



## **Dean, School of Health and Natural Sciences**

Mercy College invites nominations and applications for the position of Dean, School of Health and Natural Sciences. The College seeks a forward-thinking and bold leader to enthusiastically embrace its mission and provide a vision for the future.

Founded in 1950, Mercy is proud to be New York's largest private, non-profit minority-serving institution enrolling considerable numbers of Pell Grant recipients, first-generation college students, and adult students on our campuses in Dobbs Ferry, the Bronx, Manhattan and online. Mercy's affordable tuition rates, our nationally recognized advising program, our laser focus on student success, and our academically rigorous programs in fields ranging from Business to Nursing make Mercy a regional leader in preparing the next generation of professionals, citizens, and scholars. Our College is rich in undergraduate and graduate program offerings and student diversity, with an unwavering commitment to keeping higher education affordable and closing the equity gaps.

Mercy offers a low tuition and significant grant aid, both from public and institutional sources. Significant resources are dedicated to individual academic support where needed, for example, personal mentorship through its PACT program. Career-related programs combined with a liberal arts foundation, the opportunity to complete internships and a strong commitment to career readiness, prepare students for life after graduation. The College's breadth of graduate programs provides the advanced skills students need for professional advancement or to pursue career changing opportunities.

While Mercy has enjoyed substantial success in recent years, the challenge facing the President, Provost, and the entire leadership team is to build on this momentum, finding new and better ways to serve our students.

### **MERCY COLLEGE: AN OVERVIEW**

Mercy College is an independent, nonsectarian, student-centered institution with a clear mission, an engaged student population, a highly competent, experienced, dedicated faculty and staff, and a strong financial position. The new Dean must carry forth the College's mission of transforming lives through liberal arts and professional programs, while working with the entire College community. Guided by a strategic plan, key areas of focus are to provide personalized, high quality learning, lead in transformational education, optimize enrollment, enrich college life, and cultivate a thriving philanthropic program.

Mercy College currently enrolls over 9,500 undergraduate and graduate students, including 5,699 full-time undergraduates. While most students are New York residents, students represent 40 states and 51 countries. Mercy College offers small class sizes with 92 percent of undergraduate lecture classes having fewer than 30 students and 43 percent having fewer than 20 students. Mercy College offers competitive financial aid and scholarship support and is proud to be ranked as one of the most affordable, not-for-profit, private institutions in the country.

Mercy College's main campus encompasses 55 acres alongside the picturesque Hudson River in Dobbs Ferry, New York, a suburb of Westchester County, 25 miles north of New York City. Hudson Hall, located on the Dobbs Ferry campus, houses 350 students, a fitness center, Starbucks Café, and convenience store. The Manhattan Campus is strategically situated in the heart of Manhattan at Herald Square. In Fall 2020, Dorm34 opened at the Manhattan campus offering students access to all the benefits of campus and life in New York City. The Bronx Campus occupies 125,000 square feet at the Hutchinson Metro Center, a rapidly developing complex of corporate and healthcare organizations and businesses.

Mercy College took responsibility for the students and alumni of a local sister college that closed its doors in August 2019. Through this arrangement, Mercy successfully transitioned over 1200 students into existing and new nursing programs in the School of Health and Natural Sciences.

### **Governance**

The College is governed by a 20-member Board of Trustees that serve the College by supporting events and initiatives, and providing expertise and guidance.

### **President**

President Timothy L. Hall has served as the 12<sup>th</sup> president of Mercy College since 2014. He was recently recognized in the 2020 Westchester Power 100 List. One of his most important priorities has been to improve the success of Mercy students. In his first three and a half years, freshmen retention improved by nearly ten percent and graduation rates increased by more than twenty percent. Since Hall's arrival at Mercy, the College has been recognized by the White House as a "Bright Spot in Hispanic Education," received reaccreditation from the Middle States Commission on Higher Education, and completed construction of a new, 350-bed residence hall. In addition, the College has launched an ambitious program to further enhance student success through the implementation of a variety of macro-level strategies referred to as the Mercy Success Toolkit. The Toolkit consists of innovative practices such as intrusive advising, course redesign, and guided pathways to success (GPS).

### **Accreditation**

Mercy College is accredited by the Middle States Commission on Higher Education, which reaffirmed the College's accreditation through 2024-25. The College was reaccredited in 2015. The College holds professional accreditations with:

- Accreditation Council for Occupational Therapy Education
- Accreditation Review Commission for Physician Assistant
- Commission on Accreditation in Physical Therapy Education
- Commission on Accreditation of Allied Health Education Programs and the National Strength and Conditioning Association
- Commission on Collegiate Nursing Education
- Committee on Veterinary Technician Education and Activities
- Council for the Accreditation of Educator Preparation
- Council on Academic Accreditation in Audiology and Speech-Language Pathology
- Council on Social Work Education
- National Accreditation Agency for Clinical Laboratory Science
- National Council for Accreditation of Teacher Education

Mercy College is dedicated to personalized attention with its nationally recognized PACT, which is a revolutionary mentoring program that maximizes students’ success through a comprehensive collaboration between students and professional mentors, and addresses the national agenda to raise the number of college graduates in America. Through this program each student is assigned a mentor that supports them and helps them navigate through their college experience.

### **Finances**

Operating revenues, including net tuition and fees, total approximately \$170 million while operating expenses are about \$158 million. The College endowment stands at approximately \$249.5 million. Standard & Poor’s rates the College with the prestigious distinction of ‘A’ credit rating citing strong annual growth, robust operating results, flourishing enrollment, and innovative leadership.

### **Advancement**

The Advancement team focuses primarily on individual and planned giving, alumni relations and special events and PR/college-wide communications. There are over 68,000 alumni of record for Mercy College and 56,000 alumni records for CNR.

### **Athletics**

Approximately four percent of Mercy’s undergraduate students participate in intercollegiate athletics. Mercy College sponsors an intramural sports program as well as intercollegiate competition in 10 varsity sports. Varsity teams compete at the Division II level. The College is a member of the National Collegiate Athletic Association (NCAA) and the East Coast Conference (ECC). Varsity men’s programs include baseball, basketball, lacrosse, and soccer. Women’s athletic teams compete in basketball, field hockey, lacrosse, soccer, softball, and volleyball. The baseball, lacrosse, soccer, and field hockey teams, in addition to numerous local community high school and youth groups, play on a new, eco-friendly turf field on the Dobbs Ferry campus, overlooking the Hudson River.

## Student Engagement

Through the Mercy Gives Back umbrella, the College continues to carry on a long tradition of service of initiatives that celebrate and promote community service and engagement through international medical missions to the Dominican Republic, Africa, and Belize, clean-up and recycling projects, reading clinics and crop harvesting for local food pantries. Under the *Mercy Gives Back* initiative, students partner with a variety of organizations including the American Cancer Society, Big Brothers Big Sisters, the Hearing Loss Association of America, HeadStart of New York, Volunteer Center of the United Way, American Diabetes Association, The Lustgarten Foundation, St. Jude's Foundation, Sickle Cell Disease Association of America, PolioPlus Fund and Rotary International, along with many other local organizations.

## Distinctions

Below is a select list of accolades for Mercy College:

- Westchester Magazine named Mercy College *2020 Best College in Westchester*.
- *U.S. News & World Report* has consistently ranked Mercy as a leader in online education. Mercy was ranked #17 in their list of "*Top Performers on Social Mobility*"; *Best Graduate School – Physician Assistant (2020)*, and *Best Graduate School – Nursing (2020)*.
- *Hobsons Education Advances Award for Admission* named Mercy as their 2020 winner for institutional innovation and success.
- *Excelencia in Education* recognized Mercy's PACT Program for implementing strategies advancing equity for Latino students (2020)
- Mercy is one of the top colleges in the nation to produce minority baccalaureate and graduate degrees. The annual "Top 100 Degree Producers" ranking was released by *Diverse: Issues in Higher Education* magazine.
- Mercy is recognized by the U.S. Department of Education as a Hispanic Serving Institution, which is defined as having an enrollment of full-time undergraduates that is at least 25 percent Hispanic students. Only 10 percent of colleges and universities meet this designation. Hispanic Network Magazine named Mercy *Best of the Best 2020 Top Colleges and Universities*.
- Mercy was identified as Best of the Best 2020 Top Veteran-Friendly Schools by the U.S. Veteran's Magazine. We have been recognized by the U.S. Department of Veteran Affairs as a 'Yellow Ribbon' School for many years including 2020.
- The White House has distinguished Mercy as a national leader in community service and named Mercy to the President's Higher Education Community Service Honor Roll by the Corporation for National and Community Service. Mercy is committed to developing engaged citizens and instilling the values contained in the Mercy College seal, "Inserviendo Consumere" (consumed in service).

## The History of Mercy College

Founded by the Sisters of Mercy in 1950, Mercy College became a four-year college offering programs leading to the baccalaureate degree in 1961. The College was accredited by the Middle States Association's Commission on Higher Education in 1968. By 1969, Mercy College had set

a course for its future with a series of actions, including declaring itself nonsectarian and co-educational. In addition, it doubled the size of the existing physical plant and initiated the first of many community outreach efforts.

Mercy College's innovative spirit soared in the 1970s when it broadened its outreach through the establishment of extension centers and branch campuses throughout communities in Westchester County and New York City. This expansion enhanced the College's reach to the traditional college market and positioned the College on the leading edge of higher education for those who were the first generation in their families to seek college degrees and the adult student market.

Always seeking ways to expand academic and career opportunities for its students, Mercy College was authorized to offer its first graduate program (in nursing) in 1981. Since then, 30 diverse graduate programs have been introduced, and in 2006, the College was granted authorization to offer its first doctoral program (in physical therapy). Mercy College has become one of the regional leaders in the preparation of health care professions as well as a leading provider of teacher education preparation for the New York City Schools and the surrounding communities.

The College expanded its offerings to include online programs in the 1990s and was soon granted the ability to offer entire degree programs online. Thousands of Mercy College students take one or all their courses online through the more than 40 undergraduate and graduate programs offered.

At the heart of Mercy College is its dedication to the motivated student, and the College's commitment to quality, student support, and affordability - as well as innovation - remains as strong today as ever.

## **ACADEMIC AFFAIRS**

**The School of Business** provides students the opportunity to be mentored by faculty who have gained real world experience. Classes are taught by former executives, CEOs, CFOs, and entrepreneurs - industry leaders from Wall Street to Main Street - who bring their extraordinary professional experience into the classroom. Students learn through hands-on-experiences giving them the opportunity to work on real projects, for real clients. Students invest using a trading room that replicates Wall Street. Networking opportunities are abundant and aid undergraduate and graduate students in standing out when seeking employment.

**The School of Education** prepares students to become teachers or school leaders, ready to meet today's education challenges. The School offers master's degrees, certification in chosen areas and clinical experiences while working with an outstanding faculty in Mercy College programs, all of which are nationally recognized. There are multiple programs available in the departments of Childhood Education, Secondary Education, Multilingual and Literacy Education, Educational Leadership and Special Education. The School offers innovative, flexible and accessible programs of study, including providing courses at multiple campuses and online. The School is the first institution in the United States to be awarded initial national accreditation by the National Council for the Accreditation of Teacher Education (NCATE) and its successor organization, the Council for the Accreditation of Educator Professionals (CAEP).

**The School of Health & Natural Sciences** provides premier health and natural science undergraduate and graduate educational programs to equip students with the intellectual, technical and professional competencies they need to excel and advance as science specialists, health care providers, health promotion experts and science/health educators. More than just focusing on personal careers, the School's goal is to prepare students to use their knowledge and abilities in the health and natural sciences to be compassionate and caring health care providers.

**The School of Liberal Arts** provides the cornerstone of a rigorous college education. Students are prepared with the skills that will last a lifetime. Problem-solving, critical thinking, effective communication, creative expression, mathematical and computer literacy are the skills that employers are seeking now more than ever, particularly for jobs that do not yet exist in our world of rapidly changing technologies. The values of liberal learning lie in higher-order learning that is essential for real world problem solving. The school also offers several professional programs in diverse fields such as Journalism, Cybersecurity and Computer Arts & Design.

**The School of Social & Behavioral Sciences** provides an education that can lead to a career of caring in an environment of success in our global community. With access to world-renowned faculty and innovative programs students are prepared to become part of a global environment and make a difference in their communities. With a degree in the Social or Behavioral Sciences, students pursue breakthrough scientific research, study diverse cultures, and prepare for diverse professions including Criminology, Psychology and Social Work. There has been an increase in the number of fields that rely on social and behavioral scientists. For intelligent, hardworking, and ambitious students, Mercy College is the perfect place to launch a career.

**The Center for Global Engagement** furthers Mercy College's mission by establishing programs and initiatives designed to encourage the exchange of knowledge across international boundaries. Students engage in learning about cultural perspectives different from their own.

**The Libraries** serve students, faculty, staff and alumni of the College. The main library at the Dobbs Ferry Campus holds the majority of the College's collections and supplements those at two branch campus libraries (Bronx and Manhattan) through a timely shipping and delivery system. All library facilities afford space for collaborative or concentrated learning and easy accessibility to library holdings and services. Librarians are available on-site and online to provide research assistance, consultations, and information literacy instruction.

Resources are available in many formats, including a large and expanding collection of e-Books. Desktop computers, laptops and wireless network provide access to the libraries' online catalogs, electronic databases and Internet resources to support the College's on-site and online programs. Users have access to the libraries' online catalogs, e-books and databases through the Mercy College libraries' website.

### **Faculty and Staff**

The experienced and highly qualified faculty is comprised of 230 full-time members, 95 of whom are tenured or on the tenure track. Approximately 1000 part-time faculty members provide a high

level of expertise and professionalism. The faculty includes Fulbright Scholars, published authors and national authorities who are dedicated to excellence in teaching. As experts and national and international leaders in their fields, they bring timely, relevant, real-world experience into the classroom, blending theory with practice. The approximately 500 staff members are distinguished by their dedication and loyalty to the institution's mission and students.

### **Provost and Vice President of Academic Affairs**



Dr. José Herrera was named Mercy College's Provost and Vice President of Academic Affairs in January 2017. Prior to his appointment at Mercy College, Dr. Herrera was founding Dean of the College of Arts and Sciences and Associate Vice President for Academic Affairs at Western New Mexico University. Previously, he served as a Program Director at the National Science Foundation (NSF) within the Division of Undergraduate Education (DUE) from 2011 until 2013. In this position, he oversaw a diverse portfolio of innovative scientific programs to develop scientific and educational capital at various institutions across the United States. A native of the near Southwest side of Chicago, he graduated from the Chicago Public School system (Whitney Young High School) at 15 before attending Northern

Illinois University where he majored in biology and minored in chemistry, graduating *magna cum laude* in 1988 and completed a master's degree in biology. He earned his doctorate at Kansas State University in 1996, in microbiology. He worked in the Department of Biology at Truman State University where he served as chair of the department from 2009 until 2011. During his career, Dr. Herrera has collaborated with many undergraduate students, publishing several scientific articles characterizing the microbial community structure and function of root-associated fungal endophytes. He is currently the Project Director of a Howard Hughes Medical Institute (HHMI) Inclusive Excellence award. In 2017, he was elected chair of the 2019 Gordon Research Conference on Undergraduate Biology Education Research in Lewistown, ME. He is a lifetime member of SACNAS (Society for the Advancement of Chicanos and Native Americans in Science) and former Senior Editor of *Life Science Education* (LSE) and current Handling Editor of *BioScience*. Dr. Herrera is excited to collaboratively interact with students, faculty, and staff at Mercy College to develop exemplary national models for teaching diverse students in an ever-changing educational landscape.

### **THE SCHOOL OF HEALTH AND NATURAL SCIENCES**

The School of Health and Natural Science at Mercy promotes active learning and engages students in clinical and academic internships, and interprofessional education experiences to develop well-rounded students ready for careers and service.

#### **Active Learning**

An essential hallmark of the School of Health and Natural Sciences at Mercy College is learning by doing. In addition to lecture courses, students are engaged in science labs, research, clinical simulations, community service and global missions offering their insight and experience for their future careers. Active learning opportunities at Mercy include:

### **Innovative Science Teaching and Undergraduate Research**

Mercy College has received several grants that support innovative teaching and undergraduate research. In Fall 2020, the College received almost \$3 million under the Title V Developing Hispanic Serving Institutions Program of the US Department of Education. The project, Advancing Curricular Change to Enhance Student Success (ACCESS) is designed to expand opportunities for students in high-demand health science careers by improving student outcomes in Anatomy and Physiology 1, a gateway course, and increasing the number of available nursing training slots to meet the pressing need for nurses, particularly in the New York City metropolitan area. The project will improve teaching and learning on an institution-wide basis through implementation of high-impact practices, advancement of faculty development, and robust student engagement in the college experience. This grant will support the purchase of several additional Anatomage tables for virtual dissection.



Mercy College was one of 33 colleges and universities to receive a \$1 million grant from the Howard Hughes Medical Institute (HHMI) to develop models that build capacity to effectively engage all students in science education. The grant, which is awarded over five years (2018-2022), creates a partnership with HHMI and the Association of American Colleges and Universities (AAC&U) to engage colleges in the process of cultural change. Through this grant, Mercy College is developing, implementing and assessing two interrelated initiatives to increase capacity for inclusions. The first is the creation of the Adjunct Academy for science instructors, the first of its kind in the New York region, to develop engaged and interculturably-competent adjunct faculty who are reflective of student needs across our biology curriculum. The second is creating predictive analytics and data-driven personalized pathways to strategically expand the use of analytics with a focus to better understand and address factors that impact our students' success. The College was also awarded a five-year grant from the National Science Foundation's Scholarship Program in Science, Technology, Engineering and Mathematics (NSF S-STEM). Through the grant Mercy College will provide up to 18 scholarships with as much as \$10,000 per year to incoming first-year biology students, designating them as STEM Scholars in Biology. Our goal is to increase the number of talented biology majors who go on to contribute to the advancement of knowledge in a broad range of scientific endeavors.

### **Clinical Simulation and Learning Labs and Speech and Hearing Clinic**

Approximately 12,000 square feet of clinical simulation and learning labs are located on both the Dobbs Ferry and Bronx campuses. These interprofessional labs are used by many programs in the School. The labs provide opportunities for hands-on learning experiences in settings that reflect in-patient, clinic, and home settings. Video capture provides opportunities to review students' performance with them to provide feedback for improvement in skills and interactions. In addition, students in communication disorders have served the community for more than 25 years with



comprehensive diagnostic evaluations and therapy for preschoolers, school-aged children, adolescents and adults in the Speech and Hearing Clinic on the Dobbs Ferry Campus. Students, faculty, staff, and persons served in the program's clinic are treated in a nondiscriminatory manner.

### **Interprofessional Education**

The Health Professions Clinical Simulation and Learning Labs provide opportunities to bring together students from various health professions for interdisciplinary. The students work as a team while practicing patient assessment, critical thinking, communication, and interventions based on specific patient scenarios with standardized or community patient volunteers. The School also engages in a common book read each term addressing a current theme from both the science and healthcare perspective, poverty simulation events, and community health fairs on both campuses.

### **Local to Global Initiative**

Our Local-2-Global Health Initiative engages students and faculty in partnership with community stakeholders to improve health and participation in life activities of at-risk and/or underserved populations. Local-2-Global initiative aims to educate compassionate and innovative leaders through interdisciplinary teamwork and service learning while improving overall community health and environments of at-risk and/or underserved populations both locally and globally. Students have participated in global missions to Africa, Belize, the Dominican Republic, and Antigua. At the Bronx campus, a mobile health vehicle is available for regional community outreach.

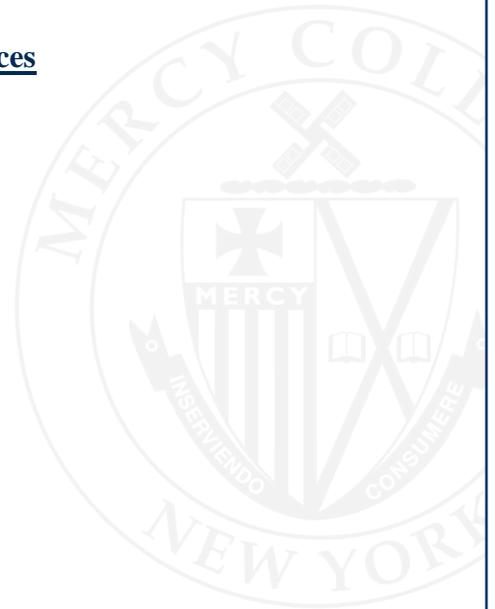
## **Academic Programs in the School of Health and Natural Sciences**

### **Undergraduate Programs:**

- [Accelerated Second Degree Nursing](#)
- [Biology](#)
- [Biology: Biomedical Sciences](#)
- [Clinical Lab Science](#)
- [Communication Disorders](#)
- [Exercise Science: Clinical Track](#)
- [Exercise Science: Performance Track](#)
- [Health Science: Health Promotion](#)
- [Health Science: Pre-Occupational Therapy](#)
- [Health Science: Pre-Physical Therapy](#)
- [Health Science: Pre-Physician Assistant Studies](#)
- [Nursing- RN to BS Degree Completion Program](#)
- [Nursing- Traditional Program](#)
- [Occupational Therapy Assistant](#)
- [Veterinary Technology](#)

### **Graduate Programs:**

- [Communication Disorders](#)
- [Family Nurse Practitioner](#)
- [Nursing Administration](#)



- [Nursing Education](#)
- [Occupational Therapy](#)
- [Physical Therapy](#)
- [Physician Assistant](#)

## **Faculty**

The faculty members in the School of Health and Natural Sciences combine their direct experience in various industries with their deep connection to the students and mission of Mercy College. The 85 full-time faculty members in the School have very diverse backgrounds including, scientists, licensed health care professionals, researchers, published authors, and leaders within their professional organizations. They are experts in their fields, and many are nationally recognized in their professions. The faculty bring their ‘real-world’ experiences into the classroom and draw from their talents to prepare the next generation of scientists and health care providers.

## **OPPORTUNITIES AND CHALLENGES**

Mercy College is a dynamic institution with high-quality academic programs, a caring community culture, highly dedicated faculty and staff, and a tradition of innovation. The opportunities and challenges below particularly relate to the role of Dean.

**Supporting the Mission:** The School of Health and Natural Sciences fuels the mission of Mercy College by providing a highly effective, accessible, and professionally based science and health care, ingrained in the institution’s core values of ethics, service, and community engagement. The next Dean will be charged with modeling this mission across the School, by ensuring the quality, accessibility, affordability, and ethical nature of the School’s programs.

**Expansion of Nursing Programs:** In 2019, over 1200 nursing students integrated into the existing nursing programs at Mercy College after the closing of the College of New Rochelle (CNR). The nursing programs continue to be the largest group of students within the School with complex educational and clinical needs. The next Dean will continue to address the unique needs of the nursing program students and faculty.

**Program Development.** The School of Health and Natural Sciences offers some of the most in demand, innovative, and flexible programs that successfully serve full-time, part-time, and working professionals. For continued success, the School must sustain and create attractive and academically strong programs that are market responsive and in high demand. The Dean will work with the Programs and faculty to provide leadership and development of these programs.

**Communication.** The School’s size and the diversity of its programs have always been strengths, both internally and externally. In sustaining a close-knit and collaborative environment, it is important for the Dean to be an excellent communicator and continue to play an active, engaged, and transparent role with the students, staff, faculty, alumni, and local community.

**External Relations and Partnerships.** The next Dean will play an essential role in supporting the philanthropic support of the School and Mercy College by effectively engaging alumni, regional health care organizations, research labs, and other constituencies in support of strategic priorities. The Dean, together with the College as a whole, will need to generate new kinds of support to meet critical needs for program and faculty development, facilities, clinical and research labs and classroom resources, and student scholarships. Maintaining current and establishing new partnerships in the Greater New York City region will be necessary to sustain the distinctive educational experience at the School of Health and Natural Sciences. The School's focus on hands-on active learning is dependent on the internship and clinical opportunities for students with top companies and health care providers. The Dean will be charged with establishing these partnerships, while also empowering faculty members to utilize their own networks to enhance the transformative opportunities for students.

**Leading-Edge Education.** The School of Health and Natural Sciences provides students with opportunities in state-of-the-art facilities. The science labs have been renovated over the past



several years and the research labs expanded to support collaborative research between faculty and students. These innovative opportunities draw students to the School from across the country. To keep the School's leading-edge culture, the Dean will work collaboratively with faculty and external partners to ensure that the Schools programs are consistently relevant and meet the consistently changing needs of the science and healthcare community.

**Optimizing Enrollment and Retention.** As a tuition-dependent institution, Mercy College's financial future depends on effective and strategic enrollment management. The College must conduct effective marketing, achieve strong admissions, and increase rates of retention. The Dean will advance these efforts by sustaining the supportive culture in the School of Health and Natural Sciences where students and faculty work closely in an active learning environment.

**Actionable Planning.** The Dean will implement academic priorities listed in the President's Strategic Plan, engaging all constituencies and bringing new ideas and thoughts to the current plan and developing future planning efforts.

**The Position Expectations:** Reporting to the Provost and Vice President for Academic Affairs, the Dean serves as the chief academic and administrative officer of the School of Health and Natural Sciences. The key attributes Mercy College seeks in the next Dean include an open, collaborative, experienced, innovative and data-driven leader, with a progressive record of academic accomplishments and administrative experience in higher education. The key responsibilities of this position include:

- leading with vision and personal integrity;
- managing a multi-faceted academic school utilizing consensus building and teamwork;
- promoting equitable student success;
- supporting research and scholarship;

- generating new revenue streams and external partnerships;
- developing growth opportunities, including new undergraduate and graduate programs;
- working with alumni, donors, and the community to develop and support internships and career opportunities; and
- supporting a diverse, equitable and inclusive learning and working environment.

**Qualifications:** The successful candidate will have the following professional and personal attributes, among others:

- A terminal degree within one of the academic disciplines of the School with adequate qualifications to hold the rank of tenured associate or full professor;
- record of at least five (5) years in higher education in an academic administrative leadership role;
- record of scholarship and securing external funding;
- demonstrated success in fiscal administration and fundraising at an accredited institution of higher education;
- record of data-driven decision making to foster student success;
- demonstrated effective management of programmatic accreditation;
- experience in curriculum development and assessment; and
- superior communication skills.

For full consideration, interested parties are encouraged to submit a letter of interest and CV as soon as possible. Review of candidates will begin immediately and will continue until the position is filled. Full consideration will be given to all applications received by March 26, 2021. Please submit the above documentation online at <https://jobs.mercy.edu/hr/postings/6045>.

Mercy College is an Affirmative Action/Equal Opportunity Employer/M/F/Veteran/Disability. For more information on Mercy College and its programs, please visit [www.mercy.edu](http://www.mercy.edu).

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