



Linfield College

McMinnville and Portland, Oregon

DEAN

LINFIELD COLLEGE-GOOD SAMARITAN SCHOOL OF NURSING

OVERVIEW

Linfield College and the Linfield-Good Samaritan School of Nursing invite applications and nominations for the position of Dean of Nursing. As the chief academic officer of the School of Nursing, the Dean will provide vision and leadership for enhancing the School's strength and reputation in nursing education while representing the interests of the School as a significant division of Linfield College. The Dean of Nursing will report to the Vice President for Academic Affairs/Dean of Faculty.

The mission of Linfield-Good Samaritan School of Nursing is to create an inclusive community of learning grounded in the liberal arts. The School of Nursing has a concept-based curriculum designed to promote integrated learning, global and multicultural awareness, and experiential learning that fosters reflective practice essential for professional nurses in the 21st century.

Established in 1858, Linfield is an independent undergraduate institution providing 51 majors and 46 minors to over 2000 FTE students at its residential campus in McMinnville, Oregon, its Nursing campus in Portland, and through online programs. The College is known for its liberal arts and professional programs, as well as its dedicated faculty. Linfield offers a challenging and exciting academic program that features a liberal arts core and an atmosphere of genuine concern for individual students.

The School of Nursing is located in Portland, OR, 42 miles north of the McMinnville campus. Its pre-licensure program with 350 students is an upper division major, with students accepted into the program three times a year. These cohorts include a significant percentage of students who complete their nursing pre-requisites on Linfield's McMinnville campus, along with transfer students into the major; there is also an accelerated second-degree program. The RN to BSN program with 200 students is online, can be completed in four semesters, and includes a service-learning project in the home community. Thirty nursing faculty, four clinical faculty, and five simulation staff deliver a concept-based curriculum grounded in the concept of community.

LINFIELD COLLEGE

Heritage. Linfield is one of the oldest colleges in the Pacific Northwest and also one of the few

solely undergraduate institutions in the region. It traces its roots to a time of expansion 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.

Linfield Today. From its founding, Linfield has embraced a philosophy of liberal arts education. The College today is also a comprehensive school, offering 51 majors and 46 minors divided into four academic divisions: Arts and Humanities, Social and Behavioral Sciences, Natural Sciences and Mathematics, and Nursing. Linfield is an independent, 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. At Linfield, members of 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 in 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, and
- Inspiring the courage to live by moral and spiritual principles and to defend freedom of conscience.

Campuses. Linfield's residential campus is in McMinnville, Oregon, a city of approximately 34,000 located in the Willamette Valley 42 miles southwest of Portland. The second campus is located in Portland, OR and is home to the Linfield-Good Samaritan School of Nursing. The third campus is online: the Online and Continuing Education Program offers adult degree courses online, including those comprising the RN to BSN program.

The Liberal Arts at Linfield. Students in the programs of all three campuses 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, all habits of mind that provide the foundation for reasoned action, wonder, and continued learning in all aspects of life.

Milestones in Linfield's Growth and Development

- 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 is known as the Online and Continuing Education program and 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).
- Linfield now ranks among the top 25 baccalaureate institutions in the percentage of graduates who study abroad. The College pays for the first round trip airfare for students to study abroad either during January term or for semester or year-long exchange programs.
- January Term, required for all first year students has a range of offering from four-week intensive courses, to experiential learning options.
- 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 25th 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, and the 2011 renovation of historic Northup Hall increased classroom and office space by 23%.

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

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 upper division only, accepting students at the junior level into one of three entry cohorts throughout the year. These cohorts include a significant percentage of students who complete their nursing pre-requisites on Linfield's McMinnville campus before joining the School of Nursing as well as 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 350 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 Online and Continuing 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 Nursing Workforce Diversity Grant provided by the Health

Resources and Services Administration to increase the number and diversity of nurses from underrepresented backgrounds. Grant funding has also been received from the Robert Wood Johnson Foundation New Careers in Nursing Program to support underrepresented students pursuing a second degree.

Points of Interest about the School of Nursing. Enjoying a number of distinctive features, Linfield-Good Samaritan School of Nursing:

- Is affiliated with Legacy Health System, one of the top ten major health systems in the nation;
- Is located across the street from Legacy Good Samaritan Hospital and Medical Center in vibrant Northwest Portland adjacent to the Pearl District;
- Partners with a variety of other hospitals and community health care agencies through the Portland-Salem metropolitan area;
- Is the oldest nursing school in the Pacific Northwest with an impressive record of attracting diverse student populations, including 23% male students; and
- Through various outreach efforts, facilitated 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 and pre-nursing requirements during the first and second years at Linfield or as a transfer student. Separate admission to this Option is required. (2) The Accelerated Option, offering a fast track (15 months starting in the summer) pathway to a BSN for students who have already attained at least 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,
- A supportive community of learning,
- Small class sizes (theory classes of 40 or fewer, clinical classes of 8 or fewer), and
- An open-door policy making faculty accessible to students.

Other benefits for BSN students include:

- Chapter Xi Mu of the Sigma Theta Tau International Honor Society of Nursing,
- International study courses in January with students from other majors,
- An innovative multicultural environment, and
- A state-of-the-art nursing lab with high fidelity simulation facilities.

RN to BSN Degree Program. Linfield-Good Samaritan offers an RN to BSN degree for the registered nurse. This 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, and responsibilities to family). Students complete all of the courses in the RN to BSN degree through online classes and with clinical placements at their location, thereby allowing them 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, and
- Career planning assistance.

Faculty. Instruction in the School of Nursing is provided by 30 full-time faculty members and seven full-time clinical and laboratory instructors.

Students. The School of Nursing has 350 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). Another 200 RNs with an Associate Degree in Nursing (ADN) from other institutions are pursuing a BSN degree through the school's Online and Continuing Education program.

Accreditation. The Linfield School of Nursing Baccalaureate Degree program is accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, DC 20036, 202-887-6791. The School of Nursing is also accredited by the Oregon State Board of Nursing. In 2013, the School of Nursing was reaccredited for the maximum allowed term of ten years.

THE FUTURE: Opportunities, Challenges, and Aspirations

Among the constituencies of the Linfield-Good Samaritan School of Nursing—faculty, administration, students, alumni/ae, administration, staff, and community supporters—there is recognition that a number of significant opportunities exist for the Dean to lead in sustaining the School's strong position achieved over 34 years and identifying possible new directions for growth and development. Such opportunities for effective leadership have been identified by these constituencies and present themselves as strategic priorities for the School and the appointee:

- **Planning Strategically.** Aligning the School's Nursing program with Linfield's strategic plan, which celebrates a culture of engagement and excellence, fosters integrative teaching and experiential learning, and enhances global and multicultural understanding;

- **Implementing Curriculum.** Inspiring leadership among the faculty with the ownership, implementation, and assessment of the revised nursing curriculum;
- **Working Collaboratively.** Creating and sustaining a collaborative working environment conducive to showcasing the strengths of a professional school within the wider liberal arts mission of the College;
- **Continuing Presence.** Working to expand and sustain the presence of School of Nursing faculty and staff on the McMinnville campus on a regular, at least weekly basis;
- **Strengthening Advising.** With an understanding of the challenges of a two-campus program, seeking to optimize the quality of student advising;
- **Raising NCLEX Scores.** Uniting the School's constituencies in a comprehensive and collaborative effort to raise the average scores of Linfield-Good Samaritan students in the NCLEX examination;
- **Exploring Growth.** Leading in the exploration of a possible Master's in Nursing program and guiding the proposal through relevant campus entities to ensure its passage and successful implementation;
- **Planning Facilities.** Engaging members of the College's central administration in planning facilities that will address the on-going challenge for additional space for the Nursing program and in identifying creative solutions to this challenge;
- **Enhancing Diversity.** Setting appropriate diversity goals across various dimensions among faculty, staff, and students and inspiring the School's constituencies to work together toward these goals;
- **Gaining Reputation.** Building upon the strengths of the Nursing program to strengthen the School's reputation both regionally and nationally; and
- **Financial Management.** Guaranteeing transparent budgeting and wise management of resources.

THE DEAN:

Professional Experience, Personal Attributes, and Primary Responsibilities

Linfield College seeks for the School of Nursing a Dean with the combination of professional experience and personal attributes that will enable him or her to build on the School's 34 successful years and to lead the School in pursuing the opportunities and meeting the challenges outlined above. The chosen candidate will ideally be an accomplished administrator with proven leadership capacity and well-developed political and social skills.

Professional Background and Qualifications. In selecting its next Dean of Nursing, Linfield will expect a set of professional experience and capabilities that includes the following:

- **Academic Credentials.** A Master's degree in nursing and a doctorate in either nursing or a related field;
- **Academic Experience.** Documentation of preparation for and experience in curriculum development, effective teaching, and scholarship commensurate with the rank of tenured professor;
- **Academic Leadership.** Proven skills for strong leadership in an educational arena and for inspiring trust and instilling confidence;

- **Nursing Education.** Substantial experience as a nurse educator and in an administrative position within a nursing education program in an accredited institution of higher education;
- **Licensure.** Eligibility for licensure as a registered nurse in Oregon;
- **Communication.** Demonstrated excellence in communication and in interpersonal relations;
- **Diversity.** Demonstrated commitment to diversity across various dimensions of importance to educational institutions;
- **Liberal Arts.** Commitment to the values of the liberal arts, and familiarity with the operating environment and culture of independent liberal arts colleges; and
- **Fund-raising.** Preferably, experience and demonstrated success in obtaining funds in support for educational programs, such as through the writing of grants.

Personal Attributes. In addition to professional experience and capabilities, Linfield also seeks in the Dean a valuable set of personal attributes and skills:

- Visionary thinking, motivated by mission and accompanied by the ability to follow through on tasks of execution and implementation;
- Strategic and data-driven thinking, ideally with experience in assessment and outcomes measurements as well as in accreditation efforts.
- An understanding of both the complexity and the emerging opportunities present in a nursing program functioning within a liberal arts college environment;
- Dedication to being both student-centered and community oriented;
- A collaborative style that builds upon relationships and inspires dedication in a community of teachers and scholars;
- Excellent communication skills and a confident, comfortable public presence that brings out the best with all constituencies;
- The ability to excel in a consultative, inclusive environment, and the skill to negotiate with all groups.
- Varied interests, a fresh perspective, balanced judgment and creativity; and
- Energy, stamina, enthusiasm, humility, and a sense of humor.

Primary Responsibilities:

- Providing leadership and direction to the nursing faculty and administrators in seeking to fulfill the missions of Linfield College and the School of Nursing;
- Ensuring that the School of Nursing operates according to appropriate professional, legal, and ethical standards;
- Considering the administrative structure of the School and making changes necessary to optimize its effectiveness;
- Creating and maintaining a work environment conducive to teaching and learning and supporting faculty endeavors and professional development;
- Advocating for the School of Nursing through participation in College policy and program decisions that affect teaching and learning within the nursing program;
- Conveying College policies and actions to the School of Nursing and overseeing the

submission of policy recommendations from the School of Nursing to College committees;

- Serving 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;
- Representing the School of Nursing in state, regional and national nursing organizations and implementing collaborative relationships with regional nursing programs;
- Chairing School of Nursing advisory councils, collaborating with clinical agency partners and multicultural groups from the community to improve the nursing program, and involving nursing faculty, administrators, and students in School of Nursing decision making and activities;
- Serving as liaison with 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 System.
- Preparing and administering the annual budget for the School of Nursing, with input from nursing faculty, administrators, and staff; authorizing expenditures; and promoting cost-effectiveness;
- Evaluating the preparation, experience, and diversity of nursing faculty, administrators, and staff; recommending appropriate staffing levels in all areas; recommending nursing faculty appointment, promotion, tenure, and retention; participating in nursing faculty performance review; facilitating nursing faculty development; supervising, mentoring, and evaluating nursing administrators and staff.
- Enforcing academic standards and nursing faculty responsibilities while protecting the rights of nursing faculty;
- Collaborating with nursing administrators and faculty to recruit, orient, advise, and retain nursing students;
- Pursuing foundation and other forms of external funding in support the programs of the School of Nursing, in concert with Linfield's Office of College Relations; and
- Engaging in scholarly and professional activities to advance the reputation of the Nursing School.

APPLICATION AND NOMINATION PROCESS

Linfield College is actively engaged in promoting, advancing, and confirming a commitment to diversity and inclusion, in the belief that a diverse and vibrant Linfield contributes to academic excellence and critical thinking. Candidates who bring a diversity of identity, culture, experience, perspective, and thought are welcomed. All candidates are encouraged to address how their professional and lived experience, scholarship, teaching, mentorship, and/or service will build on the College's diversity and inclusion efforts.

Review of nominations and applications will begin immediately; and inquiries, nominations, and expressions of interest will be welcomed until an appointment is made. It is expected that the appointee will take office on July 1, 2017. Applications received by **December 9, 2016** will be assured of full consideration; these should include a letter of interest, a *curriculum vitae*, and names of five confidential references with e-mail addresses, telephone numbers, and indication

of the candidate's professional connection with them. Calls to references will occur only later in the search process and only with prior notification of candidates. All submissions will be treated in confidence and should be sent electronically (MS Word format preferred) to:

LinfieldNursingDean@academic-search.com.

Assisting the Search Committee is:

R. Stanton Hales, Ph.D.
Senior Consultant, Academic Search
rsh@academic-search.com
707-545-2203

Linfield College is an Equal Opportunity Employer committed to diversity in the workforce.