COLLEGE OF SOUTHERN NEVADA

EXECUTIVE SEARCH PROFILE
DEAN OF THE ENGELSTAD SCHOOL OF HEALTH SCIENCES
The College of Southern Nevada seeks applications for the position of the Dean of the Engelstad School of Health Sciences (ESHS). The Dean of Health Sciences reports to the Vice President of Academic Affairs and provides leadership for faculty, directors, department chairs, program leaders, students, and staff within the School. The Dean will oversee the teaching, research, special accreditations, and operational activities of all allied health departments within the Engelstad School of Health Sciences (ESHS). Additionally, the Dean serves as a campus-based member of the Charleston Campus Vice President’s leadership team, assisting with site-based operational needs that involve students, faculty, staff, and the community. The Dean provides budget planning and supervision and actively participates in the hiring, development, evaluation, and promotion of faculty and staff within the Engelstad School of Health Sciences. This academic leader will be responsible and accountable in building budgets for programs and departments within their School, aligning budgets to planning and results, and holding constituents and stakeholders accountable for adherence to budgets. This position ensures that each health sciences program offers a completable schedule of classes each semester, coordinates facility usage with the Campus Vice Presidents, and, in collaboration with the other School Deans and Campus Vice Presidents, oversees and guides enrollment management across the School, college instructional sites, and delivery modalities.

The Dean advises the Vice President of Academic Affairs and the Campus Vice Presidents/Provosts concerning items affecting the division in concert with the college and community (i.e. capital improvements, operating budgets, etc.) to facilitate smooth operations of the division. The Dean works closely with the community and industry advisory boards to assess needs, to initiate and sustain partnerships, and to develop, enhance and promote programs. The Dean represents CSN in the local, state, and national health care community, collaborates with other health care academic leaders across the NSHE - Nevada System of Higher Education colleges and universities, promotes a students-first culture, and seeks to maintain and continuously improve the academic standards of all programs in the School. The Dean is responsible for advancing the College’s mission, implementing College policies, and assuring compliance with all applicable accreditation requirements, education codes, and state/federal laws.
The College of Southern Nevada is a comprehensive, multi-campus community college and the largest and most ethnically diverse institution of higher education in the state of Nevada. The college is designated as a Hispanic Serving Institution (HSI) and a Minority Serving Institution (MSI) by the U.S. Department of Education. CSN is one of four community colleges within the Nevada System of Higher Education, which also includes two universities, a state college and a research institute.

Founded in 1971, CSN is the largest college in the state, operating in over 50 locations including three main campuses and eight learning centers in Clark County, covering over 8,000 square miles. CSN educates more than 50,000 unique students annually in credit, non-credit and workforce development programs. Three of every four students attend part time, 57 percent are female, and nearly two-thirds are students of color. Accredited by the Northwest Commission on Colleges and Universities, CSN offers educational opportunities in more than 70 academic programs featuring more than 180 degrees and certificates (26 degrees and certificates available entirely online), including nine bachelor’s degrees.

**ABOUT CSN**

**NORTH LAS VEGAS CAMPUS**

The College’s North Las Vegas Campus is located on a 71-acre parcel. The campus has 612,000 square feet of academic, student service, and support space. Unique features of the campus include the only planetarium in Southern Nevada, the Nicholas J. Horn Performing Arts Center, Fine Arts Gallery and the CSN recreation center, home to the women’s volleyball team and the newly formed men’s and women’s basketball teams. In addition, a new student union opened in the fall 2019 semester, which includes a food court, meeting rooms, study space, courtyards, student government offices, advising offices, a multicultural center and other student services.

This was CSN’s first campus location in the Las Vegas Valley, established in 1971. Featured academic programs at this campus include automotive technology, hospitality and gaming, early childhood education, information technology and music alongside general education classrooms and science labs. Our student-run restaurant, Russell’s, as well as financial services and print services are located on this campus. The North Las Vegas Campus houses CSN High School East, a collaboration with the Clark County School District that ranks among the highest achieving schools in the nation.

**CHARLESTON CAMPUS**

The College’s Charleston Campus is located in the city of Las Vegas. The campus is situated on a 76-acre parcel and has 743,000 square feet of academic, student service, and support space. The Charleston campus is home to the Ralph & Betty Engelstad School of Health Sciences, which houses cardio-respiratory sciences, nursing, surgical technology and sonography. Dental assisting and hygiene programs, along with a state-of-the-art veterinary nursing program, are located on this campus alongside general education classrooms and science labs. Executive administration, the CSN Foundation and Human Resources are located on this campus, as well. In addition, a new student union opened in the fall 2019 semester, which includes a food court, meeting rooms, study space, courtyards, student government offices, advising offices, a multicultural center and other student services. The campus location is home to unique partnerships with Clark County Library District, KNPR, southern Nevada's public radio station, and City of Las Vegas Fire Station 6 that also serves as a learning laboratory. Located adjacent to Bonanza High School, the Charleston Campus houses CSN High School West, a collaboration with the Clark County School District that ranks among the highest achieving schools in the nation.

**HENDERSON CAMPUS**

The College’s Henderson Campus is located on 72 acres and includes 218,554 square feet of building space. This campus features a variety of general education courses and specialized classes in fields such as air conditioning, aviation, welding and police training. It is also home to the Southern Desert Regional Police Academy, and the Morse Stadium and Lied Sports Complex, used by CSN’s national championship baseball and softball teams. Solar panel arrays on many of the buildings at this campus showcase CSN’s commitment to green initiatives.

In addition, a new student union opened in the fall 2019 semester, which includes a food court, meeting rooms, study space, courtyards, student government offices, advising offices, a multicultural center and other student services. Construction has begun on a new 73,000-square-foot health and science building that will be operated in partnership with Nevada State College. Classes will begin in this new facility in fall 2021.
ABOUT CSN

Clark County Community College opened its doors to 402 southern Nevada students in August 1971 and enrollment grew rapidly. By the early 1990s more than 20,000 students studied at what was then called the Community College of Southern Nevada. In 2007, the name was changed to the College of Southern Nevada to reflect the addition of niche bachelor’s degrees. Today, CSN serves more than 35,000 students across the Las Vegas Valley each semester. Each of CSN’s campuses in Las Vegas, North Las Vegas and Henderson cover more than 70 acres, with other sites and centers throughout southern Nevada. CSN specializes in two-year degrees, niche bachelor’s degrees and workforce development that lead directly to high-demand careers or transfer to a university. The College has become an economic force within the region, with an estimated $1.1 billion annual impact.

HISTORY

CSN provides a grounded education based on real-world applications for real life. An academic curriculum, diverse programs and hands-on teaching delivery allow students to learn and apply practical solutions for their educational success and personal growth. The College provides excellence in teaching with an innovative, student-centered education through active learning and appropriate technology. The faculty steps outside traditional approaches, consistently demonstrating an adventurous and entrepreneurial spirit while the facilities reflect the College’s commitment to the latest in technology. CSN provides access for all to higher education, regardless of age, race, ethnicity or economic barriers. The College community is a welcoming one for a wide range of students, faculty and staff.

INNOVATION FOR REAL-WORLD APPLICATION
CSN creates opportunities and enriches lives with inclusive learning and working environments that support diversity and student success. Situated in the greater Las Vegas metropolitan area, CSN’s mission ensures the College serves the diverse educational needs of the communities and businesses within the southern Nevada service area.

An Institutional Advisory Council helps link the College to the community it serves and to anticipate regional educational trends. The council, comprised of community and business leaders, provides input on College operations to the College President and state higher education officials.

The College’s Division of Workforce and Economic Development helps meet the training needs of southern Nevada’s workforce and employers.

The Division is an entrepreneurial and self-supporting arm of CSN that works with the region’s business and key industry sectors in the assessment, design and implementation of customized curricula and training programs. It also provides services to students, employers, employees and adult learners seeking education opportunities, new skills and career advancement.

CSN is a growing and influential network that enables students, faculty, staff, alumni and friends to advance personally, professionally and intellectually. Its vibrant network of people and programs creates lifelong benefits for all students. As the communities of southern Nevada continue to grow in both population and diversity, CSN’s commitment is to remain highly accessible to serve the diverse needs of an increasing population.
The selected candidate will discover an environment where professional satisfaction and career achievement are paired with optimal quality of life in a locale with abundant opportunities for work and play. Las Vegas has drawn millions of visitors and trillions of dollars in wealth to southern Nevada, and the economy is on the rise, named the No. 11 “Best City to Start a Business” by Forbes in 2014. Las Vegas is an excellent base camp for outdoor recreation. Popular nearby hiking and rock-climbing spots include Lake Mead National Recreation Area, Red Rock Canyon, the National Conservation Area, Spring Mountain Ranch State Park, and Valley of Fire State Park. Residents enjoy pleasant suburban communities, including the cities of North Las Vegas and Henderson, world-class restaurants and beautiful parks. Las Vegas features an ultra-reasonable cost of living, with affordable prices on everything from housing to utilities to groceries compared to most major cities across the nation. Thanks to its mild winters and ample sunshine, Las Vegas appeals to a variety of age groups, from retirees to millennials. There are plenty of kid-friendly activities available to keep families busy including Springs Preserve, which offers family-friendly events, in addition to its museum exhibits, botanical gardens, and unique, desert-themed playgrounds. It’s all here for the higher education professional prepared to step up to this key leadership role.
The Dean for the Engelstad School of Health Sciences will oversee three department chairs, several allied health advisors, and more than 100 full-time and part-time faculty and staff. The Engelstad School of Health Sciences offers 26 programs of study, including numerous stackable credentials of value: skills certificates, certificates of achievement, associate degrees, and six bachelor’s degrees. More than 6,000 students have identified health sciences as their area of study, and more than 2,700 students enrolled in health sciences coursework in Fall 2019.

The Charleston Campus is the primary home for allied health programs and promotes community engagement as well as hands-on clinical opportunities for our students through its Dental Faculty Practice, Veterinary Nursing Clinic, and Ophthalmic Dispensing Lab, community services over which the dean has oversight.

Additionally, to meet the increasing need for trained health care providers in Southern Nevada, CSN is breaking ground on a joint venture with Nevada State College to construct a state-of-the-art health sciences building at our Henderson Campus. This new facility will allow for programmatic expansion and growth in our allied health and biological sciences, more than doubling our enrollment capacity from 1,600 students to more than 3,500 students in these areas of study. Classes will begin at this 70,000-square-foot facility in Fall 2021, so the new dean will be actively engaged in the launch of this new instructional site. New facilities allow for additional growth as CSN continues to respond to regional and statewide workforce needs. Health Sciences faculty are currently developing the first mortuary science program in Nevada, considering expansion of the Surgical Technician program, which is currently taught between Las Vegas and Reno in partnership with Truckee Meadows Community College, and planning a refresh of a simulation lab at our North Las Vegas Campus to increase instructional capacity. These are efforts that the dean will direct and guide.

**OPPORTUNITIES**
- Collaboratively launch the new Health Sciences Building on the Henderson Campus in partnership with the Dean of Science and Mathematics, the Henderson Campus Vice President/Provost, faculty, and community stakeholders.
- Provide collegewide leadership and support for program development, assessment, and budgeting.
- Create and foster relationships with health care industry leaders that support and promote CSN health care programming through such critical elements as clinical placements, internships, grants, faculty recruitment, and job placement.
- Support the transition from a centralized organization to a multi-campus district model, creating a consistent student experience at each campus; primary campus responsibility is the West Charleston Campus, ensuring a completable schedule of classes and a full array of academic and nonacademic support services.
Required Qualifications

- Master’s Degree from a regionally accredited college or university in a field cognate to those taught within the Engelstad School of Health Sciences (ESHS), OR a master’s degree consistent with the duties and responsibilities of the position, such as Higher Education Leadership, Educational Leadership, Business Administration, Public Administration or Policy.
- Minimum five years of full-time teaching experience at the post-secondary education level in a health science discipline currently offered at CSN within the ESHS.
- Minimum four years full-time administrative and supervisory experience including hiring, developing, and evaluating faculty and staff, OR an equivalent combination of education and experience.

Preferred Qualifications

- A doctorate degree from an accredited college and/or university.
- A degree in nursing or other health science discipline currently offered at CSN within the ESHS from an accredited college and/or university.
- Experience leading health sciences programs.
- Experience directing/overseeing a large multi-site community college.
- Experience with the development, evaluation and expansion of programs and degrees that meet workforce and industry needs and/or lead to seamless transfer.
- Experience with the development, evaluation and expansion of distance education and/or alternative modes of instructional delivery.
- Experience with grant writing and management of grant funds.
- Experience promoting collaboration, diversity, multiculturalism, internationalism and academic accountability in a community college environment in support of the college’s mission, goals, and strategies.
- Experience in student learning outcomes assessment and data-informed program review and assessment, including budget management.
- Experience successfully collaborating with stakeholders in creating a positive work and learning environment in support of the college's mission, goals and strategies.
- Experience with accreditation of health science programs and compliance with clinical site requirements.
- Experience working in a collective bargaining environment.
Knowledge, Skills and Abilities
The successful candidate will have demonstrated experience with curriculum development and revision, promoting a stackable credential model and ensuring alignment with current workforce needs; specialized programmatic accreditation and licensure requirements; assessment of student learning outcomes; and assessment methods that lead to data-driven decision-making for academic programs. The Dean will have experience with dual-credit career and technical programming, creating academic pathways from high school to college and/or the workforce. Additionally, the Dean will be a key player in the launch of the new Health and Sciences Building, slated to open on the Henderson Campus in 2021. The Dean’s role requires high emotional intelligence, consistent and ethical decision making, good judgement, and strong interpersonal communication skills to engage effectively with internal and external stakeholders and to promote the mission and goals of the Engelstad School of Health Sciences.

Salary
$99,429 - $116,895

CSN provides competitive salaries and comprehensive benefits depending upon the skills and experiences of the individual we hire.
## KEY STATISTICS

### INSTITUTIONAL STATISTICS

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<td>State Operating Budget (FY19)</td>
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<td>Student Enrollment (Fall 2018) FTE</td>
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<td>Headcount: 35,103</td>
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<td>Non-Credit Enrollment (Fall 2018)</td>
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<td>Classified: 377</td>
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<tr>
<td>Number of Part-Time Faculty (Fall 2018)</td>
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<tr>
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<td>Female: 56.2%</td>
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<td>White: 59.6%</td>
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<td>Non-White: 40.4%</td>
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### COLLEGE STATISTICS (FALL 2018)

<table>
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<tr>
<td>Student Enrollment</td>
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<td>Student Gender</td>
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<td>Female: 57%</td>
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<td>Asian: 11%</td>
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<tr>
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<td>Pacific Islander: 2%</td>
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<td>Other/Unknown: 14%</td>
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APPLICATION PROCEDURES

The College of Southern Nevada has retained the executive search services of Gold Hill Associates to assist in the recruitment and evaluation of potential candidates for the position of Senior Associate Vice President for Human Resources. The position description can be found at www.csn.edu/jobs-csn. Submission of application materials will be accepted only by email to: dennis@goldhillassociates.com.

TO ENSURE FULL CONSIDERATION, CANDIDATES SHOULD SUBMIT THE FOLLOWING MATERIALS TO THE SEARCH FIRM NO LATER THAN MARCH 27, 2020:

1. A cover letter addressing the candidate's qualifications and experience
2. A current resume or CV
3. A leadership statement addressing your leadership style and philosophy, practices and behaviors, etc.
4. Copies of unofficial transcripts required only for those selected as finalists (official transcripts required of the finalist to whom the position is offered)
5. Contact information for three (3) professional references (required only for those selected as finalists)

TRAVEL REIMBURSEMENT

Travel reimbursement for allowable costs are provided for semi-finalists for an approved maximum amount. Travel costs are not reimbursed if the selected finalist declines the offer of employment.

FOR FURTHER INFORMATION:

Dennis Michaelis, Ph.D.
Search Consultant,
Gold Hill Associates
dennis@goldhillassociates.com
254-297-9896

COLLEGE OF SOUTHERN NEVADA

The College of Southern Nevada is committed to providing a place of work and learning free of discrimination on the basis of race, color, national origin, disability (whether actual or perceived by others), religion, age, sex/gender (including pregnancy related conditions), sexual orientation, gender identity or expression, genetic information, veteran status (military status or military obligations) in the programs or activities which it operates.

GOLD HILL ASSOCIATES

Gold Hill Associates is dedicated solely to community college executive searches. Operating since 1990, Gold Hill Associates has assisted over 100 community colleges in searches for new presidents and executives. We are the most comprehensive independently owned community college executive search firm in the country. We work in colleges throughout the country, from small rural institutions to sizeable urban multi-college districts. Our search procedures are effective and rely on input from all college constituencies. At all times, we respect the need for confidentiality and ensure all applicants that their application materials will be honored as such.