

BELHAVEN UNIVERSITY

National Search for Dean of the School of Nursing

Belhaven University invites nominations and applications for the Dean of the School of Nursing.

Belhaven University—a highly ranked university that stands among select Christian colleges and universities with national influence—is seeking a visionary, entrepreneurial, and academically strong Christian nurse leader. The successful candidate will assume leadership of a nursing program, founded in 2014, that is poised for growth, having an experienced, doctorally prepared faculty, a new ten year accreditation by CCNE, and university leadership that is highly supportive and skilled at responding quickly to new opportunities and initiatives.

The chosen nursing leader will advance Belhaven’s mission to prepare students academically and spiritually to serve Christ Jesus in their careers, in human relationships, and in the world of ideas.

Reporting to the Provost, the future Dean of Nursing will:

- Provide overall administration and leadership for the School of Nursing and its traditional and online (RN to BSN) programs.
- Lead the School of Nursing in recruitment efforts.
- Assess and implement opportunities for growth through new high impact programs on the traditional and/or online platforms.

ABOUT BELHAVEN UNIVERSITY

“Our Standard is Christ” is the identifier of Belhaven University because as an institution we are committed to honoring the Lord in all endeavors.

Belhaven University is a Christian liberal arts college dedicated to helping people grapple with the complex issues of life and to preparing them for positions of leadership in a rapidly changing society. While Belhaven is a community of professors and students working together in a Christian environment, we also emphasize the importance of the individual. In addition to a strong traditional liberal arts program, Belhaven provides an

atmosphere in which students can find purpose and meaning in life. Academic preparation and Christian experience go hand in hand at Belhaven.

When COVID-19 hit the globe and shook the foundations of higher education, Belhaven University was well-positioned for the crisis ahead and for the new long term possibilities. Years of innovation, diversification of programs, multiple income streams, and a stewardship culture put the University in a strong position to face the challenge and thrive in the years to come.

This Fall 2023, Belhaven University enrolled one of its largest classes in the history of the University, over 3,600 students serving across our variety of learning platforms and programs, including:

- A traditional campus of 1,100 students in Jackson, Mississippi.
- Robust online programs (including the RN to BSN Program) offering various undergraduate, 17 Masters, and two doctoral programs—all built, supported, and efficiently operated by a skilled and responsive internal staff and infrastructure.

- Innovative degree programs, including an online MBA in China taught in Mandarin and English, an Entrepreneurship MBA teamed with Global Silicon Valley, and unique innovative hybrid programs.
- Belhaven is the only university in America that offers two different unique opportunities for students to maximize their education:
 - Our Double Major Promise guarantees first time, full time Belhaven Freshmen a free 5th year of tuition so they complete a double major if they remain continuously enrolled.
 - Belhaven also gives its traditional students free tuition for any of its online master's degrees.

ABOUT BELHAVEN SCHOOL OF NURSING

Emerging from the impact of COVID, the School of Nursing is poised for growth.

- We have a stable and well-qualified faculty including four full time professors (three of which are tenured)

as well as six clinical instructors and two adjuncts who assist in our online RN-BSN program.

- We currently have approximately 50 upper level traditional and online nursing students not including freshman and sophomore pre-nursing majors.
- Our newly granted CCNE accreditation extends to 2031.
- We are in the process of revising our curriculum to include the AACN Essentials.
- Thanks to a generous alumni donor, we have a new simulation laboratory.
- We have excellent NCLEX pass rates.
- We are grateful for strong institutional support and we operate with streamlined, highly collaborative leadership systems that facilitate quick decision-making and program development in response to new opportunities.
- We enjoy an excellent reputation among local hospitals and healthcare organizations, our peer

nursing institutions in the state, and the community at large.

- Our program is especially attractive to students who thrive when given personal attention in a highly supportive learning environment.
- Last year, every nursing student had a job when they graduated.
- Students are moving on to graduate study in institutions such as Vanderbilt University, the University of Texas, and the University of Mississippi.

THE POSITION

The Dean of the School of Nursing will:

- Provide overall administration and leadership for the School of Nursing leading to significant and rapid enrollment growth in our traditional and online (RN to BSN) programs.
- Lead the School of Nursing in recruitment efforts.
- Assesses opportunities for growth through new high impact programs on the traditional and/or online platforms including such possible programs as an accelerated BSN program and graduate nursing programs

including a possible Doctorate in Nursing Practice (DNP).

- Develop strong clinical partnerships with health care organizations within the Jackson area and beyond.
- Develop strong academic partnerships including articulation agreements with community colleges.
- Assure that well-qualified faculty for the School of Nursing are in place, assuring that new hires are adaptable to SoN and university cultures, and that their qualifications meet professional accreditation standards.
- Monitor and maintains MS-IHL and CCNE accreditation and Mississippi Board of Nursing approval.
- Plan and execute the budget for the School of Nursing, assuring that funds are requested for all necessary programs for the school. Assures that operations are executed within allocated funding.
- Teach 1-2 classes in nursing per year as needed to implement the nursing curriculum.
- Serve as a role model for faculty, staff and students in professionalism.

THE RIGHT FIT

Candidates must have a calling to Christian higher education and the mission of Belhaven University. They should be mature in their evangelical faith, have a well-developed understanding of the field of nursing from a Christian worldview perspective, and be balanced in their personal life.

Our accrediting bodies (CCNE and the Mississippi Institute of Higher Learning (IHL) require the following:

- Experience in traditional and online nursing education including evidence of continuing competence in teaching, scholarship, service, and clinical practice.
- Doctoral degree in nursing; or a graduate degree in nursing and a doctoral degree from a regionally accredited institution.
- Leadership, management, and/or administrative experience in the discipline of nursing.
- Minimum of five (5) years of experience in a registered nursing education program to include teaching, curriculum development and program evaluation.
- A minimum of two years of clinical experience.

- Unencumbered current license to practice in Mississippi or hold a multistate license from another NLC state.

Those who might be God’s choice for this position fit most, if not all, of the following qualities:

- Your life will reflect an ever-deepening faith as a disciple of Christ Jesus. You will have high levels of emotional intelligence and god-honoring grace. Those who fit best with our team are kind, caring, humble, knowledgeable, empathic, confident, mature, transparent, energetic, and have a balanced work ethic.
- You will have significant experience with and appreciation for the distinctive strengths of a baccalaureate nursing education.
- You will love and relate well to students who come from many different family, educational, geographical and economic backgrounds.
- You will be wise in balancing accountability, flexibility, and grace with students and faculty because you understand your role in stewarding a department that will produce caring and

competent nurses who are prepared for clinical practice or graduate education.

- You will have gifts in building strong collaborative relationships with faculty colleagues within the university, with professional colleagues across the state, and with clinical and academic leaders.
- You will have a keen understanding of the current trends and opportunities in nursing education that are a good fit with Belhaven’s mission and have the vision, organizational savvy, and perseverance to make them a reality.

GET TO KNOW US

Belhaven University is a grace-centered Christian University with a heart of Southern hospitality. We are one of America’s most innovative private schools. We have broken free from the slow-paced and tradition-anchored barriers of higher education and are energized by innovation, creative solutions, entrepreneurial operations, and speed in implementing change.

- Start here with an online overview of Belhaven University:

- [School of Nursing web page](#)
- [Traditional Student's Viewbook Points of Distinction](#)
- [Adult, Graduate, Online Viewbook Sample of our innovation](#)
- [Mission Statement](#)
- [Our location in Jackson](#)
- [Employee Commitment Leadership approach of Roger Parrott](#)

• We are an enthusiastically Christian university that teaches from a Reformed perspective but includes faculty and staff from a variety of denominations who are committed to orthodox Christianity.

• We are one of only 36 universities nationally accredited in all four major Arts – music, theatre, visual art, and dance. In addition, our Creative Writing department is widely known because of the success of alum Angie Thomas, author of *The Hate You Give*.

• Belhaven University is well known and highly regarded across the state of Mississippi. Because of our stature, we easily have access to any level of business, media, medical, or government leadership in the state.

• Our campus is a charming place to come to work, filled with kind and gracious faculty and staff who embrace the University's family

atmosphere. The University is located in a historic neighborhood, near the heart of the capital city. Jackson has been named: Top 10 U.S. Cities to Start Your New Business; One of the Ten Best Places to Retire in America for Under \$40,000.

U.S. News and World Report: One of the Nation's 100 Best Communities for Young People.

• We are unique in NOT being dependent on two traditional structures of higher education.

1. We do not have multiple committees to oversee the operation of the University. One appointed academic policy standing-committee works with the Provost, and other committees are created only as needed for a limited time. The lack of committee structures allows the faculty more time and energy to engage with students and the administration to operate the institution. We do not use search committees for faculty and administrative hiring, including this position.
2. We do not have a long-range plan. We plan well what we know God has given us to do, but we do not predict destinations. Instead, we operate on a model of "Opportunity Leadership"

– the art of achieving your mission by capturing change instead of creating it. In more detail, this model is described as:

Opportunity Leadership begins and ends with complete trust in God for our direction – it is allowing our future destinations to be ordered by the hand of God and letting loose an iron grip on the wheel of control. We have become free from the overwhelming burden of determining what is best for Belhaven University and no longer manipulate our efforts and circumstances to engineer outcomes that force pre-determined destinations to be reached.

Rather, we are grounded in waiting in anticipation for God-given opportunities to develop that mesh seamlessly with our mission, gifting, and capacity – propelling us to destinations that are heavenly ordained. We have become highly sensitive to the wind of God and have created an organizational culture that allows us to respond to new opportunities with urgency, adeptness, and energy.

While it is common for private Christian universities to offer the

children of their faculty, staff, and administrators tuition remission for undergraduate degrees, Belhaven goes one step further, including tuition for spouses and traditional-age student campus housing. Employees are also eligible for master's degree tuition remission. It is also possible for children of the employee to apply for the undergraduate tuition remission benefit at several hundred tuition-exchange partner institutions.

INTEREST OR REFERRALS?

If God might be leading you to explore this position or suggest a candidate who would be the right fit, please make contact in a way that is best for you. A resume would be helpful, but this discussion can start with an inquiry, and we will go from there. Eventually, serious candidates will submit a detailed resume and respond to an in-depth set of questions that will help us to get to know you.

Trusting for God's timing, we hope to fill this position by the end of April, but the process could go faster or slower depending on how the Lord leads.

The compensation is solid – not at the top of the charts, but not even close to the bottom. The cost of living in Mississippi is affordable, and your spouse's career opportunities are plentiful.

We are a 4-hour drive to the beach,
our rush-hour traffic is minimal, and
we do not own snow shovels.

For confidential discussions, interest,
and/or referrals, contact our retained
search firm at: Mabry Smith III,
Founder and President of Leadership
Legacy Partners

Email:

Mabry@LeadershipLegacyPartners.com;
205-825-8771 (office), or 205-910-8999
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