



MERCY COLLEGE OF HEALTH SCIENCES

PRESIDENTIAL SEARCH PROSPECTUS

JANUARY 5, 2022

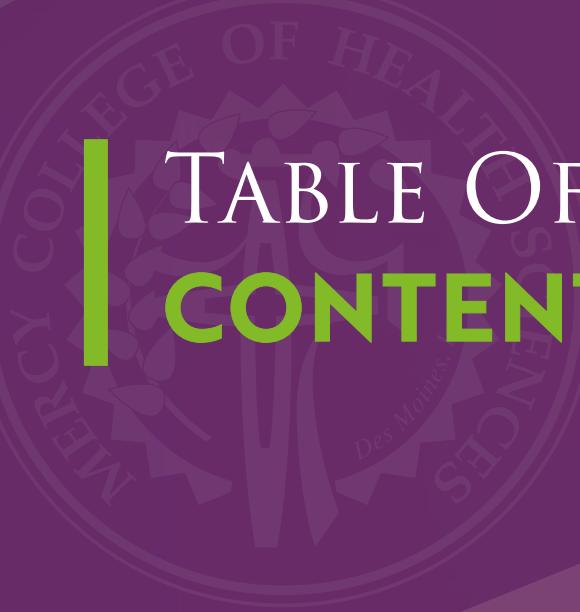


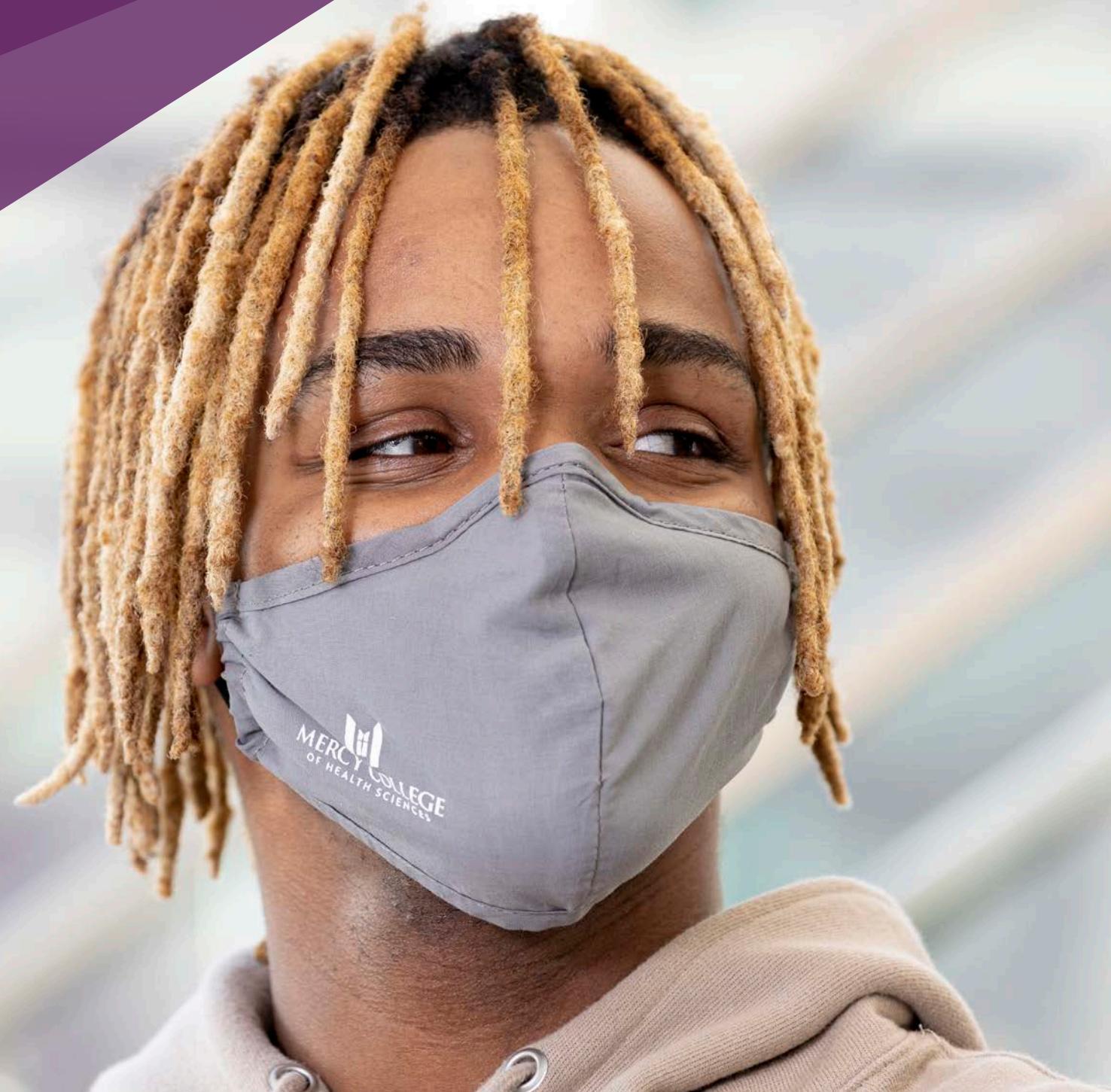
TABLE OF CONTENTS



5 About the Opportunity: From the Board	11 2021-26 Strategic Plan	17 About Des Moines	23 Candidate Qualifications
7 Mission, Vision, Values	13 Academic Programs	19 About the Position	
9 Our Legacy	15 Student Profile	21 About the Position Continued	



ABOUT THE OPPORTUNITY: FROM THE BOARD



The president is the chief executive officer and official spokesperson of the College, and is responsible for administering, directing, and coordinating all activities of the College within the framework of the established philosophy and mission of the College, ensuring their consistency with the College's governance structure and with the leadership of the Board of Directors. Reporting to and partnering with the Board of Directors, the president has principal responsibility for achieving the College's strategic vision; deploying and further building the human, capital, and financial resources; and advancing the College as an educational and professional environment that is affirming for all. The new president will join a well-managed and much-loved institution that has a strong sense of community and a deep dedication to students.

OUR BODY OF WORK:

If you think you know Mercy College of Health Sciences – an institution spanning 120 years of health science education – we might surprise you.

Our students are among the best and brightest, coming from many different backgrounds, cultures, and experiences. They become nurses, physical therapist assistants, radiologic technologists, medical assistants, diagnostic medical sonographers, medical laboratory scientists, paramedics, leaders in healthcare administrator, or public health officials. Several go on to become doctors, pharmacists, or dentists.

With the recent launch of Mercy College PLUS, we continue to be innovators in the delivery of healthcare education, making obtaining a healthcare degree affordable and accessible to members of our healthcare affiliates and beyond.

OUR ANATOMY OF ACTION:

We're blessed with faculty members who understand and live our core values – knowledge, reverence, integrity, compassion, and excellence – and are committed to creating a caring environment conducive to learning. They are highly motivated and skilled healthcare practitioners ready to help students learn about the latest technology and evidenced-based practices in their specialty areas. Our full-time liberal arts and science faculty members are PhD-prepared and adept at integrating their subject matters into a comprehensive health science curriculum.

Our alumni care for populations across the globe and are among the best and brightest in their fields.

We look forward to welcoming you on campus.

Paul Erickson

Board Chair

Emily McAllister

Board Vice Chair, Search Committee Chair



MISSION VISION VALUES

MISSION

Mercy College of Health Sciences prepares graduates for service and leadership in the healthcare community by integrating its core values with a professional and liberal arts and sciences education.

VISION

Mercy College of Health Sciences will be a locally and regionally recognized leader, transforming students into healthcare professionals who live out and extend our ministry of healing.

VALUES

Mercy College of Health Sciences is a Catholic institution of higher education, rooted in the heritage of the Sisters of Mercy, guided by our core values of knowledge, reverence, integrity, compassion, and excellence.

Knowledge – The ability to instill in our college community a thirst to study continually, observe, and investigate the world for facts and ideas that can improve the health and well-being of humankind, as well as create a love for learning.

Reverence – Profound spirit of awe and respect for all creation, shaping relationships to self, to one another, and

to God, as well as acknowledging that we hold in trust all that has been given to us.

Integrity – Moral wholeness, soundness, uprightness, honesty, and sincerity as the basis of trustworthiness.

Compassion – Feeling with others, being one with others in their sorrows and joy, rooted in the sense of solidarity as members of the human community.

Excellence – Outstanding achievement, merit, and virtue; continuously surpassing standards to achieve and maintain quality.





ABOUT OUR LEGACY



1899

On April 7, 1899, in a special meeting of the Mercy Des Moines medical staff, it was decided to form the Mercy Des Moines School of Nursing to meet the growing demands for professionally trained nurses in the workforce. The inaugural class of seven students graduated in 1901.

1930

The blue striped aprons that covered student uniforms were replaced by white uniforms, shoes, and hose. Special aprons were used during operating or obstetrical procedures, and in the diet kitchens. Students recalled lining up in their crisp, new uniforms with their caps to a point and hems in a row.

1949

The Mercy Guild, presently known as Mercy Auxiliary of Central Iowa, purchased two eight-slice toasters for use in the students' dining room, thus sparking a partnership that has since funded millions of dollars in scholarships and renovations.

1958

The National League of Nursing granted Mercy School of Nursing accreditation, making it one of only two Des Moines schools with this distinction.

1995

After the consolidation of Mercy Hospital's educational programs under the umbrella of Mercy School of Health Sciences in 1994, the School of Nursing joined with the Schools of Radiology, Medical Technology, Perfusion, and the Mercy Regional Emergency Training Center. Unified as one institution in 1995, Mercy College of Health Sciences was officially formed.

2018

The Academic Center for Excellence completed renovations that made more than 22,000 square-feet of office, classroom, and laboratory space available to Mercy College. This expanded space allowed for the consolidation of the College's academic programs into a two-block radius for the first time in the College's history. College Hill Apartments also opened 86 housing units on campus.

2005

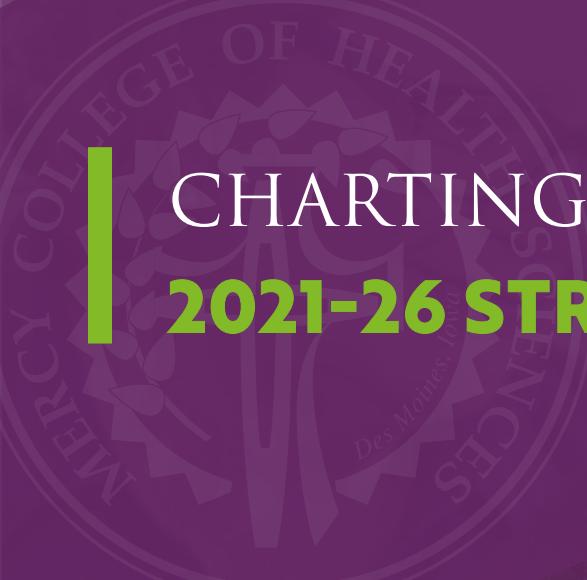
The construction of the Sullivan Center was completed and named in honor of Patricia Clare Sullivan, former School of Nursing director (1960-64) and Mercy Medical Center CEO (1977-93). More than \$5.5 million was raised to support the project.

2020

Mercy College expands their online educational offerings with the launch of Mercy College PLUS. MercyPLUS offers multiple start dates per year, affordable tuition, generous transfer credit acceptance, and flexible courses designed for specifically for adult learners.

2021

Mercy College was approved to offer its first graduate program, a hybrid Master of Science in Nursing with an emphasis in Systems and Organizational Leadership. The first class will be admitted in the fall of 2022.



CHARTING OUR COURSE 2021-26 STRATEGIC PLAN



Charting Our Course, Mercy College of Health Sciences' five-year strategic plan that was launched in the fall of 2021, will provide a critical framework under which the new president will operate. Guided by the plan's four pillars – Learning, Caring, Connecting, and Thriving – the College seeks to realize its bold new vision: to become a locally and regionally recognized leader, transforming students into healthcare professionals who live out and extend our ministry of healing.

Through the execution of this plan, Mercy College of Health Sciences will set the standard of healthcare education for the 21st century. We know the College will meet challenges and enjoy opportunities we cannot yet envision. In a time of economic, demographic, technological, and political change and uncertainty, the COVID-19 pandemic has changed how we teach, learn, and minister to one another. Our planning process and the pandemic has revealed that we must reinforce our commitment to equity and access to meet our students' needs. The development of this plan and the passion of the many people who contributed to it assures us that our College's historical strengths and our call to minister to those in need are timeless and timely. The College is prepared to meet and respond critically to those challenges.

Priorities of the current administration include meeting targets for key performance indications in the areas of enrollment, retention, graduation rate, NCLEX scores, and grant funding.

Charting Our Course will guide Mercy College of Health Sciences to an inspiring and purposeful future. We are invigorated by both our changing world and our immutable values. These four pillars represent both our foundation and the future the College strives for as we chart our course.

PILLAR I LEARNING

Mercy College of Health Sciences will provide high quality educational experiences and learning and employment outcomes to a diverse community of students, faculty, and staff.

PILLAR III CONNECTING

Mercy College will increase its internal, local, regional, and national connections to empower and promote the healthcare workforce in Iowa and the United States.

PILLAR II CARING

Mercy College will instill a sense of connectedness with the College and others in each college community member, reflecting the College values of compassion and reverence.

PILLAR IV THRIVING

Mercy College will engage stakeholders in building capacity and scale of College operations, increasing College visibility and promoting growth and expansion.



OUR ACADEMIC PROGRAMS



MASTER'S DEGREE

Nursing: MSN ([hybrid](#))

BACHELOR'S DEGREE

Healthcare Administration ([online](#))

Health Sciences (Pre-Health Professions)

Nursing:

- + BSN
- + Accelerated BSN
- + RN to BSN ([online](#))
- + Paramedic to BSN

Public Health ([online](#))

ASSOCIATE DEGREE

Diagnostic Medical Sonography (Ultrasound)

Paramedic: Emergency Medical Services

Medical Assisting ([hybrid](#))

Nursing: ASN

Accelerated Physical Therapist Assistant

Radiologic Technology

CERTIFICATE

Medical Assisting ([hybrid](#))

Medical Laboratory Science

Paramedic

Mercy College offers **12 unique academic programs** to prepare its students for the fulfilling medical career of their choice. With our extensive suite of options, students have the power to choose their own path.

MERCYPLUS (ONLINE)

Healthcare Administration

Medical Assisting

Nursing: RN to BSN

Public Health

CONTINUING EDUCATION

Advanced Cardiovascular Life Support

Advanced EKG

Advanced EMT

Advanced Medical Life Support

AHA Instructor Classes

Basic EKG

Behavioral Health

Critical Care Paramedic

Community Health Worker

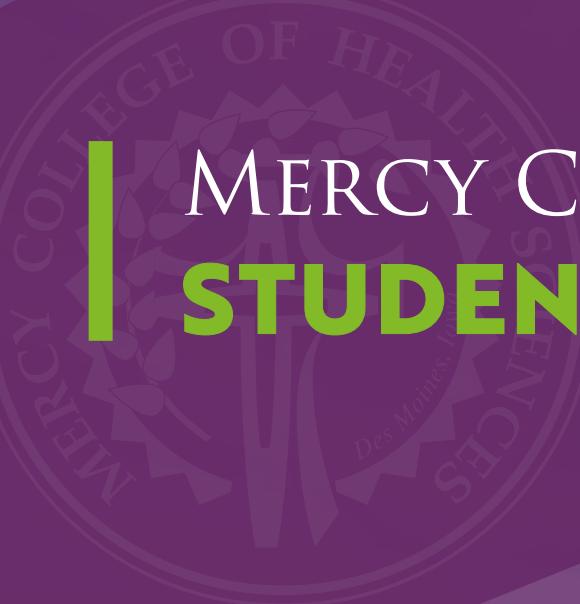
CPR and First Aid

Emergency Medical Technician

PALS and PEARS

Pre-Hospital Trauma Life Support

Nursing Continuing Education



MERCY COLLEGE STUDENT PROFILE



At Mercy College, we embrace the different paths students take to get to our classrooms and recognize that no two journeys are the same.

QUICK FACTS (ON-CAMPUS)

- +
- Student Count: 840
- 56.5% Full-Time / 43.5% Part-Time
- Median Age: 25
- Transfer: 87.1%
- Female: 82.7%
- Male: 17.3%
- White Ethnicity: 65.7%
- Marital Status: 74.8% Single

Data from Fall 2021 Census

QUICK FACTS (MERCYPLUS, ONLINE)

- +
- Student Count: 116
- Median Age: 32
- Transfer: 83.6%
- Female: 92.2%
- Male: 7.8%
- White Ethnicity: 65.7%
- Marital Status: 57.8% Single

ACCREDITATION

Mercy College of Health Sciences is accredited by the Higher Learning Commission, in addition to numerous programmatic accreditors.

TUITION

Mercy College strives to deliver a high quality education at an affordable price.

- +
- On-Campus: \$652/credit
- Graduate Programs: \$750/credit
- MercyPLUS (Online): \$2,252/quarter, up to 12 Credits



RECOGNITION

#1 Health Science College in Iowa
Intelligent.com, 2021

#1 Most Affordable RN to BSN program in Iowa
RNtoMSN.org, 2021

Top 100 Best Nursing Schools in the Plains
Nursing School Almanac, 2020

#5 Best ROI in Iowa
Stacker, 2021



ABOUT DES MOINES



As the state capital, Des Moines is a golden hub of culture and entertainment in the Midwest. We think you'll like calling it home too!

Des Moines is a community where art and culture meet affordable living, where outdoor adventures happen on winding river trails, and nightlife always beckons.

Short commute times make it easy to experience all the region has to offer. For young professionals, families, and empty-nesters alike, DSM is the place to call home (Greater Des Moines Partnership, 2020).

LIVING IN DES MOINES

Affordable living, exciting events, growing communities, and average commute times of 20 minutes or less — do we need to keep going?

THINGS TO DO IN DES MOINES

From festivals and markets to shopping and sports — Des Moines has it all.

DOWNTOWN DES MOINES

Located just a short walk from campus, downtown DSM is host to vibrant fairs and events you won't want to miss!

THE GREATEST CITY IN THE WORLD

Ok, we might be a little biased, but we think Des Moines, Iowa, is pretty great. After all, it's been our home since 1899!

QUICK FACTS

County: Polk County

Size: 215,000 Residents

Surrounding Communities:

- + Ankeny (pop. 68,000)
- + Urbandale (pop. 46,000)
- + Waukee (pop. 24,000)
- + West Des Moines (pop. 69,000)

Recreation: 81 miles of trails

Commute: Average 20 minutes or less

NATIONAL RANKINGS

#1 Best Place to Live in the Midwest for High Salaries and Low Cost of Living
The Ascent, 2021

#2 Safest Place to Live
U.S. News & World Report, 2021

#5 Best Place to Live in the U.S.
U.S. News & World Report, 2020

#11 Most Affordable City to Buy a Home
Forbes Advisor, 2021



ABOUT THE POSITION



The Board of Directors of Mercy College of Health Sciences (College) invites inquiries, nominations, and applications for the position of president. The president as the chief executive officer of the College and its official spokesperson, administers, directs, and coordinates all activities of the College, within the framework of the established philosophy and mission of the College, consistently with the College's governance structure, and with leadership from the Board of Directors.

MISSION RESPONSIBILITIES

- Upholds, communicates, and promotes the College's mission, values, and heritage as a Catholic, faith-based institution.
- Advances the College's Core Values of knowledge, reverence, integrity, compassion, and excellence.
- Nurtures the College's healing mission, supported by education and research.
- Ensures that the College's policies and activities emphasize respect for human dignity and the promotion of social justice, and reflects a commitment to diversity and inclusion.
- Ensures the integrity of the organization.
- Promotes leadership development.
- Functions as a role model regarding the College's values.
- Ensures the integration of the College's mission into all operations and activities.

OTHER RESPONSIBILITIES

- Provides visionary and strategic leadership and direction for the College.
- Balances internal and external priorities.
- Proactively navigates internal and external environments to achieve effective outcomes and build and maintain strong relationships.
- Is an effective and responsible steward of the College's resources, providing a sound financial base for the College's long-term viability.
- Organizes the College's human, financial and physical resources to achieve the objectives of the institution.
- Supervises and develops a strong leadership team in recognition and promotion of current and future talent management, setting high performance expectations with identified results.
- Assures that the College continues to provide quality education to the population it serves, bearing final responsibility for the integrity of the College's academic programs.
- Ensures compliance with state and federal regulations and professional and regional accreditation standards.
- Maintains and grows enrollment; implements effective student retention initiatives.
- Maintains awareness and understanding of trends in higher education, healthcare, healthcare education, and online learning; is proactive and adaptive in response to changing environments.



ABOUT THE POSITION CNT.



- + Fosters and maintains a healthy campus culture founded on respect, maintaining an engaged and visible presence on campus.
- + Bears overall responsibility for the recruitment, development, and retention of faculty and staff.
- + Bears overall responsibility for operations, continuous improvement, budget formulation and fiscal management, enrollment, student affairs, financial aid, alumni relations, the development and maintenance of campus facilities including long-range planning, and resource development.
- + Bears overall responsibility for operational processes and procedures that interact with a large healthcare system.
- + Ensures the availability of academic and student support resources and services so as to encourage and support student achievement and success.
- + Establishes and maintains a positive presence in the academic, health care, and general community, providing leadership in the development of the College, including fundraising.
- + Collaborates with MercyOne and other healthcare partners on strategies to improve the academic experience of the student.
- + Carries out all policies applicable to the College.
- + Reports to the Board of Directors; presents to the Board of Directors and its authorized Committees periodically and requested reports reflecting the activities of the College, including monthly updates.
- + Engages the Board of Directors and Board Committees, being proactive in proposing and executing Board development initiatives including on boarding.
- + Works with the Board Chair to develop Board of Directors meeting agendas, materials, and presentations.
- + Serves on the Executive Committee of the Board of Directors.
- + Serves as the College's liaison to the corporate Member.
- + Develops and fosters relationships with the Board of Directors, MercyOne, and the community.
- + Facilitates shared governance between the Board of Directors and the administration, and between the administration and faculty.
- + Develops and nurtures relationships within the college, with and among administration, faculty, staff, and students.



CANDIDATE QUALIFICATIONS



REQUIRED QUALIFICATIONS

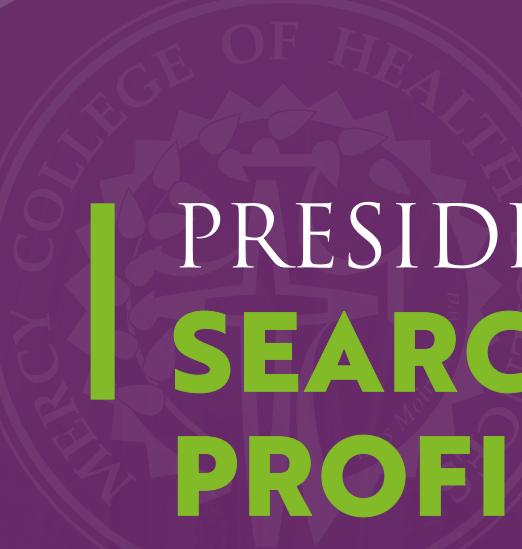
- + Earned Doctorate from an accredited college or university.
- + Five or more years in an executive leadership capacity.
- + Relevant experience in both healthcare and higher education.
- + Seven to ten years progressively more responsible experience in executive Leadership, healthcare, and/or higher education.
- + Established reputation as a leader.
- + A history of increasing responsibility in past positions and demonstrated abilities in communication, leadership, management, teamwork, critical thinking, organization, analysis, problem solving, and long range or strategic planning.
- + Demonstrated ability to uphold the College's mission, values, and heritage as a Catholic, faith-based institution.
- + Demonstrated knowledge of program, state and national higher education accrediting standards and regulatory requirements.
- + Demonstrated financial management skills.
- + Demonstrated ability to accurately perceive organizational and social dynamics.

PREFERRED QUALIFICATIONS

- + Prior experience as a college president.
- + Prior experience in healthcare higher education.
- + Prior experience with online education.
- + Prior experience in nursing or allied health.
- + Demonstrated record of successfully working within a governance structure.
- + Scholarly accomplishments.

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

It is Mercy College of Health Sciences' policy to conduct all academic programs and business activities in a manner that is free from unlawful discrimination and to provide equal opportunity for and equal treatment of students and employees regardless of race, color, age, ethnicity, religion/creed, national origin, pregnancy, sexual orientation, gender, gender identity, genetic information, sex, marital status, disability or status as a U. S. Veteran or any other factor protected by law. Inquiries regarding nondiscrimination policies may be directed to the Vice President, Engagement at 515.643.3180, 928 6th Avenue, Des Moines, Iowa 50309, mchshr@mercydesmoines.org.



PRESIDENTIAL SEARCH PROFILE



The consultants from Hyatt-Fennell are partnering with the Mercy College Search Committee.

Cheryl Hyatt is the CEO/Partner at Hyatt-Fennell and is the primary contact for the search.

Please contact Cheryl at **724-242-0476** or **MCHS@hyatt-fennell.com**.



MERCY COLLEGE
OF HEALTH SCIENCES