



DREXEL UNIVERSITY

College of

Nursing and Health Professions

Drexel University

Dean, College of Nursing and Health Professions

Philadelphia, Pennsylvania

THE SEARCH

Drexel University, a private, comprehensive, and global R1-level research university, seeks a dynamic executive and academic innovator for the position of dean of the [College of Nursing and Health Professions \(CNHP\)](#).

It is an exciting time to join Drexel and the CNHP community. Under President John Fry's transformational leadership, Drexel strives to make West Philadelphia a global health sciences hub. The university has defined and is energetically pursuing [Areas of Opportunity and Excellence \(AOEs\)](#), which include many places where CNHP can have a significant impact, such as health innovation, health equity and wellness, urban futures, and sustainability and climate resilience. Last year, the college moved to a new, state-of-the-art Health Sciences Building, which brings together CNHP, the College of Medicine, and the Graduate School of Biomedical Sciences and Professional Studies. Having many of Drexel's health-related programs housed together in the new building creates fresh interdisciplinary education and research opportunities. In May 2023, Drexel announced an agreement to merge with Salus University, a health science-focused university in the Philadelphia region. This merger will strengthen Drexel's position and impact by adding graduate degree programs in optometry, audiology, blindness and low vision studies, speech-language pathology, occupational therapy, and orthotics and prosthetics; the majority of these programs are slated to be a part of CNHP.

Reporting to Provost Paul Jensen, the dean will find that CNHP's talented and hardworking community seeks an inspirational, transparent, and health equity-driven leader who will work collaboratively to shape CNHP's future as a strongly unified college with ambitious goals to make a meaningful difference in society. It is essential for this dean to lead through a social justice lens focused on civic engagement and diversification of the healthcare workforce to address social and structural determinants of health. The dean will create a truly innovative and distinctive higher education experience punctuated by exceptional academic programs, interprofessional opportunities, experiential learning, ground-breaking scholarship, and cutting-edge research activity; success will also include promoting the college to drive strong enrollment and growth. The dean will ready the college for growth through fundraising, fortifying organizational structures and processes, and recruiting, retaining, and developing exceptional faculty and professional staff.

The successful candidate for dean will be an experienced academic leader with deep knowledge of the health sciences, higher education, and healthcare. The dean will be collaborative, savvy, and decisive. They will be an excellent relationship builder and clear communicator who nurtures a diverse, inclusive, and positive internal culture. The dean will serve as a strong advocate for the college and attract resources to further its mission. They will deeply understand the dynamic healthcare environment and public health concerns, using this knowledge to prepare the next generation of leaders and educators in nursing and health professions.

Isaacson, Miller, a national executive search firm, has been retained to assist in this search. All inquiries, nominations, and applications should be submitted in confidence to the search firm as indicated at the end of this document before the addendum.

ABOUT THE COLLEGE OF NURSING AND HEALTH PROFESSIONS

The [College of Nursing and Health Professions](#) has more than a century-long history of educating nurses and other health professionals dating back to its origins in the Women's Medical College of Pennsylvania (MCP) and Hahnemann Medical College. Since the merger of MCP Hahnemann University into Drexel University in 2002, the college has refined and developed more than 84 undergraduate, graduate, and doctoral degree programs in nursing and health professions. These programs include disciplines within creative arts therapies, counseling and family therapy, food and hospitality management, health administration, health sciences, nursing, nutrition sciences, physical therapy and rehabilitation sciences, and a physician assistant program.

CNHP operates within a long tradition of promoting a community-centered approach to wellness and health equity. For example, CNHP operates the [Stephen and Sandra Sheller 11th Street Family Health Services](#) in partnership with the Family Practice and Counseling Network. Located in North Philadelphia, this nurse-led, Federally Qualified Health Center employs an interprofessional staff of 60 and provides a comprehensive program of integrated clinical and behavioral health services. Through its nationally recognized, award-winning model of care, the center provides services to over 7,000 people. Programs are designed to serve people in the context of their community, family, and culture and strive to be free of economic barriers. The [Community Wellness HUB](#) (Heal, Unite, Bridge) is another example. Located in West Philadelphia at Drexel's Dornsife Center for Neighborhood Partnerships, the HUB is designed to heal the community through preventable care, unite the community around better health, and bridge the community to health services and health education programming while tackling social determinates of health. The HUB offers free health and wellness programming and disease prevention education that addresses the top health needs of nearby Mantua Powelton Village residents and the residents of the Promise Zone neighborhoods. The Lazarex Cancer Wellness HUB is an extension of the Community Wellness HUB. It is a community-driven safe space designed to provide cancer education and risk reduction programs, to connect community residents to cancer screening, treatment, and clinical trials, and to provide emotional support programs and services for community members battling cancer, cancer survivors, and caregivers.

Merger: Drexel and Salus Universities

Drexel University and Salus University have signed an agreement to merge the institutions. While the merger will still require regulatory and judicial approvals, the merger will bring together the complementary strengths of both institutions in graduate health sciences education and clinical practice. Drexel President John Fry and Salus President Michael Mittelman have formed an Integration Council comprising faculty and professional staff from both universities; this council will address how and when academic programs and operational units will become part of Drexel University. The work of the Integration Council is the next step in moving this opportunity forward and will take a year or more to fully complete.

Health Sciences Building

The college's new home is the Health Sciences Building. This building features:

- State-of-the-art instructional spaces and offices
- Anatomy teaching spaces and wet labs, virtual reality labs, and extensive health science, physical therapy, and creative arts therapies lab space
- Spaces supporting hands-on learning experiences in the Center for Interdisciplinary Clinical Practice and Simulation
- A ground-floor café, pantries on each floor, community/breakout areas, huddle rooms for small groups, single-user bathrooms, and wellness, faith, and lactation spaces

Academic Divisions and Programs

The college's academic programs integrate learning and work through cooperative education, a culture of excellence and belonging, innovation and technology, research, and committed civic engagement. The college offers [undergraduate, graduate, doctoral, and certification programs](#) and the opportunity for students to earn varying degrees, including Bachelor of Science, Master of Arts, Master of Science, Master of Health Administration, Master of Health Science, Master of Nursing, MSN/MBA, RN to MSN Bridge Program, RN-BSN-MSN Accelerated Program, PhD, Doctor of Health Science, Doctor of Nursing Practice, and more available in-person and online. Doctoral students take interdisciplinary core research classes together, and there is a post-doctoral research fellowship program that provides support in career development.

Currently, the academic programs within CNHP are divided into three divisions. The Nursing Division includes all nursing programs at the Bachelor's, Master's, and Doctoral (PhD and DNP) levels. The Health Sciences Division programs include the physician assistant program, physical therapy, health sciences, nutrition sciences, and food and hospitality management. The Human Development and Health Administration Division includes creative arts therapies, counseling and family therapy, and health administration.

Research

CNHP faculty are advancing health research across the lifespan. Research studies occur in state-of-the-art research labs in the Health Sciences Building, as well as in the community and around the globe. CNHP faculty researchers have published close to 600 publications in the last five years on topics that include Alzheimer's disease and related dementias, rehabilitation, caregiving, aging, child and adolescent health, nutrition science, and more. In FY22, 36 grant awards were received, totaling \$5.6 million in obligated funding, of which 37.5 percent were from federal sponsors. Notably, CNHP and Dornsife School of Public Health (DSPH) received a five-year, \$14.4 million NIH grant in 2021, known as [Drexel FIRST](#) (Faculty Institutional Recruitment for Sustainable Transformation), to recruit diverse cohorts of early-stage research faculty on detecting, understanding or reducing health disparities within three thematic areas: Aging, Chronic Disease, and Environmental Determinants.

Faculty, Professional Staff, and Students

The college strives to have a faculty, professional staff, and student body that reflects the diversity and complexity of Philadelphia and the global community. CNHP currently has 153 full-time faculty members, 143 professional staff members, and a total enrollment of around 2,954 students (including those enrolled in online programs). In 2023, CNHP granted 1,109 certificates and degrees, including 39 doctoral and 343 master's degrees. CNHP has 153 full-time faculty and 143 professional staff.

Finances

Drexel operates under a Responsibility Centered Management (RCM) budget model. In FY23, CNHP's budget totals \$96 million. Revenue sources to CNHP include tuition (87.53 percent), grants and contracts (5.71 percent), patient services, private gifts, endowments, and other income (6.76 percent).

Alumni and Development

Drexel University has released more than 175,000 Dragons into the world. In FY23, CNHP received \$585,860 in private gifts. The majority of these gifts were donations with an intended purpose, such as the Lazarex Cancer Initiative at the Dornsife Health Center, the 11th Street Health Center, the Chef Conference, and the Food Lab within the Food & Hospitality Management Department. Institutional Advancement is in the process of expanding the team that supports CNHP to reflect the number of alumni, the diversity of programs, and the opportunity for philanthropic support they represent.

ROLE OF THE DEAN OF THE COLLEGE OF NURSING AND HEALTH PROFESSIONS

The dean is responsible for CNHP's strategic, research, academic, clinical, and business affairs. The dean will set and execute on a strategy that ensures the vitality and long-term success of the college. They will partner with key internal and external constituents; foster interprofessional opportunities; lead faculty

through curricular evolution and program development; make savvy budgetary and resource allocation decisions; sustain strong enrollment; facilitate innovation in student success and health equity; hire diverse and exceptional faculty and staff; and participate in philanthropic and outreach activities.

Current direct reports to the dean include vice, senior associate, and assistant deans, department chairs, directors of administrative support services, and an executive assistant. The vice president for health and health equity has a dotted-line reporting relationship to the dean as well.

KEY OPPORTUNITIES AND CHALLENGES

It is expected that the next dean will have the ability to address a set of opportunities and challenges that include, but are not limited to:

Energize and unite a diverse community around an exciting, strategic vision

The next dean will join a college that has settled into its new physical space and is ready for a bold vision that propels it into the next chapter of its history. The dean will work with the CNHP community to define its unique identity, evaluate its current activities, and craft a forward-thinking plan that reflects the college's many strengths and commitment to the community and health equity. The dean will leverage their leadership experience and organizational development skills to draw the college together around this plan. They will promote a positive community that celebrates student success, highlights faculty and staff accolades and accomplishments, and broadcasts excellence and achievement.

Ensure excellent and innovative academic programs with robust enrollment

CNHP has historically been one of the largest colleges in the university. However, Drexel is no exception to declines in enrollment across higher education. In this competitive climate for students and faculty, the dean must determine the key differentiators that set CNHP apart, draw students, and position graduates for success in the workplace. The disciplines within CNHP are rapidly changing, and the college can distinguish itself by ensuring that its program offerings reflect these changes, including the use of technology and interprofessional teams. Woven through this work, the dean will ensure that the education of the next generation of CNHP graduates reflects the intellectual gains of the best science, the needs of an evolving healthcare system, and the demands of a diverse population.

Advance scholarship and the research enterprise

Building upon the CNHP's current research activity, the dean will maintain and promote a strong culture of research and scholarship among the college's faculty in line with Drexel University's R1 Carnegie classification. The new dean will nurture a supportive environment of discovery and scholarship among faculty, empower research activity, secure and facilitate extramural funding, and promote new research programs. This will include providing mechanisms to support early career investigators developing

programs of research and mentoring junior faculty in their research efforts. The dean will identify opportunities for interdisciplinary collaboration with other colleges and schools within Drexel, as well as with clinical partners and other external organizations.

Creatively introduce new revenue streams while carefully stewarding existing resources

The dean will adeptly maximize current assets and seek ways to grow resources that are sustainable and in line with CNHP's goals. The dean will have the knowledge and courage to deeply assess CNHP and make wise resource allocation decisions. There are numerous avenues for the dean to pursue to grow revenue for CNHP, including novel educational offerings, forging new partnerships, and philanthropy. The new Health Science Building brings excitement and naming prospects, and there are opportunities to engage alumni and the community more fully in support of CNHP.

Empower efforts that enhance diversity, equity, and inclusion

The dean will work closely with colleagues, including the assistant dean of diversity, equity, and inclusion and the associate director of health professions diversity, equity, and inclusion, to support its community of faculty, staff, and learners from diverse backgrounds. They will ensure the college's curriculum is inclusive, supports diversity in all its forms, and reflects a commitment to health equity and addressing disparities. By bringing an awareness of and critical consciousness to inequities, the incoming dean will work to break down barriers to success and foster a diverse and inclusive learning environment where students want to learn and faculty and professional staff want to teach and work. Externally, this dean will model dedicated service to the predominantly Black and Brown neighborhoods of West Philadelphia, where CNHP is located.

Develop an organizational structure that drives innovation and collaboration

This is the moment for the dean to consider the current and future needs of CNHP, work to minimize divisions, and spark excellence within CNHP. Working closely with the provost and CNHP faculty and staff, the dean will assess the current organizational structure, policies, and procedures and make informed, timely adjustments to stimulate excellence, efficiency, and interprofessional collaboration. The dean will have a talented and eager faculty and staff body motivated to support this work and activities that foster innovation, protect the well-being of faculty, professional staff, and students, and nurture a rich student experience.

Recruit and retain a diverse, world-class faculty and professional staff

CNHP's faculty and professional staff are exceptionally dedicated and talented. The dean will drive the recruitment, promotion, and retention of faculty and professional staff who are highly qualified and committed to the college's mission. The dean will lead this endeavor with a focus on diversity, equity, and inclusion—championing practices and policies to ensure that faculty and professional staff reflect the

diversity of CNHP's student body while creating an inclusive environment where all community members feel well-supported and empowered. To be successful, the dean will have exceptional interpersonal and management skills, a passion for mentorship, and a commitment to ensuring a healthy work environment for faculty and professional staff at all levels.

Cultivate strong internal and external relationships

The dean will be a visible, active, and engaged member of the Drexel community, seeking opportunities to give voice to CNHP's unique contributions, deepen existing partnerships on campus, and shape university-level strategic planning and decision-making. The dean will work closely with other deans to build an outstanding interprofessional environment that supports collaborative educational, research, practice, and service efforts. Beyond campus, the dean will work with industry, government, clinical, and community partners to develop robust, strategic, and mutually beneficial relationships to advance CNHP's mission.

PROFESSIONAL AND PERSONAL QUALIFICATIONS

The dean will bring many of the following professional qualifications and personal characteristics:

- Ph.D. or equivalent with a background in nursing or another clinical or non-clinical health profession;
- Distinguished record of academic achievement, research, practice, and service; qualified for appointment as a professor at CNHP;
- A deep understanding of the nursing, health science, and higher education landscapes;
- Progressive and successful administrative and fiscal management experience in an academic setting;
- Proven ability to work with others to develop, inspire, communicate, and operationalize a shared vision and strategic plan;
- A decisive and confident leader;
- Excellent interpersonal and relationship building skills; positive, collegial, and collaborative;
- A deep commitment to and concrete experience in advancing equity, inclusion, and diversity;
- An empathetic listener and transparent communicator;
- Proven ability to build effective partnerships within a school, across a university, and with the broader community;
- Experience building and sustaining clinical partnerships;
- An aptitude and appetite to advance CNHP through strategic communications, alumni relations, and philanthropic outreach;
- Outstanding oral and written communication skills; and
- High standard of professional integrity and a strong sense of professional ethics.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications must include a CV, cover letter, and a statement describing one's commitment and accomplishments related to diversity, equity, and inclusion. Applications, inquiries, and nominations should be sent via the [Isaacson, Miller website](#).

Amy Segal, Partner
Tiffany Weber, Managing Associate
Olivia McVicker, Managing Search Coordinator
Isaacson, Miller

Apply online:

<https://www.imsearch.com/open-searches/drexel-university-college-nursing-and-health-professions/dean>

Drexel University is an Equal Opportunity/Affirmative Action employer, welcomes individuals from diverse backgrounds and perspectives, and believes that an inclusive and respectful environment enriches the University community and the educational and employment experience of its members. The University prohibits discrimination against individuals on the basis of race, color, national origin, religion, sex, sexual orientation, disability, age, status as a veteran or special disabled veteran, gender identity or expression, genetic information, pregnancy, childbirth or related medical conditions and any other prohibited characteristic. Please visit www.drexel.edu/hr to view all University Policies and Workplace Postings.

APPENDIX

ABOUT DREXEL UNIVERSITY

Overview

One of the most innovative and exciting research universities in America today, Drexel University focuses on experiential education and use-inspired research. Drexel strives to enhance regional, national, and global communities through its commitment to civic engagement. There is a "can do" spirit--the result of a culture that has valued innovation and agency throughout its history--that permeates the university. Drexel aspires to be the institution of choice for undergraduates seeking an education based on actual professional experiences, for researchers seeking to join some of the most innovative and successful translational investigators in the nation, and for professional and graduate students and faculty who seek the advantages of its location, approach to engaged learning, and modern campus.

With more than 22,00 students, Drexel is the 13th largest private, not-for-profit university in the nation. Students come from nearly all 50 U.S. states and more than 100 countries. Building on the university's pioneering efforts in online education that began in 1996, Drexel offers more than 180 online degree and certificate programs to nearly 4,700 students, using the same accredited curriculum and distinguished faculty as it does on campus. Drexel has nearly 2,193 faculty and 2,956 professional staff, making the university the fourth largest employer in Philadelphia. The university has more than 175,000 alumni worldwide.

Drexel has moved up 35 rank positions since 2021 in the *U.S. News and World Report's* annual college ranking, from 133rd to 98th today and as 18th "most innovative." In 2023, Drexel [ranked 54th](#) in the U.S. in the *Wall Street Journal's* list of "2024 Best Colleges in the U.S."

Drexel's recent history includes several major acquisitions and start-ups that have transformed the public face and internal persona of the university. These include the College of Nursing and Health Professions, a school of public health (now the Dornsife School of Public Health), the Academy of Natural Sciences, and the College of Medicine. This expansion was accompanied by educational innovation, significant growth in academic research, including an elevation to R1 status, transformational building and renovation, and the development of the university into a residential campus.

The university is organized into 15 colleges and schools:

- Close School of Entrepreneurship
- College of Arts and Sciences
- College of Computing & Informatics
- College of Engineering
- College of Nursing and Health Professions
- Dornsife School of Public Health
- Drexel University College of Medicine
- Kline School of Law

- Goodwin College of Professional Studies
- Graduate College
- LeBow College of Business
- Pennoni Honors College
- School of Biomedical Engineering, Science and Health Systems
- School of Education
- Westphal College of Media Arts & Design

Academic Programs

Drexel is accredited by the Middle States Commission on Higher Education and offers over 80 undergraduate majors and more than a dozen accelerated degree programs. The university also offers more than 75 master's programs, over 30 doctoral programs, including a Doctor of Medicine and a Juris Doctor, and more than 45 graduate-level certificate programs.

Cooperative Education

Drexel's cooperative education program for undergraduates is one of the nation's oldest, largest, and most highly regarded. Drexel undergraduate students alternate periods of on-campus (or online) study with full-time employment in related fields. Students can choose from more than 1,600 employers in 30 states and 47 countries that participate consistently in the Drexel Co-op program or conduct an independent search to secure up to three unique six-month co-ops during their undergraduate experience. Students obtain positions with major corporations such as Amazon, Google, NBC Universal, Lockheed Martin, JP Morgan Chase, Comcast Corporation, Johnson & Johnson, and organizations such as Children's Hospital of Philadelphia, The Academy of Natural Sciences, and Ronald McDonald House, as well as local public schools.

Campuses

Drexel's students are educated at its University City Campus, Center City Campus, Queen Lane Campus, LeBow College of Business Malvern Campus, and online. Beginning in 2021, the university also welcomed medical students to the Drexel University College of Medicine at Tower Health in West Reading.

Research

Reflecting an increase in research activity, Drexel's Carnegie Classification went from R2 to R1 in 2018. As one of the 39 private R1 universities, this achievement is the result of a decades-long effort to raise Drexel's research profile. Retaining this status – including active support of a culture of scholarship across the university – is one of Drexel's main priorities. In 2023, sponsored research expenditures exceeded \$153 million.

Students

Drexel students represent a broad range of cultures and backgrounds, unified by the drive and imagination with which they approach their work and their lives. The university enrolled nearly 22,000 students in 2023. Drexel's athletic programs and recreational facilities are an essential part of campus life. As a member of the Colonial Athletic Association, Drexel competes at the NCAA Division 1 level in 18 varsity sports.

Finances and Development

The university's latest campaign, [The Future is a Place We Make](#), has raised just over \$800 million as part of its most ambitious fundraising campaign ever.

Drexel has total revenues of \$984 million and total endowment assets in excess of \$948 million.

Drexel and Philadelphia

With over 100 colleges and universities and 440,000 students, the Philadelphia region has the fourth largest population of students in the United States. Drexel's 74-acre University City campus is located blocks from the central business district, in Philadelphia's University City neighborhood, which it shares with the University of Pennsylvania and the University of the Sciences to create, in total, a community of over 50,000 students. University City is among the most vibrant, fast-changing urban ecosystems in the United States and contributes to a Drexel University experience that is rich in intellectual, cultural, and ethnic diversity.

Drexel's engagement in its community is long-term, multi-generational, and fundamental to the university's mission, heritage, and future. Indeed, President Fry has committed Drexel to becoming "[the most civically engaged university in the United States](#)."

UNIVERSITY LEADERSHIP

President

[John Fry](#), appointed Drexel University's 14th president in 2010, has served higher education for his entire professional life. Fry came to Drexel from Franklin & Marshall College where he served as president from 2002 and was instrumental in the college's academic growth, campus and neighborhood development, and improved finances. From 1995 to 2002, Fry served as executive vice president of the University of Pennsylvania. Before joining Penn, Fry was a management consultant for the higher education and nonprofit sectors. A native of Brooklyn, NY, Fry graduated from Lafayette College and earned a master's degree in business administration from the New York University Stern School of Business.

Provost

[Paul Jensen](#) is the Nina Henderson Provost and University Professor at Drexel University. He was previously dean and R. John Chapel, Jr., Dean's Chair of the LeBow College of Business, a post he assumed in April 2018 following a national search. His primary research areas are in international trade and applied microeconomics. He served at LeBow for over 20 years and has held several roles in administration and leadership within Drexel University. He previously served as associate dean for LeBow's graduate and undergraduate programs and the Office for Experiential Learning, and was director of LeBow's Ph.D. program and interim director for the Center for Hospitality & Sport Management. Prior to joining LeBow's economics faculty in 1997, Jensen worked as an engineer in the power generation division of General Electric. He received undergraduate degrees in economics and mechanical engineering from Syracuse University and holds a doctorate in economics from Pennsylvania State University.