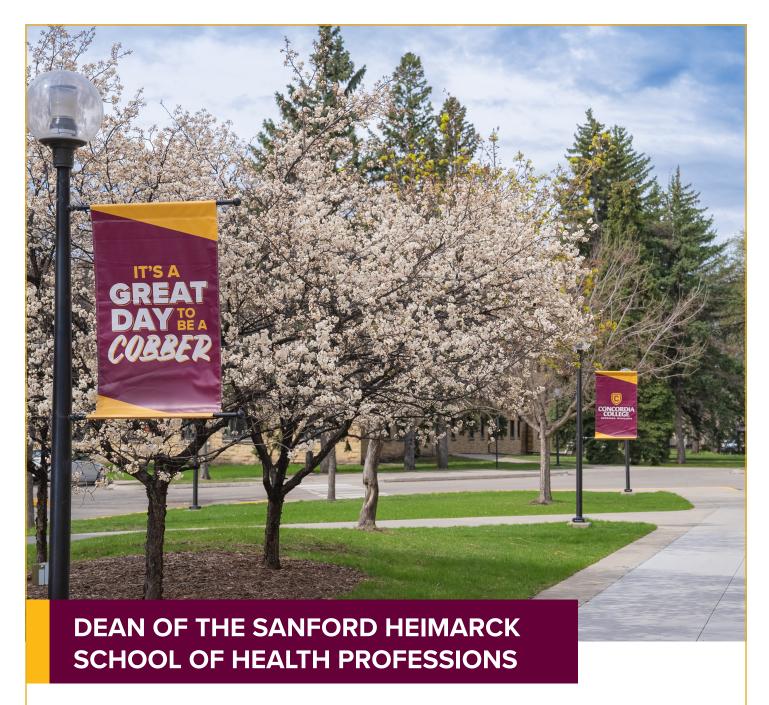




SEARCH PROFILE

DEAN OF THE SANFORD HEIMARCK SCHOOL OF HEALTH PROFESSIONS



Concordia College seeks a dynamic dean to provide visionary strategic, academic, and administrative leadership for the Sanford Heimarck School of Health Professions. The ideal candidate will inspire collaboration and advance the School's vision and the mission of Concordia College. With recent enrollment growth and a compelling strategic vision set forth by President Colin Irvine, this is an exciting time to join Concordia College, a mission-driven and collaborative institution with a reputation for preparing exceptional leaders in health professions and related fields.

CONCORDIA COLLEGE MISSION

The purpose of Concordia College is to influence the affairs of the world by sending into society thoughtful and informed men and women dedicated to the Christian life.

SANFORD HEIMARCK SCHOOL OF HEALTH PROFESSIONS PURPOSE STATEMENT

We educate future health professionals through interprofessional, experiential, and evidence-based learning to influence the health of the world as courageous and ethical citizens and transformational leaders.



The Sanford Heimarck School of Health Professions is one of Concordia College's three academic schools, dedicated to preparing the next generation of health professionals, leaders, and change agents. Programs span Nursing, Social Work, Public Health, Healthcare Leadership, Exercise Science, Nutrition and Dietetics, Sociology, Clinical Laboratory Science, and multiple prehealth professions pathways. The school also houses the interdisciplinary Center for Population Health, which is poised for further development as a hub for applied research, community partnerships, and innovative programming in health equity and systems change. Looking ahead, the school is deeply committed to simulation-based learning experiences and boasts a growing simulation program across all health professions programs; the school also aspires to explore the practical and ethical application of artificial intelligence in health professions practice and policy.

The school's 20 full-time faculty, along with a wide network of highly qualified adjuncts and professional staff, bring together deep disciplinary expertise with significant professional experience. Together, they create a dynamic environment that integrates classroom and simulation-based instruction with clinical placements and internships, under a shared commitment to interprofessional, team-based learning. The director of prehealth professions

also reports to the dean of the school and works closely with students seeking admission to health professions programming, such as medicine, physical therapy, occupational therapy, dentistry, etc. Through a committed network of advisors, the college provides support for prehealth professions students, most of whom major in the School of Arts and Sciences or the School of Health Professions.

With a record of high licensure pass rates, strong graduate school placement, and outstanding employment outcomes, the school has earned a reputation for producing competent, compassionate professionals with strong leadership capacity ready to meet pressing health needs.

The 23,000 square foot Heimarck Center provides state-of-the-art teaching and simulation spaces designed for contemporary health education. The Heimarck Center, along with the recently renovated Integrated Science Center, are the key teaching and research spaces for the School of Health Professions.

Strong partnerships with regional healthcare systems and organizations ensure that students are exceptionally well prepared for professional roles or further study, while also providing fertile ground for community-engaged scholarship and collaboration. The school is well-positioned for continued growth and innovation. The dean will play a pivotal role in sustaining this momentum and leading the school into its next chapter of excellence.

ABOUT CONCORDIA COLLEGE

Concordia College is a vibrant primarily undergraduate institution whose mission is to "influence the affairs of the world by sending into society thoughtful and informed men and women dedicated to the Christian life." With 1,913 undergraduate students, the college is committed to academic and inclusive excellence and holistic student development across all dimensions of campus life. The college is also committed to growth in graduate education with six master's programs currently offered.

Undergraduate enrollment has experienced significant growth under the direction of President Colin Irvine's strategic leadership, with the college

experiencing its largest enrollment since 2018. Undergraduate students are significantly involved in the life of the campus, with over 55% of the student body participating in either Division III athletics or music ensembles.

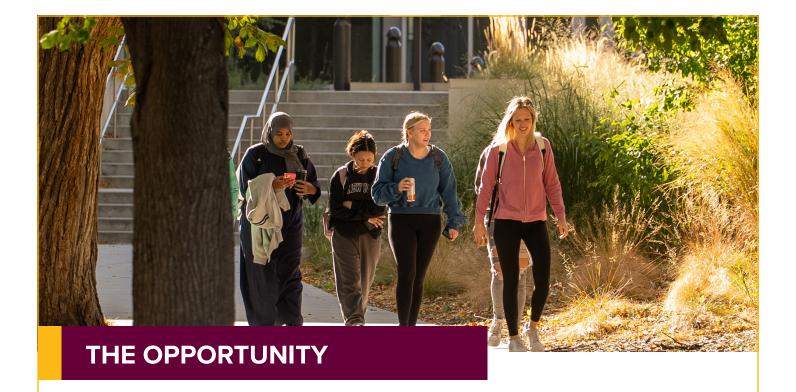
Strategic priorities focus on growing enrollment and ensuring student success, while expanding innovative programs, including those that connect the liberal arts with professional preparation and connect student's cocurricular and academic interests. Concordia embraces its calling to educate students for lives of meaning, service, and leadership in a global society.

ABOUT FARGO-MOORHEAD



Fargo, North Dakota – Moorhead, Minnesota is a vibrant and rapidly growing metro region straddling the Red River. With a population of more than 250,000, the area offers the cultural, educational, and economic amenities of a larger city while maintaining an affordable cost of living and a strong sense of community. It is home to a thriving arts scene, diverse dining, abundant outdoor recreation, and five colleges and universities, making it a dynamic college town.

For health professionals, the region is particularly appealing: it serves as a regional hub for healthcare, anchored by world-class systems like Sanford Health and Essentia Health, offering extensive opportunities for clinical partnerships, research, and professional collaboration. Fargo-Moorhead's combination of career opportunities, quality of life, and welcoming community makes it an ideal place to live and work.



The next dean will play a pivotal role in shaping the Sanford Heimarck School's future. Priorities include:

- Driving enrollment growth by supporting existing programs, enhancing student recruitment and retention strategies, and forging new partnerships.
- Developing new undergraduate, graduate, and postbaccalaureate programs to meet workforce needs, particularly in the area of graduate or postbaccalaureate programming.
- Fully launching the Center for Population Health, establishing it as a regional leader in interprofessional and team-based learning, collaborative research, and community impact.

The dean will promote excellence in teaching, foster faculty development, and grow community and healthcare partnerships, ensuring that Concordia graduates continue to achieve outstanding licensure, placement, and career outcomes.

This role offers a unique opportunity to expand the school's reach, enhance innovation, and lead mission-driven health professions education at a pivotal moment for both Concordia and the community it serves.

As a member of the provost's leadership team, the dean will work closely with the provost and other campus leaders to strengthen collaboration, promote shared governance, and implement consistent academic strategies and policies.

HOW TO APPLY

- Applications can be submitted online at https:// cord.edu/careers
- Required application materials: Curriculum vitae, cover letter explaining interest in and preparation for the role, and names and contact information for four references. References will not be contacted without the consent of the applicant.
- · Application review will begin January 12, 2026.

• Inquiries can be directed to:

Susan Larson, Provost larson@cord.edu • 218.299.3001

Brian Anderson, Talent Management Coordinator, Human Resources bander28@cord.edu • 218.299.3894

KEY RESPONSIBILITIES

Academic Leadership

- Provide vision and direction for health professions and prehealth professions programs to promote excellence in teaching, scholarship, and community engagement.
- Oversee curriculum development and review to maintain academic rigor and relevance.
- Identify and lead opportunities for new undergraduate, graduate, and postbaccalaureate programs.
- Foster innovation in pedagogy and promote the integration of technology, including AI, in teaching and learning.
- Facilitate the continued development and implementation of interprofessional education opportunities and activities that bring together students pursuing health professions and prehealth professions programs.

Faculty Development and Supervision

- Recruit, mentor, and evaluate school faculty to ensure professional growth and instructional effectiveness.
- Promote faculty engagement in research and creative activity, and interdisciplinary and interprofessional collaboration.
- Sustain an inclusive and collegial environment that supports teaching excellence, scholarship, and service, and promotes state-of-the-art teaching and pedagogy.
- Partner with department chairs, program directors, and faculty members in achieving the goals of the school and college.

Student Success and Enrollment Growth

- Partner with enrollment and marketing and program directors to grow enrollment and strengthen retention.
- Enhance student engagement through cocurricular programming, experiential and clinical learning opportunities, and community engagement.
- Champion initiatives to enhance belonging, inclusion, and student success across academic programs.
- Embrace opportunities to collaborate with the Center for Holistic Health on wellness education for undergraduate students.

Administrative and Operational Oversight

- Manage budgets to align with institutional priorities and financial sustainability.
- Ensure compliance with accreditation standards and assist program directors in preparing for and responding to external reviews.
- Supervise department chairs and program directors and work with them to support equitable student success and continuous improvement.

Collaboration with the Provost and Provost Leadership Team

- Serve as a member of the Provost Leadership Team, advocating for the teaching, scholarly and programmatic needs of the school, as well as advising the provost on academic policies, institutional priorities, and operational planning.
- Lead or contribute to cross-campus initiatives, task forces, and committees, particularly those related to enrollment strategies.
- Take on special projects or initiatives as directed by the provost.

External Relations and Campus Relationships

- Represent the school to external audiences, including healthcare partners, alumni, legislators, and other academic institutions.
- Support the work of enrollment, marketing, advancement, student development, and the Office of Mission and Inclusion.
- Build and strengthen partnerships with healthcare organizations, agencies, and community organizations, as well as alumni and donors, to expand opportunities for students and to support the school's visibility and resources.

This is an 11-month position with a start date of July 1, 2026. In addition to the duties noted above, the successful candidate will either teach or maintain a fundraising portfolio with expectation to meet revenue generation goals. The teaching or fundraising portfolio will be determined based on experience and interest of the successful candidate.

REQUIRED QUALIFICATIONS

- Graduate degree in a discipline represented by the school or other relevant health-related field, with appropriate experience commensurate with the expectations for the position.
- Demonstrated experience in academic leadership (e.g., department chair, program director, associate dean) or professional leadership in health-related fields.
- Proven ability to manage budgets and operationalize strategic initiatives.
- Excellent interpersonal communication, problem-solving skills, and cross-department collaboration.
- Success in building interdisciplinary or interprofessional collaborations and/or community partnerships.
- Commitment to the intersection of liberal learning and professional education.
- · Experience with college-level teaching.

PREFERRED QUALIFICATIONS

- Earned doctorate or terminal degree in a discipline represented by the school or other relevant health professions.
- Record of teaching, scholarship, and service commensurate with appointment at the rank of associate professor or professor.
- Demonstrated experience in launching new academic programs aligned with workforce and societal needs.
- Experience in growing enrollment through program development, recruitment partnerships, or innovative student success strategies.
- Experience leading or advancing a center, institute, or major initiative that integrates teaching, research, or community engagement.
- · Familiarity with accreditation processes and higher education compliance standards.
- Experience with faith-based educational environments and sympathy with the goals of Lutheran higher education.

KEY COMPETENCIES

- · Visionary leadership and a strategic mindset.
- Ability to build consensus and lead teams through institutional change.
- Capacity for data-driven decision-making and assessment.
- Understanding of the challenges and opportunities in private higher education.
- Alignment with Concordia College Academic Affairs leadership commitments: Integrity, Connection, Teamwork, Grace, and Accountability.



→3 STATE-OF-THE-ART CLASSROOMS
 → NURSING SIMULATION LAB
 → NUTRITION ASSESSMENT LAB
 → HUMAN PERFORMANCE LAB

PROGRAMS OFFERED

BIOSCIENCES

Pharmacy Concentration

CLINICAL LABORATORY SCIENCE

EXERCISE SCIENCE

FOOD/NUTRITION/DIETETICS

HEALTHCARE LEADERSHIP

Healthcare Administration

Concentration

Healthcare Financial Management

Concentration

Long-Term Care Administration

Concentration

NURSING (B.S.N.)

SOCIAL WORK

PUBLIC HEALTH MINOR

SOCIOLOGY MINOR

Nutrition for Health Professionals Certificate

Preprofessional Programs

Athletic Training Optometry
Chiropractic Pharmacy
Dentistry Physical Therapy
Medicine Physician Assistant

Occupational Veterinary
Therapy Medicine



Sanford Heimarck School of HEALTH PROFESSIONS



STUDENT ENGAGEMENT

1 in 4

students are involved in music

1 in 3

Cobbers are student-athletes

90+

student organizations

STUDENT OUTCOMES

100%

first-time NCLEX pass rate (2025 graduates) 95%

of students with a positive career outcome within 6 months of graduation **2**x

the national average for grad school acceptance rate

