



## Communication Disorders Program Director Search

The School of Health and Natural Sciences  
(SHNS) at Mercy College

(<https://www.mercy.edu/>) invites qualified

candidates to apply for the leadership position of Program Director of the Communication Disorders (CD) Program. The College seeks an experienced, collaborative and innovative leader to lead the CD Program due to the current Director's retirement.

The Program seeks a dynamic, energetic leader with the ability to effectively engage faculty, staff, students, and external constituencies in a collegial and collaborative manner. The next Director should have a strong record of excellence in academic leadership, teaching, and scholarly activity, including peer-reviewed research and enthusiasm to continue to grow the academic, research, and outreach programs. This is an outstanding opportunity for a creative leader at an exciting time in the continued growth of Mercy College.

The next Director should have a history of dedication to strong educational programming, an excellent record of teaching and service, encourage and value community outreach, support faculty success, the ability to build strong relationships with constituents, grow philanthropy, and demonstrate commitment to diversity and inclusion.

As the Director of the CD Program, this leader will be responsible for all aspects of academic leadership and administration within the Program and the Speech and Hearing Center, including setting strategic course, providing mentorship and faculty development, budgeting and fiscal management, overseeing and evaluating curriculum, maintaining program assessment and accreditation standards, and developing new initiatives for growth and collaboration within and across the college.

She/he will work closely with the Dean's leadership team and faculty to strengthen and expand clinical and educational programs to support both the academic and clinical missions of the university and its partners. The incumbent must be committed to nurturing programs and departmental faculty activity and, although also responsible for some teaching duties, will have dedicated time for administrative, educational, strategic and research initiatives.

## **Qualifications**

- The CD Director must hold a doctoral degree in Speech-Language Pathology or a related field. Previous academic teaching and leadership experience are required
- Additional requirements include:
  - Current Certificate of Clinical Competence from the American Speech-Language Hearing Association in speech-language pathology and/or audiology
  - Eligibility for New York license to practice speech-language pathology and/or audiology based on proper qualifications (CCC-SLP/CCC-A)

The position is a 12-month appointment, with rank and salary commensurate with qualifications and experience.

## **Additional Preferred Qualifications**

- Hold the academic rank of professor or advanced associate professor; eligibility for promotion to professor is desired;
- Strong record of teaching, research and scholarship, clinical practice, and demonstrated experience in academic administration and leadership;
- Demonstrated experience with academic/clinical partnerships;
- History of mentorship and leadership that promote an inclusive environment and diversity;

- Superior communication skills, political adeptness, energy, and an ability to represent the CD Program externally to local, national, and international constituencies;
- Strategic national academic and research leadership ability, grounded in personal integrity with the ability to energize, inspire, and encourage faculty and student innovation as well as interdisciplinary collaboration;
- Demonstrated ability to manage a complex academic organization and work effectively with colleagues across divisions;
- Demonstrated success as an administrator and fiscal manager;
- Demonstrated ability to motivate key constituencies, lead the development of mutually beneficial relationships with partners, and recruit, retain and develop superb academic faculty and leaders;
- Ability to foster and promote gender equity and ethnic diversity among faculty and staff to enrich the university, further its research mission, and preserve the uniqueness of Mercy College;
- Evidence of effective community involvement, outreach, leadership, and demonstrated ability to forge partnerships and build productive relationships with both campus and business community constituencies;
- Demonstrated commitment to student centeredness and optimization of student learning reflected by active and visible engagement in student activities, initiatives, and programs.

## **About Mercy College**

Mercy College is a nonsectarian, nonprofit New York metropolitan-area institution offering over 90 undergraduate and graduate programs. The main campus is located in Dobbs Ferry, on the banks of the beautiful Hudson River, just minutes away from Manhattan by train. The College has an enrollment of approximately 9,000 students within five schools from diverse backgrounds across four campuses in Westchester County and New York City. As Mercy College proudly serves a diverse student body and is a federally-designated Hispanic-serving institution, faculty are dedicated to

providing students with access to a transformative education through academic quality and robust student support.

## **Procedure for Candidacy**

Applications should include a letter of interest and curriculum vitae. Applications and nominations will be accepted until the position is filled. Confidential review of materials and screening of candidates will begin immediately. **Harris Search Associates** is assisting Mercy College for this search. Please send application materials to the address below or contact **Jeffrey Harris, Managing Partner** or **Debra Cruce, Senior Consultant** for further details. Tel: 614-798-8500

Email: [jeff@harrisandassociates.com](mailto:jeff@harrisandassociates.com)    Email: [debra@harrisandassociates.com](mailto:debra@harrisandassociates.com)

*Mercy College actively engages in recruiting a diverse workforce and student body that includes members of historically underrepresented groups and strives to build and sustain a welcoming and supportive campus community. All qualified applicants will receive consideration for employment without regard to race, color, creed, marital status, religion, sex, national origin, disability or protected veteran status.*

*Mercy College is an Affirmative Action/Equal Opportunity Employer/M/F/Veteran/Disability*