



PEPPERDINE

UNIVERSITY

Dean, School of Nursing





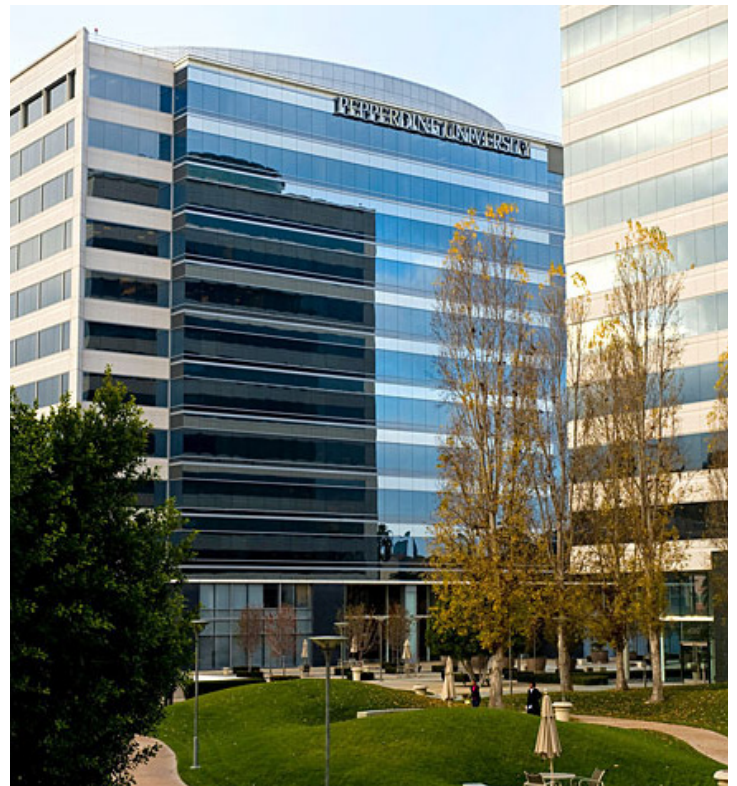
## About Pepperdine University

Pepperdine was founded in 1937 by George Pepperdine, a businessman who founded the Western Auto Supply Company. For the first 30 years of the life of the institution, Pepperdine was a modestly sized undergraduate institution located in central Los Angeles. University status was achieved in 1970 as the institution added graduate and professional schools. In 1972, the University opened a new campus in the coastal mountains above Malibu.

Five schools now comprise the Pepperdine academic environment; Seaver College, the Pepperdine Graziadio Business School, the Caruso School of Law, the School of Public Policy, and the Graduate School of Education and Psychology. Today, with approximately 132,000 alumni in all 50 states across the nation and more than 120 countries around the world, Pepperdine continues to expand its reach and the strength of its global impact.

Pepperdine University is religiously affiliated with the Churches of Christ, of which the University's founder, George Pepperdine, was a life-long member. Among the most preeminent Christian universities in the United States, Pepperdine has a unique role in higher education. The University is deeply committed to both scholarship and spiritual development in the lives of every student and values leadership formed by its faith heritage. Faculty, administrators, and members of the

Board of Regents represent many religious backgrounds, and students of all races and faiths are welcomed. It is the purpose of Pepperdine University to pursue the very highest standards within a context that celebrates and extends the spiritual and ethical ideals of the Christian faith.





## Institutional Mission

Pepperdine is a Christian university committed to the highest standards of academic excellence and Christian values, where students are strengthened for lives of purpose, service, and leadership.

The Pepperdine strategic plan, [Pepperdine 2030: Ascend Together](#), was developed with broad input from the entire Pepperdine community and was formally approved by the Board of Regents in 2021. This plan defines an ambitious array of goals that will grow academic and scholarly programs, strengthen the Pepperdine community, enhance their global footprint, and elevate Pepperdine as a preeminent, global Christian university. Candidates for the Dean of the School of Nursing are encouraged to review this defining document for institutional vision and direction.



## The Academic Community

Pepperdine is a highly ranked university that enrolls approximately 10,000 students in its five colleges and schools with approximately 450 full-time faculty and 1,100 full-time staff. In the coastal community of Malibu, California, Pepperdine hosts undergraduate and graduate programs on an 830-acre campus that has been ranked the most beautiful campus in the nation by The Princeton Review. Pepperdine has four additional graduate campuses in the U.S., six international campuses, and additional academic programming on six continents. Pepperdine has top-ranked programs within both graduate and undergraduate settings, with 90 degree programs and a 13:1 student/teacher ratio across five schools. Pepperdine University is accredited by the Western Association of Schools and Colleges and classified as a Doctoral/Research University under the Carnegie classification system.

Pepperdine University is committed to delivering an exceptional educational experience including nurturing creativity, scholarship, and putting students at the center of learning. Pepperdine encourages scholarly interaction between faculty and students from diverse disciplines and all five schools within the University, through internal and external grant opportunities, and programs that provide unique opportunities for creative activity and research. During the 2022-2023 academic year, Pepperdine awarded more than \$1 million in internal research funding and received more than \$12 million in grant awards from extramural funding sources, including the Lilly Endowment, National Science Foundation (NSF), Wood-Claeyssens Foundation, National Institutes of Health (NIH), and Fulbright.

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**13:1**

Student:Teacher Ratio  
University Wide

**120,000+**

**ALUMNI  
STRONG** 

**TOP 20** Most Beautiful Campus

*The Princeton Review, 2022*

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## **Affirmation Statement**

As a Christian University Pepperdine affirms:

**That God is**

**That God is revealed uniquely in Christ**

**That the educational process may not, with impunity, be divorced from the divine process**

**That the student, as a person of infinite dignity, is the heart of the educational enterprise**

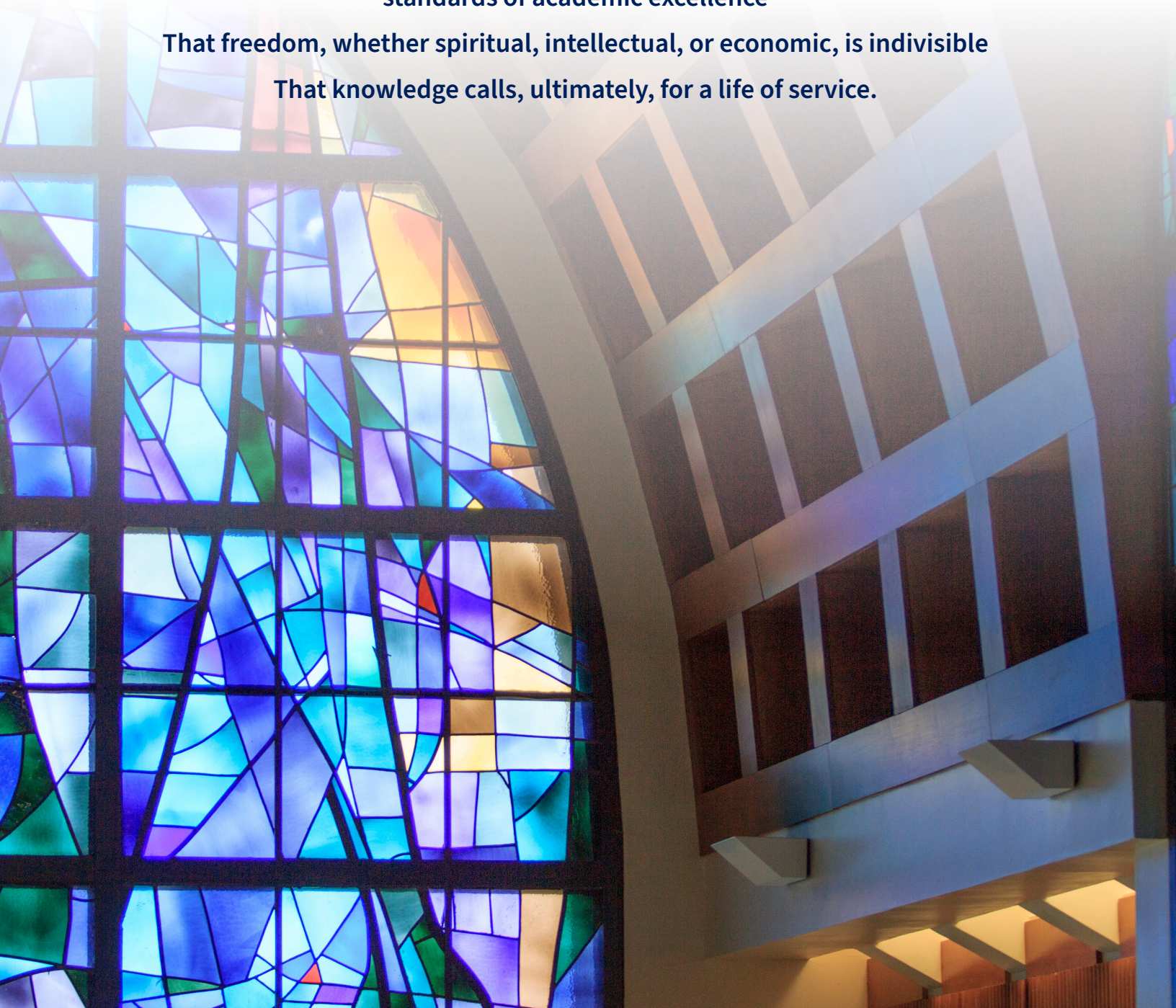
**That the quality of student life is a valid concern of the University**

**That truth, having nothing to fear from investigation, should be pursued relentlessly in every discipline**

**That spiritual commitment, tolerating no excuse for mediocrity, demands the highest standards of academic excellence**

**That freedom, whether spiritual, intellectual, or economic, is indivisible**

**That knowledge calls, ultimately, for a life of service.**







## The Opportunity

Pepperdine University seeks an experienced and visionary leader to serve as the inaugural Dean of its School of Nursing and invites nominations, expressions of interest, and applications.

Pepperdine plans on the School of Nursing (SON) beginning operations in August, 2025 within its planned new College of Health Science. Aligned with the [mission and vision](#) of Pepperdine University, both the college and school will commit their programs to the highest standards of academic excellence, clinical preparation, and Christian values in order to develop skilled and caring healthcare professionals who are prepared to lead while serving humankind. Pending approval by the University's Board of Regents, the college will offer a wide range of healthcare programs including nursing, physical therapy, occupational therapy, speech-language pathology, and physician assistant. Additional allied health programs are also under consideration. The college's academic programs will operate from Pepperdine's [Malibu](#) and [Calabasas](#) campus locations, as well as in partnership with healthcare organizations in close proximity to these campuses.

Working alongside University and college leaders, the dean of the SON will provide wisdom-based leadership and strategic direction for the school while innovatively developing, launching, and evolving three planned nursing programs: the Bachelor of Science in nursing (BSN), an entry-level masters (ELM) in nursing, and a doctorate of nursing practice (DNP). All programs will be licensed by the State of California Board of Registered Nursing, fully accredited by the Commission on Collegiate Nursing Education (CCNE), and approved by the Western Association of Schools and Colleges – Senior College and University Commission (WSCUC).

## Primary Responsibilities

The dean will have a wide range of responsibilities necessary to ensure the success of the SON, its programs, and its people, especially students. Specific responsibilities for the dean include, but are not limited to, the following:

- Provide strong personal and professional leadership through successful experience, creative ideas, abiding Christian faith, impeccable character, and effective communication.
- Develop a strategic plan for the SON that strongly aligns with Pepperdine's 2030 strategic plan: [Ascend Together](#).
- Recruit, hire, motivate, and retain high-quality faculty, staff, and administrative personnel that provides the SON the talent to carry out its strategic and operational plans.
- Develop and implement curricula for the BSN and ELM programs to create an educational environment that thrives both on- and off-campus, and across a range of delivery modalities.
- Implement a robust assessment program to ensure that learning outcomes are achieved while providing evidence for program development and effectiveness.



- Obtain and maintain the full accreditation of the SON and its programs by CCNE and WSCUC.
- Develop and nurture relationships between the school and its current clinical partners while seeking new opportunities to develop and expand experiential learning for students.
- Recruit and enroll qualified and prepared students to form the nucleus of all nursing programs.
- Advance the success of the college's students by ensuring the delivery of high-quality student services.
- Further ensure the success of students through exemplary performance on the NCLEX-RN and employment rates.
- Support the faculty in conducting impactful scholarship that contributes to the discipline while enhancing student learning.
- Partner with the University's Advancement team and the dean of the college to develop an advancement plan and present the SON's case for significant financial support to donors and partners.
- Demonstrate prudent and fiscally-responsible financial management of the SON.
- Comply with all applicable university policies and procedures as well as federal, state, and local regulations.

In addition to their responsibilities to the SON, the dean will be expected to work positively and collaboratively with the dean of the college and the deans/directors of other academic units within the college to advance the success of the college.



Through their leadership and a commitment to communication, openness, and humility, the dean of the SON will be expected to create a professional and collegial community devoted to the integration of Christian faith and learning in the development of highly qualified nursing graduates. Through their leadership, the dean will also be expected to achieve the following outcomes.

- Fostering a sense of belonging within the SON so that all of its constituents are valued and respected.
- Cultivating an abiding commitment to professionalism, community, and unity among all faculty and staff.
- Demonstrating a thoughtful and caring, but direct approach to issues involving conflict.
- Supporting and encouraging professional development for all faculty and staff.
- Establishing a professional environment that provides support, opportunity, and encouragement to all divisional staff and faculty while appropriately balancing the needs of the college and University alongside those of the SON.



## Qualifications and Attributes

Pepperdine seeks candidates for the dean of the SON who have demonstrated a commitment to nursing education.

Required qualifications for the position are:

- A terminal degree, including but not limited to Ph.D., DNP, or Ed.D in nursing or a related field.
- Significant leadership and administrative experience.
- A record of exceptional performance and leadership as a nurse leader.
- A record of distinguished teaching, research, and publication.
- Possess a current RN license and be eligible to obtain RN licensure in California.
- Credentials that merit appointment at the rank of associate/full tenured professor or associate/full clinical professor in nursing.



Preference will be granted to individuals who also have the following qualifications.

- Five or more years of successful and progressive leadership and academic administration in a department/school of nursing at the level of associate dean or higher.
- The demonstrated ability to develop and maintain strong working relationships with healthcare partners.
- Successful experience with accrediting agencies, educational accreditors, and the State of California Board of Registered Nursing.
- A clear understanding and demonstrated experience with technology and its use to enrich both academic and clinical education.

The inaugural dean of the SON will possess the following personal attributes.

- An active and abiding Christian faith and a sincere commitment to embracing and advancing Pepperdine University's Christian mission.
- Commitment to the highest moral, ethical, and academic standards.
- The skill to develop relationships of trust and confidence across a wide range of constituents.
- The capacity to inspire others through their credibility, integrity, self-confidence, and demeanor.
- Conviction to make evidenced-based decisions and the diplomacy to communicate the decisions with confidence, openness, and sensitivity.
- Strong organizational skills and work ethic.
- A clear understanding and demonstrated experience with technology and its use across a range of educational and clinical settings.
- Outstanding, oral, written, and interpersonal communication skills.

The dean will serve an initial term of five years. Pending successful performance, the appointment may be extended beyond the initial term.





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## Contact Information

Nominations, expressions of interest, and applications will be treated with complete confidentiality. To apply, candidates should submit a curriculum vitae to [PepperdineNursing@carterbaldwin.com](mailto:PepperdineNursing@carterbaldwin.com). Confidential inquiries and questions concerning this search may be directed to:



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The salary range for this position is \$200,000 to \$275,000. The pay range reflects what Pepperdine University reasonably expects to pay for this position at time of posting. Actual compensation may vary based on relevant factors such as work experience, market conditions, education/training, and skill level. In addition to base pay, Pepperdine offers a robust and highly competitive [benefits package](#) including medical, dental, vision, 403(b) retirement, life, and long-term disability insurance.

*Pepperdine is an Equal Employment Opportunity Employer and does not unlawfully discriminate on the basis of any status or condition protected by applicable federal, state, or local law. Pepperdine is committed to providing a work environment free from all forms of harassment and discrimination. Engaging in unlawful discrimination or harassment will result in appropriate disciplinary action, up to and including dismissal from the University. Pepperdine is religiously affiliated with the Churches of Christ. It is the purpose of Pepperdine to pursue the very highest employment and academic standards within a context which celebrates and extends the spiritual and ethical ideals of the Christian faith. While students, faculty, staff, and members of the Board of Regents represent many religious backgrounds, Pepperdine reserves the right to seek, hire and promote persons who support the goals and mission of the institution, including the right to prefer co-religionists. It is the intent of the University to create and promote a diverse work force consistent with its stated goals and mission.*