
Doctor of Physical Therapy Program Director

SEARCH PROSPECTUS





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Who We Are: Point Loma Nazarene University

Our Mission

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where truth is pursued, grace is foundational, and holiness is a way of life.

Our Vision

Discovering Vocation, Expanding Horizons,
Deepening Faith, Transforming Communities

About Point Loma Nazarene University

Point Loma Nazarene University is a Christian liberal arts university in the evangelical, Wesleyan tradition, offering quality undergraduate, graduate and professional

programs. We provide higher education in a vibrant Christian environment where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Our faculty members are known for their excellence as teachers and scholars in their respective fields, as well as for their commitment to forming relationships with students built around mentorship and accountability to help students thrive academically, professionally, and spiritually.

PLNU is an institution that is committed to reflecting the rich diversity of God's kingdom. We therefore encourage applications from culturally and academically diverse faculty of the highest caliber, skilled and/or demonstrating great potential in the practice of teaching and scholarship.



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About the College of Health Sciences

The College of Health Sciences offers a wide range of bachelor's and master's degrees designed to help students improve the health and wellbeing of their communities. Our programs seek to challenge students to think critically and authentically and develop meaningful, practical experience as they engage the world.

Faculty are caring and skilled professionals who bring extensive industry experience directly into the following programs: Kinesiology, Integrative Wellness, Athletic Training, Clinical Counseling, Clinical Counseling (Online), Physician Assistant Education, Occupational Therapy, and Anatomy.

About the Community

San Diego, CA, is a vibrant coastal city known for its stunning beaches, ideal year-round climate, and laid-back lifestyle. Often called "America's Finest City," the city is home to attractions like Balboa Park, the world-renowned San Diego Zoo, and a thriving craft beer scene. It's also a hub for outdoor enthusiasts, offering everything from surfing and sailing to hiking and golfing. Economically, San Diego boasts a strong and diverse job market, anchored by sectors like biotechnology, defense, tourism, and tech. The city offers a high quality of life, excellent healthcare, a variety of neighborhoods to suit every lifestyle, and proximity to top-tier universities and cultural institutions.



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The Position: Doctor of Physical Therapy Program Director

Point Loma Nazarene University, in partnership with the national search firm **Scott Healy & Associates**, invites applications and nominations for the position of **Doctor of Physical Therapy Program Director**. The College of Health Sciences at PLNU is excited to announce plans to develop a Doctor of Physical Therapy (DPT) Program, and we seek an innovative leader to serve as the inaugural Program Director. The DPT program will complement several new graduate degree programs the College has launched over the past five years in a dynamic period of growth, including Physician Assistant, Occupational Therapy, Athletic Training, and Medical Sciences.

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The College of Health Sciences

OUR VISION: We train exceptional graduates to transform the well-being of communities.

OUR MISSION: We exist to provide multidisciplinary education in health, wellness, medicine, and therapy that transforms students and prepares them to serve their communities as an expression of Christian faith.

OUR VALUES:

EDUCATION THAT TRANSFORMS

- We create multidisciplinary learning environments that empower students to transform their communities.
- We pursue excellence in teaching, research, and learning that challenges, innovates, and enlightens.
- We collaborate across disciplines to enhance learning and growth.

VOCATIONAL LIVING

- We desire to transform students and prepare them to serve the world as an expression of faith.
- We invite students to discover and shape their calling, and pursue a right relationship with God and others, as the chief goal of education.

COMMUNITY OF CARE

- We pursue a culture of deep and caring relationships where faculty, staff, and students feel seen, heard, and connected.
- We value diverse experiences and perspectives, are compelled to promote equity and belonging, and work against injustice, as we live and learn together in a collegial environment.
- We encourage deep connectedness between and among students, staff, faculty, alumni, and external partners.



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The Position

The University seeks an individual capable of excellent leadership and vision, committed to significant involvement with students within and outside the classroom, and interested in participating in the academic unit's service learning and graduate research programs. Reporting to the Dean, the Program Director will provide strategic leadership and vision for the DPT program and support and advocate for the goals and mission of the program and College. The Program Director will lead, manage, and oversee all program functions in collaboration with the faculty and staff, including curriculum development, student instruction and progression, and program assessment and accreditation. Successful candidates will be adept at developing and maintaining collaborative professional relationships with administrative departments, accrediting bodies, and institutional, clinical, and educational partners. The Program Director will exhibit strong interpersonal, leadership, and organizational skills, effectively managing faculty and staff and communicating collaboratively in the performance of all duties. The Director will lead all aspects of the initial CAPTE accreditation, and the hiring processes for the Program's faculty and staff.

The Director will engage in research and scholarship activities and participate in institutional and professional service opportunities following accreditation requirements and institutional policies and procedures. The Program Director will also teach courses as assigned and agreed upon with institutional leadership. This is a 12-month, non-tenure track, Administrative Faculty appointment at the rank of Associate Professor or above.

All candidates must demonstrate a thorough commitment to Christian higher education, with a desire to work in a Christian university while supporting the institution's religious and educational goals. Each candidate will need to provide evidence of their Christian commitment and active church involvement. In addition, faculty agree to live in agreement with PLNU's [Community Life Covenant](#).

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Responsibilities

- Manage the day-to-day operations of the Doctor of Physical Therapy Program (DPT).
- Provide leadership, vision, and organization to meet the learning outcomes and strategic plan of the DPT Program.
- Develop curriculum and lead programmatic accreditation efforts to ensure all standards are met for full compliance with CAPTE regulations.
- Develop and implement the DPT program's assessment plan for continuous improvement based on program metrics including student learning outcomes, faculty workload and scholarly productivity, student satisfaction, graduation rates, and licensure passing rates to ensure program goals.
- Collaborate with the Dean of the College of Health Sciences to recruit, supervise, evaluate, and develop the physical therapy faculty and staff.
- Communicate effectively and foster collaborative relationships across diverse campus and programmatic constituencies including colleagues, students, community members and partners.
- Coordinate with the instructional design team to develop, deliver, and continuously improve the curriculum, including hiring appropriate subject matter experts.
- Participate in student recruitment efforts, marketing inquiries, lead generation, and DPT program awareness initiatives to meet enrollment goals.
- Coordinate student progress in the DPT program, including curricular advancement, scholarly project research, and completion and graduation rates.
- Interact with other professional programs in the College to implement a robust interprofessional education program in conjunction with the Interprofessional Education Committee.
- Participate in the teaching and research curriculum of the DPT program.
- Keep abreast of educational best practices and evidence-based research practices to foster professional development and student learning.
- Manage the DPT program budget and business plan to meet the program's strategic goals.
- Serve on university committees/working groups and perform other university and faculty duties as assigned.

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Qualifications

REQUIRED:

Education:

- Terminal doctorate (i.e., Ph.D., Ed.D., D.Sc.) in a discipline appropriate for teaching responsibilities from a regionally accredited institution. Additionally, an earned clinical doctorate in Physical Therapy (i.e., DPT) is preferred.

Experience:

- Minimum of 6 years of full-time higher education experience, with a minimum of 3 years of full-time experience as a core faculty member in a CAPTE-accredited entry-level physical therapist education program.
- Eligible for faculty rank at the Associate or Professor level, demonstrating experience consistent with the guidelines for faculty rank in the Faculty Handbook.
- Licensed, or eligible for licensure, as a Physical Therapist in California.
- Demonstrated experience in administration, management, and leadership. Experience derived from an outpatient or inpatient clinical setting is acceptable.
- Demonstrated experience in leadership and a dedication to fostering diversity, equity, and belonging in an ethnically and culturally diverse community.

Philosophical and Personal:

- A thorough commitment to Christian higher education, with a desire to work in a Christian university while supporting the institution's religious and educational goals.
- Evidence of Christian commitment and active church involvement. In addition, faculty agree to live in agreement with PLNU's Community Life Covenant.

PREFERRED:

- Evidence of a commitment to excellence in graduate teaching, with a preference for candidates who have demonstrated effectiveness in teaching students from diverse backgrounds.
- Leadership experience in a DPT program is highly preferred, particularly with the CAPTE accreditation process and requirements.
- Demonstrated ability to work strategically and communicate effectively, particularly with an ethnically and culturally diverse Christian campus community (colleagues, students, and community members).



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Salary

PLNU pays its faculty using a pay scale based on experience and academic rank. Faculty salaries using this scale for a 3-semester (12-month) appointment range from \$112,000 to \$162,000. The actual salary will be based on the experience, rank, and appointment term of the candidate selected to fill this position.

Benefits

We are pleased to offer attractive benefits and resources. This includes benefits such as health, dental, tuition benefits for employees and dependents, and competitive retirement matching. There also may be opportunities for university assistance with the cost of housing in Southern California. In addition, we have many opportunities to engage with our community including faculty chapel, weekly faculty lunches and a robust wellness program.

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Application Process

All correspondence relating to the position of **Doctor of Physical Therapy Program Director** at **Point Loma Nazarene University** should be directed in confidence to the University's executive search consultant:

Danan Tsan, Vice President
Scott Healy & Associates
danan@scotthealy.com

A complete application should include the following:

1. Curriculum Vitae
2. Cover Letter outlining your interest and qualifications for the position
3. Statement of Personal Faith
4. Philosophy of Teaching in Christian Higher Education
5. Provide names and contacts for 3 references, at least one professional contact who can speak to your teaching potential (references will only be contacted if you are advanced as a finalist candidate)
6. Unofficial Transcripts for highest degree completed (can be provided at time of hire)

Upon hire, the candidate must demonstrate evidence of licensure as a Physical Therapist in California.

Applications received by **June 23, 2025**, will receive priority consideration. The search will remain open until the position is filled.

At PLNU, we believe in pursuing calling together. Deep and meaningful relationships between students, faculty, and staff is vital in nurturing our shared community and expressing God's love. We are looking for enthusiastic candidates to join us in empowering our students to reach their greatest personal, spiritual and professional potential.

Point Loma Nazarene University does not discriminate on the basis of race, color, national origin, sex, age, disability or status as a veteran in any of its policies, practices or procedures.



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NAZARENE UNIVERSITY

Discovering vocation, expanding horizons, deepening faith, and transforming communities.