



Position Title: Academic Dean

Supervisory Contact: President

Hours: 30-35 hours per week

Salary or Hourly Rate: \$45,000-\$48,000/year depending on experience

The incumbent in this position is expected to assist the College in achieving its mission, which is to provide an educational structure and an integrated learning environment for individuals to become midwives of technical expertise, professional excellence, and personal greatness—namely, Midwives of Excellence™

Position Overview

Midwives College of Utah (MCU) places primary emphasis on excellence in didactic instruction in an on-line learning environment. The Academic Dean is responsible for the development and management of curriculum that will help students to acquire, critically analyze, and apply foundational knowledge, skills, and behaviors necessary to achieve an undergraduate degree in midwifery science.

Duties and Responsibilities

- Serve as a member of the Senior Leadership Team, guiding institutional strategic directions and collaborating on diversity, anti-oppression, anti-racism and social justice efforts at the College
- Serve as a member of the Grievance Committee, Student Conduct Review Committees and ad hoc committees as necessary
- Coordinate with Faculty Director to determine professional development training to support faculty in curriculum writing and teaching in a distance-education platform
- Coordinate with Graduate Dean on matters related to institutional and student oversight that impact both the graduate and undergraduate programs
- Coordinate with the Clinical Director to ensure the curriculum links theory with practice
- Supervise integration of courses into Canvas (the learning management system), including syllabi and exams
- Oversee exam process for all academic undergraduate course work, including challenge exam
- Ensure ongoing compliance, through the provision of rationales and documentation, of Midwifery Education Accreditation Council (MEAC) standards and benchmarks relative to the Academic Department
- Co-manage MCU's assessment and evaluation processes for the undergraduate program, including student achievement of program objectives
- Review, evaluate, and develop improvements to program policies, procedures, and student services
- Develop and track the Academic Department budget
- Respond to curriculum inquiries or complaints from faculty, students, and regulatory agencies
- Advise and assist assessment of transfer credit and portfolio evaluations

Minimum Qualifications

- A bachelor's degree from an accredited college or university in midwifery, higher education, leadership, health sciences, and or/related fields
- Demonstrable excellence in teaching and practical experience in midwifery education or a related higher education discipline
- Significant administrative or leadership experience
- Familiarity in direct-entry midwifery education and training routes, professional issues, and/or learning competencies
- Proficiency in Microsoft office suite (or equivalent) and Adobe
- Proficiency in digital communication and project management technologies, such as GoToTraining, Dropbox, Smartsheet, JoinMe, etc.

- Possess exceptional written, oral, and interpersonal communication skills

Preferred Qualifications

- A master's degree from an accredited college or university in midwifery, higher education, leadership, health sciences, and/or related fields
- At least one-year experience in higher education administration, including understanding of the function and role of Student Information Systems (SIS)
- Familiarity with accreditation processes in the United States
- Experience as a midwife with expertise in normal, physiologic birth in home and/or freestanding birth center settings (certified professional midwife, certified nurse-midwife, other recognized form of midwifery credentialing, traditional midwife, or community midwife)
- Experience with Canvas or an equivalent Learning Management System (LMS)
- Experience working in a distance or tele-commuting work environment
- Training/education or experience in distance education pedagogy and online course development

Knowledge, Skills, Abilities and Characteristics

- Exemplify MCU's culture and mission: <https://www.midwifery.edu/why-mcu/>
- Demonstrable commitment to social justice, equity, and anti-oppression efforts within MCU's educational community of educators and learners
- Embody the concepts of *Crucial Accountability*, *The Outward Mindset*, and *Leadership & Self Deception*
- Demonstrate knowledge of or ability to acquire knowledge of MEAC accreditation standards, curriculum program guidelines, MCU program requirements and state regulations
- Possess budget development and oversight ability
- Aptitude in project management and organizational abilities within a fast-paced, competing priorities environment
- Ability to analyze problems, identify alternative solutions, project consequences or proposed actions and implement recommendations in support of MCU's mission, goals and assessment methods
- Ability to analyze attrition, retention and graduation trends and prepare recommendations
- Aptitude in team-based and collaborative leadership environments
- Aptitude in project management and organizational abilities within a fast-paced, competing priorities environment

About the College

MCU is a distance-education, direct-entry midwifery program accredited by the US Department of Education through the Midwifery Education Accreditation Council and approved for Title IV funding.

The MCU distance education curriculum and locally-based clinical placement are firmly grounded in the unique and profound power of the Midwives Model of Care™ as a primary pathway for improving outcomes and eliminating disparities for families during the childbearing year. MCU fulfills its mission by meeting the following institutional goals:

- offering a bachelor's degree to prepare individuals for career opportunities to practice as a direct-entry midwife who provides primary care to mothers and babies;
- offering a master's degree to prepare individuals to be midwifery leaders in the maternity care landscape;
- providing curriculum core competencies and student support services that provide opportunities to acquire knowledge, skills, and philosophical approaches compatible to the practice of midwifery informed by complementary and alternative medicine and evidence-based education organized within five broad interrelated categories:
 - Specialized Knowledge
 - Broad and Integrative Knowledge
 - Intellectual Skills
 - Applied and Collaborative Learning
 - Civic and Global Learning;
- nurturing a culture of collaboration as we continually strive to advance cultural humility, diversity and

- inclusivity at MCU and in the midwifery profession;
- creating opportunities for students to effect global social change through the development and application of leadership skills.

Midwives College of Utah is guided by a social justice and equity framework. We are a committed ally to all underrepresented individuals and families who seek access to midwifery care or who strive to become midwifery providers within their communities. Through collaboration and humble listening, we will continually strive to remove existing barriers to recruitment, retention, support and success at MCU as well as advance our program and profession in achieving inclusivity, cultural humility, and health equity. In doing so, we hope to broaden the reach and benefits of midwifery care for all families and effect widespread social change in the midwifery profession. Please read the following documents to learn more about our commitments to health equity, anti-oppression, and culturally safe care:

Equity & Social Justice Position Statement: <https://www.midwifery.edu/equity-and-social-justice/>

Equity and Social Justice Agenda: Initiatives and Accomplishments: <https://www.midwifery.edu/about-mcu-2/social-justice-initiatives-accomplishments/>

Non-Discrimination Policy

The Midwives College of Utah, as an institution of higher education and as a community of scholars and midwives, affirms its commitment to the elimination of discrimination and discriminatory harassment. MCU is committed to providing equal opportunity and equal access and to complying with all applicable federal and state of Utah laws and regulations and MCU non-discrimination policies and procedures:

<https://www.midwifery.edu/nondiscrimination-policy/>

To apply, send a resume or CV, with a cover letter, to president@midwifery.edu
All application materials must be submitted as a .pdf file.