



# Linfield College

## **THE SEARCH**

Linfield-Good Samaritan School of Nursing, a leading baccalaureate nursing program located in Portland, Oregon, invites applications and nominations for the position of Dean of Nursing. Together with faculty, the Dean will lead the development of the academic vision for nursing, while promoting dialog in creating a supportive and challenging environment. The Dean will catalyze the growth of the School of Nursing faculty as educators and scholars. S/he will forge and strengthen collegial relationships and synergies, both within the College and with the community. Building upon the core strengths of Linfield College and the School of Nursing, the Dean will enhance our reputation nationally. As the chief academic officer of the School of Nursing, the Dean of Nursing provides vision and leadership while representing the interests of the school. The Dean of Nursing will report to the Vice President for Academic Affairs/Dean of Faculty.

## **Responsibilities**

1. Provides leadership, motivation and direction to the nursing faculty and administrators in order to determine and accomplish the College and School of Nursing missions and nursing program outcomes. Ensures the School of Nursing operates according to appropriate professional, legal and ethical standards.
2. Facilitates planning, implementation and evaluation of the nursing program to enhance educational quality, including curriculum and instructional delivery.
3. Creates and maintains an environment conducive to teaching and learning, including oversight of allocation of nursing faculty workload, assignments and scheduling of nursing courses. Creates and maintains an environment conducive to faculty scholarship and practice. Facilitates nursing faculty professional development.
4. Participates in College policy and program decisions that affect teaching and learning within the nursing program; conveys College policies and actions to the School of Nursing; and oversees the submission of policy recommendations from the School of Nursing to College committees. Ensures that nursing program policies and procedures are congruent with those of the College, are reviewed periodically, and are accurately published.
5. Acts as a liaison to the Oregon Board of Nursing (OSBN) and the Commission on Collegiate Nursing Education (CCNE) to ensure compliance with required elements of OSBN regulations and CCNE standards.
6. Represents the School of Nursing in state, regional and national nursing organizations; implements collaborative relationships with regional nursing programs. Works actively to promote professional nursing education, practice and research.
7. Chairs the School of Nursing advisory councils, collaborates with clinical agency partners and multicultural groups from the community to improve the nursing program;

and involves nursing faculty, administrators and students in School of Nursing decision-making and activities.

8. Serves as liaison with and a conduit between College administrators on the McMinnville and Portland campuses, department heads, and student service units, as well as with the School of Nursing Department and Legacy Health.
9. Prepares, recommends and administers the annual budget for the School of Nursing with input from nursing faculty, administrators and staff. Authorizes expenditures and promotes School of Nursing cost-effectiveness.
10. Evaluates the adequacy of preparation, experience and diversity of nursing faculty, administrators and staff members; recommends appropriate staffing levels in all areas. Recommends nursing faculty member appointment, promotion, tenure and retention. Participates in nursing faculty member performance review and facilitates nursing faculty development. Supervises, mentors and evaluates nursing administrators and staff.
11. Enforces academic standards and nursing faculty responsibilities, and protects the rights of nursing faculty.
12. Collaborates with nursing administrators and faculty to recruit, orient, advise and retain nursing students.
13. In concert with Linfield College Relations actively pursues foundation and other forms of external funding to support the programs of the School of Nursing
14. Maintains an active scholarly life, provides community service, and teaches courses periodically to maintain professional competence in teaching and identification with faculty, students, and classroom issues.

### **Qualifications**

1. Masters Degree in Nursing and Doctoral Degree in Nursing or related field
2. Documentation of preparation and/or experience in curriculum and teaching
3. Eligibility for licensure as a registered nurse in Oregon
4. Minimum of five years of nursing experience, of which three years shall have been in a nurse educator or administrative position in a nursing education program in an accredited institution of higher education
5. Documented strong leadership and administrative skills
6. Documented excellent communication, facilitation and interpersonal skills
7. Documented commitment to diversity
8. Familiarity with independent, liberal arts colleges

### **Preferred Qualifications**

1. Experience in higher education administration
2. Record of scholarship
3. Record of program funding

### **Desired Attributes**

1. A person of proven leadership who will inspire trust and instill confidence
2. A person who understands the complexity and emerging opportunities present in a leading School of Nursing program within a liberal arts college environment
3. A person with a record of undergraduate nursing teaching excellence, service and scholarship commensurate with the rank of tenured professor

4. A visionary thinker who is motivated by mission and, at the same time, able to follow through on tasks of execution and implementation
5. A strategic and data-driven thinker with experience in assessment and outcomes measurements as well as in accreditation efforts
6. A leader with a collaborative style that builds upon relationships and creates a dedicated community of teachers and scholars. A scholar with an excellent mind and broad vision, varied interests, a fresh perspective, balanced judgment and creativity
7. A person with excellent communication skills and a confident, comfortable public presence which bring out the best with all constituencies – including faculty, students, staff, School and College administration, external community – for the benefit of the students and the College
8. A leader with the ability to excel in a consultative, inclusive environment, and the skill to negotiate with all groups
9. A person with energy, stamina, enthusiasm, humility, and a sense of humor

### **Applications, Nominations and Inquiries**

The Dean of the School of Nursing search committee will begin review of applications immediately and continue until an appointment is made. Assistance in this search is being provided by *The Hollander Group* – see below for contact information. In order to assure full consideration, applications must include a letter of interest, curriculum vitae and five professional references with email and telephone numbers (references will not be contacted without prior authorization from the applicant). Applications will be accepted until the position is filled, but an early response is most appreciated. Applications (in MS Word or Adobe PDF format), nominations and inquiries should be submitted electronically to:

***The Hollander Group***  
**[info@thehollandergroup.net](mailto:info@thehollandergroup.net)**  
**Phone: 202-486-9097**  
**Fax: 877-334-0626**

For additional information about Linfield College, please visit: <http://www.linfield.edu>. For more information about the search please use the above email address or phone 202-486-9097.

***Linfield College is an Equal Opportunity Employer***  
***Committed to Diversity in the Workforce.***

### **ABOUT LINFIELD COLLEGE**

Chartered in 1858 by the Oregon Territorial Legislature Linfield College is one of the oldest colleges in the Pacific Northwest and also one of the few solely undergraduate institutions in the same area. Embracing a philosophy of liberal arts education the college is, at the same time, a comprehensive school, offering 40+ majors and 36 minors, divided into four academic divisions: Arts and Humanities, Social and Behavioral Sciences, Natural Sciences and Mathematics, and Nursing and Health Science.

Linfield is an independent, comprehensive undergraduate college recognized for its strong teaching faculty, outstanding science programs, and distinctive international emphasis. Linfield has a challenging and exciting academic program that features a broad liberal arts core and an atmosphere in which there is genuine concern for individuals and their progress. The faculty make a strong and committed effort to connect learning, life, and community by:

- Promoting intellectual challenge and creativity
- Valuing both theoretical and practical knowledge
- Engaging thoughtful dialogue in a climate of mutual respect
- Honoring the rich texture of diverse cultures and varied ways of understanding,
- Piquing curiosity for a lifetime of inquiry
- Inspiring the courage to live by moral and spiritual principle and to defend freedom of conscience

### **Linfield Campuses**

- A campus in Portland, Oregon, offering programs in Nursing
- The residential campus in McMinnville, thirty-five miles southwest of Portland
- A Division of Continuing Education offering adult degree courses online, including those comprising the RN to BSN program

### **The Liberal Arts at Linfield**

Students in all three programs complete a liberal arts curriculum. The general education requirement called [The Linfield Curriculum](#) fosters the development of wholly educated individuals through a series of courses spanning the arts and humanities, natural sciences, and social and behavioral sciences. The Linfield Curriculum encourages inquiry, analysis, and imagination, habits of mind that provide the foundation for reasoned action, wonder and continued learning in all aspects of life.

### **Pioneer Heritage**

Linfield is one of the oldest colleges in the Pacific Northwest. It traces its roots to a time of expansion and excitement on the Western frontier. In 1858, the Oregon Territorial Legislature chartered the Baptist College at McMinnville, later named McMinnville College. The name was changed to Linfield College in 1922 in memory of Frances Ross Linfield, who gave property worth more than \$250,000 to the college. Six years later, Linfield was fully accredited by the Northwest Association of Schools and Colleges.

### **Milestones in Linfield's History**

- The Linfield Research Institute, which gives undergraduates the opportunity to work with faculty on research, was established in 1956. It has contributed to Linfield's strong record in science education
- The Linfield Division of Continuing Education began in 1975. Today, it serves the Pacific Northwest and many states, giving working adults the opportunity to complete a bachelor's degree.
- In 1976, Linfield began a student exchange program with Kanto Gakuin University in Japan. Today, Linfield offers study abroad in Austria, Costa Rica, Ecuador, England, France, Ireland, Japan, Korea, Mexico, Norway, and China (Beijing and Hong Kong).

January Term, with its popular four-week intensive courses, typically offers classes at 15 domestic and international locations. Linfield now ranks among the top 25 baccalaureate institutions in the percentage of graduates who study abroad

- Linfield's Portland Campus was established in 1982 when the college entered into an affiliation with Good Samaritan Hospital and Medical Center and began offering a bachelor's degree program in nursing
- In 1987, Linfield hosted the first International Pinot Noir Celebration. The oldest event of its kind in the Americas, IPNC celebrated its 25<sup>th</sup> anniversary in 2011
- In 1998, Linfield more than doubled the physical size of its McMinnville Campus with the acquisition of 115 acres and four buildings from the Hewlett-Packard Company. As a result, Linfield has grown from 78 acres in 1998 to 193 today. The James F. Miller Fine Arts Center opened in 2001, followed in 2003 by Kenneth W. Ford Hall, which houses the Marshall Theatre, and the Jereld R. Nicholson Library. Construction of a new music building was completed in the summer of 2006; renovation of historic Northup Hall has increased classroom and office space by 23% in 2011.

The pioneer spirit and commitment to learning have guided Linfield's growth for over 150 years. While the College has changed much from the early days, its mission has remained constant – to teach undergraduates in an atmosphere of academic freedom that fosters intellectual rigor, creativity, and a sense of personal and social responsibility.

### **Accreditation**

Linfield College is accredited by the Northwest Commission on Colleges and Universities.

## **ABOUT LINFIELD-GOOD SAMARITAN SCHOOL OF NURSING**

### **History and Profile**

Linfield's Portland Campus was established in 1982 when the College entered into an agreement with Good Samaritan Hospital School of Nursing to offer a 4-year bachelor's degree in nursing. Good Samaritan's hospital-based diploma program offered a rich heritage on which to build. Founded in 1890 it is the oldest professional school of nursing in the Northwest.

In 2005 the School of Nursing became a transfer-only program, accepting students at the junior level into one of three entry cohorts throughout the year. This includes a group of accelerated students who already have at least one baccalaureate degree in another major and wish to become professional nurses. Since its establishment Linfield-Good Samaritan School of Nursing (LGSSON) has graduated nearly 3,000 BSN degree students.

Over 400 students are currently enrolled in nursing courses on the Portland Campus. Another 200 students with an Associate Degree in Nursing from other institutions are pursuing a BSN degree through the School's on-line nursing education program. Thirty nursing faculty members, plus seven full time clinical associates and laboratory instructors deliver a curriculum that is community based and highly integrative. Recent grant activity includes participation in a HRSA, Health Resources and Services Administration, grant to increase the number and diversity of nursing graduates in order to have a nursing workforce, which reflects population trends.

### **Other Points of Interest about the School**

- Affiliated with **Legacy Health System**, one of the top ten major health systems in the nation
- The School of Nursing is located across the street from Legacy Good Samaritan Hospital and Medical Center in historic Northwest Portland and is close to other major health care systems in the Portland area
- Cooperation with a variety of other hospitals and community health care agencies through the Portland-Salem metropolitan area
- Oldest nursing school in the Pacific Northwest
- The Ayudando Podemos outreach program in the nursing school sparked a three-fold increase in Latino enrollment, and received one of three honorary mentions in the nation from Excelencia in Education.

### **BSN-Granting Nursing Academic Programs**

#### BSN Degree Program

The BSN Program comprises two options: (1) The Traditional Option entailing two years (four semesters) of study after completion of liberal arts requirements during the freshman and sophomore years at Linfield or as a transfer student. Separate admission to this Option is required. (2) The new Accelerated Option, offering a fast track (15 months starting in the summer) pathway to a BSN for students who have already attained a bachelors degree in another discipline.

The BSN Program (both Options) is delivered in a very supportive environment and features:

- One-on-one contact with faculty
- Supportive community of learning
- Small class sizes (theory classes have 40 or fewer, clinical classes have 8 or fewer)
- Open door policy making faculty accessible to students

Other points of interest for BSN students include:

- Home of Chapter Xi Mu, Sigma Theta Tau International Honor Society of Nursing
- International travel courses with students from other majors.
- Innovative multicultural environment
- State-of-the-art nursing lab with high fidelity simulation facilities

#### RN to BSN Degree Program

Linfield College offers an RN to BSN degree for the registered nurse. This degree program employs a variety of delivery formats to overcome barriers that working RNs encounter in accessing higher education (e.g., work schedules, proximity to a college, responsibilities to family). Students can complete all of the courses in the RN to BSN degree through online classes and with clinical placements at their location thereby allowing students to achieve their educational goals via distance education technology that can be accessed anywhere throughout the United States.

Advantages of the RN to BSN Program include:

- Desirable faculty to student ratio
- Convenient methods of class delivery
- Affordable tuition, comparable to public universities and below that of many private schools
- Academic advising support and financial aid assistance
- Online academic tutoring services
- Superior research and library assistance
- Career planning assistance

### **Faculty**

Instruction in the School of Nursing is provided by 37 full-time faculty members and clinical and laboratory instructors.

### **Students**

The School of Nursing has 320 students enrolled in courses on the Portland campus under the Traditional BSN Degree Option (see above.). An additional 60 students are enrolled in the Accelerated BSN Degree Option (see above). And another 200 RNs with an Associate Degree in Nursing (ADN) from other institutions are pursuing a BSN degree through the School's online nursing education program.

### **Accreditation**

The School of Nursing is accredited by the Oregon State Board of Nursing and the Commission on Collegiate Nursing Education (CCNE). The next CCNE accreditation visit will be in fall 2013.