



**South Central**  
COLLEGE

# Director of Nursing

CAREER OPPORTUNITY



# THE COLLEGE

South Central College is a comprehensive community and technical college that is part of the Minnesota State system with campuses in Faribault and North Mankato, Minnesota. Accredited by the Higher Learning Commission (HLC), SCC awards certificates, diplomas, and associate degrees. The college offers programs that prepare students to immediately start a rewarding career after graduation or transfer to a four-year institution to pursue a bachelor's degree. In addition, SCC's Center for Business and Industry provides businesses and professionals in the community with customized training and continuing education opportunities.

The college serves nearly 5,000 students. Almost half of the students are full-time and 47 percent are female. Students of color comprise approximately 20 percent of the student body. For more information about the college, visit [www.southcentral.edu/about](http://www.southcentral.edu/about)



## Mission

South Central College provides accessible higher education to promote student growth and regional economic development.

## Vision

South Central College will be the region's leading institution for transitioning individuals into the college environment, educating students for technical careers, and building student capacity for future study through inclusive student-centered programs and services. The college will be a committed partner in the regional economy, helping individuals and organizations compete in the global marketplace.

## Values

South Central College...

- Recognizes the liberating effects of lifelong intellectual, professional, and personal learning.
- Honors diversity and inclusion by recognizing every person's worth and potential.
- Operates with integrity in all interactions.
- Encourages open and honest communication that respects individual opinions.
- Values collaboration and believes that teamwork promotes unity and shared purpose.
- Embraces continuous improvement.

# THE NURSING PROGRAMS

South Central College (SCC) has offered nursing programs for more than 50 years. Current programs include Registered Nursing (RN) associate degree program, Practical Nursing (LPN) diploma program, and Nursing Assistant (CNA) certificate program. With a focus on classroom and hands-on learning, the college offers students advanced state-of-the-art equipment and exceptional spaces, including a sophisticated simulation center.

The college's Faribault campus had a major expansion completed in 2014, which brought new classrooms and labs to the nursing programs. The North Campus is in the midst of a \$9.6 million renovation project, which will be completed in May 2020. As part of this work, the health sciences spaces on the North Mankato Campus will be dramatically improved. In addition, recently, the Mankato Clinic and Mankato Clinic Foundation, generously pledged \$350,000 over the next decade to support Health Sciences programs at SCC with student scholarships and program funds to enhance three labs, one of which is an advanced nursing lab. The college has a great working relationship with healthcare providers throughout the region who sit on our advisory committees, make financial contributions to the programs, and provide our students with outstanding clinical experiences.

South Central College's Registered and Practical Nursing programs are accredited by the Accreditation Commission for Education in Nursing (ACEN), an indicator of excellence for nursing programs nationwide. The college's First-time NCLEX-RN licensure exam pass rates for SCC Professional Nursing (RN) graduates were 97% in 2017 and 73% in 2018. For SCC Practical Nursing (LPN) graduates, the first-time NCLEX-LPN pass rates were 90% in 2017 and 92% in 2018.

# THE OPPORTUNITY

South Central College invites nominations and applications for the position of Director of Nursing. Reporting to the Dean of Health Sciences, the Director of Nursing will provide leadership to South Central College's Nursing programs. The position is responsible for nursing program development and revisions as well as engaging in collaborative work with external governing bodies, other health care programs, community stakeholders, and educational disciplines that support student learning. The Director of Nursing is an administrator and a member of the college management team. The position has budget oversight of approximately \$1 million, supervises 15 employees and 300 students.



## Position Duties and Responsibilities

- Policy, Curriculum and Program Planning Development and Evaluation
- Class Scheduling
- Budget Development and Management
- Grant Opportunity Identification and Direction
- Regional and Program Accreditations
- Program Review and Research
- Human Resources Management of Staff and Faculty, including identifying personnel needs, recruitment and retention of diverse faculty and staff, supervising and encouraging professional development
- Student Advising
- Program Information and Marketing
- Facilities Utilization

## Minimum Qualifications

**Education:** Master's Degree in Nursing, Nursing Administration, Nursing Education, Public Health Nursing, or a nursing clinical specialty.

**Professional Licensure/Certification:** Registered Nurse with current Minnesota license and in good standing

### Type and Length of Experience:

- Minimum of three years of experience required in the practice of nursing as a registered nurse.
- Minimum of two years of experience as a faculty member within a professional nursing education program.
- Ability to identify and effectively resolve problems and conflicts.
- Strong organizational skills and ability to manage large amounts of data and competing priorities.
- Strong communication skills working with a highly diverse set of individuals and groups.

- Knowledge and appreciation of the mission and philosophy of a comprehensive community college. Demonstrated understanding of current clinical needs, as well as visionary considerations for future trends in nursing.
- Demonstrated understanding of classroom, and clinical teaching methods, skills, and issues.
- Demonstrated skills in the areas of supervision, coaching, mentoring, evaluating performance, and staff development.
- Understanding of the diverse student population, issues, needs and opportunities.
- Ability to collaborate and serve as a member of an administrative and supervisor group.
- Demonstrated ability to understand broad, conceptual matters and the critical need for attention to detail.
- Ability to use and promote technology.
- Demonstrated commitment to inclusion and retention of non-native, ESOL, minority and educationally disadvantaged students.

## Preferred Qualifications

**Education:** Doctorate (PhD, DNP, EdD) or near completion of terminal degree in a related field preferred.

### Type and Length of Experience:

- Previous experience with accreditation, licensing, and regulatory requirements and evidence of successful outcomes.
- Minimum three years prior administration experience in a college or university.

- Minimum three years administrative and supervisory experience in the healthcare industry.
- Demonstrated knowledge and understanding of post-secondary education.
- Previous experience in scheduling and budgeting activities.
- Previous experience working with health care industry partners and ability to develop ongoing successful industry-education partnerships. Previous experience in administering employment policies and procedures and union contracts.

# LOCATION

The college's Faribault and North Mankato Campuses are located in the heart of southern Minnesota with numerous lakes, rivers, and trails. Both communities offer abundant outdoor, recreational, sporting, and cultural activities. In addition, the Minneapolis-St. Paul area is just a 35-minute drive from Faribault and 1½ hours from North Mankato. Add to this a low cost of living compared to many regions of the country and an excellent K-12 public school systems, and you have the perfect place to call home.



## APPLY

To apply, please visit  
[www.southcentral.edu/HR](http://www.southcentral.edu/HR)

For further information, contact:  
**Dawn Pearson**  
(507) 389-7219  
[dawn.pearson@southcentral.edu](mailto:dawn.pearson@southcentral.edu)

South Central College is committed to a policy of equal opportunity and nondiscrimination in employment and education. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status with regard to public assistance, sexual orientation, gender identity or gender expression. In addition, discrimination in employment based on membership or activity in a local commission as defined by law or familial status is prohibited.



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Toll Free: 800-422-0391  
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[www.southcentral.edu](http://www.southcentral.edu)

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**MINNESOTA STATE**

*South Central College,*  
a member of the Minnesota State system

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