

Endicott College

Cummings School of Nursing & Health Sciences

Dean Profile

2026





Position Overview

The Dean of the Cummings School of Nursing & Health Sciences, reporting to the Provost, serves as the chief academic and administrative officer for the School, providing strategic leadership across its undergraduate, graduate, and doctoral nursing and health sciences programs.

The Dean is responsible for the School's academic quality, faculty leadership, strategic direction, operations, and financial stewardship. Aligned with Endicott College's mission to foster academic excellence, experiential learning, and community engagement, the Dean leads curricular innovation, strengthens clinical and community partnerships, supports student success, and oversees accreditation and regulatory requirements.

The Dean also serves as a visible leader and ambassador for the School, building strong relationships with healthcare organizations, professional partners, alumni, donors, and the broader community.



College Overview

Endicott College has a proud history; founded in 1939 on the idea that higher education should combine theory and practice, the College's graduating class grew from 20 in 1941 to 1,222 in 2023, and Endicott remains committed to experiential learning and preparing students for real-world success. The College began as a small two-year women's institution, and now offers traditional co-educational four-year bachelor's, master's, and doctoral programs. This proud history of growth, innovation, and entrepreneurial spirit can be found in its beautiful oceanside campus, the community it serves, and the people who live and work there.

Today, Endicott College enrolls more than 3,000 traditional undergraduate students, 1,200 graduate students, and 200 adult learners. Additionally, the College has an international location in Madrid through a partnership with the College of International Studies (CIS), which offers associate's and bachelor's degrees and serves as a premier partner for our global education initiatives through international study abroad and internships. Endicott fosters a beautiful and supportive environment where students and faculty come together as a true community focused on preparing responsible leaders.

Today, with growing enrollment, outstanding experiential programs, dedicated faculty, and career-minded students, Endicott College is recognized as a leader in liberal arts-based experiential higher education.

With an average class size of about 16 students, Endicott offers an intimate traditional undergraduate classroom experience. Roughly half of all Endicott students come from Massachusetts, though the institution attracts students from 38 states and the District of Columbia. Endicott has used its tight-knit community and sense of belonging to propel its way to an 86% retention rate of first-year to second-year students. Ninety-seven percent of traditional undergraduates receive some form of financial aid from the College, with an average aid package of nearly \$25,000.

Endicott College is ideally located approximately 25 miles from downtown Boston. To learn more about Endicott College, please visit **endicott.edu**.

Fast Facts

Location

- Beautiful seaside campus on 235 acres in Beverly, Mass.
- Additional international site in Madrid, Spain, through the College of International Studies (CIS)

Academics

- Total enrollment of approximately 4,418 students, including 3,095 traditional undergraduate, 1,105 graduate, and 218 adult undergraduate students
- 133 full-time faculty
- 13:1 student-to-faculty ratio
- Seven academic schools and one institute
- 44 undergraduate majors, 24 master's degree programs, 29 graduate certificates, plus five doctoral programs
- Diane M. Halle Library, which houses the Division of Academic Success and the Endicott Center for Teaching & Learning

Athletics & Student Life

- Student athletes participate in 21 NCAA Division III programs and six club programs
- Secured an impressive nine conference championships in the last season, including a record-tying nine varsity conference championships
- Secured four national titles in program history (including Women's Rugby and Dance)
- More than 50 active student clubs and organizations
- 32 Residence Halls housing 2,639 students
- Three private beaches on the Atlantic coast

- More than 1,200 students participated in community service projects, performing nearly 15,000 hours of community service in the 2024–25 academic year
- More than 36,000 alumni

Points of Distinction

- Pioneering Endicott Experiential Edge program, the first in the country to require three internships for every student
- Ranked No. 39 out of 165 Northern Regional Universities by *U.S. News & World Report* Best Colleges 2025
- Included in *U.S. News & World Report* national rankings for Undergraduate Nursing and Co-ops/Internships (No. 17), and regional rankings for Best Undergraduate Teaching, Best Value Schools, and Top Performers on Social Mobility
- High participation in global education: more than 40% of students intern or study abroad
- 99% outcomes rate for undergraduate students in the Class of 2024
- 89% of 2024 graduates work in roles related to their major
- Recent grant awards from Cummings Foundation, Lois M. Plansoen Foundation, Substance Abuse and Mental Health Services Administration, and the National Science Foundation
- Award-winning event facilities, including the Wylie Center & Tupper Manor and Misselwood Events, driving auxiliary revenue
- Recognized cultural destination on the North Shore, hosting events such as the annual Misselwood Concours d'Elegance automobile show and various speaker series
- Recipient of the Top Benefits Award from Employer Advisor (Summer 2025), placing Endicott's employee benefits in the top 20% of similar institutions

Key Responsibilities

Strategic Leadership, Governance, and Culture

- Provide strategic leadership for the Cummings School of Nursing & Health Sciences, aligning academic priorities and initiatives with Endicott College's mission and strategic direction.
- Serve as the School's senior academic leader, establishing priorities and fostering a transparent, collaborative, inclusive, and high-performing culture among faculty, staff, and students.
- Lead school-wide strategic planning, interdisciplinary initiatives, program development, and continuous improvement.
- Lead intentional, sustainable program expansion that explicitly safeguards student-to-faculty ratios, class size, and student-centered culture.
- Represent the School to senior College leadership, healthcare organizations, professional associations, alumni, donors, and other external stakeholders.

Academic Quality, Curriculum, and Accreditation Oversight

- Maintain high standards of academic quality and student outcomes across undergraduate, graduate, and doctoral nursing programs, including licensure examination performance, progression, graduation, employment, and other measures of program effectiveness.
- Provide leadership for curriculum development and innovation, ensuring programs remain current, rigorous, evidence-based, and responsive to evolving healthcare needs.
- Lead the School's nursing accreditation and regulatory requirements, including ACEN accreditation and applicable state board and clinical agency requirements, while contributing to the College's institutional accreditation efforts.
- Direct the continuous assessment of academic and program outcomes and use assessment findings to inform curriculum and program improvements.

Strategic Clinical Partnerships, Enrollment, and Community Engagement

- Build and sustain strategic relationships with healthcare systems, clinical organizations, community partners, and other stakeholders to strengthen experiential learning opportunities and clinical placements.
- Partner with Enrollment Management and College Communications on recruitment, enrollment, marketing, and student retention strategies.
- Maintain active relationships with regional and national healthcare leaders and professional organizations to understand workforce needs and position the School for continued growth and relevance.
- Develop the School's external presence and reputation through professional engagement, community partnerships, and other opportunities that advance its mission.

Faculty & Staff Leadership and Administration

- Recruit, retain, develop, and evaluate highly qualified faculty and administrative staff.
- Support faculty professional development, scholarly activity, clinical practice, teaching excellence, and instructional innovation.
- Foster a culture of faculty engagement, shared governance, collaboration, accountability, and professional growth.
- Establish and oversee policies and processes related to student progression, academic performance, clinical readiness, and faculty responsibilities in collaboration with nursing faculty and academic leadership.
- Actively support and cultivate a culture of faculty research, scholarship, and professional practice to elevate the School's academic reputation and sustainable growth.



Resource Management, Operations, and Advancement

- Develop and manage the Cummings School of Nursing & Health Sciences operating and capital budgets, ensuring responsible stewardship of financial and other resources.
- Evaluate staffing, facilities, technology, simulation resources, and other investments needed to support the School's academic priorities and future growth.
- Partner with Institutional Advancement to identify and pursue fundraising, grant, philanthropic, and other external funding opportunities.
- Cultivate relationships with donors, alumni, healthcare partners, and other supporters to advance priorities such as scholarships, faculty development, simulation facilities, and academic programs.
- Demonstrated track record of success in fiscal stewardship and evidence of managing multi-million dollar budgetary expenses in a higher education or complex healthcare setting.

Student Success and Academic Community

- Promote a strong culture of student success, belonging, and professional development across the School.
- Maintain meaningful visibility and engagement with students, faculty, and staff and support nursing student organizations and activities.
- In partnership with Student Affairs, establish a clear student support infrastructure—including dedicated academic advising and student mental health resources to streamline student care.
- Modernize and streamline operational processes, including exploring automated solutions for clinical placements and expanding lab support resources to increase administrative efficiency.

Community Engagement

- As a member of the College's leadership team, the Dean is expected to be an active and visible member of the Endicott community. This includes attending and supporting major College events and activities and demonstrating a strong commitment to collaboration and community engagement.
- Participate actively in the life of the College, including Commencement, Homecoming & Reunion Weekend, and other major College events.
- Perform other duties as assigned.



Supervisory Responsibilities

Responsible for the recruitment, hiring, mentoring, and performance evaluation of staff within the School, including the SIM lab and the following roles:

- Associate Dean, Graduate Nursing
- Associate Dean, Undergraduate Nursing
- Associate Dean, Cummings School of Nursing and Health Sciences
- Director, PA Program



Core Competencies

- **Reliability:** able to get the job done; available and engaged with the job and the Endicott community.
- **Organization:** organizes time and resources well so that work is done efficiently and on time.
- **Communication Skills:** has clear, effective, and efficient ways of communicating, both orally and in writing.
- **Adaptability:** shows a willingness to adopt new ideas and to do things differently.
- **Follow Through:** takes ownership of projects and sees them through to fruition.
- **Customer Service:** anticipates the needs and responds to queries in a timely, competent, and approachable manner.
- **Initiative/Personal Leadership:** identifies opportunities for improvement and actively contributes to solutions.
- **Team Player:** shows a willingness to collaborate and share information, knowledge, and experience with team members.

Qualifications & Skills

Required:

- Earned doctorate such as a Ph.D., DNP or Ed.D from an accredited institution.
- Unencumbered Registered Nurse (RN) license, or eligibility for licensure in Massachusetts.
- Minimum of 10 years of professional experience, including at least seven years of progressive management or leadership experience in higher education, nursing education, or a related academic healthcare environment.
- Demonstrated record of leadership in academic nursing, including experience overseeing academic programs, faculty, or complex organizational units.
- Distinguished record of teaching, scholarship, and/or professional practice appropriate for appointment at the rank of professor or senior faculty level.
- Demonstrated knowledge of ACEN accreditation, state board requirements, and applicable nursing education and clinical standards.
- Demonstrated experience with budgeting, resource management, faculty leadership, and strategic planning.
- Exceptional interpersonal and communication skills with a collaborative, transparent leadership style suited to a dynamic academic community

Preferred:

- Experience leading undergraduate, graduate, and doctoral nursing programs.
- Proven track record of developing and expanding healthcare, clinical, and community partnerships.
- Experience with fundraising, grant development, or other external resource development.
- Experience leading program growth, curriculum innovation, or new academic program development.
- Demonstrated record of direct patient care (e.g., Registered Nurse, Advanced Practice Provider) or indirect clinical leadership (e.g., Clinical Director, Manager of Clinical Education, or Director of Clinical Placements), ensuring deep familiarity with modern clinical practice and workforce demands.

- Experience leading online academic programs is preferred.

In compliance with Massachusetts pay transparency law, the annual base salary range for this position is \$200,000–215,000. Endicott College considers factors such as, but not limited to, the scope and responsibilities of the position, relevant work experience, education, specialized skills, internal equity, and external market data when extending an offer. The final salary is determined by the Human Resources Office based on these factors. This range reflects base salary only and does not include benefits or other compensation.



An Education on the Leading Edge: Inside the Endicott Experience



Endicott College has always been a place ahead of its time. Founded in 1939 as a women's college during a moment when women were claiming new freedoms and expanding their place in society, Endicott was built on a bold idea: that education should be practical, empowering, and centered on real experience. That spirit of innovation remains woven into the College's DNA. Since transitioning to a coeducational model in the early 1990s, Endicott has grown from a North Shore hidden gem into a nationally recognized institution defined by ambition, creativity, and possibility.

As a teaching institution, our faculty mentor students closely, preparing graduates who are confident, capable, and ready to lead. With emerging strengths in AI, including a new AI minor and forthcoming major, Endicott is equipping students across disciplines to evaluate and apply transformative technologies responsibly. This momentum is fueled by the College's recent designation as a Massachusetts TechHub and by plans to develop an Innovation Complex that will expand the home of the Curtis L. Gerrish School of Business and the School of Science & Technology. There, innovation and interdisciplinary collaboration will continue to thrive—as they already do across myriad clubs, athletic opportunities, community service initiatives, and throughout experiential spaces and learning labs, which all ensure that Endicott graduates leave the Nest ready to shape the future.

Academic Degree Programs

- Associate in Science (A.S.)
- Associate in Arts (A.A.)
- Bachelor of Arts (B.A.)
- Bachelor of Fine Arts (BFA)
- Bachelor of Science (B.S.)
- Master of Arts (M.A.)
- Master of Business Administration (MBA)
- Master of Education (M.Ed.)
- Master of Fine Arts (M.F.A.)
- Master of Science (M.S.)
- Doctor of Education (Ed.D.)
- Doctor of Nursing Practice (DNP)
- Doctor of Philosophy (Ph.D.)

Schools & Institutes

Endicott College offers a comprehensive, career-focused academic environment organized into a suite of schools and institutes spanning the liberal arts, sciences, and professional disciplines. The College's academic structure includes the [Curtis L. Gerrish School of Business](#), [Institute for Applied Behavioral Science](#), [School of Education](#), [Cummings School of Nursing & Health Sciences](#), [School of Science & Technology](#), [School of Social Sciences, Communication & Humanities](#), [School of Sport Science](#), and the [School of Visual & Performing Arts](#). These units collectively deliver a broad array of undergraduate, graduate, and doctoral programs designed to meet the educational needs of a diverse student body. Additionally, the Van Loan Division of Professional Studies supports non-traditional students—such as adult learners, degree completers, working professionals, and veterans—through flexible associate and bachelor's degree options and completion pathways that recognize prior learning and life/work experience.

Endicott College's educational model integrates rigorous academics with real-world application, offering students the Experiential Edge. All traditional undergraduates must complete three internships, reinforcing classroom learning and building professional networks through strong employer partnerships. Graduate programs—including certificates, master's, and doctoral degrees—align with the College's applied learning mission, offering specialization and leadership preparation for both recent graduates and experienced professionals.

Together, Endicott's academic portfolio encompasses more than 120 degree programs across associate, bachelor's, master's, and doctoral levels, providing pathways that support intellectual exploration, professional readiness, and lifelong learning for a student population of over 4,000 undergraduates and graduate learners. Through this dynamic blend of strong academic schools, experiential engagement, workforce alignment, and flexible adult education, Endicott prepares students to thrive in a complex global economy while advancing its mission of transformational, career-focused education.

The College as a whole is accredited by the New England Commission of Higher Education (NECHE). Many individual programs hold specialized accreditations from respected national bodies, including the Engineering Accreditation Commission of ABET, Accreditation Commission for Education in Nursing, Inc., Accreditation Commission for Programs in Hospitality Administration, Commission on Accreditation of Athletic Training Education, Commission on Collegiate Nursing Education, Commission on Sport Management Accreditation, Council for Interior Design Accreditation, Massachusetts Department of Elementary & Secondary Education, and the National Association of Schools of Art and Design, affirming the quality and professional relevance of its offerings.



Faculty Excellence & Academic Engagement

Endicott College's academic strength is built on the foundation of 133 highly engaged, supportive, and accessible full-time faculty members who are deeply committed to student success. With a 13:1 student-faculty ratio and intentionally small class sizes, students experience an environment where they are known—not just as learners, but as individuals with goals, interests, and potential. The faculty includes world-renowned scholars, award-winning authors, distinguished researchers, and sought-after thought leaders who bring exceptional expertise to their disciplines. Yet what distinguishes them most is their investment in meaningful, personal connections with students, both in and beyond the classroom.

Across all schools and programs, Endicott's academic model encourages students to explore areas they care about, challenge themselves intellectually, and take ownership of their learning and future success. Faculty design coursework that is hands-on, discussion-driven, and purposefully aligned with real-world application—ensuring that academic inquiry is paired with practical understanding.

At the graduate level, Endicott extends its practitioner-focused philosophy through programs taught by professionals actively working in their fields. These instructors bring current, real-world experience directly into the classroom, offering insight into evolving industry practices, leadership challenges, and emerging professional trends. Whether at the undergraduate or graduate level, the result is a dynamic academic environment where expertise, mentorship, and experiential learning come together to prepare students for meaningful careers and lives of purpose.



Student Success & Academic Support

Endicott is deeply committed to ensuring that every student has the tools, guidance, and environment needed to thrive academically, personally, and professionally. Our student support ecosystem is anchored by the Endicott Center for Teaching & Learning and the Division of Academic Success, which offer individualized instruction, workshops, mentoring, and supplemental resources to strengthen academic skills and build students' confidence. These teams work intentionally with faculty and staff across the College to promote inclusive, effective learning experiences that empower students to meet high academic standards.

This strong support model contributes directly to Endicott's 86% first-year retention rate and 77% graduation rate, indicators of a student-centered culture anchored in belonging and holistic support. Whether through personalized advising, peer tutoring, wellness resources, or faculty mentorship, students are surrounded by a community that is invested in their success. At Endicott, students are not just prepared to graduate—they are prepared to lead meaningful, impactful lives and careers.

Living & Learning Beyond the Classroom

Endicott's Beverly campus, featuring turn-of-the-century mansions and new suite-style halls, is central to the student experience. Nearly all residential students enjoy views of the coastline and beaches, fostering a strong sense of community.

A standout feature is the Living-Learning Communities (LLCs) for first-year students, which integrate housing with a themed Critical Reading and Writing course. This year's six LLC themes are Leadership, Women's Empowerment, Wellness, Community Service, Sustainability, and Personal & Community Health. Students collaborate with faculty and staff on campus enhancement proposals.

Endicott's campus experience is defined by immersive learning environments that connect theory to practice and classroom learning to real-world impact. Signature learning labs such as La Chanterelle, Endicott's non-traditional classroom and restaurant, provide students with hands-on, industry-based experience, while centers including the Center for Civic Participation, the Tadler Center, and the Colin & Erika Angle Center for Entrepreneurship extend learning beyond the classroom—cultivating civic responsibility, leadership, innovation, and entrepreneurial thinking.

Endicott internships span 36 states and eight countries. Fewer than 1% of 2024 graduates were seeking employment after graduation, and over one-third of those students also studied abroad at one of 17 partner locations.

Athletics & Recreation

As a proud NCAA Division III institution, Endicott offers 21 varsity teams that build leadership and community. The Gulls consistently achieve high levels of success, earning numerous conference championships, including 40 since 2020. Student-athletes, who make up nearly one-fifth of the student body (nearly 600 students), benefit from exceptional coaching, state-of-the-art facilities, and strong academic support, excelling both in sport and in the classroom with consistent academic all-conference recognition. Beyond varsity play, the College supports six club teams and a highly popular intramural program with 84% student participation, promoting wellness and recreation. The Post Sport Science & Fitness Center is the hub for fitness and training. Endicott's athletics exemplify the College's belief that leadership develops through many pathways—on the field, in the classroom, and throughout the student experience.



Advancing Endicott's Future: The Comprehensive Campaign

In 2022, Endicott launched ***Spread Your Wings: The Campaign for Endicott College***, the first comprehensive fundraising campaign in its history. Focused on expanding student access, strengthening academic excellence, empowering faculty innovation, enhancing facilities, and broadening Endicott's national visibility, the campaign is shaping the College's next era of growth. As of August 2026, Endicott has raised \$70 million toward its ambitious \$75 million goal, reflecting record philanthropic momentum and the widest base of donor engagement in institutional history.

The campaign has galvanized alumni, families, trustees, employees, and community partners who share a deep commitment to Endicott's mission. Their support is enabling new scholarships, enhanced student experiences, cutting-edge academic spaces, and expanded global and experiential opportunities. As the College approaches the campaign's conclusion in December 2027, the momentum signals a community united around the belief that Endicott's best days lie ahead—and ready to invest in the future that will make it possible.

Our Campus: A Setting That Inspires Learning and Community

Endicott College's 235-acre campus on the North Shore of Massachusetts offers a breathtaking environment that supports academic, personal, and social growth. With 57 buildings spanning academic, residential, and service functions, the campus combines historic charm with modern innovation. Students learn and live in spaces ranging from turn-of-the-century mansions to state-of-the-art classrooms and suite-style residence halls, all thoughtfully designed to enhance community, collaboration, and comfort. The academic quad overlooks two central lakes, and wooded trails, beaches, and open spaces provide opportunities for reflection, recreation, and engagement with the natural world.

Beyond its physical beauty, Endicott's location offers easy access to the nearby city of Beverly and to Boston, a cultural, professional, and economic hub. This proximity allows students to take advantage of experiential learning opportunities, internships, and cultural excursions, seamlessly connecting the campus experience with the broader world. Whether inside our innovative academic facilities, in residence halls, or enjoying the striking shoreline, the campus itself is a cornerstone of the Endicott experience—blending character, history, and modernity to inspire learning, leadership, and community.

Endicott College is an equal opportunity employer. Endicott celebrates diversity and strives to bring a mix of talented people—representing a variety of backgrounds, perspectives, and skills—together to do their best work. The more inclusive we are, the better our work will be.



Applications & Nominations

Review of applications for the Dean, Nursing and Health Sciences at Endicott College will begin immediately and continue until **October 12, 2026**.

To assure full consideration, applications should be received by **October 12, 2026 at 8:00 PM EST**, and must include:

A letter of interest addressing the strategic objectives and qualifications identified in this job description.

A current curriculum vitae.

Please direct nominations, expressions of interest, or any questions regarding the application process to **rgraf@endicott**.