



Director/Associate Dean of Nursing Position Description

Gordon College invites applications for a full-time Director or Associate Dean of Nursing in the School of Science, Technology, and Health. This position will begin during the Academic Year 2026-2027.

Located on Boston's North Shore, a beautiful coastal area in a classic New England town with easy access to the Boston area, Gordon College is dedicated to a strong Christian liberal arts perspective. We strive to foster conversation at the intersection of faith and cultural engagement in a wide variety of disciplines, all with the mission to prepare Christian men and women to actively participate in every community in which they find themselves. We seek someone with a strong background in Nursing administration who is an active Christian, passionate about preparing and mentoring students from diverse cultural backgrounds in a Christian liberal arts setting.

The Nursing Program, potentially beginning in academic year 2027-2028, will be focused on providing high-quality instruction. The College's new simulation lab, Nursing classroom, and conference and office spaces are well equipped to support faculty and students in our future Nursing program. The Director/Associate Dean will work as part of a collaborative academic team, along with the Dean of the School of Science, Technology, and Health, the Lab Coordinator, and the Nursing faculty, to advance the mission of the Nursing program by fostering academic excellence and promoting a culture of continuous quality improvement.

The ideal candidate will have a terminal degree in Nursing (DNP or PhD in Nursing) and be dedicated to high-quality teaching. A demonstrated interest in sharing a committed Christian faith in vocation in and out of the classroom is essential. Under the supervision of the Dean, the Nursing Director/Associate Dean will serve as the founding Nursing Administrator and academic leader for Gordon College's Nursing Program, advancing Gordon College's mission to educate students for lives of service and leadership.

With the Dean of the School of Science, Technology, and Health, the Nursing Director/Associate Dean will help to develop and provide leadership and oversight of Nursing programs, through:

- **Curriculum and Academic Oversight:** Delivering excellent teaching and classroom experiences, teaching seminars or lectures, overseeing curriculum with outcomes that meet professional standards, collaborating with faculty to maintain high-quality learning experiences, and assisting with course scheduling and academic planning;
- **Strategic Leadership and Program Administration:** Implementing the strategic vision for nursing education aligned with Gordon College's mission and strategic priorities and assisting in budget preparation;
- **Program Development and Accreditation:** Leading activities related to initial and ongoing program approval and reporting requirements, including BORN, NECHE, and specialized Nursing accreditation (CCNE or ACEN), ensuring compliance with state and federal regulations, and working with the Institutional Research Office to monitor key performance indicators including enrollment, retention, graduation rates, NCLEX outcomes, and employment placement;
- **Clinical Partnerships and Community Engagement:** Developing and maintaining relationships with healthcare organizations and clinical partners, working with the Lab Coordinator to secure and manage clinical placements for students, and serving as the primary liaison with regulatory agencies and professional associations; and
- **Admissions, Marketing, and Student Success:** Partnering with Admissions to recruit and retain nursing students, participating in enrollment events, information sessions, and outreach activities, and supporting student advising.

The ideal candidate will:

- Demonstrate a dynamic and engaged Christian faith;
- Hold a Registered Nurse (RN) license (in or transferable to Massachusetts) and have a Doctorate in Nursing, Doctorate in Nursing Practice, or equivalent;
- Have a minimum of three years of progressively responsible leadership experience in Nursing education, particularly as a director, chair, or administrator;
- Share a commitment to student success, faculty development, and collaborative work;

- Exhibit a passion for teaching and mentoring students;
- Demonstrate experience with Nursing accreditation and program assessment, with experience in developing and maintaining clinical partnerships;
- Exhibit excellent communication, organizational, and interpersonal skills; and
- Demonstrate a record of teaching, scholarship, and service appropriate for academic leadership.

Interested applicants should submit:

- 1) A detailed letter of application that addresses their fit with the Christian mission of Gordon College and with the specific position;
- 2) A curriculum vitae that includes names and contact information for three professional references;
- 3) A statement on the candidate's approach to nursing administration; and
- 4) A statement of teaching philosophy.

Anticipated Salary Range: \$110,000-120,000 commensurate with experience.

TO APPLY: <https://www.gordon.edu/offices-services/human-resources/jobs/open-faculty-positions#full-time>

Visit <https://www.gordon.edu/offices-services/human-resources/for-prospective-employees> for more information on Gordon College.

Our review of applicants will begin immediately and continue until the position is filled. Given that your application is a way for us to get to know you, we appreciate that you will not use AI in the creation of your documents. **For full consideration, please apply by 14 August 2026.**

Gordon College is an equal opportunity employer. Qualified applicants for employment will receive consideration without discrimination on the basis of race, color, gender, age, national origin, or disability.