



TAYLOR
UNIVERSITY

Opportunity Profile

Director, Nursing
Program





The Institution

For more than 175 years, Taylor University has been one of the most Christ-centered, student-focused universities in the world. A new presidential administration has catalyzed a season of significant energy and excitement on campus. The University just completed a yearlong strategic-planning process that helped draw thousands of supporters deeper into their relationship with the University. We believe the resulting strategic plan, [*Taylor Thrives*](#), will move the University from excellence to eminence in a host of areas. In short, this is an exciting time to be at Taylor.

Founded in 1846, Taylor is recognized as an institution that prizes student learning, celebrates intentional community, leads in the work of faith-learning integration and stands as the oldest non-denominational school within the Council for Christian Colleges and Universities (CCCCU). Each member of Taylor's dedicated faculty and staff is devoted to the intellectual and spiritual formation of students—in classrooms and residence halls, on the athletic turf and performance stage, in our community and around the world.

The culture of Taylor is one of high collegiality, deep care compassion, and shared Christian commitment. For 26 consecutive years, Taylor has been ranked as one of the top three universities in the Midwest by U.S. News and World Report and one of America's Top Colleges according to Forbes. In addition, Taylor has

been named a "Christian College of Distinction" with four notable strengths: engaged students, great teaching, vibrant communities, and successful outcomes.

In addition to their deep commitment to Christ, Taylor students distinguish themselves by academic passion, spiritual commitment, and active engagement on campus. Two satellites built by Taylor students were launched into space in early 2021. In the fields of finance and investment management, a team of Taylor students won QGAME – a national competition among business students who manage portions of their institution's endowment. Just last year, eighteen Taylor student athletes were named CoSIDA Academic All-Americans, ranking Taylor first nationally not just in the NAIA but across all collegiate levels.

Taylor students are part of a larger ecosystem of broad institutional support and loyalty. In fact, virtually all (97%) of current parents would support their child's choice to attend Taylor again, which is higher than many peer institutions. The percentage of Taylor alumni contributing financially to the University every year is double the national average, and Taylor is ranked among the best in the Midwest in freshman retention by U.S. News and World Report. Our 92% retention rate heading into this academic year outpaces even the likes of Harvard, Yale, and Princeton.



Taylor Distinctives

- According to the most recent HERI faculty survey, Taylor faculty are significantly more likely to report that they help students develop personal values and moral character and prepare them for both graduate education and employment after graduation compared to other highly-selective, religious institutions.
- Taylor is a national leader in study abroad and global engagement opportunities. Taylor is ranked third in the country this year with an astounding 109% participation rate in global experiences.
- Taylor students also report high levels of satisfaction. When comparing Taylor undergraduates to undergraduates at other CCCU institutions, our students are significantly more likely to report having a personally meaningful relationship with God, a willingness to hold fast to their Christian convictions (even in the face of opposition), to report that their relationship with God impacts their day-to-day activities, and that their relationship with God contributes to a sense of wellbeing.
- Even more impressive, a significantly larger proportion of Taylor's students than those at other Christian institutions report that the University challenges them to approach issues from a Christian perspective and to critically evaluate their behavior in terms of Christian values. They also report feeling more valued by the institution, and they feel more closely connected to the Taylor community. Moreover, in each of these measures, Taylor students report stronger, more positive sentiments at the end of their four years on campus compared to when they began as freshmen.
- Taylor students rate their leadership development opportunities significantly higher than their peers at comparison institutions. Two-thirds of Taylor seniors report participating in leadership development training (compared to 41% at other religious institutions). They also are significantly more likely to say that they have "effectively led a group to a common purpose" (44% vs. 31% at peer institutions).
- Finally, graduating Taylor students are far more likely than CCCU peers to report that the University helped them learn how to speak and write clearly and effectively and to think critically and analytically. In sum, a Taylor education accomplishes its goals.

Academic Excellence, Dedicated to Truth



With more than 125 degree programs for study at the undergraduate level, Taylor also instills broad understanding and knowledge through its respected Foundational Core curriculum. Throughout the educational journey, the University encourages students to ask hard questions, to apply themselves to the tasks at hand, and to embrace their callings. In addition to the 130-plus fulltime instructional faculty, Taylor's unique academic environment includes student development professionals with advanced degrees and administrators who also hold faculty rank. In the aggregate, this contributes to a much richer context for intellectual formation and intentional academic community on the Taylor campus. It also produces a learning environment marked by distinctive excellence, as exemplified by the following accolades:

- Virtually all members of the Class of 2021 (99%) secured a full-time or part-time job, post-graduate internship, or graduate school placement within six months following graduation.
- In the Class of 2022, Taylor pre-med graduates saw 100% placement in medical school. The year prior, 16 out of 17 academically qualified students were admitted.
- Taylor is ranked third nationally among baccalaureate schools for the number of students who participate in study and service abroad opportunities.
- You can read more about Taylor's academic accolades and awards in the Taylor University Profile.

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A Vibrant Community United in Faith

Taylor is an institution that takes Christian faith seriously. All students, faculty, and staff have professed belief in Jesus Christ as their Lord and Savior. This, in turn, builds a vibrant campus community where shared values and commitments strengthen faith and intellectual development. Unlike many Christian universities, Taylor doesn't monitor chapel attendance, yet Taylor students fill the seats at chapel services every week. Students hold each other accountable in their commitment to grow spiritually. Upperclassmen, who live on the same residence hall floors as first-year students, forge their own mentoring-like relationships with new students and encourage them to attend chapel, participate in small groups, and engage in floor/wing worship nights.

Our student body of about 1,800 possesses a tremendous amount of creativity that is channeled through various campus initiatives. Students have applied their gifts to on-campus music groups, Bible studies, campus events, themed athletic activities, and much more over the years. Rich traditions—running the gamut from lip-syncing/dance contests to bike races where the rider changes but the bike never stops—keep students engaged in Taylor's distinctive campus culture.

Situated between Indianapolis and Fort Wayne on nearly 1,000 acres, Taylor's bucolic campus is surrounded by cornfields, open air, and big skies. The Crossroads of America is not just a state motto; it is a fact of life. We want and encourage our employees to get involved in the lives of our students. Investing in the whole-person aspect of students' lives can be a lot of fun and very meaningful for everyone. Attending the annual Silent Night basketball game is just one way to participate in Taylor's unique campus culture. To learn more about this storied tradition at Taylor, check out the [ESPN Silent Night Feature](#). Finally, a high percentage of Taylor faculty and staff live close to campus; because of this, many employees take advantage of the opportunity to form close-knit relationships with students in mentoring and discipling relationships that last for life.



Mission Statement and Foundational Documents

Taylor’s mission is to develop servant leaders marked with a passion to minister Christ’s redemptive love, grace, and truth to a world in need.

We accomplish this mission by striving to be:

- Whole Person Focused: We involve students in learning experiences imbued with a vital Christian interpretation of truth and life which foster their intellectual, emotional, physical, vocational, social, and spiritual development.
- Biblically Anchored and Liberal Arts Grounded: We offer a liberal arts, professional, and life-long education based upon the conviction all truth has its source in God and His Word.
- Christ-Centered: Our Christian faith should permeate all learning—leading to a consistent life of worship, servant leadership, stewardship, and world outreach.
- Faith and Learning Integrated: We strive to create specific experiences where the integrative focus of a Christian liberal arts education is clarified, personalized, and applied.
- World Engaging: We contribute to the advancement of human knowledge and understanding and serve the evangelical Christian church and the larger, public community for the glory of God.
- Servant Leader Motivated: We foster a biblical model of relationships acknowledging both unity and diversity of the followers of Christ within a covenant community, which can be evidenced in a continuing lifestyle of service to and concern for others.

Foundational Documents

A series of Foundational Documents make clear the University’s interpretation and biblical understanding of a host of issues that relate to studying, living, and working together in a Christ-centered community. All faculty and staff should be able to wholeheartedly affirm and endorse each of these documents annually. They are the following and can be located online [here](#)

- 1) Statement of Faith
- 2) Life Together Covenant
- 3) Sanctity of Life Statement
- 4) Multicultural Philosophy Statement
- 5) Statement on Human Sexuality



The Opportunity

After a year-long strategic planning process involving a wide spectrum of Taylor’s constituents—including students, faculty and staff, parents, alumni, trustees, administrators, donors, and friends—we are ready to take Taylor from excellence to eminence among our peers over the next five years. Our new strategic plan, Taylor Thrives, is the distillation of thousands of hours of prayer, discussion, and revision and represents the very best thinking the extended Taylor family has to offer. The 6 priority pillars and 125 individual objectives detailed in it will position Taylor’s campus, community, and mission to not only survive, but thrive in the years ahead.

As part of the strategic planning process, we took a deep look at the current trends in the marketplace and sought to find areas of overlap with our academic strengths. One of the five key areas for growth we identified was health sciences. We have incredibly strong faculty in this area and incredibly gifted, highly motivated students pursuing careers in these fields. There is real energy and excitement in this area, and we are actively exploring partnerships with some of the largest healthcare providers in the state of Indiana. There is a serious need in this area, and we believe Taylor is uniquely positioned to not just develop a nursing program, but one of the premier nursing education programs in the region. The Director of this program will join a highly engaging and intelligent faculty that is united in its pursuit of providing the most Christ-centered, student-focused education in the entire country. This is an exciting, strategic place to serve in advancing the mission of God.



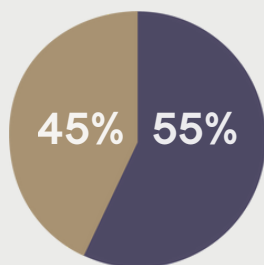
Institutional Distinctives

Student Profile

1786
undergraduate
students

41 states

25 foreign countries



female



male

44%
from
Indiana

16%
minority
students

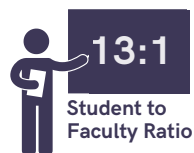
3%
international
students

Distance learning **290** students

Graduate program **137** students

Transition to Teaching & Mild Intervention and Licensure

Faculty



132 Full-Time Instructional Faculty

91% Full-Time Regular Faculty with
highest degree

53% Faculty are Tenured

Alumni

According to the most recent NSSE Student Survey:

91% & 93% Would attend Taylor again
Seniors First Year Students

According to the NSSE Student Survey:

81% report weekly participation in church-related activities

17% of alumni contributed financially in 2019-2020.

Rankings



25th consecutive year in the region's top **3**

#1 in the *U.S. News & World Report*

#1 in the Midwest for Freshman Retention Rate



One of the best colleges in the midwest
according to the *Princeton Review's* annual
compilation of best colleges.



Taylor was named a **Christian College of Distinction** for 2019-2020, for excelling at:
Engaged Students, Great Teaching, Vibrant
Communities, and Successful Outcomes

Parents

According to the 2020 Parent Survey:

97% Would support their student's
choice to attend Taylor again.

Athletic Programs



16 men's and women's sports

45% students participated in
at least one intramural
sport last year.

Tuition and Finances

\$36,270
Tuition
(2020-2021)



\$125M
Endowment

\$58M
Operating Budget

\$260M
Total Assets

\$22M
Debt

Check out Taylor on Social Media



<https://www.facebook.com/tayloruniversity/>



<https://www.instagram.com/tayloruniv/>



<https://twitter.com/tayloru>

Essential Responsibilities for the Director

- Provide the vision, strategic planning, and leadership to develop a mission-driven, innovative, and student-centered baccalaureate nursing program.
- Design, develop and lead implementation of curriculum that meets Indiana State Board of Nursing regulations and national nursing accreditation standards.
- Develop policies and procedures related to the operation of the nursing program.
- Develop academic policies and procedures including but not limited to the recruitment, admission, progression, and graduation of students.
- Foster a culture of continuous quality improvement with the development of a comprehensive systematic program evaluation plan that meets Indiana State Board of Nursing and national nursing accreditation standards.
- Recruit, hire and orient qualified nursing faculty and staff.
- Ensure that professional development and mentoring opportunities exist for nursing faculty.
- Establish relationships with clinical agency partners, executing the required clinical agreements to assure sufficient clinical placements for students.
- Collaborate with university personnel to design program marketing and recruitment plans for student enrollment and retention.
- Achieve Indiana State Board of Nursing program approval and national nursing program accreditation.
- Demonstrate fiscal responsibility in the development and administration of program budget to ensure adequate resources exist to establish and promote program quality and growth.
- Design and implement data management systems to support program assessment, evaluation and decision-making to maintain program quality.



The Role

Under the direction of the Provost, the Director, Nursing Program provides strategic leadership and innovative thinking to the establishment and development of an undergraduate nursing program. This position is responsible for the academic and administrative oversight of the nursing program, management of daily operations and programming, recruiting, retaining and developing of faculty and staff, maintaining national accreditation and nomination for regional and national awards, and nurturing of strategic local and regional community partnerships. This position advances Taylor's Christian mission and seeks to build one of the premier nursing programs in the CCCU.

WHAT MAKES WORKING AT TAYLOR SO GREAT?

Taylor University offers competitive employee benefits such as health, dental, and prescription medication coverage and a generous retirement plan with an employer contribution of six percent (6%). In addition, tuition remission and continuing education opportunities are readily available for Taylor employees and their dependents, providing a highly prized benefit. As a community, our faculty, staff and students commit to living out Christ's love and truth in the here and now. We worship together, serve one another, and grow in faith as we learn in the classroom, on the field, at chapel, and anywhere else we're doing Life Together.



The Candidate

First and foremost, the Director, Nursing Program will be someone who has committed their life to Jesus Christ and daily submits their work to the Lord. All Taylor faculty, staff, and administrators are asked to be able to affirm and uphold the [Foundational Documents](#), and the ideal candidate will be expected to do the same. In addition, the ideal candidate will have a deep care for the whole-person development of students not just as learners (although we do strive for academic excellence) but as servant-leaders.

These qualities are not meant to be comprehensive but instead representative of the character of the ideal candidate for this role. In addition to these character traits, the ideal candidate will also be someone who meets the following qualifications.

The successful candidate:

- Earned a Master's degree in nursing (with a doctoral degree in nursing or related field strongly preferred).
- Holds an unencumbered RN license in the state of Indiana or is eligible for Indiana licensure.
- Has a minimum of five years teaching experience in baccalaureate nursing education.
- Demonstrated leadership capabilities and experience in nursing program administration in higher education.
- Has clinical expertise in practice area applicable to the program.
- Is experienced with curriculum design, program evaluation and accreditation in nursing education.
- Demonstrates interpersonal communication skills and writing ability.
- Exhibits a collaborative leadership style with ability to develop effective faculty teams.
- Demonstrates an ability to develop relationships with clinical partners and community representatives to support program growth and student learning.
- Has experience with learning technologies in classroom, simulation and clinical settings.
- Shows competence with budget development and fiscal management.



Essential Responsibilities for the Director

- Write nursing program curriculum, with internal approval by April 2023 and board review/approval in May 2023.
- Hire faculty as needed for the Fall 2023 program "launch."
- Develop admittance policies by the summer of 2023.
- Work with the Marketing team to roll out in Fall of 2023 an appropriate marketing and promotional campaign which would include, among other things, regular and ongoing website updates.

APPLICATION AND NOMINATION PROCESS

Interested applicants are encouraged to submit their resume/CV to Ed Fry, President of FaithSearch Partners, at edfry@faithsearchpartners.com. Nominations for the role may also be sent to Fry at the same email address.



236 W Reade Ave, Upland, IN 46989
(765) 998-5000

