



Program Director of Nursing

EASTERN NEW MEXICO UNIVERSITY

CBIZ Talent Solutions
700 W. 47TH STREET #1100, KANSAS CITY, MO 64112
816-945-5400 | WGOERING@CBIZ.COM



Eastern New Mexico University seeks dynamic, strategic, and innovative candidates for the Program Director of Nursing

EASTERN NEW MEXICO UNIVERSITY

Eastern New Mexico University (ENMU) is New Mexico's largest regional comprehensive university, offering over 130 certificate, associate, bachelor's, and master's programs. Dedicated to a student-focused mission, ENMU is comprised of three campuses: a four-year campus in Portales and two-year campuses in Roswell and Ruidoso. Portales, where this position is located, is home to its main campus and office of the president, is a rural, agricultural community with an authentic Southwestern, small town culture, located eleven miles from Cannon Air Force Base and twenty miles from the Texas border.

For over 90 years ENMU has prepared students for careers and advanced study. Its mission is to emphasize liberal learning, freedom of inquiry, cultural diversity, and whole student life. ENMU serves students of traditional age, adult learners and organizations through undergraduate and graduate programs.

ENMU opened its doors in 1934 as Eastern New Mexico Junior College. In 1940, after adding additional classes leading to a bachelor's degree, the school was renamed Eastern New Mexico College. ENMU was accredited as a four-year liberal arts college in 1946-47. Graduate work leading to master's degrees was added in 1949, and on April 5, 1949, the Board of Regents approved the change of the institution's name to Eastern New Mexico University. ENMU is now New Mexico's largest regional comprehensive university.



Today ENMU Portales offers some 60 bachelor's and master's degree programs. It enjoys a 17:1 student-faculty ratio, and a 97% student satisfaction rate. Its tuition rates are among the lowest in the region, and Texas students within a 135-mile radius qualify for ENMU's in-state tuition rate. Popular undergraduate majors are business administration, communicative disorders, social work and applied arts and sciences. The largest graduate programs are education, business administration, and communicative disorders.

UNIVERSITY LEADERSHIP

DR. JAMES JOHNSTON ***PRESIDENT***



Dr. James Johnston is the 12th president of ENMU and the 3rd chancellor of the ENMU System. Dr. Johnston arrived at ENMU with more than 20 years of administrative experience, having served numerous leadership roles at other institutions throughout his career. He has a track record of success in leading enrollment growth, innovative programming, curricular offerings, and fundraising through traditional and innovative partnerships. As an administrator, he has dedicated his time, energy, and creativity to provide a supportive learning environment committed to student success.

Dr. Johnston is a first-generation college graduate. He began his education at South Plains College, receiving his Associate Degree in Radiologic Sciences in 1986. He earned his Bachelor of Science in Radiologic Sciences and his Master of Science in Radiologic Sciences from Midwestern State University. Dr. Johnston earned his Ph.D. in Health Studies from Texas Woman's University in 2006.

Dr. Johnston is the lead author of the *Essentials of Radiographic Physics and Imaging*, now in its 3rd edition. He is also a contributor and reviewer of several books and has numerous publications in refereed journals and scholarly publications. Dr. Johnston has always considered himself a teacher-scholar and strongly holds to a student-centered teaching philosophy.

Dr. Johnston's appointment as president and chancellor marks a return to New Mexico and West Texas for him and First Lady Stephanie Johnston. Dr. Johnston is originally from Slaton, Texas, and Stephanie is originally from Las Cruces, New Mexico. They are honored to serve the region they once again call home and are committed to ENMU and advancing its mission of student success.

THE OPPORTUNITY

Eastern New Mexico University seeks an experienced nurse administrator to serve as the Program Director of Nursing. ENMU's wholly online programs, the Bachelor of Science in Nursing (BSN) Completion Program and the Master of Science in Nursing (MSN) program, combine the boundless opportunities of a thriving profession with the ability to make a lasting impact on the future of nursing. The Nursing Program is an integral part of the Department of Health and Human Services in the College of Liberal Arts and Sciences.

Reporting to the Chair of Health and Human Services, the Program Director of Nursing is a 12-month tenure-track faculty position with $\frac{1}{4}$ administrative release. The Director is responsible for oversight of all aspects of the ENMU BSN Completion and MSN Educator Programs. The Director teaches 9 credit hours per semester, 6 credit hours in the summer, and advises students regarding academic plans. This is a residential appointment and campus presence in Portales is expected.

The BSN Completion Program is a practical, streamlined way for students to simultaneously advance their career with a bachelor's degree without sacrificing the quality of their education. The 100% online BSN Completion Program is ACEN accredited and is designed with the working professional in mind. All classes in the program are 8-weeks long with rolling admission so students can start any semester. Full-time students can complete the BSN in just four semesters.

ENMU's online Master of Science in Nursing (MSN) program offers opportunities for professional nurses to become nurse educators and to directly impact the current and predicted national nursing shortage. The program is designed for nurses who wish to complete their MSN degree in two years or less. The MSN prepares graduates for the role of educator in a Nursing Professional Development (NPD) program and qualifies them to sit for the National League for Nursing (NLN) Certified Nurse Educator (CNE) Exam right after they complete the program.

QUALIFICATIONS

- Unencumbered New Mexico RN license or eligible for New Mexico Licensure
- Candidates must hold a PhD, EdD, or Doctor of Nursing (DNP) degree
- Master's degree in nursing
- Experience with demonstrated leadership ability
- Exhibited strength in program administration, curriculum design, and research
- Minimum of three years nursing practice experience
- Experience with nursing program leadership preferred
- Experience with ACEN accreditation standards preferred

DUTIES AND RESPONSIBILITIES

- Academic planning, curricular design, and program development to include coordination of undergraduate and graduate Nursing Program catalog revisions
- Accreditation compliance, annual reporting, and accrediting and re-accreditation activities
- Budgeting, hiring, financial expenditures, and managing resources for the Nursing Program
- Direction of and programming of faculty training of the nursing program faculty (3 faculty total, 4 including this position)
- Student outcome assessment and program effectiveness analysis to include BSN & MSN Effectiveness/Program Assessment Reporting
- Student recruitment, retention, and completion efforts
- Marketing, communication and development
- Affiliation agreement development for student fieldwork/practicum experience
- Other applicable academic and administrative processes
- Participation in institution wide faculty meetings
- Chair program faculty meetings
- Chair yearly advisory council meetings
- Chair yearly program curriculum reviews
- Support staff supervision
- Nursing Graduate Coordinator and Graduate Assistant(s) supervision
- Maintenance of scholarship activities as per Health and Human Services Faculty Evaluation Committee guidelines
- Other duties as required by Health and Human Services Department Chair

KNOWLEDGE, SKILLS AND ABILITIES

- An entrepreneurial spirit to develop new and innovative approaches to nursing education and research
- Demonstrated ability to work in a leadership position with other faculty
- Exceptional communication and interpersonal skills
- Designing and delivering online courses and the advancement of undergraduate and graduate education to a diverse student body is desired.

THE COMMUNITY

The City of Portales is a rural, agricultural community of 12,000 with an authentic Southwestern culture, located eleven miles from Cannon Air Force Base and twenty miles from the Texas border. Portales offers a friendly, small-town atmosphere with plenty of cultural and recreational activities. Eastern New Mexico University and Cannon Air Force Base bring in residents from across the country and around the world. Located on the High Plains, Portales is in the heart of a major agricultural region. Residents enjoy sunny days, low humidity and mild winters.

Portales is a doorway into rich human history stretching back 13,000 years to the Paleoindian mammoth hunters. Eastern New Mexico University operates five museums that provide an extensive look at regional history. The Blackwater Draw National Historic Landmark is one of the most well-known and significant sites in North America. The Blackwater Draw Museum features a complete display of prehistoric animals such as the woolly mammoth. The Miles Mineral Museum, Miles Anthropological Museum, Roosevelt County Museum, and Dr. Antonio "Tony" Gennaro Natural History Museum are housed on the ENMU campus.

Portales High School enrolls approximately 800 students. Roosevelt General Hospital and Clinic, and La Casa Family Health Center, provide healthcare services. Recreational offerings in the city include a golf course, parks, playgrounds, softball fields, baseball diamonds, an archery range, racquetball and pickleball courts, and a fitness center. Ski resorts, shopping malls, state, and national parks are within easy driving distance. Clovis, a town of nearly 40,000, is 20 minutes away.

EEO STATEMENT

ENMU is an Equal Opportunity/Affirmative Action/Title IX Employer. Eastern New Mexico University is committed to creating a diverse environment and is proud to be an equal opportunity employer. The University does not discriminate on the basis of race, color, national origin, religion, sex (including pregnancy, gender identity, and sexual orientation), age, disability, genetic information, veteran status, or any other protected status in its programs, activities, or employment. People seeking additional information about the University's non-discrimination policy should contact the Affirmative Action Officer at (575) 562-2581.

APPLICATION & NOMINATION PROCESS

CBIZ EFL Associates (<https://eflassociates.cbiz.com>), an executive search firm, is assisting Eastern New Mexico University with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will remain confidential until the campus visit stage of the search, at which time the express permission of finalists will be obtained before their candidacy is made public.

APPLICATION PROCESS

- **STEP 1: Complete Online Application**
 - Click [here](#) to begin. OR
 - Copy/paste the URL into browser: <https://www.surveymonkey.com/r/ENMUNP>
- **STEP 2: Submit Your Application Materials.** Send the following documents in **PDF format**:
 - Cover letter
 - Résumé or curriculum vitae (CV)
 - At least three references

Submission Details:

- **Email to:** ApplyHigherEd@eflassociates.com
- **Email Subject line:** *ENMU Application*

KEY DATES

- Application deadline: for best consideration, apply by **June 13, 2025**.
- Position is open until filled and may be filled prior to the above “for best consideration” date.

CONFIDENTIAL INQUIRIES

Wynn M. Goering, Ph.D.
Senior Consultant, Higher Education Practice
505-620-6171, wgoering@eflassociates.com

NOMINATIONS & APPLICATION QUESTIONS

Edith Ketay
Project Manager, Higher Education Practice
816-841-4001, edith.ketay@eflassociates.com