**Associate Dean for Faculty Affairs and Inclusive Excellence**

**Tenure Track eligible full-time (12 months, 0.5 FTE administrator)**

[Seattle University’s College of Nursing](https://www.seattleu.edu/nursing/) invites applications to fill a new Associate Dean for Faculty Affairs and Inclusive Excellence position (tenure track eligible) to begin September 1, 2025. Appointment rank will be commensurate with experience and qualifications. General faculty responsibilities involve active pursuit and participation in activities related to teaching, scholarly activity and professional development, and service and institution-building. The College of Nursing currently houses [academic programs](https://www.seattleu.edu/nursing/programs/) that lead to a Bachelor of Science in Nursing, a Doctor of Nursing Practice (DNP), and a Bachelor of Science in Diagnostic Ultrasound; though is positioned for growth to offer academic training programs in other health-related disciplines and professions. Faculty have opportunities for involvement in both undergraduate and graduate academic programs and to instruct in both in-person and virtual classrooms as well as in clinical practice settings.

We seek an enthusiastic, dynamic, thoughtful senior-level teacher-scholar whose primary responsibilities are to lead and oversee activities related to faculty development and mentoring, faculty advancement and professionalism, and compliance with faculty-related personnel policies and procedures. The Associate Dean for Faculty Affairs and Inclusive Excellence must be committed to an executive leadership role that develops strategic ideas, makes organizational-level decisions, implements policies and procedures; and executes and evaluates initiatives that all contribute to faculty success. They must be innovative, creative, collaborative, communicative, and transparent; valuing and encouraging the contributions of a wide variety of individuals, groups, and interests, as well as espousing the principles of diversity, equity, inclusion, and belonging. As a member of the faculty, they will also have expectations related to pursuit and participation in activities related to teaching, scholarly activity and professional development, and service and institution-building.

Seattle University College of Nursing is seeking teacher-scholars motivated to be part of a community-engaged, creative and dynamic learning organization committed to social justice, teaching innovation, impactful research, and the formation of health professionals endeavoring to create a more humane world by meeting the health and healthcare needs of all people, especially those marginalized and underserved. The College of Nursing is positioning itself for its future in line with goals of Seattle University’s [Reigniting Strategic Directions](https://www.seattleu.edu/strategic-directions/). We are looking to build a team that is inspired and committed to make a difference for the greater good of society, as Seattle University has a vision to be one of the most innovative and progressive Jesuit and Catholic universities in the world, educating with excellence at the undergraduate, graduate, and professional levels.

Our College of Nursing endorses the [Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity](https://nam.edu/publications/the-future-of-nursing-2020-2030/) report’s recognition that the relationship between social determinants of health, health equity, and health outcomes is critically important to all aspects of life, and, that nursing has a major role in aligning public health, health care, social services, and public policies to eliminate health disparities and achieve health equity. The Future report also notes that the decade ahead demands a more diverse nursing workforce prepared to address systemic inequities that fuel health inequalities. We are excited about the prospect of supporting faculty members who are driven to pursue pedagogy, research, service, and practice that are responsive to these calls across all areas of nursing specialization.

Seattle University, as a whole, continues to be strengthened by an increasingly diverse campus community spanning faculty, staff, and students. Seattle University’s [LIFT SU](https://www.seattleu.edu/office-of-diversity-and-inclusion/lift-su-our-action-plan/#:~:text=LIFT%20SU%20was%20developed%20to%20enact%20and%20realize,racism%20and%20enhance%20equitable%20practices%20throughout%20Seattle%20University.), Inclusive Excellence Action Plan for Racial Equity and Antiracism led by Seattle University’s [Office of Diversity and Inclusion](https://www.seattleu.edu/office-of-diversity-and-inclusion/), has fostered meaningful change to assure that people from underrepresented and historically marginalized groups feel a true sense of belonging and value. Aside from racial identity, people with lived experience across all intersectional identities and faiths or non-faiths add to the vibrancy of our campus environment and welcoming institutional climate.

**Qualifications**

Candidates must demonstrate a commitment to Seattle University's and College of Nursing's mission, vision, and values. The College emphasizes care of communities and populations that are underserved and marginalized. In concert with our Jesuit tradition, we are dedicated to social justice and leadership formation. Our faculty employ best practices and innovative approaches to graduating the highest quality health professionals at both the undergraduate and doctoral levels. Nationally-respected health and research institutions in the Western Washington and Pacific Northwest region offer opportunities for collaboration, and, Seattle University faculty, staff, and students are eager to engage in interdisciplinary endeavors.

* Earned research or professional doctorate in health-related field from an accredited institution. If the applicant is a licensed healthcare professional, their license and/or certification must be current and unrestricted, and, they must be eligible for licensure and/or certification in Washington state.
* Demonstrated successful leadership experience in academic administration in health professions higher education and training.
* Experience in personnel management and development as well as professional mentorship.
* Evidence of scholarly productivity in health professions/sciences or related areas.
* Experience with grant writing and securing external funding for educational, training, and research initiatives.
* Experience with evaluation process for personnel review and project execution.
* Proven track record of program/project development, assessment, and continuous quality improvement.
* Commitment to promoting excellence, diversity, equity, inclusion, and belonging, in health professions/sciences education, research, practice, and service.
* Ability to collaborate effectively with diverse stakeholders, including faculty, staff, students, and external partners.
* Strong understanding of current trends, issues, and best practices in health professions/sciences education and healthcare practice and services.
* Excellent written and oral communication, interpersonal, and organizational skills.
* Track record that meets College and University criteria for appointment at the rank of Full Professor and meeting or leading to tenure.

**About Seattle University**

Founded in 1891, Seattle University is a Jesuit Catholic university located on a beautiful campus of more than 50 acres in the dynamic heart of Seattle. Our diverse and driven population is made up of more than 7,200 students enrolled in undergraduate and graduate programs within six schools and colleges. Seattle University is an equal opportunity employer.

In support of its pursuit of academic and scholarly excellence, Seattle University is committed to creating a diverse community of students, faculty and staff that is dedicated to the fundamental principles of equal opportunity and treatment in education and employment regardless of age, color, disability, gender identity, national origin, political ideology, race, religion, sex, sexual orientation, or veteran status. The university encourages applications from, and nominations of, individuals who will further enrich the diversity of our educational community.

**How To Apply**

Applications must be submitted through the Careers at SU website at <https://www.seattleu.edu/careers/> Application review will begin March 15, 2025, Positions are open until filled.

A complete submission includes:

* Cover letter of interest speaking to:
  + Explanation for why interested in the role, and description of relatable prior roles and previous accomplishments, including why you would be an ideal candidate for the position
  + Vision for contributing to the Seattle University mission as well as to its commitment to faculty success and inclusive excellence
  + Leadership style and approach in context of vision for the Associate Dean role
  + Teaching philosophy
  + Research/scholarship record and plans
  + Explanation of how you understand, embody, and would contribute to the following Seattle University commitments (at least one paragraph for each prompt):
    - 5-year Strategic Plan, Reigniting our Strategic Directions
    - Mission as a Jesuit and Catholic university
    - Diversity and inclusivity for academic excellence
    - Focus on pedagogy, scholarship, service and institution-building
    - Faculty members’ role as teacher-scholars
* Up-to-date curriculum vitae or resume
* Names and contact information of three references (letters may be solicited upon submission of application)

**Compensation at a Glance:**  
  
Salary Range: $140,000 - $145,000

Seattle University has provided a compensation range that represents its good faith estimate of what the University may pay for the position at the time of posting. The salary offered to the selected candidate will be determined based on factors such as the qualifications of the selected candidate, departmental budget availability, internal salary equity considerations, and available market information, and not based on a candidate’s gender or any other protected status.

Your total compensation goes beyond the number on your paycheck. Seattle University provides generous leave, health plans, and retirement contributions that add to your total compensation package.

**Benefits at a Glance**  
Consistent with its fundamental Jesuit values, Seattle University offers a wide range of benefits designed to care for the whole person. Choose from three different medical plans, a dental, and vision insurance programs. Protect your income with life, short & long-term disability coverage. Plan for your future with up to a 10% employer contribution for retirement benefits, comprised of a 5% nonelective employer contribution and an additional dollar-for-dollar match of your voluntary contributions up to a maximum of 5%. You may also take advantage of 100% paid tuition benefits for the employee and dependents, a subsidized transportation benefit, a wellness program with free access to an onsite fitness facility, and a wide variety of campus events. Enjoy a generous holiday schedule, including a paid Holiday break closure in December, and paid sick leave.  For more information explore the Benefits website at: <https://www.seattleu.edu/hr/benefits/>