



PEPPERDINE
College of Health Science

Dean,
Physician Assistant Studies



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.

Six schools now comprise the Pepperdine academic environment: Seaver College, the Pepperdine Graziadio Business School, the Caruso School of Law, the School of Public Policy, the Graduate School of Education and Psychology, and the newly established College of Health Science (CHS). 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 Physician Assistant Studies 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 six 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's Calabasas campus will be the home to the CHS and has approximately 20,000 square feet of newly constructed and state-of-the-art simulation and clinical laboratory facilities. Pepperdine also has three 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 its 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 six schools within the University, through internal and external grant opportunities, and programs that provide unique opportunities for creative activity and research. During the 2023-2024 academic year, Pepperdine awarded more than \$1 million in internal research funding and received more than \$10 million in grant awards from extramural funding sources, including the Lilly Endowment, National Science Foundation (NSF), Wood-Claeysens Foundation, AmeriCorps, and Fletcher Jones Foundation.

13:1

Student:Teacher Ratio
University Wide

120,000+



TOP 20 Most Beautiful Campus

The Princeton Review, 2022

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

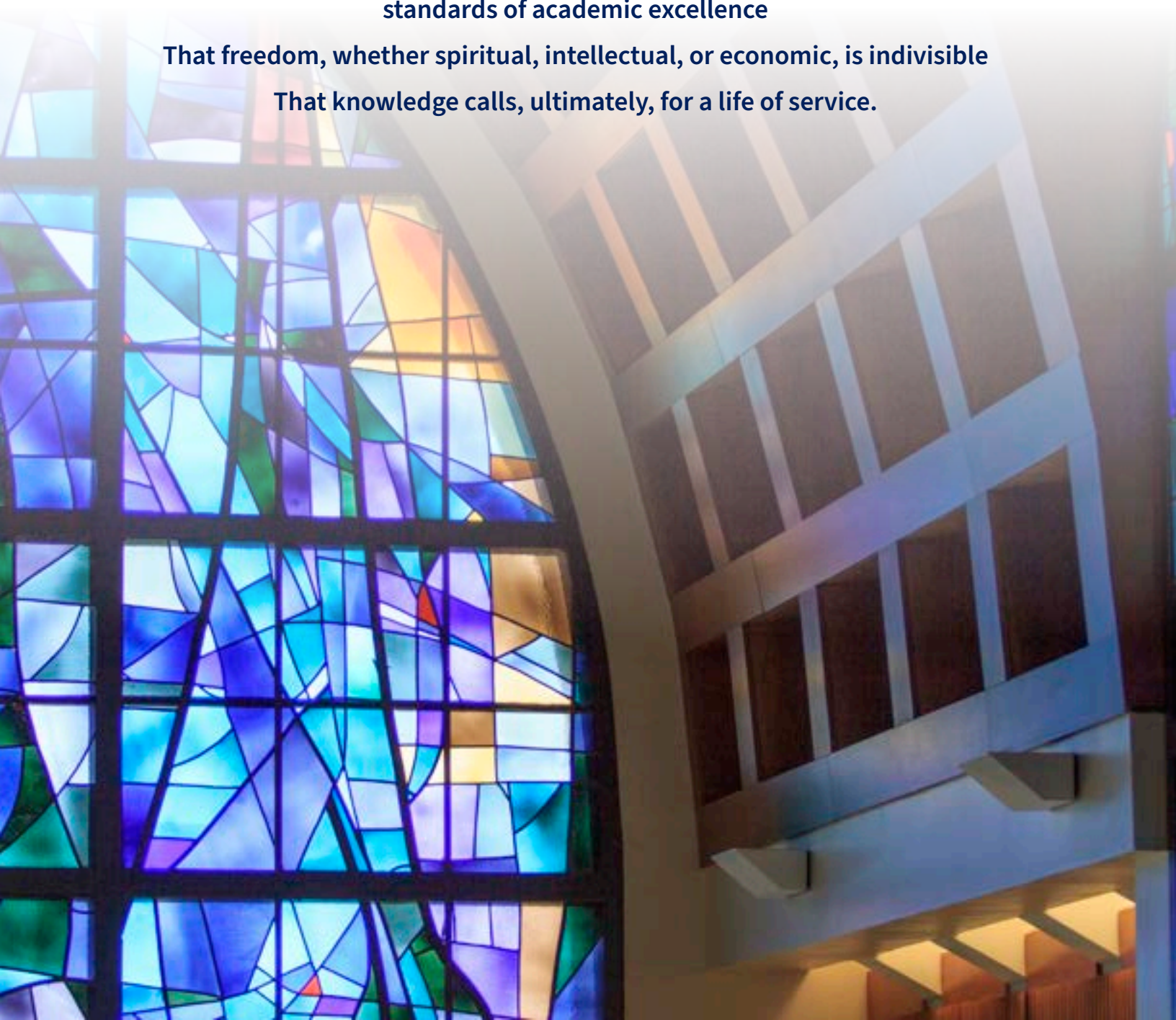
That the quality of student life is a valid concern of the University

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 Physician Assistant Studies and invites nominations, expressions of interest, and applications.

Pepperdine plans for the School of Physician Assistant Studies (SPAS) to begin operations in August 2027 within its CHS. Aligned with the [mission and vision of Pepperdine University](#) and the CHS, 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 our communities and the world. Pending required approvals, the College of Health Science will launch schools of nursing and speech language pathology in fall 2025. The School of Nursing will offer two- and four-year pathway Bachelor of Science programs and an Entry Level Master's degree program. The School of Speech Language Pathology (SLP) will offer the Master of Science in SLP degree. Future plans for the CHS include healthcare programs in both physical and occupational therapy, as well as additional allied health programs. All CHS programs will benefit from partnerships being developed with healthcare organizations in close proximity to Pepperdine's Calabasas campus.

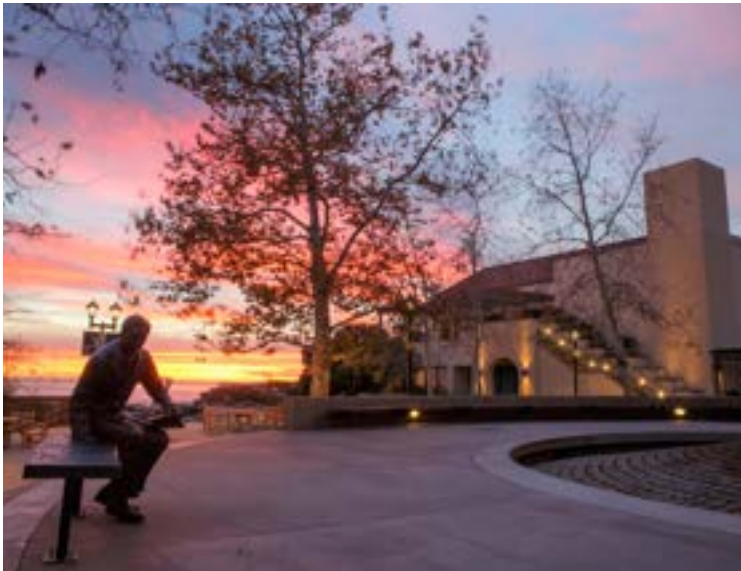
Working alongside University and college leaders, the dean of the SPAS will provide wisdom-based leadership and strategic direction for the school while innovatively developing, launching, and evolving the Master of Science in Physician Assistant Studies (MSPAS) degree program. The MSPAS program will be licensed by the Physician Assistant Board of California, fully accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) and approved by the Western Association of Schools and Colleges – Senior College and University Commission (WSCUC) before beginning operations.

Primary Responsibilities

The dean will have a wide range of responsibilities necessary to ensure the success of the SPAS, its degree program, 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.
- Lead and shepherd the program from initiation, through development, initial launch, and into maturation and future growth.
- Devise and implement a curriculum for the MS-PAS degree program to create an educational environment that thrives both on- and off-campus.
- Obtain and maintain the full accreditation of the SPAS and its degree program by ARC-PA 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, hire, motivate, and retain high-quality faculty, staff, and administrative personnel that provides the SPAS the talent to carry out its strategic and operational plans.
- Ensure the success of students through strong retention, high-level performance on the PANCE, and exemplary employment rates.
- Provide unwavering support for [Pepperdine's Christian mission and a vision](#) for integrating the institutional mission into both the educational experience and community of SPAS.
- Support faculty in conducting impactful scholarship that contributes to the profession while enhancing student learning.
- Develop a strategic plan for the SPAS that strongly aligns with Pepperdine's 2030 strategic plan: Ascend Together.
- Implement a robust assessment program to ensure that learning outcomes are achieved while providing evidence for program development and effectiveness.
- Recruit and enroll qualified and prepared students to form the nucleus of the MS-PAS degree program.
- Advance the success of the college's students by ensuring the delivery of high-quality student services.
- Partner with the University's Advancement team and the dean of the CHS to develop an advancement plan and present the SPAS's case for significant financial support to donors and partners.
- Demonstrate prudent and fiscally responsible financial management of the SPAS.
- Comply with all applicable university policies and procedures as well as federal, state, and local regulations.



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

Through their leadership and a commitment to communication, openness, and humility, the dean of the SPAS 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 Physician Assistant graduates. Through their leadership, the dean will also be expected to achieve the following outcomes:

- Fostering a sense of belonging within the SPAS 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 staff and faculty while appropriately balancing the needs of the college and University alongside those of the SPAS.



Qualifications and Attributes

Pepperdine seeks candidates for the dean of the SPAS who have demonstrated a commitment to Physician Assistant Studies education.

Required qualifications for the position are:

- The individual must be a currently licensed physician assistant by the National Commission on Certification of Physician Assistants (NCCPA).
- Three or more years of full-time experience in higher education.
- A master's or doctoral degree in Physician Assistant Studies or a related healthcare field.
- Significant administrative and leadership experience by exhibiting responsiveness to personnel issues, strong communication skills, and proactive problem solving.
- Comprehensive knowledge of ARC-PA standards and policies.
- A record of exceptional performance and leadership in a physician assistant program.
- A record of distinguished teaching, scholarship, and publication.

- Credentials that merit appointment at the rank of associate/full tenured professor or associate/full clinical professor in Physician Assistant Studies.
- The ability to be approved as the Program Director by ARC-PA.

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

- Successful experience developing and launching a physician assistant studies program is a highly desired attribute in all applicants.
- Individuals with a terminal doctoral degree (Ph.D., Ed.D., Sc.D., or equivalent).
- Five or more years of successful and progressive leadership and academic administration in a department/school of Physician Assistant Studies at the level of assistant dean, assistant director, or higher.
- A demonstrated ability to develop and maintain strong working relationships with healthcare partners.
- Successful experience with ARC-PA, educational accreditors, and state regulatory and licensing bodies.
- A clear understanding and demonstrated experience with technology and its use to enrich both academic and clinical education.

The inaugural dean of the SPAS 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 begin their service in May 2025 and serve an initial term of five years. Pending successful performance, the appointment may be extended beyond the initial term.





Contact Information

Nominations, expressions of interest, and applications will be treated with complete confidentiality. To apply, candidates should submit a curriculum vitae and letter of interest addressed to the Dean Search Committee to PepperdineDeanPAS@carterbaldwin.com. Confidential inquiries and questions concerning this search may be directed to:



Stephanie Steele, PhD,

Consultant

678.894.1200

ssteele@carterbaldwin.com

Corey Dortch, PhD,

Consultant

678.884.9843

cdortch@carterbaldwin.com

The salary range for this position is \$180,000 to \$225,000 and 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.

Hiring by Pepperdine University is contingent upon a successful completion of criminal, education, and employment background check by an outside agency, HireRight.

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.

Pepperdine University is seeking Accreditation - Provisional from the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA). Pepperdine University anticipates matriculating its first class in August 2027, pending achieving Accreditation – Provisional status at the March 2027 ARC-PA meeting. Accreditation - Provisional is an accreditation status granted when the plans and resource allocation, if fully implemented as planned, of a proposed program that has not yet enrolled students appear to demonstrate the program's ability to meet the ARC-PA Standards or when a program holding accreditation-provisional status appears to demonstrate continued progress in complying with the Standards as it prepares for the graduation of the first class (cohort) of students