

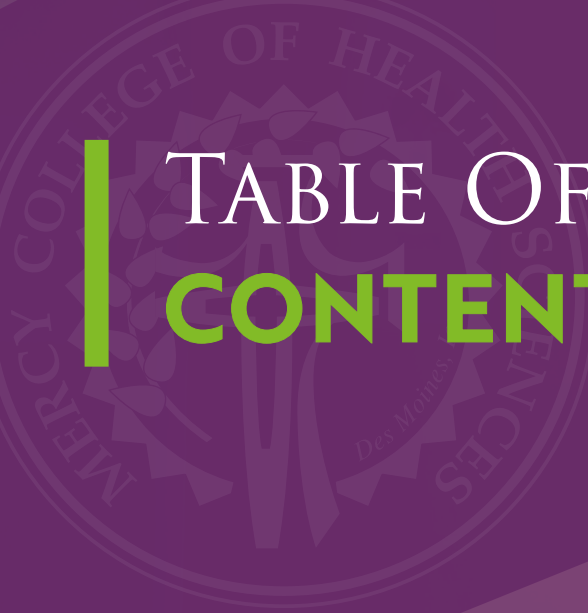


MERCY COLLEGE OF HEALTH SCIENCES

**VICE PRESIDENT FOR ACADEMIC AFFAIRS  
PROVOST**

SEARCH PROFILE

JANUARY 1, 2023



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# 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.

## 1958

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

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

## 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



**C**harting 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.

*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: 769
- + 49.3% Full-Time / 50.7% Part-Time
- + Median Age: 25
- + Transfer: 87.1%
- + Female: 82.7%
- + Male: 17.3%
- + White Ethnicity: 65.7%
- + Marital Status: 74.8% Single

## QUICK FACTS (MERCYPLUS, ONLINE)

- + Student Count: 144
- + 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 accreditators.

## TUITION

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

- + On-Campus: \$693/credit
- + Graduate Programs: \$764/credit
- + MercyPLUS (Online): \$2,570/quarter, up to 12 Credits

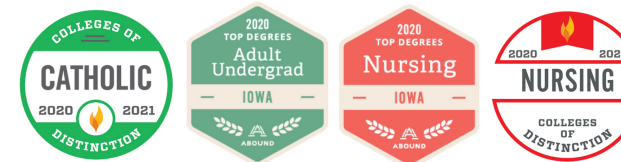
## RECOGNITION

**#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



**M**ercy College of Health Sciences (the “College”) invites inquiries, nominations, and applications for the position of Vice President for Academic Affairs and Provost (VPAA/Provost). This position serves as the Chief Academic Officer for the College. The position is responsible for the leadership of the academic affairs department, working collaboratively with other members of the leadership team to promote Mercy College and to foster an educational learning environment that supports the mission, vision, values and strategic plan.

## QUALIFICATIONS

The ideal candidate will have:

- + Earned doctorate degree required from an accredited institution with preference for candidates who possess one degree in a healthcare discipline i.e., nursing, etc.
- + Ability to represent the President when called upon and act on the President’s behalf as requested.
- + Previous experience as an academic dean or academic department head, with an understanding of and commitment to shared governance.
- + Strong record of teaching, scholarship, service learning, assessment of student learning, and accreditation matters, with a preference for experience with HLC.
- + Demonstrated record of success in administrative, academic and leadership experience.
- + Proven experience and skills in directing and supervising faculty and staff.
- + Excellent oral and written communications with sound decision-making and problem-solving skills.
- + Demonstrated ability to develop partnerships and relationships with varied constituents.
- + Demonstrated knowledge and experience in financial and budget management.
- + Demonstrated commitment and record of promoting a diverse educational environment.
- + Experience in distance learning, institutional, program, co-curricular, and general education assessment, and research.
- + Capacity to effectively advocate in support of the College’s mission and strategic plan with an understanding of the emerging trends in private higher education.
- + A proven leader who possesses the presence, demeanor, credentials, intelligence, vision, and communication skills to earn the respect of others, collaborate well, achieve mission, and strategic plans, and represent Mercy College in a variety of settings.
- + Success in fostering innovation and continuous improvement, and a quick study in finding opportunities in the rich surrounding area to build upon Mercy College’s prominence.
- + Experience with contemporary instructional methods for adult learners and a strong commitment to online learning and alternative delivery methods.
- + Experience and success in leading and managing a large division or organization, including strategic planning, resource management, and curriculum review and development.
- + Commitment to diversity, equity, and inclusion.
- + Experience in an academic role within a health systems environment preferred
- + Demonstrated record of success in oversight or management of nursing programs preferred.

# ABOUT THE POSITION CNT.



## Leadership and Vision

- + Evaluates and positions Mercy College programs to ensure academic excellence, growth, and competitive advantage through robust curriculum development, strategic resource allocation, program accreditation, and program and student learning outcomes assessment.
- + Oversees regional and program accreditations, working with appropriate internal and external stakeholders, in achieving favorable outcomes.
- + Strengthens academic leadership through professional development and mentorship opportunities.
- + Promotes the development of innovative, lifelong learning opportunities for a range of learners including liberal arts students, non-traditional students, military personnel, corporate and business clients, online and other diverse groups.
- + Ensures regular assessments of program performance outcomes and identification of new program proposals.
- + Ensures financial controls are in place for proper and viable fiscal management. Provides oversight to the annual enrollment projections as prepared by the academic affairs' program administrators.
- + Serves as academic leader in providing educational expertise, health care excellence and community service to Des Moines, the State of Iowa and nationally.
- + Develops collaborative relationships with education constituencies, health care systems and community organizations in support of students, clinical partners and Mercy College.

## Management

- + Strengthens a commitment to the practice of transparency throughout Mercy College.
- + Practices shared governance through policy and procedures and the adoption of best practices, including oversight and support of Mercy College Senate, Senate Councils and Committees.
- + Oversees faculty hires, evaluations, promotions, Human Resources' practices and recognition systems.
- + Maintains strong relationships members of Mercy College's constituencies including students, faculty, staff, alumni and members of the Mercy College of Health Sciences community.
- + Ensures compliance with applicable accreditation standards and regulatory requirements related to academic matters.
- + Oversees an expanded academic and student services portfolio.
- + Strategize with colleagues to attract new populations of students, improve enrollment, and enhance student achievement.

**The successful candidate will be committed to upholding the College's mission, values, and heritage as a Catholic, faith-based institution in all aspects accomplished by advancing Mercy College's Core Values of knowledge, reverence, integrity, compassion, and excellence in all relationships and encounters.**

# AREAS OF PRIORITY

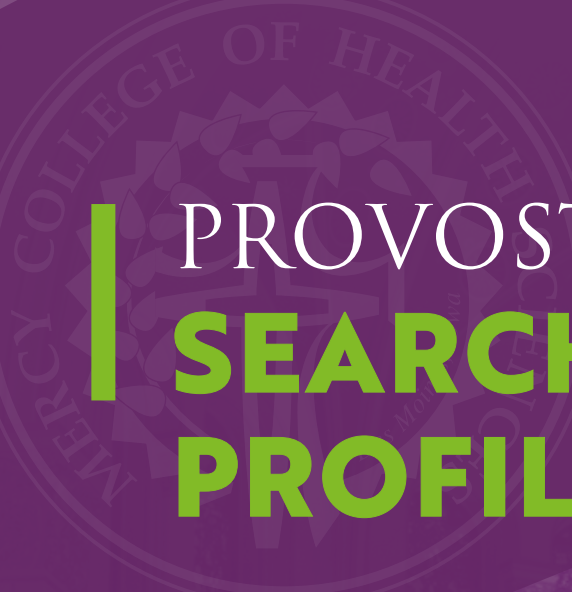


## OPPORTUNITIES & CHALLENGES

- + Partner with a newly-appointed president, cabinet, and Board of Directors to achieve ambitious goals set forth in the current Strategic Plan 2021 - 2026 as well as reviewing the Plan for possible amendments.
- + Re-examine Mercy College curriculum and program portfolio, conscious of employment trends, the market, and the institution's intellectual and education capacities.
- + Lead the development and successful, punctual implementation of innovative program ideas, including new graduate degrees.
- + Continue Mercy College's excellent record of regional and specialized accreditation for existing programs, and partner with the new president to oversee the successful approval of new doctoral and other programs.
- + Grow and nurture the shared governance systems.

### **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 Director of Human Resources at 515.643.3180, 928 6th Avenue, Des Moines, Iowa 50309, [mchshr@mercydesmoines.org](mailto:mchshr@mercydesmoines.org).



# PROVOST SEARCH PROFILE



Mercy College of Health Sciences is being assisted by the partners of Hyatt-Fennell. For additional information contact Cheryl Hyatt - [chyatt@hyatt-fennell.com](mailto:chyatt@hyatt-fennell.com) or 724-242-0476

**DEADLINE JANUARY 31, 2023**

Application and nominations should be submitted electronically to: [MCHS@hyatt-fennell.com](mailto:MCHS@hyatt-fennell.com)

Applications include a cover letter, current CV or resume and contact information for five professional references



**MERCY COLLEGE**  
OF HEALTH SCIENCES