



Vice President for Mission and Campus Culture



MERCY COLLEGE
OF HEALTH SCIENCES

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 science education.

ABOUT MERCY COLLEGE OF HEALTH SCIENCES

Mercy College of Health Sciences is a premier health sciences specialty school with a legacy that spans over 125 years of providing high-quality healthcare education while transforming students into trained healthcare professionals. With a walkable eight-acre campus located in the heart of Des Moines, Iowa, Mercy College offers unique hands-on learning, unparalleled clinical rotations, and accelerated education. Mercy College provides collaborative education opportunities in partnership with MercyOne and national healthcare partners and is affiliated with MercyOne and the Trinity Health healthcare system. With 16 academic programs offering master's, bachelor's, associate degrees, certificates, online degrees, and continuing education courses, the College's students are prepared to enter the workforce quickly with the critical skills necessary to make an immediate impact in their chosen healthcare careers.

<https://mchs.edu/About/About-Us>

Mercy College of Health Sciences takes pride in all our accolades we have earned including outstanding achievement, merit and virtue, and continually surpassing standards to achieve and maintain quality.

<https://mchs.edu/Excellence>

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

ABOUT DES MOINES, IOWA

The City of Des Moines is Iowa's capital city and the county seat of Polk County. The local government serves more than 215,000 residents throughout 52 neighborhoods with more than 4,000 acres of parkland and 81 miles of trails. The City of Des Moines stands to be a financially strong city with exceptional city services, fostering an involved community in a customer friendly atmosphere. www.dsm.city

Greater Des Moines (DSM) is a community that invests in itself, that is powered by multi-national corporations and also supports small, locally owned businesses. DSM is a community committed to cultivating an inclusive, equitable environment for people of all backgrounds.

<https://www.dsmpartnership.com/> In DSM you'll find affordable living, vibrant Downtown amenities, welcoming suburbs, world-class education and commute times averaging 20 minutes or less — all while enjoying an ideal work-life balance. <https://www.dsmpartnership.com/living-here>



Top 10 Best Place for Business and Careers — Forbes, 2019

#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 VICE PRESIDENT FOR MISSION AND CAMPUS CULTURE

Reporting to the President, the Vice President for Mission and Campus Culture (VPMCC) is a senior leadership position responsible for advancing the College's Catholic identity, Mercy heritage, and mission-driven culture. Reporting directly to the President and serving as a key member of the President's Cabinet, the VPMCC provides strategic leadership to ensure that the College's values of knowledge, reverence, integrity, compassion, and excellence are woven into every aspect of the campus. The position also has oversight of Title IX compliance and the Student Success Center, fostering a campus environment that is safe, inclusive, and aligned with the College's commitment to human dignity and justice.

ESSENTIAL FUNCTIONS:

- Advise the President, the President's Cabinet, and the Mercy College Board of Directors on mission-related priorities, ethical leadership, and campus culture initiatives.
- Develop and implement a strategic plan for mission integration, ensuring alignment with the College's vision, accreditation standards, and Catholic identity.
- Collaborate with department and academic leaders for initiating, integrating, and aligning responsibilities to the Mercy College mission.
- Champion and integrate the Catholic and Mercy mission across academics and operations.
- Serve as a mission liaison between the College and external Catholic organizations, including the Sisters of Mercy, local dioceses, and national Catholic higher education networks.
- Represent the College in community partnerships, interfaith collaborations, and healthcare ethics discussions that impact students and alumni.
- Lead faculty and staff in mission formation, ensuring a deep understanding of the College's Catholic identity and values.
- Promote Catholic social teaching in decision-making, policy development, and campus initiatives.
- Foster a welcoming and inclusive campus culture rooted in the College's Catholic and Mercy traditions.
- Provide pastoral support to students, faculty, and staff, creating a culture of care, respect, and ethical leadership.
- Lead Student Affairs to integrate social-emotional learning, character formation, and service leadership.
- Serve as the College's Title IX Coordinator, ensuring compliance with federal and state laws regarding sexual harassment, discrimination, and misconduct.
- Oversee policies, procedures, and training related to Title IX, Clery Act, and other regulatory obligations to maintain a safe and respectful campus.
- Provide oversight for budget, personnel, and programs related to mission and campus culture initiatives.
- Performs miscellaneous duties as assigned.

MINIMUM KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

- Master's degree required, doctoral degree preferred, in theology, ministry, ethics, higher education leadership, or a related field.
- Active Roman Catholic.
- Minimum of 7-10 years leadership experience in Catholic higher education, mission integration, student affairs, or a related area.
- Deep understanding of Catholic Social Teaching, the Mercy tradition, and higher education mission leadership.
- Experience in Title IX oversight, compliance, and campus safety initiatives.
- Proven ability to work collaboratively across campus and build strong relationships with faculty, staff, students, and external stakeholders.
- Knowledge of contemporary issues in Catholic higher education.
- Excellent interpersonal and communication skills.
- Strong organizational skills.

PREFERRED QUALIFICATIONS:

- Experience in Catholic health professions education or a background in healthcare ethics.
- Training or certification in Title IX investigations and compliance.
- Knowledge of best practices in mission-driven leadership, pastoral care, and student engagement.

Mercy College of Health Sciences is being assisted by the partners of Hyatt-Fennell. Submit applications, which include a letter of interest, a current résumé/cv, and information for five professional references, via email to **mchs@hyatt-fennell.com**. The position will remain open until filled. All applications and nominations will be considered highly confidential.

For more information contact:

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www.hyatt-fennell.com



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.