educate future generations of nurses and those working to improve the health of others. In addition, the dean will take advantage of the University's proximity to New York City and its learning hubs in Manhattan, Suffolk County and the Hudson Valley to seek out strategic partnerships that will be mutually beneficial.
- **Attract and Retain Talented Faculty and Staff** – As the College's leader, the dean will have significant opportunities to interact with accomplished faculty and administrators across the nation. The dean will authentically and persuasively share CNPH's story to recruit new colleagues and retain valued members of the faculty and staff. Particular benefit will come from engaging accomplished professionals who serve in adjunct faculty roles and considering optimal approaches for their training, scheduling and participation in the College.

Candidate Desired Qualities and Qualifications

The successful candidate will meet the requirements for full professor, provide leadership and vision for the College and help it continue to become the destination of choice for the growing numbers of students who seek a rigorous and immersive professional education in nursing and related fields. To best serve Adelphi University, the ideal candidate will have many of the following professional qualifications and personal characteristics:

Leadership

- A record of increasing responsibility in academic and administrative leadership roles in higher education including demonstrated ability in managing a complex academic organization and effectively interacting with faculty, staff, students and external constituents.
- Visionary leadership skills with the ability to set challenging and attainable goals and priorities, work with and inspire others to high levels of professional achievement, leverage ideas into action and lead and navigate as the University grows.
- Strong influence and relationship skills and the ability to command respect and earn the trust of individuals within and outside the University.
- Strong communication and perceptive interpersonal skills, including excellent oral and written communication skills, ability to express respect for diverse viewpoints and inspire the various constituencies both inside and outside the academic community.
- Confidence and poise to lead the College with the ability to represent the College and University to all constituents and to become an effective advocate for our students and their success.
- Demonstrated commitment to cultural diversity, affirmative action/equal opportunity and achievement in increasing campus diversity.

Experience/Knowledge in the Field

- Experience working at an institution of higher education within a school of nursing or public health.
- Demonstrated knowledge of the Commission on Collegiate Nursing Education's accreditation standards and procedures as well as related compliance and licensing requirements.
- Personal philosophy that fully embraces a professional approach to nursing and public health education.
- Demonstrated ability to develop and maintain partnerships and affiliations within the local, regional and national health professional community.
- Administrative acumen, including knowledge of financial planning and budgets, strategic planning and implementation.
- A commitment to the international and multicultural dimensions of the College and the professions it serves.

- Knowledge in the evaluation of academic programs, the assessment of learning outcomes and the accreditation process.

Collaboration, Management and Organizational Skills

- Evidence of excellent organizational skills and organizational development skills including a clear sense of goals, timeliness and transparency.
- Proven ability to recruit and retain high-quality students and work closely with enrollment management to bring a personalized approach to the student experience from the first point of contact to graduation and beyond.
- The resolve to confront challenges and make difficult decisions, negotiate conflicts and demonstrate and promote integrity and high ethical standards within the institution.
- Ability to work in a student-centered environment and interact effectively with a variety of constituents on and off campus.
- Collaborative skills in teaming with colleagues and working with a unionized, innovative, energetic faculty as well as with unionized staff; ability to work collegially across the institution, build relationships and motivate, mobilize and energize others to work together.
- Dedication to faculty engagement and shared governance; willingness to engage in thoughtful discussion with faculty to envision and implement College change and evolution.

Successful candidates will demonstrate an authentic sense of humanity, care and respect for all individuals within the University and its communities; value and exhibit honest and ethical behavior; and be willing to listen to and consider differing points of view.

Information for Candidates

This position is anticipated to begin in the summer of 2019. The salary and benefits will be competitive.

For best consideration, please send all nominations, inquiries and expressions of interest in confidence electronically to:

Jim Sirianni, Partner
Lindsay Allison, Associate
Storbeck/Pimentel & Associates, LP
AdelphiDeanNursing@storbecksearch.com

Adelphi University is an equal opportunity/affirmative action employer committed to building a diverse workforce. It strongly encourages applications from women, underrepresented groups, members of the LGBTQ+ community, people with disabilities and veterans. Adelphi University is an EEO/AA employer.