



Dean, College of Nursing
Position Description – December 2025

POSITION SPECIFICATION

Position	Dean, College of Nursing
Organization	Seton Hall University
Location	South Orange, New Jersey
Reporting Relationship	Provost and Executive Vice President for Academic Affairs
Website	<u>College of Nursing</u>

THE OPPORTUNITY

Seton Hall University invites nominations and applications for the position of Dean of the College of Nursing. Reporting to the Provost and Executive Vice President for Academic Affairs and serving as the chief academic officer of the College, the Dean will build upon an established and very successful nursing enterprise, leading its next exciting phase of growth and development.

The Dean will provide strategic vision and operational leadership to each of the College's academic and scholarly programs, setting priorities for the College and guiding it toward strategic goals of enhancing and promoting research, community engaged scholarship, and excellence in undergraduate, graduate, and professional education with a diverse population of students, faculty, staff, and stakeholders. The Dean is the College's chief advocate and steward, promoting its goals and achievements, leading its development and fundraising activities, and speaking for its mission of excellence in scholarship, teaching, and service.

Supporting Seton Hall University's research mission, the Dean will advance the scholarly activities of the faculty, including interdisciplinary opportunities and external collaborations. The Dean will also inspire students and promote an ethos of professionalism and care. Further, the Dean will be the College's public voice, promoting innovative ideas and solidifying partnerships within Seton Hall University, nationally, and internationally as a recognized leader in the field.

The Dean will have a tremendous opportunity to capitalize on a robust culture of interprofessional education and the creation of new partnerships. The successful candidate will be a collegial, nationally recognized, and entrepreneurial leader prepared to advance the mission of the College and to support and sustain a large number of existing areas of innovation and development.

SETON HALL UNIVERSITY

Seton Hall University is located in South Orange, New Jersey, 14 miles from New York City. It is the oldest Catholic diocesan institution of higher education in the United States and is home to about 6,300 undergraduate and 3,700 graduate students. A vibrant and culturally inclusive community, Seton Hall pursues academic excellence and ethical development in a collaborative environment and prepares its students to be servant leaders in their professional and community lives. Seton Hall University is an equal opportunity employer. It honors diverse perspectives and welcomes employees from all faith traditions. In turn, its faculty and employees respect Catholic beliefs and values, engage the Catholic Intellectual Tradition and in servant leadership, and they support the University's mission as a Catholic institution of higher education.



Seton Hall University has been developing students in mind, heart, and spirit since 1856. When Bishop James Roosevelt Bayley founded Seton Hall, he envisioned a home where leaders learn. Today, Seton Hall celebrates a diverse tapestry of ideas and perspectives that enrich the dialogue and academic discussion in the classroom. Students come from all around the United States and from more than 70 countries around the world. The institution is proud that its diversity stimulates innovative teaching and learning and prepares students to live and work in a global society. Seton Hall students are prepared to be leaders in their professional and community lives in a global society and are challenged by outstanding faculty, an evolving technologically advanced setting, and values-centered curricula.

Seton Hall's 58-acre main campus is located in the town of South Orange. The College of Nursing, along with the School of Health and Medical Sciences, as well as the Hackensack Meridian School of Medicine, is situated in the towns of Clifton and Nutley, while the School of Law is located in nearby Newark. There are eight colleges and schools at Seton Hall in addition to the College of Nursing, including the College of Arts and Sciences, School of Law, the Stillman School of Business, the College of Human Development, Culture, and Media, the Division of Continuing Education and Professional Studies, the School of Diplomacy and International Relations, the School of Health and Medical Sciences, and the School of Theology.

Seton Hall is an academically distinguished university with a national reputation for educating a diverse student body through the liberal arts and sciences and select professional programs that are infused with the Catholic Intellectual Tradition. Inspired by Saint Elizabeth Ann Seton's work educating people of all backgrounds, encompassing the full range of human experience, Seton Hall integrates liberal arts and sciences with professional programs at the undergraduate and graduate levels. Seton Hall is committed to supporting and strengthening quality scholarship, as well as learning and academic advancement. A number of unique pathways exist for students to advance from the undergraduate level to the University's rigorous, nationally ranked graduate and professional programs, which strengthen Seton Hall's academic reputation.

Seton Hall recognizes that its teacher-scholars form the heart of the institution. Seton Hall prides itself on being a university with outstanding student-faculty engagement that affords all students the academic opportunities, challenges, and intellectual freedom that characterize exceptional programs. Seton Hall offers cross-disciplinary learning to foster adaptable, capable, skilled, and compassionate graduates; graduate programs continue to develop students' professional skills through research, advanced studies and clinical training. By both practicing and promoting a Catholic understanding of social and economic justice, Seton Hall develops students into citizens who are committed to serving communities and who are equipped with the skills and knowledge needed to meet the challenges and opportunities the 21st century offers. More information about Seton Hall University's mission and values, as well as its new strategic plan "Inspiring Great Minds to Greater Purpose" can be found online [here](#).

Offering more than 90 rigorous majors, leading publications such as *The Princeton Review*, *U.S. News & World Report*, and *Bloomberg Businessweek*, among others, have singled out Seton Hall for its academic excellence. Seton Hall is home to numerous winners of prestigious academic awards and prizes, including dozens of Fulbright Scholars, as well as Rhodes, Udall, Pickering, and Truman scholars. Seton Hall faculty members get to know their students as individuals. A 14:1 student-faculty ratio ensures that professors can teach, mentor, and conduct academic research with undergraduates.



At Seton Hall, students are educated to think and act at the intersection of theory and practice. Faithful to the tenets of Catholic social teaching and home to more than 40 members of the priest community, Seton Hall welcomes students of all faiths. More than 150 clubs and organizations make it easy for students to find their place. The legacy of Seton Hall is helping students achieve their collegiate dreams regardless of financial background. That's why the University recently provided \$158 million in financial aid and scholarships. Seton Hall also fields 14 varsity teams that compete in the NCAA Division I BIG EAST Conference and offers a variety of intramural and club sports on campus for non-varsity students. Additional information about Seton Hall's rankings, recognition, and recent successes can be found online [here](#).

THE COLLEGE OF NURSING

Seton Hall University College of Nursing offered the first baccalaureate nursing program in New Jersey in 1937. The graduate program was established in 1975, the Ph.D. program launched in 2006, and the D.N.P. program was started in 2009. *U.S. News & World Report* ranks the College of Nursing as having one of the top online graduate nursing programs in the country, ranking No. 1 in New Jersey. The College of Nursing has 36 full-time and over 40 part-time faculty. Profiles of the College's faculty can be found online [here](#).

The College's mission is to educate baccalaureate-prepared generalists and advanced practitioners of nursing who aspire to be innovators and leaders in the nursing profession. The College continues to be a leader in contemporary healthcare education, blending scholarship with excellence in nursing practice. Undergraduate and graduate curricula exist within a university community that embraces a student body enriched by cultural, ethnic, and racial diversity where religious and ethical commitment and academic freedom are valued. The College of Nursing aims to cultivate values in its students and graduates that enable a commitment to lifelong learning, service, and leadership for the greater good of the global society.

The College of Nursing's presence on the Interprofessional Health Sciences (IHS) campus creates a forward-thinking approach to healthcare education, bringing together future nurses and health professionals in the fields of nursing, physical therapy, physician assistant, occupational therapy, athletic training, speech language pathology, and medicine. This innovative team-based education reflects the future of healthcare delivery and Seton Hall University is one of only a few universities using this model. This approach vastly improves cooperation and communication among health professionals and strengthens patient care. The IHS campus is also home to the Hackensack Meridian School of Medicine. Seton Hall's partnership with Hackensack Meridian Health's extensive hospital network offers premiere access to clinical teaching sites for students in all of its healthcare programs.

Undergraduate nursing students spend their first three semesters on the South Orange campus. Courses consist primarily of foundational science, humanities, and core courses. Students take one nursing course during the first semester of their sophomore year (conducted on the South Orange campus by Nursing faculty). At the start of the fourth semester, undergraduate students take all of their courses (with the exception of one elective course and their Core 3 course) on the IHS campus. Agency-based clinical experiences begin in the first semester of their junior year. Nursing advisors have an office on the South Orange campus and are available to freshmen and first-semester sophomores two days per week. All Nursing faculty and administrators' offices are located on the IHS campus.



All online M.S.N. and D.N.P. programs require attendance on the IHS campus for orientation and two to three immersion experiences throughout the duration of the program. Ph.D. students can take courses either online or on the IHS campus, depending of course sequencing.

For the latest College of Nursing news and events, please visit the website [here](#).

Academic Programs

The College of Nursing offers the following academic programs:

- **Bachelor of Science in Nursing (B.S.N.)**

The College's undergraduate program in nursing is New Jersey's first B.S.N. program. The program has a 97.4% first time NCLEX-RN pass rate (2024) and 84% of full-time faculty have doctoral degrees. More information about the B.S.N. program can be found online [here](#).

The College also offers a second degree Accelerated B.S.N. This program is a 14-month, 62-credit cohort model for those who already hold a non-nursing bachelor's degree. It prepares students to practice nursing in a range of settings, from ambulatory care and community-health agencies to acute and long-term care facilities. More information about this program can be found online [here](#).

- **Master's in Nursing (M.S.N.)**

Comprised of a community of nurses with varying backgrounds and experiences, Seton Hall is recognized by *U.S. News & World Report* as top in the nation and No. 1 in New Jersey for Top Online Master's in Nursing Programs. Programs include the M.S.N., Family Nurse Practitioner (Online), M.S.N., Adult-Gerontology Acute Care Nurse Practitioner (Online), M.S.N., Adult-Gerontology Primary Care Nurse Practitioner (Online), M.S.N., Nursing Administration and Executive Nurse Leadership (Online), M.S.N., Pediatric Primary Care Nurse Practitioner (Online), M.S.N., Psychiatric-Mental Health Nurse Practitioner (Online), and an R.N. to M.S.N. Degree Bridge (Online). Information about each of these programs can be found online [here](#).

- **Ph.D. in Nursing**

Designed to prepare nurse scholars for a lifetime of advanced research, our flagship Ph.D. program is helping shape the next generation of intellectual leadership in nursing. More information about this program can be found online [here](#).

- **Doctor of Nursing Practice (D.N.P.)**

The College offers a 31+ credit online Doctor of Nursing Practice degree program for the student who has completed an M.S.N. with Direct Care (Advanced Practice) and Indirect Care (Administration and Leadership) options. Students can also enter at the post-baccalaureate level, where the program will total 73-79 credits, depending on the chosen major. More information about the D.N.P. program can be found online [here](#).

KEY RESPONSIBILITIES

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is the chief administrative and academic officer of the College. The Dean must be an outstanding scholar and possess a detailed understanding of the current challenges in the field, as well as national and



global healthcare, and be willing to work with state, regional, national, and international stakeholders, including professional practice and industry leaders, to address these challenges for each and every program within the College's academic portfolio.

The Dean must also forge relationships for future partnerships and innovation. The ideal candidate will be an experienced, inclusive, and collaborative leader who is committed to guiding the College to the next level of excellence. The Dean will be expected to work effectively with students, faculty, staff, educators, practice leaders, and industry representatives as partners to advance Seton Hall University's research, teaching, and service missions. The successful candidate will bring the experience necessary to represent the College articulately and compellingly to both internal and external constituencies, enhancing the visibility and impact of its work while increasing gifts, research funding, contracts, and other mission-aligned revenue. Key responsibilities of the Dean include:

- Provide leadership to the College in all academic matters, including curricular and research initiatives, as well as faculty recruitment, to strengthen the College's reputation in academic, clinical, and service excellence
- Ensure that the educational programs at the undergraduate, professional, and graduate levels provide a positive learning experience and social accountability to the community, offering high-quality and innovative educational opportunities to facilitate the transition from student to professional, with a particular emphasis on interprofessional education
- Lead the College's efforts to obtain federal, foundation, and other externally funded research and program support awards
- Foster alumni recognition and participation in the growth of the College, as well as expand the College's philanthropic support
- Support the College's mandate to educate the highest caliber of nursing professionals, leaders, and researchers, equipping them to effectively promote wellness, impact policy, and improve health outcomes across multiple settings with diverse individuals, groups, and communities
- Oversee accreditation processes specific to the various academic programs, including preparation of self-studies, coordination of site visits, and implementation of accreditation standards
- Promote professionalism and high ethical standards with an understanding of cultural humility and responsiveness
- Work effectively with clinical partner leadership to promote success and to ensure support of the College's academic mission
- Form necessary collaborations to further develop robust clinical and translational research programs
- Provide the necessary stewardship of the College's fiscal and human resources to ensure successful execution of its primary missions, maintaining financial security for the College and additional funding for expanded high quality space and key strategic initiatives
- Promote collaborative relationships with other Seton Hall University colleges and schools to further the goal of interdisciplinary and interprofessional education, research, and patient care
- Ensure that the College continues to be a leader working with the communities it collaborates with, addressing a broad co-developed list of needs that impact the community's health and social welfare to advance equity and eliminate health disparities



- Serve as principal advocate and spokesperson for the College within the Seton Hall University community and to local, national, and international constituencies in the public and private sectors

EXPERIENCE AND QUALIFICATIONS

Candidates must have professional leadership experience in academic instruction, scholarly attainment, and personnel and resources management. Competitive candidates will also demonstrate the skills necessary to lead students, faculty, and staff across the various programs within the College. Competitive candidates will have demonstrated the following traits:

- A leadership style that invites collaboration, encourages teamwork, welcomes diverse perspectives, and values transparency
- The skills to navigate the organizational, political, and fiscal realities unique to a major university
- A deep understanding of the disciplines and the experience necessary to transform current practices through coalition building and effective use of resource advocacy to promote the success of the College as a whole
- The ability to work productively and cooperatively with students, faculty, staff, alumni, educators, and community leaders as partners to advance the College's and University's research, teaching, engagement, outreach, and service missions, and to increase philanthropic support for the College
- A track record of administrative achievement that gives strong evidence of capacity to manage a complex College, including its budget, workforce, and programs
- The capacity to represent the College compellingly to external constituencies, enhancing the visibility and impact of its work
- Demonstrated commitment and understanding of supporting mutually beneficial community partnerships
- The ability to imagine and explore new possibilities, while also supporting existing and important initiatives that are currently in development within the College
- Demonstrated success as an educator with the ability to inspire students
- A genuine appreciation of, and good rapport with, students, the College's future alumni
- Demonstrated capability to lead professional and support staff effectively, including hiring, motivating, training, and professional development
- The ability to recruit and retain highly desirable instructional and research faculty in a competitive environment
- Strong written, oral, and interpersonal skills with the ability to communicate the College's points of pride, needs, plans, and programs effectively

EDUCATION, RANK, AND TENURE

The Dean must have a terminal degree in one of the disciplines of the College or a related field from an accredited institution. Candidates must also have a distinguished track record of teaching, research, service, and community engagement that is commensurate with appointment to the rank of full professor and eligibility for tenure at Seton Hall University.

NOMINATIONS AND APPLICATIONS

Seton Hall University has retained the services of Dr. Josh Ward at the executive search firm Korn Ferry. Applicants should submit the following two documents (as two separate PDFs):



1. An up-to-date and detailed curriculum vitae.
2. A brief (2-4 pages) letter of interest describing why you are interested in becoming the Dean of the College of Nursing at Seton Hall University, why you would be successful based on your professional and/or lived experience, and why now is a good time for you to consider this opportunity.

For priority consideration, please submit all application materials by **February 13, 2026**. The two documents (as separate PDFs) should be sent directly to:

Josh Ward, PhD
Senior Client Partner
Higher Education | Academic Medicine | Law
Korn Ferry
(405) 640-3994
Josh.Ward@KornFerry.com

EEO Statement: Seton Hall University is located in South Orange, New Jersey, 14 miles from New York City. It is the oldest Catholic diocesan institution of higher education in the United States and is home to about 6,300 undergraduate and 3,700 graduate students. A vibrant and culturally inclusive community, Seton Hall pursues academic excellence and ethical development in a collaborative environment and prepares its students to be servant leaders in their professional and community lives. Seton Hall University is an equal opportunity employer. It honors diverse perspectives and welcomes employees from all faith traditions. In turn, its faculty respects Catholic beliefs and values, engages the Catholic Intellectual Tradition, and supports the University's mission as a Catholic institution of higher education.

Required Compensation Notice: Seton Hall University offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience. Benefits include but are not limited to bundled medical, prescription, and vision insurance, dental insurance, and life insurance, and retirement plan. More information is available at <https://www.shu.edu/human-resources/benefits.html>. The estimated salary compensation range for the position is \$250,000 – \$290,000. Seton Hall University has provided this range which represents its good faith estimate of what the University reasonably expects to pay for the position. The final salary offered to the selected candidate will be determined based on factors including (but not limited to) the experience and qualifications of the selected candidate – including equivalent years in rank, training, and field or discipline; internal equity; and external market pay for comparable positions.