



Director, School of Nursing
Leadership Profile

May 2026



Executive Summary

Alliant University, a private University accredited by the WASC Senior College and University Commission (WSCUC), invites applications and nominations for a visionary and strategic leader to serve as the next Director, School of Nursing.

The Director will report directly to the Dean and be an integral and vital part of the University's leadership team. The Director is critical for the successful operation of the University. Under the supervision and direction of the Dean, the Director is central to academic planning, faculty recruitment, retention, development, budget management and oversight, and the quality of the students' academic experience. The new Director will build on the current success of the School and its faculty to become a widely recognized national and international leader in nursing education. The new Director will be a visionary and intellectual leader in the nursing field who can bring diverse groups of faculty, staff, students, alumni, and University and community partners together to advance the School and its global health impact.

The successful candidate will have an earned doctorate from a nationally accredited institution with at least one graduate degree in nursing and a record of achievement in teaching, scholarship, and service. Demonstrated support for excellence and innovation in undergraduate and graduate nursing education is essential. The Director is expected to embrace and advance nursing education, research, and service to prepare and empower future nurses to confront the healthcare demands of a complex and technologically advanced society. The Director is an integral part of the School's leadership team and works closely with the Dean in fostering a learning community infused with vitality for all constituencies.

Alliant University is celebrating 100 years of making a powerful impact on the world. For the past century, through many iterations, name changes, and professional programs, Alliant has consistently delivered excellence in education, fostered a diverse community, and trained exceptional students for careers of service. The School of Nursing and Health Sciences encompasses the Nursing and the Occupational Therapy academic units.

The national executive search firm WittKieffer has been retained to assist Alliant University in this search. For information regarding candidacy, nominations, or other suggestions, please see the section entitled "Procedure for Candidacy" near the conclusion of this document.

Role of the Director, School of Nursing

Reporting directly to the Dean of Nursing & Health Sciences; direct reports include core faculty, non-core faculty, and program coordinators. Indirect reports include student assistants.

In addition, the Director will be expected to:

Primary Accountabilities

- Ensure delivery of a quality academic program through maintaining an active presence that assures campus vitality and ensures accessibility to faculty, students, and staff.
- Be responsible for the recruiting, retention, and management of qualified core and adjunct faculty.
- Provide oversight of curriculum and courses, ensuring they are current, relevant, and effective in meeting program learning outcomes.
- Engage in ongoing programmatic assessment to ensure program quality and adherence to regional and specialty accreditation standards, as applicable.
- Ensure fiscal sustainability through budget management and working collaboratively with appropriate admissions and enrollment personnel to facilitate the successful matriculation/enrollment of qualified students.
- Ensuring accuracy of advertising in printed and electronic materials and processes.

Governance and Planning

- Work with the Dean to develop and execute the strategic vision of the School and nursing programs.
- Participate in School, campus, and University governance committees, as appropriate.

Personnel Management

- Effectively initiate and recommend regarding hiring and retention.
- Develop, coach, counsel, and evaluate faculty and staff.

Faculty Activities/Responsibilities

- Facilitate learning via:
 - Facilitating Classroom and Distance/Distributed Learning
 - Course and syllabus preparation
 - Class curriculum coordination and planning
 - Assessment and evaluation of learners
 - Student selection, orientation, and assessment
 - Mentoring and advising students
 - Field placement supervision and coordination
 - Research/scholarship mentoring and supervision, particularly of M.A. theses, Psy.D. projects, Ph.D., Ed.D., D.B.A. dissertations
- Perform scholarship and research reflecting the generation, integration, dissemination, and application of knowledge, as well as creative and original contributions to one's field, commensurate with academic rank.

Service

All faculty engage in service to the University, Community and Profession commensurate with academic rank.

- Service to the University via:
 - Participating in developing, revising, and coordinating curriculum as well as maintaining program vitality
 - Processes to improve academic program quality
 - Participating in processes to improve the quality of the school, campus, and University faculty experience
 - Participating in faculty governance
- Service to the Community via:
 - Contributions at the local, state, and national levels involving one's professional expertise to the public, to organizations, and to governmental entities
- Service to the Profession via:
 - Participation in and leadership of professional organizations
 - Reviewing for journals, conferences, and research grant panels

Growth Mindset

- Drive strategic enrollment growth in alignment with institutional targets. Partner closely with university enrollment, marketing, and partnership teams to:
 - Build strong applicant pipelines
 - Enhance program visibility and market differentiation
 - Identify and expand new student markets
 - Build an agile, growth-oriented academic culture
- Cultivate and expand clinical and community partnerships to support:
 - Clinical placements
 - Position the School as a leader in accessible and workforce-responsive nursing education
 - Balance rapid growth with strong student outcomes, retention, and licensure success
 - Recruit, develop, and retain high-quality faculty to support program expansion
- Collaborate with internal teams to leverage data, market insights, and analysis for program growth:
 - Ensure program quality and compliance while scaling enrollment
 - Lead innovation in program delivery models (e.g., hybrid, online, competency-based)
 - Identify and launch new specialty tracks aligned with healthcare trends and employer needs

Opportunities and Expectations for Leadership

Alliant University has identified the following opportunities for and expectations of the incoming Director:

- **Build** on the School of Nursing's strong foundation. The Director will articulate a compelling vision and lead the development of a strategic plan that will ensure the School continues to achieve excellence in education, scholarship, and service, and is viewed as a leader in nursing education regionally, nationally, and internationally.
- **Develop** a vision for the School of Nursing that ensures continued success and viability for the future. Ensure that the mission and values of the organization are well articulated and supported.
- **Engage** faculty in assessing curriculum and identifying changes, enhancements, and additions needed to address current demands and the emerging needs of a rapidly evolving healthcare environment.
- **Promote and mentor** faculty in their professional growth and development. The Director will engage faculty in developing additional programs, including exploring interdisciplinary programs with other Departments, centers, and institutions in the region.
- **Elevate** the prominence of the School by actively participating in local, regional, state, and national healthcare and academic organizations such as local hospitals, health departments, CCNE, and other accrediting bodies and professional nursing organizations.
- **Advocate** prominently and effectively for the School within the College, University and the larger community.

Professional Qualifications and Personal Qualities

Alliant University seeks in its Director, School of Nursing, a leader with a distinguished record of academic accomplishment and leadership. An earned doctoral degree or being in the dissertation phase of a doctorate program from an accredited college or university in an appropriate academic discipline is required. If the doctorate is not in nursing, a master's degree in nursing is required.

The ideal candidate will have the following:

- A minimum of three (3) years prior experience in an administrative or leadership role in a related discipline or equivalent, preferably administrative experience in an academic setting
- Certified Nurse Educator (CNE) within the first year
- Experience supporting and mentoring professionals
- Evidence of responsibility in managing complex and diverse tasks
- Eligibility for core faculty status

In addition, the University seeks a leader with the following attributes:

Leadership and Management Skills

- Ability to lead diverse professionals to realize the vision, mission, and objectives of the program and, by extension, of the University
- Keen eye for oversight to effectively foster engagement in continuous program quality assurance and quality improvement efforts
- Goalsetting mindset to develop and execute short- and long-term plans that support program goals
- Accountability to manage and oversee the variety of administrative and personnel-related tasks associated with academic program operations
- Interpersonal skills that create a climate of transparency, cooperation, collaboration, and solution-focused approaches to issues and commitments
- Professional growth orientation to support the professional development of faculty and staff through the provision of effective feedback, coaching, and mentoring
- Student-focused; be responsive to students' needs and resolve in alignment with applicable policies and procedures, demonstrating fairness, sound judgment, and the ability to accept responsibility for decisions

Communication Skills

- Strong and effective oral and written communication skills with the ability to articulate the University's and School's mission, strategic goals, and objectives
- Strong interpersonal skills with the ability to successfully interact with diverse constituencies
- Ability to effectively and appropriately represent the program in the larger University context, and the University to the program

About Alliant University

Overview

Alliant University is celebrating 100 years of making a powerful impact on the world. For the past century, through many iterations, name changes, and professional programs, we've consistently delivered excellence in education, fostered a diverse community, and trained exceptional students for careers of service.

Alliant's roots date back to Balboa Law College, San Diego's first law school, founded in 1924 by Leland Ghent Stanford when he began teaching evening bar prep classes at San Diego High School. By 1927, it was the only law school south of Los Angeles and welcomed students from all walks of life.



Over the next several decades, Balboa Law College expanded to include undergraduate and graduate studies. In 1952, the school was renamed to California Western University (CWU) to better represent its suite of programs. In 1968, CWU moved to Scripps Ranch in San Diego (now Alliant's home campus) and changed its name to United States International University (USIU) with a goal to focus on human excellence over intellectual excellence. (In 1973, CWU split from USIU to become an independent entity and moved to downtown San Diego, where it continues to operate today.) This mission to provide education for all continues today.

Soon after CWU's move to Scripps Ranch, the California School of Professional Psychology (CSPP) was founded in 1969. CSPP was the first to take an innovative approach in psychology education by integrating classroom learning with the application of knowledge in a variety of field placements, a radical departure from the prevalent focus on theory and research at that time. In the ensuing decades, CSPP continued developing and evolving its programs to meet the field's highest standards.

In 2001, USIU and CSPP merged to form Alliant International University. According to school officials at that time, the merger grew from talks between the two institutions over a joint psychology program with a goal to create a new university built on the strengths of both institutions. The merger also helped jump-start efforts to create online programs.

The years following the merger transformed Alliant into what it is today, with its flagship Scripps Ranch campus, five additional California campuses (San Francisco Bay Area, Los Angeles, Irvine, Sacramento, and Fresno), and one campus in Phoenix, Arizona. Our program offerings include a variety of degrees and certificates in psychology, education, business, forensics, nursing, and health sciences.

Entering 2026, we simplified our name to Alliant University to tell a clearer, more unified story about who we are and the impact our community makes. It starts with our torch logo, which serves as a guiding light that leads students toward their purpose while igniting their potential.

Removing “International” from our name allows us to present a focused identity as we seek to serve more states. Nevertheless, Alliant’s commitment to global education and global engagement remains as strong as ever. We continue to welcome and support students, faculty, and alumni from all over the globe.

This evolution strengthens how we represent ourselves, how we communicate our purpose, and how the world sees the work our students are preparing to do. It reflects clarity, confidence, and a renewed expression of the values that define the Alliant experience.

Mission

Alliant University’s mission is to prepare students for professional careers in service and leadership and promote the discovery and application of knowledge to improve the lives of people in diverse cultures and communities worldwide.

Vision

Our vision is an inclusive world empowered by Alliant alumni. To us, this means preparing purpose-led professionals who are ready for when it’s real. They do work that’s not about attention. It’s about intention. And they’re ready because they’ve been taught for more than tests. They’ve been taught for life. For when it’s uncertain, unscripted, and profoundly human.

Values

Inclusion

We are committed to inclusive excellence; we value, include, and engage the rich diversity of the Alliant community.

Mentorship

We foster learning, provide guidance, and create enabling environments that contribute to the success of students, colleagues, and the University.

Passion

We bring our enthusiasm, creativity, and authentic selves to work each day.

Accountability

We are responsible stewards of University time and resources, work with integrity, and embrace the highest of standards.

Communication

We are responsive, transparent, and respectful in our communication.

Teamwork

We collaborate across all University domains to develop innovative and multifaceted solutions to student, organizational, and community needs.

Alliant Educational Foundation

At [Alliant Educational Foundation \(AEF\)](#), we believe that strong, thriving communities start with access to education, opportunity, and respect for all. That's why we're committed to helping students, educators, alumni, and local communities succeed—especially those who have historically been underserved. From funding scholarships for hardworking students to backing faculty-led programs and community initiatives, we invest in people who are creating real and sustainable change.

School of Nursing and Health Sciences (SNHS)

The School of Nursing and Health Sciences offers degree programs that prepare students to enter the rewarding field of healthcare. It features a simulation center and lab, providing hands-on practice through small class sizes, six simulation bays, and eight clinical beds. All textbooks are provided electronically, and the curriculum aligns with the American Association of Critical Care Nurses (AACN) essentials.

The School of Nursing and Health Sciences offers the following programs:

- Master of Occupational Therapy
- MSN Direct Entry
- MSN for Nurse Executives
- BS in Nursing



Accreditation

Alliant University is accredited by the WASC Senior College and University Commission (WSCUC).

The University prioritizes program-specific accreditation to ensure Alliant graduates meet and exceed the standards of high-demand fields. Nursing program-level accreditation and approvals include the following:

- Arizona Board of Nursing
- Bachelor and Master of Science in Nursing licensure programs are accredited by the Commission on Collegiate Nursing Education (CCNE)

The Community

Phoenix, Arizona

Known for year-round sun and warm temperatures, Phoenix anchors a sprawling, multicounty metropolitan area known as the Valley of the Sun.

The Greater Phoenix area sees more sunshine than nearly any other metro area in the country. That in and of itself can be enough to entice people to lay down roots here, but Arizona's capital also features a desirable combination of a thriving job market, a relatively low cost of living, and plenty of ways to enjoy the nice weather.



Phoenix is the best place to get a sampling of all the state has to offer. Its downtown area may be characterized by sleek, ultramodern office buildings, but the city center is not all about work. Phoenix also contains ample opportunities to play. Sports stadiums, arts, and shopping districts fringe downtown, as do some of the area's finest eateries.

Within the Valley of the Sun, you can trace Arizona's history from its earliest Hohokam residents at the Pueblo Grande Museum and Archaeological Park to the latest technological developments showcased at the Arizona Science Center. Plus, Greater Phoenix's 2,000-plus square miles sprawl to the bottom of striking desert mountains crisscrossed by hiking and biking trails.

Residents find plenty to do in the Phoenix area. Outdoor enthusiasts can hike trails in the Phoenix Mountains Preserve, kayak, or paddleboard on Tempe Town Lake, or enjoy desert wildlife at the Desert Botanical Garden. Museums with themes ranging from Native American history to musical instruments to art to firefighting provide respite from the sun.

Cheering on Phoenix's professional sports teams, including the MLB's Arizona Diamondbacks, the NFL's Arizona Cardinals, the NBA's Phoenix Suns, and WNBA's Phoenix Mercury is another favorite pastime. And each winter, golf enthusiasts descend on the area to watch the Waste Management Phoenix Open.

Fast Facts

- Became the 48th state on February 14th, 1912
- Over 300 days of sunshine, more than Florida or Hawaii
- Average temperature: 86 degrees
- The sixth-largest state in the union
- The amount of copper on the roof of the Capitol building equates 4.8 million pennies
- The highest point is at Humphrey's Peak, which is 12,633 feet
- The Phoenix metro area is home to over 4.9M people, and the City of Phoenix proper is the 5th largest city in the nation
- More boats per capita than any U.S. state
- Flagstaff averages 18" of precipitation/year (including snow)
- Motto: *Ditat Deus* – "God Enriches"
- Houses 18 national monuments
- South Mountain Park covers more than 16,000 acres, making it the largest city park in the world
- The lowest point is the Colorado River at 70 feet

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Please do not add photos or reference contacts to your application materials. Review of applications has begun and will continue until the position is filled.

Please submit all applications, nominations, and inquiries to the WittKieffer consultants, Diane Smith and Brittany Amaral, through the WittKieffer Candidate Portal by [clicking here](#). New users should select “**Register Here**” to create an account before proceeding. After logging in, navigate to “**Open Positions**,” then locate the role by entering the institution’s name and clicking the search wheel.

Applications, nominations, and inquiries can also be directed to the WittKieffer consultants assisting Alliant University with this recruitment via e-mail to bamaral@wittkieffer.com.

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