



FOUNDING DEAN FOR THE COLLEGE OF **NATURAL AND HEALTH SCIENCES**

The University of Mount Union invites applications and nominations for the position of founding dean of the College of Natural and Health Sciences. Scheduled to launch in the summer of 2019, this academic unit becomes one of three new academic colleges at the University of Mount Union. The founding dean reports directly to the vice president for academic affairs, working collaboratively with the founding deans of the new College of Applied and Social Sciences and the new College of Arts and Humanities. The deans of the three new colleges are expected to assume office by July 1, 2019.



THE COLLEGE OF NATURAL AND HEALTH SCIENCES

The College of Natural and Health Sciences has been established at a transformational moment for Mount Union. A new institutional structure has been designed to enable a small but multifaceted university meet emerging student needs and expectations by better integrating and leveraging its substantial resources. Beginning with the 2019-2020 Academic Year, Mount Union will consist of three colleges: Arts and Humanities, Natural and Health Sciences, and Applied and Social Sciences. As President Dick Merriman indicated to the campus community, "The proposal to create three colleges led by deans with relevant subject matter expertise can assist groupings of faculty and academic programs and be their advocates. Deans will be responsible to collaborate with faculty in their colleges to advance their unique curricular and instructional needs. Three academic deans and an academic vice president will provide more voice to the academic affairs wing of the institution."

The College of Natural and Health Sciences builds on Mount Union's recognized strengths in the natural and health sciences by bringing together new and established programs. The college simultaneously reflects commitment to the University's mission of preparing students for fulfilling lives, meaningful work, and responsible citizenship with an ambition to develop an array of signature programs for the communities we serve, enabling Mount Union to do its part to address critical shortages of healthcare and science professionals in Northeast Ohio and beyond. The sciences afford the opportunity for exploration and discovery in the pursuit of new knowledge, understanding systems

in the physical and natural world, and bettering the human condition. Scientists, technicians, and caregivers are in high demand. The College of Natural and Health Sciences offers rigorous, high-quality curricula designed to prepare students for the challenges and opportunities that lie ahead.

There are organizations in all departments to help students connect with fellow students, learn about professional opportunities, develop leadership skills, and attend guest lectures. All departments in the college emphasize experiential learning opportunities through our clinical settings, laboratories, and field trips that are taken as part of many of our courses, as well as a rich array of internships and service-learning opportunities. Students are encouraged to become involved and to be responsible in the pursuit of their studies and in their learning. Research and service wise, the college has a very active team of faculty members who work hard to reach out to the community, environmental, and health sectors to provide help in key areas.

The Huston-Brumbaugh Nature Center and Spectrum Education Center are both housed within the college.

The College of Natural and Health Sciences will have an enrollment of over 600 undergraduate and graduate majors and will be served by approximately 60 full-time faculty and 33 adjunct faculty. Well-managed growth is expected.

ATHLETIC TRAINING

Currently being phased out as an undergraduate program, the Mount Union athletic training program is focused on preparing students to successfully challenge and pass the Board of Certification (BOC, Inc.) examination for athletic trainers and to prepare them for the contemporary professional and ethical challenges of employment and practice as a Certified Athletic Trainer. The athletic trainers who support the athletic teams on campus are housed within this unit.

BIOLOGY

The Department of Biology seeks to provide students with an understanding of life as a process. The approach to learning offers an extraordinarily high degree of hands-on involvement. Students have unique opportunities to participate in experiential learning studies in the field at the Huston-Brumbaugh Nature Center and off-campus sites, or work hand-in-hand with faculty on research that complements their future aspirations. Students in biology, geology, and environmental science use the Nature Center for field laboratories to study biological diversity, ecology, and hydrology. The Nature Center also offers numerous K-12 programs for schools in the area. There are educational programs open to students, staff, and the general public nearly every weekend. The Nature Center includes a bird observatory, a natural history library,

three classrooms, an educational garden, a historic farm, and nearly four miles of walking trails. Flexibility in curriculum choices allows students to prepare for graduate work in the biological sciences or professional work in medical or allied health professions. Mount Union's biology program is ranked #1 in Ohio, #8 in the Great Lakes region, and #37 in the nation as a best value in College Factual's 2018 rankings.

CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry offers a hands-on, experiential curriculum incorporating experimentation and student research. The department is approved by the American Chemical Society (ACS) and offers certified degrees in chemistry. The biochemistry program is built upon the principles and recommendations of the American Society of Biochemists and Molecular Biologists (ASBMB). In addition, the department offers degree tracks in environmental chemistry and biochemistry. State-of-the-art education in the chemical sciences is facilitated by our excellent equipment holdings and modern science facility, Bracy Hall. Chemistry majors use our equipment, beginning with general chemistry, and are well trained throughout their careers in both wet chemical and instrumental analysis techniques and their application to problem solving. Instruction in the





department places emphasis on the use of modern scientific instruments, a wide range of electronic resources, research work, and the ability of the student to do independent work.

EARTH AND ENVIRONMENTAL SCIENCES

The combination of an integrated core in environmental science, depth in a particular science, and breadth in environmentally-related classes across the liberal arts prepares students in an environmental science major for career success and entry into graduate school. The program of study is designed to give the student a foundation in understanding the materials, processes, and history of the earth. Each student works closely with department faculty members in developing a course of study that best suits individual objectives. It is the goal of Mount Union's Sustainability Management Advisory Committee to meet the growing concern for sustainability on our campus. Through education and communication, the committee facilitates awareness and action on our campus as well as throughout the Alliance community. The goal is to assist the University in its decision-making process in these aspects along with searching out opportunities that are socially, financially, and environmentally sound. Ideally, these efforts will in

turn create a sustainable, efficient, and healthy atmosphere for our students, faculty, and staff.

EXERCISE SCIENCE

Compared to other exercise science programs in the state of Ohio, the Mount Union program offers everything from personal attention and hands-on experience to state-of-the-art facilities and a well-rounded curriculum. A state-of-the-art lab, not often found at institutions our size, and a multi-faceted approach to engaging students for success are just the beginning of an array of benefits offered in exercise physiology. Although not a formal pre-physical therapy program, Mount Union's exercise science major provides excellent preparation for students intending to pursue a Doctor of Physical Therapy degree. It's often the undergraduate major of choice for Mount Union students desiring future careers as physical therapists. In May of 2018, the Mount Union Board of Trustees granted approval for a new Master of Science in Exercise and Nutrient Metabolism (currently under review by the Higher Learning Commission).

NURSING

Mount Union has a long tradition of preparing students to be compassionate and caring citizens, which is the foundation for the Bachelor of Science in Nursing

(BSN) program. Students enrolled in the direct-entry BSN program at Mount Union benefit from a new science facility with state-of-the-art laboratories and classrooms, which provides an exceptional venue for foundational science courses integral to the nursing curriculum. In 2017, the first nursing graduating class had a 100% NCLEX pass rate. A second degree accelerated Bachelor of Science in Nursing (BSN) program is being added to the Department of Nursing. The program is designed specifically with adult learners in mind who have previously earned a bachelor's degree in a field other than nursing and are seeking a career change. The program, which is approved by the Ohio Board of Nursing and accredited by the Commission on Collegiate Nursing Education (CCNE), can be completed in as little as 15 months. Graduate education within the field of nursing is also being explored.

PHYSICS

The physics and astronomy facilities include both classrooms and laboratories for general physics, atomic physics, optics, electronics, and a machine shop for constructing apparatus. Physics and astronomy students have access to an abundance of laboratory equipment, including two student/faculty research laboratories. Mount Union offers unusually comprehensive preparation for those desiring to become professional astronomers.

Observational facilities located on the roof of Bracy Hall are available to qualified students. The on-campus observatory includes a 12-inch Schmidt-Cassegrain telescope used for photometry, photography, and CCD digital imaging; an 11-inch Schmidt-Cassegrain telescope; a historic nine-inch f/15 refracting telescope used for the study of planetary detail and binary stars; and a portable eight-inch Schmidt-Cassegrain telescope. In the summer of 2018, the department hosted a STEMcoding Summer Camp, a collaboration between Mount Union and Ohio State University. The camp was supported by the American Institute of Physics Meggers Grant.

PHYSICAL THERAPY

The physical therapy program is the first professional doctoral degree in the University's history. Effective August 5, 2016, the program was granted Candidate for Accreditation status by the Commission on Accreditation in Physical Therapy Education (CAPTE). In 2019, the first cohort of students will graduate from the program. With Mount Union's new state-of-the-art health sciences facility, long-term working relationships with the Alliance Community Hospital and Cleveland Clinic (Medical Technology Program), and cooperative relationships with Canton and Youngstown area hospitals, it builds its foundation for a successful Doctor of Physical Therapy (PT) program. Mount Union has a long tradition of preparing students to be compassionate and

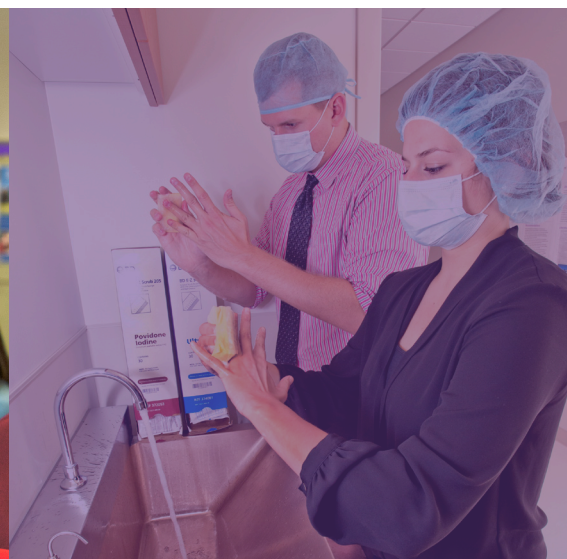
caaring humanitarians, and this is the foundation for Mount Union's PT program. The curriculum is structured with opportunities for inter-professional education with our nursing, physician assistant, and exercise science programs.

PHYSICIAN ASSISTANT STUDIES

The Mount Union Physician Assistant (PA) Studies Program has been ranked as the #1 PA program in the state of Ohio by U.S. News & World Report. The mission of the program is to educate knowledgeable, competent, and compassionate physician assistants who, under physician supervision, provide patient care with professionalism and integrity. The program awards the Master of Science degree upon program completion. There is a 15-month didactic phase consisting of traditional lectures, web-based interactive learning, student laboratories, and seminars and a 12-month clinical phase that consists of patient care experience(s) at clinical practices in various disciplines of medicine. The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) has granted Accreditation-Continued status to the the program. The approximate date for the next validation review of the program will be March 2028. The program has a professional affiliation with the Cleveland Clinic. The most recent graduating class achieved a 100% passage rate on the PANCE exam.

PSYCHOLOGY, NEUROSCIENCE, AND HUMAN DEVELOPMENT

The Department of Psychology, Neuroscience, and Human Development offers three distinct majors to help prepare students for their chosen career, including graduate and professional training. The psychology major covers the breadth of the field. Neuroscience students take course work focused on the biological bases of behavior and brain function. Students interested in human development and family science take introductory courses in both psychology and sociology followed by courses distributed across related areas. Majors complete a year-long senior research sequence. The Canine Cognition Laboratory and Physiological and Neuropsychological Laboratory involve students in various levels of faculty-driven data collection, scoring, and analysis. The department possesses a robust internship program and works with the Spectrum Education Center. Recently, students have participated in Spectrum's peer mentorship program, working with local children with spectrum disorders. The Spectrum Education Center at Mount Union was established to help meet the growing need for intervention specialists, and support those providing clinical support and advocacy to people with developmental disabilities.





LEADERSHIP AGENDA FOR THE DEAN OF THE COLLEGE OF NATURAL AND HEALTH SCIENCES

The founding dean of the new College of Natural and Health Sciences will provide the vision, experience, advocacy, and energy necessary to lead the strategic and collaborative processes of reorganizing academic departments and programs, each with its own institutional history and culture, into one of three innovative colleges within a small but multifaceted university.

Articulate a clear, unifying mission and vision, helping the College of Natural and Health Sciences to define its distinctive niche within a competitive educational marketplace.

- The dean will develop plans to establish and enhance the profile of the College of Natural and Health Sciences, increasing visibility within the region and beyond, by simultaneously amplifying and integrating the identities and values of its distinguished programs.
- The dean will model leadership among the college's faculty and create a culture of quality and mission-driven cooperation within and across its departments and units.

- The dean will provide mentorship and support to a strong team of department chairs, program directors, and staff, comprised of committed, experienced, and energetic professionals.
- The dean will focus efforts on sustainable strategies for enhancing current programs, while creating new programs that meet the needs of the community and appeal both to professionals and to pre-professionals seeking to enter fields represented within the college.

Build and nurture partnerships, within the University and the community, as well as globally.

- The dean will work closely and collaboratively with the deans and faculties of Mount Union's other two colleges to design and deliver innovative and high-quality educational experiences for students.
- The dean will work with programs in the development of strategic, robust, and reliable relationships in the sciences and with community healthcare facilities and providers, where much of the education in healthcare occurs.
- The dean will deepen and expand the opportunities for clinical placements and internships with the goal of growing partnerships with a variety of regional institutions that are consistent with the mission of Mount Union.

Support and advance the Mount Union College of Natural and Health Sciences' commitment to diversity.

- Within the contexts of Mount Union's mission and long-standing commitment to diversity, access, inclusion and excellence, the dean will improve practices to recruit, develop, and retain outstanding faculty who enrich both the diversity of the faculty and the learning environment for all students. The dean will be expected to provide leadership that values multicultural fluency and appreciation for difference in ways that are visible in all policies and practices.
- The dean will support and develop initiatives that foster excellence and capitalize on an intercultural, multi-faith, and multi-ethnic community.

Maintain and assure quality of teaching and learning through oversight of program accreditations and internal reviews, as well as compliance with academic policies.

- The dean will facilitate and support multiple processes for quality assurance, continuous improvement, and compliance through both internal program reviews and professional accreditation processes.
- The dean, in partnership with the other deans and the university

registrar, will hold ultimate responsibility within the college for student policies related to academic standing, academic integrity, and graduation requirements.

- The dean, in dialogue with the vice president for academic affairs, the other deans, the college's department chairs, and the Committee on Tenure, Promotion and Continuation, will oversee the roles and responsibilities of the faculty of the college in ways consistent with University policies and practices.

Sustain and motivate innovation and growth in curriculum design and delivery.

- The dean will articulate and nurture a vision for the next generation of students in the College of Natural and Health Sciences that balances respect for disciplinary expertise with a commitment to interdisciplinary and inter-professional cooperation, and will develop programs consistent with the needs of the community and the mission of Mount Union.
- The dean will enhance educational instruction through the use of technologically-advanced modes of instruction that both improve student learning and maintain a high quality of student-faculty engagement.





APPLICATION AND NOMINATION PROCESS

Applications received online at mountunion.edu/dean-searches by January 11, 2019 will be assured full consideration. The search will remain open until the position is filled.

Applications should consist of a substantive cover letter addressing the candidate's experience, qualifications, and vision for the College of Natural and Health Sciences; current curriculum vitae; and a list of at least five professional references (including full contact information and brief notes explaining working relationships). References will NOT be contacted without explicit permission from the candidate. Confidential inquiries and expressions of interest may be addressed to the chair of the search committee, Dr. Bryan Boatright, University Registrar (boatright@mountunion.edu).

Learn more about the University of Mount Union, the new college structure, and this search.

**[MOUNTUNION.EDU/
DEAN-SEARCHES](http://MOUNTUNION.EDU/DEAN-SEARCHES)**

REQUIRED QUALIFICATIONS

The successful candidate will:

- Hold a terminal degree in a field represented by or complementary to one of the programs represented in the college;
- Bring progressive and effective administrative experience within an academic environment;
- Understand and respect the professions and career paths represented within the college, as well as opportunities for interdisciplinary and inter-professional education;
- Show evidence of experience and confidence working collaboratively with scientists and nonacademic professionals within healthcare settings;
- Demonstrate the capacity to understand, embrace, and

champion the mission and values of the Mount Union intellectual tradition that distinguish the College of Natural and Health Sciences;

- Be eligible for a tenured faculty appointment at the University.

DESIRED EXPERIENCE AND ATTRIBUTES

- Understanding of leadership in a small institution;
- Appreciation for balancing the role of University citizen with that of advocate for the College of Natural and Health Sciences;
- A vision for balancing tradition and history with change; collaboration with decisiveness;
- Commitment to diversity, including interfaith competence;
- Connections to and experience in the fields represented in the college – locally, regionally, nationally, and internationally;

- Confidence in facilitating clear and open communication between the academy and practitioners within communities we serve;
- Innovation, collaboration, energy, thoughtfulness, ethics, vision and resilience;
- Student-centeredness, with an appreciation for – and potential interest in – teaching as a way to understand the essence of the College of Natural and Health Sciences and to remain connected to students;
- Understanding of technology and nimbleness using the tools employed in contemporary education and the disciplines of the college;
- Familiarity with rigorous professional accreditation processes;
- Experience in developing essential resources.





MOUNTUNION.EDU

THE UNIVERSITY

The University of Mount Union, a private Midwestern institution founded in 1846, offers a rigorous and relevant academic program that is grounded in the liberal arts tradition. Mount Union's nearly 2,300 students can select from 56 broad-based and career-specific undergraduate majors as well as master's programs in physician assistant studies and educational leadership and a doctoral program in physical therapy. Known for its academic excellence and personal approach, the institution boasts a 13:1 student-faculty ratio and a curriculum delivered by dedicated faculty members, 87% of whom hold terminal degrees in their fields.

Since 2005, nearly \$110 million has been invested in the construction and renovation of modern facilities including a recreation center, apartment-style housing options, a health and medical sciences facility, and a performing arts center. Primarily residential in nature, Mount Union's picturesque 123-acre campus is located in Alliance, OH (population 23,000), within 80 miles of both Cleveland and Pittsburgh. The 162-acre Huston-Brumbaugh Nature Center is located six miles away. The University's endowment is in excess of \$140 million.

The University, affiliated with the United Methodist Church, strives to make its exceptional educational experience accessible to students of all financial backgrounds. Its increasingly-diverse campus community benefits from a student-centered approach and array of activities for cultural, civic, and social development. Students experience outstanding opportunities for success after graduation, both in the workforce and in graduate study.

96%

10-YEAR AVERAGE OF
GRADUATE SUCCESS

18

AVERAGE CLASS SIZE

7th

2019 U.S. NEWS & WORLD
REPORT RANKING

9 out of 10

STUDENTS AND ALUMNI ARE
SATISFIED WITH THEIR MOUNT
UNION EXPERIENCE

The University of Mount Union is an equal opportunity employer and is dedicated to the goal of building a faculty and staff committed to teaching and working in a multicultural environment. We seek a diverse pool of applicants who bring varied experiences, perspectives and backgrounds. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.