

Dean, College of Nursing

University of New Mexico

Health and Health Sciences

Confidential Position Specification

June 2023



KORN FERRY

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**Position**

**Dean, College of Nursing
University of New Mexico Health Sciences, College of Nursing**

**Location:**

Albuquerque, NM

**Reporting Relationship:**

The Dean of the College of Nursing will report directly to Douglas Ziedonis, MD, MPH, the Executive Vice President of UNM Health Sciences and the Chief Executive Officer of the UNM Health System.

**Website:**

**[University of New Mexico](#)
[University of New Mexico, College of Nursing](#)
[UNM Health Sciences Center](#)**

The Opportunity

As an integral part of the University of New Mexico Health and Health Sciences (UNM HHS) and the University of New Mexico (UNM), the College of Nursing (UNM CON) is committed to providing exemplary and innovative education, research, practice, service, and leadership that improves state, national, and global health. Established in 1955 as New Mexico's first college of nursing, the College is a vital resource for the state of New Mexico in addressing critical nursing needs related to human health and health equity in its communities and beyond through education, scholarship, practice, and service.

The College enrolls more than 1,000 students across its BSN, MSN, DNP, and PhD programs and has over 8,700 alumni. It continues to lead the way in education and focuses on rural and underserved populations. Nursing students develop a strong understanding of health equity and vulnerable populations as it relates to rural health, chronic illness, women and children's health, and healthcare policy. With over sixty-seven years of history, the College prides itself on serving the needs of its state with innovative and evidence-based education.

A national search is underway to recruit a recognized nurse scholar with exceptional vision and leadership abilities to become the next Dean for the College of Nursing. The Dean will serve as a visionary for nursing at UNM and guide the execution of the strategic plan to achieve the mission of the College and organization. The Dean will build upon the College's legacy of excellence as a vital force of nursing education in New Mexico and the rest of the nation.

The College of Nursing is a critical component of UNM in general and is a core College in our UNM Health and the UNM Health Sciences which covers our academic and health care missions. The UNM environment has numerous opportunities for collaboration and partnerships around interprofessional education and one of the Dean's key responsibilities will be establishing, fostering, and enhancing partnerships with nurses across the health system to develop new models for education, practice, and research and to collaborate with the greater UNM partners. This is an unparalleled opportunity for an

academic nurse executive to serve as an integral leader at one of the most comprehensive university health and health science complexes in the nation. In addition to advancing the art, science, and practice of nursing through excellence, the Dean will be an important thought-leader in the state of New Mexico in areas pertaining to health care, prevention, and public health. Above all, the Dean will help UNM adapt and thrive in an evolving health care industry and will inspire the organization to deliver its vision of bolstering nursing research and collaborating with community partners to help New Mexico make more progress in health and health equity than any other state.

The College of Nursing

In the early 1950s, New Mexico nurses voiced the need for more nurses to meet the health care demands of the state's increasing population. By the spring of 1955, Dr. Marion Fleck and Mary Jane Carter founded the College of Nursing, with enthusiastic support of the UNM President, Tom Popejoy.

Today, the College continues to lead in education innovation and focuses on rural health and underserved populations. They are the top nursing school in the state of New Mexico and their programs continue to consistently rank among the best in the country according to the U.S. News & World Report.

Students are educated by exceptional faculty, learn in advanced simulation labs, and benefit from studying within a Carnegie-ranked R1 research university. Students have the opportunity to conduct major research to advance nursing and patient care while serving people in need throughout the state of New Mexico.

Mission

The mission of the College of Nursing is to provide exemplary and innovative education, research, practice, service, and leadership that improve state, national and global health. The college's efforts focus on the scholarship of nursing education, research, practice, and policy to inform and lead in the delivery and analysis of nursing and health care.

Vision

The vision of the College of Nursing is to develop solutions for the most important nursing challenges pertaining to human health and health equity in our communities through education, scholarship, practice, and service.

Values

The following five core values serve as guiding principles:

- Academic Excellence
- Diversity and Inclusion
- Innovation
- Integrity
- Respect

Degree Programs & Pathways

In FY21, the College achieved a full 10-year accreditation for all programs by the Commission on Collegiate Nursing Education and the midwifery program at the UNM College of Nursing is fully accredited by the Accreditation Commission for Midwifery Education.

Bachelor of Nursing Science	<ul style="list-style-type: none"> ▪ Pre-Licensure Option <ul style="list-style-type: none"> ○ Albuquerque Campus ○ Rio Rancho Campus ○ Freshman Direct-Entry Option ○ Dual Degree (AND/AASN + BSN) Option with New Mexico Nursing Education Consortium (NMNEC) partners <ul style="list-style-type: none"> • UNM Gallup • UNM Taos • UNM Valencia • Central New Mexico Community College • San Juan Community College • Santa Fe Community College ○ Accelerated 2nd Degree Option ▪ RN to BSN Option
Post-BSN Certificate – Health Care Education	<i>(Starting Fall 2024)</i>
Master of Nursing Science <i>(Phasing out. No longer accepting applications):</i>	<ul style="list-style-type: none"> ▪ Adult Gerontology-Acute Care Nurse Practitioner ▪ Family Nurse Practitioner ▪ Nurse-Midwifery ▪ Nursing Administration ▪ Nursing Education ▪ Pediatric Nurse Practitioner- Primary Care ▪ Psychiatric Mental Health Nurse Practitioner
Post-Graduate Certificate	<ul style="list-style-type: none"> ▪ Adult-Gerontology Acute Care Nurse Practitioner ▪ Family Nurse Practitioner ▪ Nurse-Midwifery ▪ Nursing Administrative Leadership ▪ Pediatric Nurse Practitioner- Primary Care ▪ Psychiatric Mental Health Nurse Practitioner
PhD Program	<ul style="list-style-type: none"> ▪ Individualized Plan of Study ▪ Health Policy Concentration ▪ Health Equity and Preparedness Concentration ▪ BSN Entry Option

UNM Health Science Campus in Rio Rancho

In addition to the College’s main campus in Albuquerque, there is another UNM campus in Rio Rancho. Dedicated to serving the needs of Sandoval County, this smaller nursing cohort maintains the same services as the main campus. The Rio Rancho campus has a simulation center and skills lab equipped with eight beds and a newly expanded simulation lab to support skill and simulation needs with both high-fidelity and manikins. This campus includes our Sandoval Regional Medical Center, a Senior

Center, an Orthopedic Center of Excellence, and many open acres for expansion. The campus provides a more rural nature and gets great support from the City of Rio Rancho and Sandoval County.

Sandoval County encompasses 3,714 square miles of diverse geography and has a population of approximately 151,000 people. It includes the incorporated municipalities of Bernalillo, Cuba, Corrales, Jemez Springs, Rio Rancho, San Ysidro, the Town of Cochiti Lake, numerous unincorporated communities, all or portions of ten Indian pueblos and all or portions of two tribal entities/lands.

New Mexico Nursing Education Consortium (NMNEC)

The UNM College of Nursing is a member and pioneer of the NMNEC. NMNEC is a consortium of nursing education programs, organizations, and individuals throughout the state with a commitment to implementing a common statewide curriculum and increasing BSN education. The consortium has created a common statewide nursing curriculum, providing seamless transfer from one school to another. If a student starts the NMNEC program at one state-funded school but finds they need to relocate to another New Mexico community, then the student can continue their nursing studies at a different NMNEC school in or near their new location.

The common nursing curriculum also allows students to choose an ADN or BSN program. Students choose among three options:

- Co-enrollment for ADN and BSN at a community college with a partnering university.
- ADN at a community college.
- BSN at a university.

NMNEC Goals:

- Increase the number of nurses with BSN and graduate degrees in New Mexico.
- Improve efficiency, quality, and educational outcomes of nursing education through cooperation among community colleges and universities.
- Increase workforce diversity by improving access to standardized nursing education for minority groups, particularly in rural areas.

Commitment to Excellent Education

Nursing faculty are committed to providing the best education for their students. Faculty who teach online have consistently earned Golden Paws, a UNM recognition for fully online courses that exceed the university's standards for online course design and delivery. These courses go through extensive review to build a virtual environment using standards established through research-based best practices developed from student feedback. They meet the highest standards for quality course development and effective teaching and learning. Faculty has also earned several Quality Matters certificates, a national certification that recognizes excellence in online or hybrid course design. Faculty voluntarily pursue these certifications, so each one represents the College's commitment to ensuring students receive the best education possible. Nursing faculty are committed to best practices through their partnerships and learning with UNM Center for Teaching and Learning and Continuous Professional Learning at the Health Sciences campus.

Commitment to Rural Experiences

The College has a successful history in applying and securing federal and private funding to support students across undergraduate and graduate degree programs, especially for students completing clinical experiences in rural and underserved communities. Successfully funded projects of the past include Health Resource and Services Administration grants such as the Advanced Nursing Education

Workforce grant; the Nurse Education, Practice, Quality and Retention: Veterans into Nursing Primary Care grant and the American Indians into Nursing grant. New Mexico's 33 counties include many very rural counties where students can have learning experiences, and where we also have clinical, public health, and community-based activities.

Office for Interprofessional Education (IPE)

The Office for IPE at UNM Health and Health Sciences is committed to promoting collaboration among various health professions to prepare students for their future careers. The College fully participates in IPE events and program design, including the annual IPE Ethics Conference, Transgender 101, Transitions of Care, Pharmacology in the Clinic, the geriatric elective, the IPE electives on climate change and public health preparedness, and systems approach to planetary health. The College also has dedicated faculty who sit on the IPE committee. In addition, students have interdisciplinary leadership opportunities through multiple student-led advocacy groups.

Faculty Practice & Rank

Across New Mexico and online, the College of Nursing faculty are engaged in clinical provider education and practice to improve the care of underrepresented and underserved communities. Faculty bring real world examples and experiences into their classrooms and practice sites to inform and enhance student learning. Through a diverse array of practice sites and clinical education partnerships, including faculty practices and nurse-managed clinics, the College not only paves the way for meeting the health care needs of New Mexicans, but provides unique opportunities for teaching, learning, and research. College of Nursing faculty are engaged in clinical and hospital practice at the RN and APRN levels, either as a part of their faculty contract or in addition to their contract.

Tenure/Tenure-Track	
Professor	5
Associate Professor	5
Assistant Professor	3

Clinical Educations	
Professor	1
Associate Professor	8
Assistant Professor	12

Lecturer/Instructor	
Principal Lecturer	2
Senior Lecturer	5
Lecturer	20

Research and Scholarship

The University of New Mexico is the only Carnegie R1 University in the state of New Mexico and has strong partnerships with the two National Labs (Sandia and Los Alamos) and the two other major research universities in New Mexico (New Mexico State University and New Mexico Tech). The College's scientific investigations look at health care from the nurse's point of view: a holistic perspective and an interdisciplinary approach to understanding acute care, chronic illness, and health promotion. Major areas of research and scholarship include, but are not limited to:

- Rural and Underserved Populations
- Bio-behavioral Health
- Environmental Toxicology
- Disaster and Public Health Emergencies
- Genomics
- Self-Management/ Patient Adherence
- eHealth
- Health Services
- Policy Research
- Military and Veteran Health
- Higher Education Policy

College faculty lead research efforts as principal investigators. They also collaborate as coinvestigators in interdisciplinary, multicenter, and community-based research. In addition, undergraduate and graduate students have opportunities to engage in research guided by experienced nursing faculty. Faculty research and scholarship are supported by the UNM Clinical and Translational Sciences Center (CTSC) and through extramural funding from governmental agencies, foundations, and private sponsors. The UNM HSC also has substantial opportunities for transdisciplinary clinical and translational research collaborations in a highly collegial environment.

Philanthropy

The UNM Foundation is a separate 501c3 organization that leads fundraising and manages the endowment for UNM. All Development Officers are employees of the Foundation with a direct line report to the Foundation’s VP of Development and a dotted line report to the Dean of the College of Nursing. Development Officers travel the state and country soliciting gifts from alumni, friends, grateful patients, corporations, and foundations.

Total Dollars Raised \$4,056,000	Total Dollars in Endowments \$16.4M	Number of Endowments 108 (68 are scholarships)
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Finances

The College of Nursing has seen significant growth over the last five years. UNM, UNM Health and Health Sciences and the state of New Mexico have been incredibly supportive of the needs of the CON and have provided resources to allow for a budget that supports the development of innovative programs and the implementation and evaluation of existing programs.

The College of Nursing’s FY23 operating budget of approximately \$20M is comprised of tuition revenues (58%), research and public service project revenue allocated by the New Mexico State Legislature for specific program expansion (36%), and other revenues (6%). Revenue is supplemented by gifts and donations, endowment spending distributions, as well as contracts and grants. As of June 30th, 2022, the CON’s endowment portfolio is currently valued at \$16.4M. UNM functions on a formula-funded system that is dependent on the generation of degrees, credit hours, research mission measures, and number of graduates produced by the institution. The UNM HSC maintains an agreement with the University of New Mexico to allow the UNM Health and Health Sciences to receive all tuition and formula funding over an established base amount. The CON shares in these additional revenues in proportion to the revenue generated by the College.

Expenses for the CON are primarily related to personnel salaries and fringe (83%), with other expenses (17%) comprised of student costs, travel, services, and other operations. While the college has historically employed an incremental budgeting process, it has shifted to a hybrid strategic budgeting philosophy/practice where leadership leverages resources to advance strategic outcomes via investments in programs and student experiences in practical and innovate ways. For example, in FY22 the CON completed the \$1.9M planning, design and construction of a state-of-the-art simulation center at our satellite campus located in the city of Rio Rancho. Furthermore, in FY22 the CON’s Office of Clinical Affairs was expanded via a staff Nurse Educator model to enhance both the clinical and simulation experiences of our students. These initiatives have continued in FY23, with the largest project being the new \$43.2M College of Nursing & Public Health Excellence building.

New Building



UNM Health Sciences recently broke ground on the new College of Nursing and Public Health Excellence (CON-PHE) building. The 93,740 GSF building provides instructional, student support and research space, as well as departmental offices to support undergraduate and graduate education for the College of Nursing and College of Population Health. Construction is estimated to take sixteen months with completion slated for January 2024. The new building will be LEED Silver certified and comprised of three floors with innovative classrooms, wet/dry laboratories, and clinical research spaces.

Diversity

UNM is a minority-serving institution (MSI) and a designated Hispanic-serving institution (HSI). The CON values the diverse communities of its students and faculty as well as its widespread community partners and stakeholders. The College strives to promote equity and advocacy for inclusivity as well as value the partnership with the community to enhance understanding and learning. The College was selected as one of fifty nursing schools to participate in the Building a Culture of Belonging in Academic Nursing initiative by the American Association of Colleges of Nursing (AACN) to foster inclusive learning environments and build a more diverse nursing workforce.



Rankings & Designations

US News & World Report ranks UNM:

- **#1** Nursing Program in the state
- **#3** MSN Program in the Mountain West region
- **#5** DNP Program in the Mountain West region
- **#11** Midwifery Program in the Nation
- **#21** MSN Online Graduate Program in the Nation

The National League for Nursing (NLN) has designated UNM CON as a Center of Excellence in Nursing Education in the category of Creating Environments that Enhance Student Learning and Professional Development. The League's Center of Excellence in Nursing Education program acknowledges the outstanding innovations, commitment, and sustainability of excellence in nursing schools and healthcare organizations.

Position Summary

The Dean of the College of Nursing is responsible for all education, research, service, inclusive excellence, and administrative functions throughout the College of Nursing and will serve as the chief academic administrator of the undergraduate, graduate, and doctoral programs of the College.

The Dean will provide visionary and innovative leadership through collaboration with faculty, staff, and administrators of the College. They will drive the College's mission, values, and strategic direction in line with the mission, vision, and values of the UNM Health Sciences Center and University of New Mexico overall.

The Dean will ensure that the goals of the College of Nursing align with diversity, equity, inclusion, and belonging, research, interprofessional education, and external community connections all while fostering a culture of open communication and collaboration among faculty, staff, and students. The right candidate will be one who is energized by bringing teams and people together in a transparent, honest, and compassionate way both internally within the College of Nursing and externally across UNM Health Sciences Center, University of New Mexico, and the communities it serves.

Key Responsibilities

The College of Nursing is seeking a creative, executive leader who will partner with faculty and staff to:

- Ensure robust and sustainable leadership and financial well-being of the College of Nursing.
- Champion educational innovation to prepare nurses to meet the health care needs of New Mexico and engage in leadership and advocacy.
- Cultivate a culture of collaborative intramural and extramural research and scholarship.
- Prioritize inclusive excellence and diversifying the College of Nursing community and investing in recruitment and professional advancement for the College personnel and students.
- Advance strategic partnerships within the UNM Health Sciences Center, the University, the state, the nation, and the global arena to support and further develop clinical practice, research and scholarship, and nursing education.
- Set a vision that continues the legacy of the College, articulates its goals, and engages the support of the community (community and economic development groups, foundations, philanthropists, business leaders, companies, and elected officials) through a refreshed strategic plan.
- Oversee and enhance a rigorous portfolio of academic programs aimed at building a dynamic curriculum to train the next generation of nursing practitioners, scholars, and administrators.
- Cultivate a collegial and equitable work environment throughout the school.
- Create a student-centered learning environment that is sensitive to the needs of the College's diverse student population and that results in a quality and distinctive educational experience.
- Engage in activity that enhances the national and international rank and reputation of the College of Nursing.
- Establish and oversee mechanisms to support faculty in maintaining clinical practice in addition to their teaching and scholarly activities. Support a nursing clinical practice for nursing faculty and students which facilitates partnerships with other providers in a variety of clinical care settings.
- Translate advances in evidence-based practice into models of care that fulfill the ability of the practitioner to practice "at the top of their license" in delivering high-quality care.
- Contribute to University performance metrics and improve national rankings relevant to nursing.
- Assess and implement initiatives to improve the BSN, MSN, and Doctoral programs of study.
- Enhance administrative, academic, and research relationships with other UNM Health Science Center entities.
- Actively promote interprofessional education and facilitate transdisciplinary research.
- Engage in government relations, philanthropic, and community engagement activities.

Professional Experience and Qualifications

- Candidates are required to be an RN and have a doctoral degree. While a PhD is strongly preferred, we would consider a DNP, EdD, or equivalent degree.
- An exceptional leadership record at a top-ranked college or school of nursing in a senior level administrative position with a demonstrated record of success in attracting, retaining, and developing outstanding, culturally diverse students, faculty, and staff.
- Outstanding interpersonal and communication skills, with demonstrated excellence in team building, change management, and supporting other leaders.
- Documented capability and commitment to champion nursing research, education, and practice in an academic health sciences center.
- Demonstrated success in personal research leading a research enterprise, including a broad appreciation for the spectrum of basic, translational, applied, and patient-oriented investigation.
- Professional accomplishments and scholarly productivity that support a faculty appointment with an academic rank at the professor level. A national reputation as an outstanding educator/investigator/clinician in nursing. An individual with a strong record of sustained scholarly productivity and a strong commitment to rigorous research.
- Demonstrated service in current or recent leadership roles for state and/or national nursing organizations and active participation in political advocacy endeavors.
- A leader with strategic planning expertise and capability who can establish a compelling vision and establish buy-in and accountability for implementing that vision.
- Demonstrated ability to manage a financial portfolio of internal, research, and donor funds.
- A demonstrated commitment to faculty development and shared governance.
- Experience in clinical service with a demonstrated record of building partnerships in service as well as workforce development.
- A demonstrated record developing inter-organizational relationships with clinical training sites, academic institutions, and major professional organizations.
- A strong history of establishing external relationships and coalitions to enhance the image of nursing at a regional and national level.
- Demonstrated success in organizational development.
- Demonstrated success as a skilled mediator and negotiator.
- Ability to interact collegially with faculty and staff at various levels in the College of Nursing and maintain effective relationships with alumni and relevant internal and external constituents.
- Knowledgeable of the field, including major trends in nursing education, practice, and research, as well as accreditation, regulatory, and legal issues.
- Ability to maintain a strong commitment of ensuring that student, faculty, and staff continue to represent the diversity of the communities served.
- Excellent verbal and written communication skills and strong people skills.
- A competent and willing collaborator with the ability to achieve and perform in a civil and collegial environment.

Personal Characteristics

The ideal leader for the College of Nursing:

- Leads in service to the organizational mission, vision, and values.
- Operates from a values-based perspective.
- Values nursing education, research and clinical work as all important missions.
- Possesses and values a collaborative and inclusive leadership style characterized by clear communication, transparent decision-making, willingness to take calculated risks, and openness to criticism. This is important within the College of Nursing and across an academic health center including other disciplines such as medicine, pharmacy, public health and others.
- Has the ability to inspire an organization to excel even in difficult circumstances.
- Demonstrates flexibility and tolerance for learning from mistakes while maintaining focus on the organizational vision and mission in a complex, competitive, rapidly evolving environment.
- Is an outgoing, personable, and visible leader who is accessible to the faculty, the students, and the community.
- Prefers achieving results through relationship building and effective negotiation rather than direct authority.
- Has effective written and oral communications skills, works well in a team environment, and has a record of developing effective and trusted relationships at all levels of the organization.
- Demonstrated success in aligning various stakeholders' needs and expectations to seek 'win-win' solutions.
- Demonstrated experience in creating opportunities and conditions for the success of students, faculty, and staff.

UNM Health Sciences and Health System



The UNM Health Sciences and Health System is the state's largest integrated health care treatment, research, and education organization. The Health Sciences are comprised of the College of Nursing, College of Pharmacy, College of Population Health, the School of Medicine, and Allied Health programs. The Health System includes the University of New Mexico Hospital (UNMH), Sandoval Regional Medical Center - the region's only NCI Comprehensive Cancer Research and Treatment Center - and many outpatient clinics.

UNMH is the only Level 1 Trauma Center in New Mexico and houses the state's only Level 3 neonatal intensive care unit and burn unit. Other clinical facilities include the University of New Mexico Children's Hospital, Carrie Tingley Hospital (a children's rehabilitation hospital), a mental health center, a children's psychiatric hospital, and many outpatient primary care and specialty clinics.

Central to the research mission of the UNM Health Sciences is the UNM Clinical and Translational Science Center (CTSC). The NIH funded CTSC advances clinical and translational research on local, state, and regional levels. As New Mexico is one of three majority-minority states, the Center offers a unique setting to build and catalyze high quality clinical and translational research and represents only one of five CTSC hubs in an IDeA state. The CTSC has dramatically increased investigator resources by providing pilot funds, core facility support, training, and a variety of other valuable services to all Health Sciences faculty.

The University of New Mexico

Founded in 1889 as New Mexico's flagship institution, The University of New Mexico now occupies nearly 800 acres near old Route 66 in the heart of Albuquerque: a metropolitan area of more than 500,000 people. As a Hispanic-serving institution, the University represents a cross-section of cultures and backgrounds.

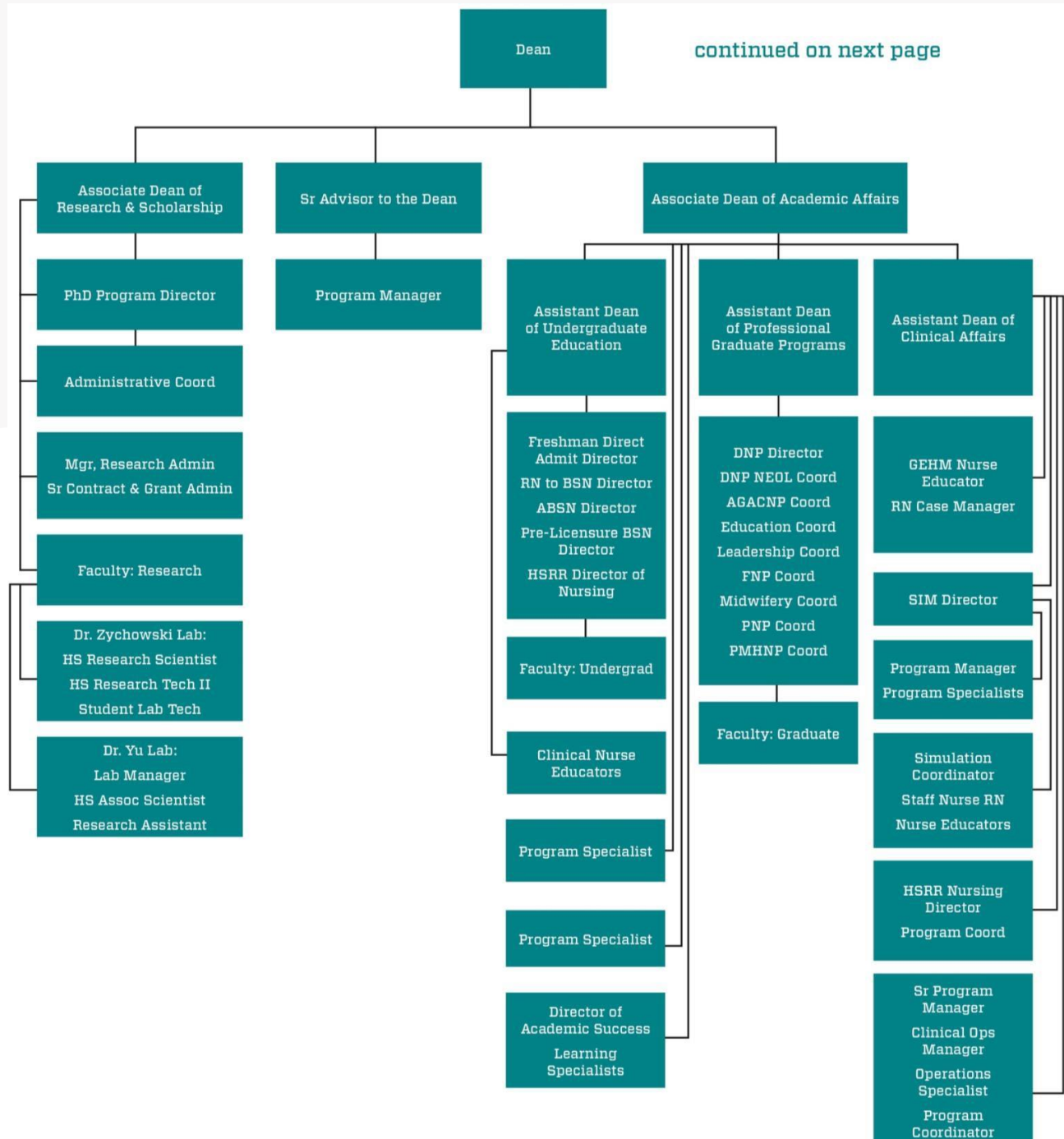


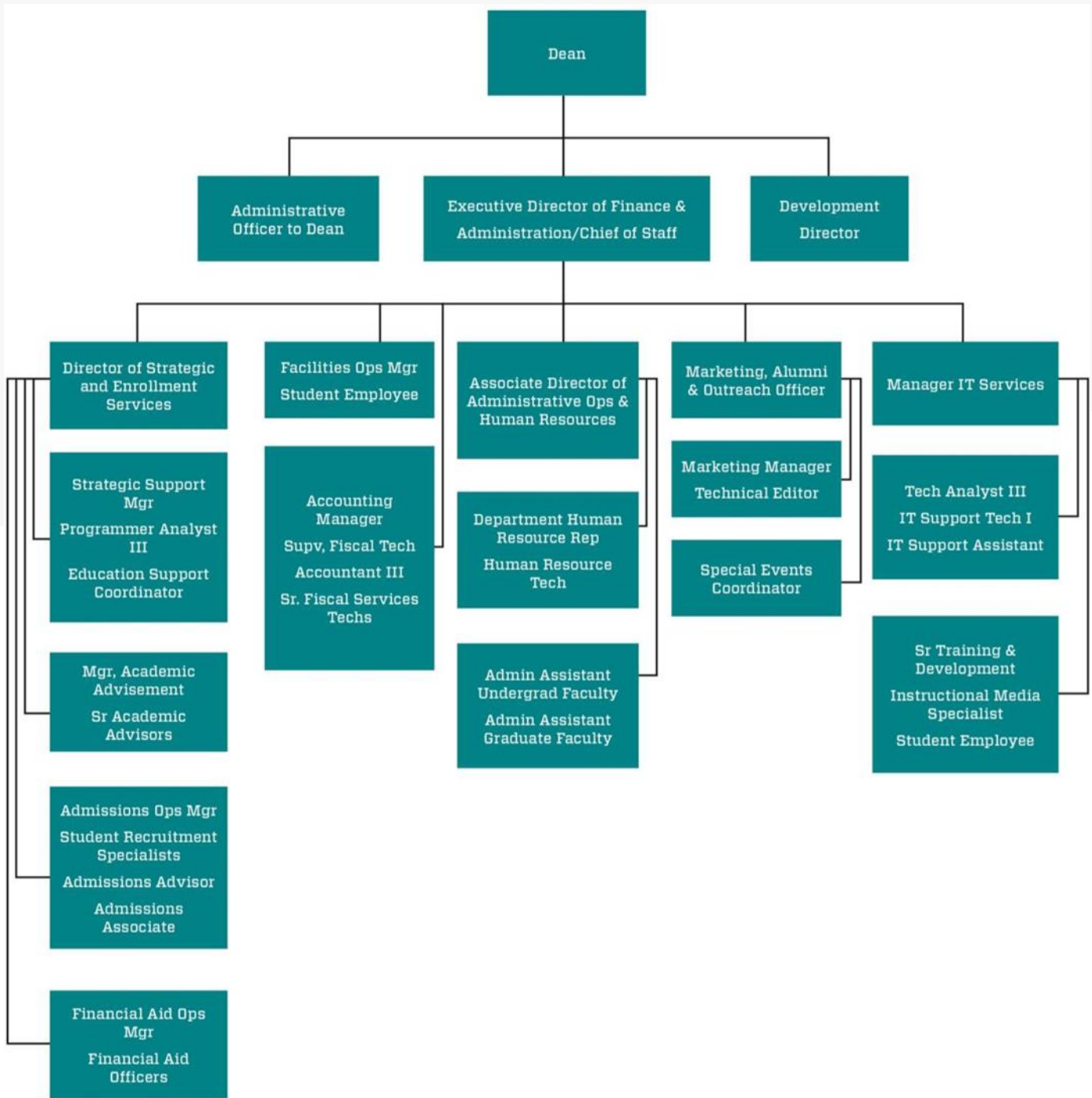
The University of New Mexico offers a wide variety of academic programs through twelve colleges and schools. These academic options include more than 215 degree and certificate programs, including 94 baccalaureate, 71 masters, and 37 doctoral degrees.

The University has branch campuses in Gallup, Los Alamos, Taos, and Valencia County, as well as a Health Sciences campus in Rio Rancho. UNM offers undergraduate and graduate degree programs throughout the state via Extended Learning and has education centers located at the four branch campuses, Santa Fe, Farmington, and Kirtland Air Force Base.

UNM is one of a few Hispanic-serving institutions in the U.S. that is also classified a Carnegie R1 Doctoral University with Highest Research Activity. It is a place where innovative research and creative endeavors flourish. UNM research injects millions of dollars into New Mexico's economy, funds new advancements in health care, and augments teaching – giving students valuable hands-on training in state-of-the-art laboratories. Among the University's outstanding research units are the Center for Advanced Research Computing, the Cancer Center, New Mexico Engineering Research Institute, Center for High Technology Materials, Design Planning Assistance Center, and the Center for Brain Recovery and Repair.

Organization Chart





The Albuquerque Community



New Mexico is known as "The Land of Enchantment" or "Tierra del Encanto" because of its scenic beauty and rich history and cultures. New Mexico offers an incredible place to live and work with a wide variety of excellent housing options, wonderful climate with lots of sunny days, relatively lower cost of living, and growing economy. There are many adventures; art, music, and dance; hiking, biking, and many outdoor activities; breath-taking landscapes, and a very rich multicultural heritage and history, including a combination of Native American, Hispanic, Anglo, and other cultures.

Oil and gas production, agriculture, the arts, the film industry, tourism, biosciences, health services and technology, two national laboratories, and other industries are important drivers accelerating New Mexico's economy. State, County, and City governments have a comprehensive system of tax credits and technical assistance to promote job growth and business investment, especially in new technologies. The state is home to more PhD holders per capita than any other state in the country as it is home to Sandia National Laboratories, Los Alamos National Laboratory, Intel, several other research facilities, and several land management agencies including the Forest Service and National Park Service.

New Mexico has one of the most diverse landscapes in the world, with a range of incredible outdoor adventures to match. The geography ranges from snow-capped 13,000-foot peaks, wildflower fields, thick forests of cottonwoods, white sand dunes, volcanoes, and lava fields, to vast expanses of ranch land and desert. New Mexico is also diverse in its population, with the highest percentage of Hispanics in the U.S., including descendants of the original Spanish/Mexican settlers who have lived in the area for more than 400 years, as well as more recent immigrants from a variety of nations in Latin America. It has the second-highest percentage of Native Americans as a proportion of the population, and the fourth-highest total number of Native Americans, including 19 Pueblos, Navajo, and Apache nations.

The University of New Mexico and the UNM Health System is located primarily in Albuquerque, the most populous city in New Mexico with its own rich culture and heritage as one of the oldest cities in the U.S. Santa Fe is the oldest capital in the U.S. and is a wonderful town that is a short drive away. New Mexico and its communities have a multicultural heritage and history where diverse influences are a part of everyday life. Averaging 310 days of sunshine a year, it is also a great place for outdoor activities, including biking, skiing, fishing, hiking, or golfing on some of the best courses in the Southwest. Residents and visitors alike take advantage of the many traditional New Mexican and wonderfully diverse foods and restaurants, as well as enjoy world-class visual and performing arts, operas, and visit the many museums and historical sites around the state. Albuquerque is home to the International Balloon Fiesta, the world's largest gathering of hot-air balloons. The Sandia Mountains run along the eastern side of Albuquerque, and the Rio Grande flows through the city, north to south. More information about Albuquerque can be found at <http://www.visitalbuquerque.org/>.

For more information, please visit NM True, Living and Working in ABQ or the NM Visitors Guide

Compensation

Compensation arrangements are competitive and commensurate with both experience and achievement.

Procedure For Candidacy

Korn Ferry will begin reviewing candidates immediately and will continue until the position is filled. Applications should include a detailed curriculum vitae, a Research statement, a Teaching statement, a Diversity, Equity, Inclusion, Justice and Belonging statement, and a letter of interest that highlights the applicant's personal vision and relevant leadership experience. To ensure full consideration by the Search Committee, inquiries, nominations, and applications should be submitted electronically in confidence, to: kait.hasler@kornferry.com.

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About Korn Ferry

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