

PRESIDENTIAL SEARCH PROSPECTUS

CABARRUS COLLEGE OF HEALTH SCIENCES
CONCORD, NORTH CAROLINA

The Cabarrus College of Health Sciences Governing Board and presidential search committee invite nominations and applications for the position of

PRESIDENT

The new college president will be expected to assume office on or around January 1, 2020.



We Are Healthcare Education.

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POSITION INFORMATION

POSITION:

President, Cabarrus College of Health Sciences

LOCATION:

Concord, NC

REPORTING RELATIONSHIPS:

The president reports to

- Cabarrus College of Health Sciences Governing Board
- Vice President, Division of Medical Education, Atrium Health
- President, Carolinas HealthCare System NorthEast

Direct reports to the president include

- Provost
- Dean, Student Affairs and Enrollment Management
- Dean, Administrative and Finance Services

ACCREDITED BY:

Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

POSITION SUMMARY

Cabarrus College of Health Sciences seeks a strong, dynamic leader and strategic thinker who will lead the College into its next stage of growth with passion and a commitment to building upon and enhancing the strengths of the College. The successful candidate will be charismatic, warm and approachable; will have high ethical standards and personal integrity; and will bring vision, a fresh perspective and the leadership skills needed to implement the college's strategic plan, capitalize on the college's current growth trajectory, and positively impact the culture and goals of the institution.

This position offers the right candidate the opportunity to lead a college with a long-established excellent reputation, tremendous growth potential, top notch faculty and staff, and the advantages of a small college supported by Atrium Health, one of the nation's largest, most innovative and well-respected healthcare systems.

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PROFESSIONAL EXPERIENCE AND QUALIFICATIONS

Successful candidates should have the following:

- Academic credentials appropriate for leading a college - doctoral degree preferred
- Leadership experience at a senior level in a complex organization, preferably in higher education with a health sciences institution
- Strong vision and strategic planning skills
- Ability to make hard decisions for the good of the college
- Excellent listening skills and openness to new ideas
- Successful experience planning and managing budgets, working with funding sources and raising private funds
- Successful experience working with state and local government agencies and building community partnerships
- Excellent political and relationship-building skills
- Successful experience in facility planning, renovation and expansion
- Understanding and appreciation of the teaching/learning process
- Understanding and appreciation of student activities, learner-centered support services and technology
- Dynamic and persuasive written and oral communication skills
- Successful experience or understanding of working with a governing board
- Ability to work collaboratively in an academic setting to promote and maintain diversity and fairness, encourage the work of others, and build strong, mutually supportive academic and administrative teams
- Willingness, enthusiasm and energy to maintain high visibility on campus and in the community
- Willingness to make a commitment to and understand the Cabarrus County region

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RESPONSIBILITIES

The selected candidate will join Cabarrus College at an exciting time. We are in year two of implementing our strategic plan, applications and enrollment are increasing, and we are expanding our academic program offerings. We recently received approval from the NC Board of Nursing to increase our associate degree nursing program capacity, and we will add a master of science in nursing program in fall 2020. The college is also in the process of submitting its 10-year reaffirmation accreditation through the SACSCOC, which will occur in fall 2019.

Specific responsibilities of the position include:

- Implement the college's 2018-2022 strategic plan and regularly communicate about plan progress with the college's governing board and other relevant stakeholders.
- Guide the college through the SACSCOC 10-year reaffirmation accreditation process and ensure the college maintains all existing academic program accreditations.
- Provide leadership in developing, improving and honing the college's academic and graduate level program offerings to meet marketplace needs and demands as well as college and Atrium Health goals.
- Articulate a clear vision for the future - including long-range strategic, operational and financial planning - that will ensure the college's continued quality, success, growth, reputation and vitality.
- Maintain and strengthen relationships with the governing board and Atrium Health administration and leadership.
- Provide leadership to promote recruitment and retention of students.
- Work with the NorthEast Foundation to promote fundraising for the college, including cultivation and solicitation of major donors.
- Encourage and promote collaborative, cohesive relationships - as well as professional growth and development - among faculty and staff.
- Represent the college as an advocate and spokesperson to support a wide range of public relations activities to enhance the reach and reputation of the college.
- Provide leadership in creating strategic partnerships with the community and other groups/institutions.
- Assess campus facility needs and manage campus resources.
- Prepare and implement the college's annual operating budget while maintaining fiscal stability and viability.
- Commit to promoting diversity and inclusion among students, faculty/staff and populations served by the college.
- Foster a student-centered, positive environment with strong, personal student engagement.
- Support marketing efforts to promote the college in various markets in a variety of platforms.

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ABOUT CABARRUS COLLEGE OF HEALTH SCIENCES

HISTORY

Cabarrus College of Health Sciences evolved from the Cabarrus County Hospital School of Nursing, founded by Louise Harkey in 1942 as a three-year diploma program to meet the demand for registered nurses during World War II. The National League for Nursing (NLN) awarded accreditation to the school in 1963, and a decade later the NC Board of Nursing approved the college as the first two-year, hospital-based nursing diploma program in North Carolina.

To mark the college's 50th anniversary in 1992, it was officially renamed as the Louise Harkey School of Nursing to honor its founder. Four years later, the Louise Harkey School of Nursing became the cornerstone of the new Cabarrus College of Health Sciences, renamed in preparation for launching new allied health programs.

Over the years, the college has expanded and evolved and now offers the following programs:

- Medical Assisting (diploma and associate degree)
- Medical Imaging (bachelor's degree with online and clinical degree paths; MRI and CT certificates)
- Surgical technology (diploma and associate degree)
- Nursing (associate and bachelor's degrees)
- Occupational therapy (associate and master's degrees)
- Science (associate degree)

WHAT SETS CABARRUS COLLEGE APART

- Individualized instruction in a student-centered environment
- Faculty that is lauded by students for their personal investment in helping students achieve success
- Immersive learning for students in a professional healthcare environment on a hospital campus
- An "everyone-knows-your-name," small college, caring environment with small classes and low student-to-faculty ratio
- Unmatched clinical experience - starting first semester and non-stop through graduation - far exceeds other nearby colleges
- Student success: 96+ percent institutional licensure pass rate and 96 percent of students employed within six months of graduation
- Affiliation with Atrium Health, which means state-of-the-art facilities, high-quality clinical opportunities and a direct pipeline to jobs for our graduates with one of the largest healthcare systems in the country
- Retention rate above the national average

COLLEGE STATISTICS

Number of Students (2018 calendar year): 611 (52% full time and 48% part time)

Number of Faculty: 46 Number of employees: 68

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REGIONAL INFORMATION

Cabarrus College is in Concord, NC, on the campus of Atrium Health's Carolinas HealthCare System NorthEast. Concord, with a population of nearly 100,000, is the largest city in Cabarrus County and offers a bustling downtown with eclectic arts and dining opportunities, beautiful parks and neighborhoods, and excellent schools. Charlotte, the state's largest and most vibrant city, is a short 30-minute drive away and the hub of a metropolitan area of 2.4 million people. Charlotte is a major commerce center, the nation's second largest banking center and offers two professional sports teams, NASCAR racing, the US National Whitewater Center, and a vibrant arts scene with multiple museums, theaters and music venues.

PARTNERSHIPS

Cabarrus College partners with more than 250 organizations to conduct clinical and other experiential learning activities to enrich the education of our students and to benefit and enrich our community.

ATRIUM HEALTH

Cabarrus College of Health Sciences is an affiliate of Atrium Health, one of the nation's leading healthcare organizations, connecting patients with on-demand care, world-class specialists and the region's largest primary care network. A recognized leader in healthcare delivery, quality and innovation, Atrium Health's foundation rests on providing clinically excellent and compassionate care through a network of more than 40 hospitals and 900 care locations ranging from physician offices to behavioral health centers to nursing homes. Our affiliation with Atrium Health provides Cabarrus College with access to leading-edge facilities and equipment, a wide variety of high-caliber clinical sites and experiences for students, and unparalleled networking and job placement opportunities for our graduates.

PRESIDENTIAL SEARCH PROSPECTUS**CABARRUS COLLEGE OF HEALTH SCIENCES****2018-2022 STRATEGIC PRIORITIES:****1** **VALUE**

Position the academic and operational programs of the college to deliver highly competitive, top-value, student-centered experiences.

1.1 **OUTCOMES:**

Surpass state and national standards, and benchmarked competitors.

1.2

Expand non-traditional student-centered learning experiences.

1.3

Engage in initiatives that foster diversity and inclusion.

2 **GROWTH**

Expand student access, maintain optimal enrollment, and promote student retention to goal completion/graduation.

2.1

Increase enrollment.

2.2

Increase retention.

3 **SUSTAINABILITY**

Ensure resources are available to sustain the college and enable it to achieve its mission now and in the future.

3.1

Maximize resource utilization.

3.2

Engage in "leader" and "leadership" development activities.

MISSION

Cabarrus College provides progressive, exemplary healthcare education.

VISION

To be the premier leader of innovative healthcare education

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COMPENSATION

Compensation is competitive and commensurate with experience and qualifications.

NOMINATION AND APPLICATION PROCEDURE

Applications should include:

- Resume or Curriculum Vitae
- Three- to five-page application letter specifically addressing the applicant's background in relation to the challenges, opportunities, experiences, characteristics and qualifications outlined above. The search committee will review applications beginning July 1, 2019. To ensure consideration, send all application materials electronically to the search committee by June 30.
- Qualified candidates should apply at: <http://bit.ly/2WwZ7Eu>

Please visit CabarrusCollege.edu for more information or email Janet.Alinapo@AtriumHealth.org with questions.

Cabarrus College of Health Sciences is an equal opportunity institution, providing access to education, service and employment. As a leading, innovative health system, Atrium Health promotes an environment where differences are valued and integrated into our workforce. Our culture of inclusion and cultural competence allows us to achieve our goals and deliver the best possible experience to patients and the communities we serve.

Atrium Health is an EOE/AA employer.



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2018

CABARRUS COLLEGE OF HEALTH SCIENCES BY THE NUMBERS

2018 CALENDAR YEAR HIGHLIGHTS

611

students



7:1 STUDENT-TO-FACULTY RATIO

 91% FEMALE

 9% MALE

 17% NON-WHITE

25
 MEDIAN AGE OF STUDENT

15



average class size

5,321

STUDENT COMMUNITY SERVICE HOURS

 52% full-time students

48% part-time students



INSTITUTIONAL LICENSURE PASS RATE

92% target

96.68% actual

96%

of students find jobs within 6 months of graduation

48%

of 2018 graduates gained employment within Atrium Health



4.5 of 5.0 student satisfaction rating