



Dean of Health & Wellness

Position Prospectus

CARLOW
UNIVERSITY

The Opportunity

Carlow University welcomes inquiries, nominations, and applications for an experienced, dynamic, and entrepreneurial academic human related health sciences leader to serve as its next Dean of the College of Health and Wellness.

As the chief academic and administrative officer for Carlow University's College of Health and Wellness (CoHW), the dean reports to the provost, is a member of the President's Cabinet and Executive Council, and is responsible for providing overall leadership for faculty members, staff, and operations of the college. Additionally, as the college houses many of the university's premier programs, the dean plays a critical role in ensuring operational excellence, enhancing student learning, and in advancing strategic growth.

As such, the dean will work alongside a well-respected team of faculty and staff to define a strategic vision that supports the university's goals and initiatives and leads the CoHW to new levels of achievement. The dean will lead in outreach, collaboration, and advancement by communicating the mission, cultural values, academic activities, and accomplishments of the CoHW across the institution, the broader academic community, the city of Pittsburgh, and the region. The dean will advocate for the CoHW with the university, as well as among internal and external stakeholders, for resources necessary to achieve the CoHW's mission and goals.

The successful candidate must be committed to transformational educational opportunities for a diverse community of learners and empowering students to excel in their work as compassionate, ethical, and responsible leaders committed to a just and merciful world. The Dean of the CoHW will continually build and support world-class faculty and staff and possess the ability to attract and retain exceptional students. Additionally, this individual will demonstrate success in building external partnerships and be skilled at leveraging relationships on behalf of the college. The CoHW's new dean will be a dynamic and inclusive leader with a lens focused on serving others, and a commitment to diversity, equity, and inclusion.

The dean will orchestrate well-planned growth in undergraduate and graduate enrollment across the college's various programs. The dean will elevate the academic profile of the college by building upon the CoHW's reputation for producing exemplary health sciences professionals. Optimally, the successful candidate possesses a track record of experience and achievement across multiple disciplines and embraces interdisciplinary opportunities - while also being lauded for academic leadership, enrollment growth, strong management skills, and a collaborative management style.



Carlow University

Carlow University is a private, comprehensive, coeducational, Catholic University. The University was founded in 1929 by the Sisters of Mercy, an international community of Roman Catholic women whose mission and values are the heart of the university's culture.

Carlow's mission of service to those in need, especially regarding education, is exemplified in the University's focus on instilling values related to mercy, justice, service, discovery, hospitality, and the sacredness of creation. An institution grounded in the liberal arts, Carlow is renowned for its excellence in health sciences and maintains strong professional programs. Carlow students develop into career-ready, ethical leaders – a key outcome of combining a liberal arts education and career preparation. In keeping with the institution's mission and commitment to academic excellence, academic programs emphasize practice-focused liberal arts, social justice, and civic engagement. Recognized for educating traditional students and adult learners for a lifetime of learning and leadership, Carlow is committed to providing flexibility to students, and offers programs on campus, online, and through a hybrid of both. The university offers more than 40 undergraduate, and 50 graduate, doctoral, and certificate programs through its College of Health and Wellness and its College of Arts and Sciences. The institution engages its diverse community in a process of life-long learning, scholarship, research, and service – preparing them for 21st century opportunities.

Students, Faculty, and Staff

Carlow University is known for its emphasis on student-centered instruction. The institution's combined undergraduate and graduate enrollment is nearly two thousand. The student population is diverse, with 84 percent of undergraduates being women and nearly 27 percent representing ethnic and racial minorities. Approximately 60 percent of Carlow's undergraduates are first-generation college students. Nearly 50 percent of Carlow's undergraduate students who complete the FAFSA are Pell-eligible. Carlow University's student population exemplifies its mission to serve the underserved.

The university has 291 full and part-time faculty members, of which 40% are tenured and 77% have earned doctorate or terminal degrees. The faculty are joined by 209 full and part-time staff members. Together, faculty and staff are committed to serving students and preparing them to make meaningful contributions throughout their lives. With a student

faculty ratio of 10:1 and class sizes of 15 to 20 students, Carlow students credit relationships built with faculty and staff as central to the university being a home away from home and a place of discovery and empowerment.



Mission & Values

Carlow University, rooted in its Catholic identity and embodying the heritage and values of its founders, the Sisters of Mercy, offers transformational educational opportunities for a diverse community of learners and empowers them to excel in their chosen work as compassionate, responsible leaders in the creation of a just and merciful world.

The identifying value of Carlow University is mercy, encompassing all that Carlow is and does. This value urges members of the Carlow community to open their hearts to their students, their colleagues, to their community, and their world. In 2020, the university's Board of Trustees declared Carlow University an Anti-Racist Campus. Students, faculty, and staff demonstrate their commitment to diversity, equity, and inclusion in a myriad of ways. Concepts and discussion are incorporated into curriculum, cultural competency and cultural humility is incorporated into experiential learning assignments, and the Carlow community regularly advocates for anti-racism and social justice. Supporting values include hospitality, service, discovery, and the sacredness of creation.

Strategic Plan

[The Carlow Commitment 2025](#), Carlow University's 5-year strategic plan, seeks to "unleash imagination" to transform lives in pursuit of a just and merciful world. The plan, which is committed to the renewal of operational innovation, seeks to accelerate growth, optimize learning, create collaborative environments, and build financial health. The strategic plan is guided by four principles:

- Invest in areas where Carlow University can become a recognized leader in three to five years
- Seek strategic partnerships to improve the institution's ability to grow quickly, nimbly, and with high quality
- Leverage the university's unique heritage and traditions to differentiate
- Focus delivery on the needs of the 2025 student

The Carlow Commitment 2025 includes many initiatives already underway. With the institution's established leadership in the health sciences, a longstanding commitment to regional health care, and the strength of its nursing and associated programs, Carlow has expanded its program offerings to serve the healthcare sector more broadly. The university aspires to be the region's leader in educating, training, and graduating top tier, mid-level health care professionals. As such, in 2021, the university launched four new health science programs - all led by highly qualified and experienced directors. In addition, the university's development of a Center for 21st Century Innovation and Hub for Workforce Development, restructuring of colleges and integration of liberal arts with professional programs, and ongoing improvements to infrastructure are investments in the future that will support new revenue growth and enhance Carlow University's position as an institution of choice in the region.

An [Institutional Master Plan](#), aligned with the strategic plan, includes building a new state of the art facility to support interdisciplinary learning while also reinforcing Carlow's brand as the leader in educating health and social science practitioners, and elevating its presence in the Oakland Innovation District.

SELECT RANKINGS & ACCOLADES

- Regionally ranked by *U.S. News and World Report*
- Ranked for Social Mobility by *U.S. News and World Report* (#15 overall, #3 in Pennsylvania)
- Named a Military Friendly College
- Named one of *Money Magazine's* "Best Value Colleges"
- Earned *Washington Monthly's* highest ranking in the region as a "Best Bang for Your Buck"
- Recognized as a College of Distinction
- Recognized as a Pennsylvania College of Distinction
- Recognized as a Catholic College of Distinction
- Middle States Commission on Higher Education Accreditation Review – Exceedingly high marks, twenty-three commendations, no recommendations

Institutes & Centers

Carlow University is home to signature institutes and centers that exemplify the university's mission and provide opportunities for students, staff, faculty, and community members to engage in service and research.

[The Social Justice Institutes \(SJI\)](#) provides opportunities and secures partnerships for community-based learning, and serves as a conduit for community engagement, research, and social justice work.

[The Atkins Center for Ethics \(ACE\)](#) promotes ethical reflections that build on the mission of the university. Included is the Presidential Lecture Series and open forum discussions.

[Center for Mercy Heritage & Service](#) is composed of three offices: Campus Ministry, which seeks to nurture community members on their individual faith journeys and provide worship opportunities for all faiths; the Office of Mercy Service, focused on providing service opportunities for all university constituents, and instilling in students a life-long commitment to service; and the Office of Mercy Heritage which sponsors events which enable community members to interact with the mercy heritage and core values of the university.

Student Life

Carlow has an active Campus Activities Board and Student Government Association – with more than 20 student-run service, academic, cultural, and recreation [clubs and organizations](#). Opportunities for student leadership, service, and engagement are available through groups including The American Association for Men in Nursing, the Black Student Union, Business Leaders of Carlow, *The Carlow Chronicle*, the Commuter Student Association, LGBT & Allies, the Psychology Club, Strong Women-Strong Girls, the Theatre Group, and more.

The University is affiliated with the National Association of Intercollegiate Athletics (NAIA) and the United States Collegiate Athletics Association (USCAA) and is a member of the NAIA's River States Conference. Athletes consistently rank in the nation's top twenty-five for outstanding grade point averages. Carlow's broad program of intercollegiate athletics include women's and men's basketball, women's and men's track and field, women's and men's cross country, women's and men's soccer, women's and men's golf, and women's softball, tennis, and volleyball. Carlow also recognizes that the development of student character is enhanced through participation in athletics. The Celtic athletic program has been named "Five Star Champions of Character" by the NAIA, recognizing the respect, responsibility, integrity, servant leadership, and sportsmanship of Carlow's teams.



The Campus

Carlow's 13-acre main campus, located three miles east of downtown Pittsburgh, is situated in the vibrant [Oakland Innovation District](#) - the "Eds, Meds, and Tech" heart of the city. The Oakland Innovation District boasts the largest concentration of cultural, academic, and medical institutions in the region. While providing a culturally diverse, urban setting, the extreme topography of the region divides the campus into a lower urban corridor (Oakland Innovation District) and a peaceful and secluded upper-elevation campus which is also home to the Sisters of Mercy Convent. Within the heart of Carlow's campus are the Campus Laboratory School, serving preschool children through 8th grade, and the Early Learning Center for children between the ages of 6 weeks and 3 years.

The campus features lush green spaces, tranquil waterfalls, and inspirational outdoor art. Key facilities include a newly renovated athletic and fitness center, the University Commons, and the Grace Library and Center for Digital Learning and Innovation. Carlow offers state-of-the-art lab spaces, including the Celtic Simulation Center for Innovative Learning (CSCIL), a simulated hospital environment, the CREATE Lab, a STEM education space, and chemistry, biology, and anatomy labs. [Tour Carlow University online](#). Carlow also offers courses at two additional locations in the region, in Greensburg and Cranberry Township, and a growing number of students are enrolled in online programs.



Pittsburgh

Pittsburgh is the metropolitan center of Western Pennsylvania and one of the country's largest corporate headquarters. Consistently ranked among the U.S.'s top places to live, work, and visit, Pittsburgh is one of America's most livable cities. Pittsburgh is a vibrant, mid-sized city with the feel of a small town. Once a center for heavy industry, today's Pittsburgh is a city that has transformed to include miles of riverfront trails, fantastic urban views, and rich arts and culture. Pittsburgh boasts an affordable standard of living, small business accelerators, top-notch health care facilities, and an innovative business community.

Rated a top market for STEM professionals, Pittsburgh's tech-related industries continue to grow. The city is home to Amazon, Apple, Facebook, Google, Uber, and Zoom offices. It also hosts corporate headquarters for Fortune 500 companies and includes major employers such as Allegheny Health network, BNY Mellon, Dollar Bank, GNC, Highmark, PNC Financial Services, and University of Pittsburgh Medical Center (UPMC). The Atlantic calls it "a haven for edgy, innovative startups that share the city's tech oxygen with internationally known tech companies, such as Google and Disney Research." Forbes named Pittsburgh among the top 25 U.S. cities for Millennials. [Explore Pittsburgh online](#).



College of Health & Wellness

The College of Health and Wellness (CoHW) is foundational to Carlow University and its mercy mission. The college has a reputation for providing students with some of the field's strongest academic and clinical experiences, while simultaneously exposing students to an education, profession, and life emersed in Carlow's mission and values. This, coupled with state-of-the-art skills and simulation labs and real-world experiences in Pittsburgh's world-renowned medical and health care clinical sites provides a competitive advantage for graduates as they strive to gain entry into and advance as leaders across a variety of health care professions.

The College of Health and Wellness offers the following degree and certificate programs:

Bachelor of Science: Nursing | Registered Nurse to Bachelor of Science: Nursing

**Bachelor of Science: Health Sciences with Emphasis in Occupational Therapy,
Physical Therapy, Physician Assistant, or Speech Language Pathology**

Bachelor of Science: Respiratory Therapy | Registered RT to Bachelor of Science: Respiratory Therapy

Bachelor of Science: Public Health with Emphasis in Community Health, Epidemiology, or Policy

Bachelor of Science: Healthcare Management | Bachelor of Science: Healthcare Data Analytics

Master of Science: Nursing and Business Administration Dual Degree

Master of Science: Nursing-Family Nurse Practitioner

Master of Science: Nursing-Women's Health Nurse Practitioner

Master of Science: Nursing Education & Leadership | Master of Science: Physician Assistant

Master of Science: Speech Language Pathology | Master of Science: Occupational Therapy

Graduate Certificate: Healthcare Management | Post Master's Certificate: Family Nurse Practitioner

Post Master's Certificate: Women's Health Nurse Practitioner

Doctorate: Nursing Practice | Doctorate: Occupational Therapy | Doctorate: Physical Therapy



CARLOW'S REPUTATION FOR EXCELLENCE

Carlow University's Undergraduate Nursing Program has had an NCLEX pass rate of greater than 95% for the past 5 years.

Since 2018, the HRSA NFLP has been awarded to 39 Carlow students who received a total of \$462,006.

College of Health & Wellness Program Highlights

Undergraduate Nursing Programs:

- NCLEX pass rate greater than 95% for the past 5 years
- Individualized NCLEX preparation with faculty mentoring
- Academic clinical partnerships with renowned healthcare systems
- Clinical practice in community settings that align with the mercy mission - serving those in need
- State of the art skills and simulation lab utilizing advanced technology as well as standardized patient actors
- Resources for academic support include BSN Academic Coach, Future Nurse Educators, and peer tutoring
- Opportunities for elective summer internship clinical experiences

Graduate Nursing Programs:

- Since 2018, the HRSA NFLP has been awarded to 39 students who received a total of \$462,006.
- A new partnership with Appalachia is being developed as a sustainable DNP clinical practicum and will involve monthly student trips to West Virginia
- DNP and MSN NCEL graduation rate is greater than or equal to 90%
- Students serve on all MSN NCEL and DNP committees

Family and Women's Health Nurse Practitioner Programs:

- Students participate in a Global Health Student Experience each summer, having provided medical care in Puerto Rico, Panama, and Uganda "2021 Vision for Uganda: Improving Access to Healthcare for Vulnerable Children"
- Awarded HRSA NPR Collaborative Grant T14HP33194-01-00 with Allegheny Health Network for development and implementation of a Family Nurse Practitioner Residency program, the first nurse practitioner residency program in Pennsylvania, \$1,200,000. July 2019-July 2022
- Largest Family Nurse Practitioner Program in Western PA - Offers both live hybrid and online options
- Only Women's Health Nurse Practitioner Program in Western Pennsylvania, Ohio, and West Virginia - Offers both live hybrid and online options
- Greater than 95% AANP Board Certification Pass Rate for FNPs past 5 years
- 100% ANCC Board Certification Pass Rate for FNPs past 5 years
- 100% NCC Board Certification Pass Rate for WHNPs since program inception

Physician Assistant (PA) Program:

- Physician Assistant named best overall job in 2021 by U.S. News & World Report
- PA program, alongside OT program, earned Fides Grant for community-based lifestyle medicine program

Bachelor of Science in Healthcare Management and Healthcare Data Analytics Programs:

- Programs growing – with 60+ students across both majors
- Nearly all students have a major in one with a minor in the other

Bachelor of Science in Respiratory Therapy (RT) Program:

- Program graduate employment far exceeds accreditation standards
- Program CRT exam pass rates exceed industry Standards
- Program has 13 clinical partners, many of which are world renowned

Speech Language Pathology Program (2021 Launch):

- A new, growing SLP program
- Overfilled the program's cohort and have waiting list
- SLP is expected to grow significantly over the next 10 years
- Initiated an on-campus pro bono SLP clinic that serves the community at large

- Enthusiastic faculty with developing, innovative research interests recognized nationally. Ex. Dr. Kelsey Mandak awarded \$10,000 grant to develop her research on augmentative and alternative communication - Dr. Dalessio is member of the National Committee for Work in Clinical Education

Master of Science in Occupational Therapy and Occupational Therapy Doctorate Programs (2022 Launch):

- MSOT and OTD programs rooted in social/occupational justice
- Forging community partnerships for innovative fieldwork and capstone experiences
- Planning a Community Home Health clinic to serve Oakland and neighboring citizens
- US News & World Report ranks OT as #10 as one of the Top Healthcare Jobs of 2021 and #19 as one of the Top Jobs of 2021

Bachelor of Science in Public Health Program (2022 Launch):

- Public Health 101 offered Fall 2021 and filled completely
- Public Health 101 being offered again Spring 2022
- Public Health Major includes 3 areas of specialization; Public Health Policy, Epidemiology, and Community Health - Students can choose to be a Public Health Generalist and earn an additional minor in another field of study, such as Biology, Chemistry, Business, and more.

Doctor in Physical Therapy Program (2023 Launch):

- US News & World Report ranks PT as: #11 in Top Healthcare Jobs and #21 in Top Jobs of 2021
- Program Director hired and advancing program's development in alignment with institutional mission

Rooted in its Catholic identity and embodying the heritage and values of the Sisters of Mercy, the mission of Carlow University is to make available transformational educational opportunities for a diverse community of learners, and to empower them to excel in their chosen work as compassionate, responsible leaders in the creation of a just and merciful world.



The Role

DEAN OF THE COLLEGE OF HEALTH & WELLNESS

Summary

- Serve as chief academic and administrative officer of Carlow University's College of Health & Wellness and its various departments and programs
- Develop and implement strategic vision and plan for the CoHW that compliments and supports university goals and leads to new levels of achievement across all programs
- Advance the mercy mission throughout all areas of the CoHW
- Support and advance scholarly activity among faculty and students
- Ensure overall quality and rigor of the academic enterprise
- Support professional development of faculty and staff
- Ensure faculty evaluation of teaching, service, and scholarship to ensure instructional effectiveness and quality performance
- Foster and lead opportunities for interdisciplinary collaboration
- Ensure compliance with program standards, documentation, and reporting, as well as the positive advancement of all program accreditations
- Ensure strong student enrollment across all programs
- Ensure the financial sustainability of the CoHW and budgetary alignment with strategic priorities
- Advocate for resources necessary for the development of the CoHW's students, faculty, staff, facilities, infrastructure, academic programs, and technology
- Generate new resources – particularly through grants and fundraising
- Cultivate a culture of openness, cohesiveness, integrity, and accountability
- Build a culture of collaboration with university constituents
- Grow and leverage relationships and partnerships with alumni and external stakeholders to support the CoHW and Carlow University
- Foster relationships with colleagues in the local, regional, national, and international arena to recruit students, remain current in educational trends, and to develop Carlow's academic and collegial reputation
- Foster an environment committed to diversity, equity, and inclusion



Required Qualifications:

- Doctorate and a terminal degree in a human related health sciences discipline
- Experience as full-time faculty member with at least five years teaching in an undergraduate or graduate program
- Demonstrated record of leadership and supervision of faculty
- Demonstrated record of service and scholarship in a human related health sciences academic program
- Demonstrated record of scholarly achievement commensurate with appointment to the tenurable rank of professor within a discipline offered at Carlow University's College of Health and Wellness

Desired Experience & Qualities:

- Effective communication, interpersonal, and relationship skills; ability to foster and inspire collegiality, cohesion, and trust; ability to facilitate conversation and debate while uniting constituents with different perspectives
- Demonstrated ability to develop and implement strategic plans that reflect a shared vision
- Experience monitoring the national and regional health care landscape including forecasted areas of employment growth
- Experience developing and implementing innovative programs, curricula, pedagogy, technology, and spaces that address needs and support 21st century health science education
- Experience leading the development and review of human health sciences programs
- Experience in programmatic accreditation agencies, either through the launch of a new program or via re-accreditation - Institutional accreditation preferred
- Experience building student enrollment
- Demonstrated ability to synthesize, facilitate, and gain buy-in around an interdisciplinary education
- A record of commitment to and involvement in student learning and engagement
- Demonstrated commitment to shared governance and transparency; experience involving faculty, staff, and students in decision making
- Demonstrated experience supporting and advancing the professional development of faculty and staff; experience developing and advancing the scholarly activity of faculty; experience with faculty evaluation, promotion, and tenure
- Expansive professional network that can be leveraged for funding, exposure, and growth opportunities for the CoHW, faculty, and students
- Skills to garner external funds, including research grants and a proven track record of fundraising

Nominations & Applications

LeadExec is partnering with Carlow University in this national search. For inquiries, nominations, and applications, please contact:

Lisa J. Marks, Founder & CEO
Leyla Kayi, Senior Search Consultant
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Please provide a letter of interest and curriculum vitae.

LeadExec is a respected expert in retained executive search and organizational development.

We identify and engage leaders who make an impact and transform organizations.



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