



R. Nathaniel Foster, PhD, LAT, ATC, NCC, LMHC-A

Professional Summary

Innovative Executive Dean always pursuing ways to improve instruction and academic offerings. Manages accreditation and regulatory compliance with diligent attention to every program detail. Achieves academic and administrative targets with skilled oversight of faculty and staff. Passionate towards enhancing employee effectiveness and high-level productivity through performance psychology techniques.

Education

Doctor of Philosophy (PhD) - Psychology Capella University, 4.0 GPA	June 2012
Dissertation: Flow and Spirituality: The relationship within undergraduate male and female varsity athletic participants.	
Master of Arts (M.A.) - Clinical Mental Health Counseling Indiana Wesleyan University, Marion, IN	April 2022
Master of Science (M.S.) - Physical Education / Athletic Training Ohio University, Athens, OH	June 2001
Bachelor of Science (B.S.) - Athletic Training Indiana Wesleyan University, Marion, IN	April 2000

Executive Dean, School of Integrated Health (December '22 – Current)

Division of Counseling, Division of Behavioral and Health Sciences, Division of Nursing

- Development of new school (School of Integrated Health) for IWU.
- Encourage interdisciplinary collaboration among departments within IWU.
- Develop and implemented academic policies for School of Integrated Health.
- Develop annual reports on institutional progress towards strategic goals.
- Oversee budgeting and resource allocation for SIH (34 Million+ Budget).
- Collaborate with department heads to develop new programs and curriculum initiatives.
- Organize workshops, seminars, and guest lectures to enhance learning opportunities for students and faculty members.
- Promote academic excellence through recognition of outstanding achievements by students and faculty members.
- Represent IWU at conferences, meetings, and other public events for the School of Integrated Health.
- Ensure compliance with accreditation standards and reporting requirements.
- Foster positive learning environment by addressing student concerns and resolving conflicts.
- Coordinate faculty recruitment, hiring, and evaluations.
- Assess program effectiveness using data-driven decision-making processes (implemented program closures where necessary).



Indiana Wesleyan University
Executive Dean, SIH

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Skills

- Academic Leadership
- Interpersonal Skills
- Team Building
- Active Listening
- Reliability
- Professional Demeanor
- Problem Solving
- Self-Motivation
- Enrollment Management
- Accreditation Compliance
- Faculty Development
- Policy Development
- Decision Making
- Resource Allocation
- Organizational Development
- Performance Assessment
- Budget Management
- Public Speaking

- Serve as liaison between administration and faculty on policy issues or disputes.
- Update curricula to reflect current trends in education research and industry demands.
- Mentor junior faculty members in teaching methods, research, and professional development.
- Direct activities and strategies for admissions, registration and other university departments.
- Participate in high-level institutional planning of budgetary priorities and other financial considerations.
- Review registration metrics to address shortfalls or surpluses with recruitment personnel.
- Appoint new faculty members and evaluated historical performance records for existing members.
- Assess student learning with standardized assessments and modified strategies to enhance outcomes.
- Maintain institutional conformance with regulatory and accreditation standards.
- Manage faculty with individual appointments and performance monitoring.
- Achieve financial targets through effective budget planning and management.

Professional Experience at Indiana Wesleyan University (2006-Current)

Interim Dean - School of Health Sciences **2022**

Responsibilities included administrative oversight, budget management, curriculum development, faculty and staff management, problem solving, interim leadership communication across academic and operational unities, strategic planning, external relations, and student affairs.

Post - Professional Graduate Athletic Training Program Director. **2013-2022**

Responsibilities included supporting inter-professional education, leading the faculty and development team in strategic planning, providing direct oversight for all academic and administrative matters concerning the development of the MS AT Program, preparing the MS AT annual budget, and guiding the assessment of curricula and the utilization of data to improve instructional quality.

Associate Professor **2013-2022**

Responsibilities included teaching core courses within the MS AT Program as well as additional courses within the School of Health Sciences, faculty committee duties and other administrative responsibilities within the School of Health Sciences.

Athletic Training Clinical Education Coordinator **2013-2015**

Responsibilities included developing clinical sites and coordinate placement of AT students, developing tracking mechanism of student performance "learning over time" in databases, ensuring clinical work is congruent with the AT curriculum design, ensuring that supervising preceptors collaborate to design clinical experiences consistent with CAATE standards, developing, monitoring, and refining the clinical education component of the curriculum, and maintaining clinical contracts and site data in databases.

Associate Athletic Trainer / Clinical Instructor / Assistant Professor **2006-2013**

Duties included providing athletic training services for practice and event coverage primarily to the men's soccer and baseball teams. Additional responsibilities included the supervision and instruction of clinical education and clinical field experiences for athletic training students.

University Service at Indiana Wesleyan University (2006-Current)

Wellness Committee	2015-Current
IWU Athletic Training Education Committee	2015-2022
School of Health Sciences Academic Affairs Committee	2014-2022
School of Health Sciences Appeals Committee	2014-2022
School of Health Sciences Curriculum Committee	2014-2022
School of Health Sciences Leadership Council	2014-2022
School of Health Sciences Nominating Committee	2014-2022
School of Health Sciences Rank and Promotion Committee	2014-2022
School of Health Sciences Student Affairs Council	2014-2022
Post-Graduate Survey Review Board	2017-2020
Contract Review Task Force University	2016-2018
University Academic Leadership Council	2016-2017
Society of World Changers Committee	2015-2017
University Faculty Rank and Promotion Council	2013-2017
School of Health Sciences Faculty Chair	2013-2017
University Faculty Relations Council	2013-2017
University Faculty Senate	2013-2017
Senate President	2014-2017
Attendance Policy Task Force	2015-2016
Graduate / Undergraduate Credit Crossover Policy Task Force	2015-2016
Graduate Council	2013-2015
University Strategic Planning Committee	2015-2016
Lilly Awards Selection Committee	2015-2016
Assessment Council	2013-2015
Graduate Faculty Retreat Committee	2013-2015
Graduate School Nominating Committee	2013-2014
Student Development Committee	2011-2013
Academic Media Policy Committee	2011-2013

Search Committees

IWU National and Global Chancellor, University Provost, Dean of School of Health Sciences (X2), Dean, School of Business, Division Chairs, Director of Assessment, Assistant VPAA, Occupational Therapy Program Director, Physical Therapy Program Director, Physical Therapy Clinical Education Coordinator, Occupational Therapy Faculty (X4), Occupational Therapy Clinical Education Coordinator, Anatomist, Exercise Science Program Director, Athletic Training Faculty (X5), Athletic Training Staff, Athletic Director, Baseball Coach

Mission Trip Leader

Hephzibah Children's Home - Lead or Co-Lead Annual Trip 2011-2016

Courses Taught

PHE 101	Concepts of Health and Wellness
PHE 210	Computers and Technology in Physical Education and Sport
PHE 225	Psychology of Sport and Exercise
PHE 366	Alcohol and Drug Education
ATR 195	Introduction to Athletic Training
ATR 231	Advanced Athletic Training
ATR 296	Clinical III (Lower Extremity Evaluation)
ATR 399	Practicum III (Injury Prevention)
ATR 585	Advanced Psychosocial Issues in Health Care
ATR 570	Leadership and Management in Athletic Training
ATR 590	Research II
ATR 599	Research Capstone Seminar
ATR 560	Advanced Prevention and Emergency Management Techniques
ATR 575	Cadaver Anatomy (Assistant)
ATR 595	Pharmacological and Nutritional Aspects of Sports Performance
ATR 560	Advanced Prevention and Emergency Management Techniques

DOL 760 Leadership Development Colloquium
DOL 860 Leadership Seminar & Praxis

Curriculum Development

ATR 565 Advanced Evidence Based Practice
ATR 570 Leadership and Management in Athletic Training
ATR 575 Cadaver Anatomy
ATR 580 Research I
ATR 585 Advanced Psychosocial Issues in Health Care
ATR 590 Research II
ATR 595 Nutrition and Pharmacological Aspects of Sports Performance
ATR 599 Research Capstone Seminar

Manuscripts Reviewed

Peer Reviewer: Journal of Applied Sport Psychology

(2022). "A Mixed-Method Evaluation of a Flow Intervention for Runners."

Dissertation Committee - Rocky Mountain University

Wright, N. (2022). The Experiences of Collegiate Professors in Providing Academic Accommodations to Students who have Suffered a Concussion. Rocky Mountain University of Health Professions.

Dissertation Committee - Indiana Wesleyan University

Bates, C.S. (2018). Academic Leader's Perspectives on the Relevance of the Faculty Governance Model in Higher Education. Indiana Wesleyan University.

Community Service

Pro-Team Wellens

Sport Psychology / Counseling Services to University of Indianapolis

2022-Current

Indiana Athletic Trainers' Association

IATA CISM Committee Member

Co-Chair of IATA Critical Incident Stress Management Committee

2014-Current

2014-2018

Great Lakes Athletic Trainers' Association

Critical Incident Stress Management Committee Member

2016-2018

Athletic Training Coverage

Boston Marathon, Boston, MA

Macon Mud Run, Macon, GA

NAIA Track and Field Championships, IWU

Assistant Coordinator

2013-2018

2014-2015

2010-2013

President - Swayzee Town Council, Swayzee, IN

Responsibilities included overall management of town operations, including leadership, strategic planning and guidance to Town Marshal, Deputy, Clerk, and all other Town of Swayzee employees.

2012-2020

Oakbrook Church Board Member - Secretary, Kokomo, IN

Active member of the church community; member of church board of directors, small couples group leader; monthly volunteer service with video camera operations; mission trip to Haiti and mission trip to New York city.

2013-2019

Oak Hill Baseball Coach (11-12 Year Olds)	2014-2016
Oak Hill Baseball Coach (9-10 Year Olds)	2012-2014
Oak Hill Basketball Coach (9-10 Year Olds)	2012-2014

Memberships & Licenses

National Athletic Trainers' Association	1999-Current
Great Lakes Athletic Trainers' Association	2006-Current
Indiana Athletic Trainers' Association	2006-Current
College Athletic Trainers' Society	2006-Current
American Psychological Association	2015-Current
American Mental Health Counselors Association	2021-Current

Indiana Occupational Therapy, Physical Therapy, and Athletic Trainers Board
 Indiana License, October 2006, # 36001342A LAT

National Athletic Trainers' Association Board of Certification
 Athletic Training Certified, August 2000, # 080002251

National Board for Certified Counselors
 National Certified Counselor (NCC), 2022

Indiana Professional Licensing Agency
 Licensed Mental Health Care - Associate (LMHC-A), 2002, #88001798A

Scholarship

Publications

- Thompson, A.J., **Foster, R.N.**, (2020). Septic Bursitis in Competitive Cyclists: A Case Series. *Journal of Athletic Training*, 55, 16, 271.
- Thompson, A., **Foster, R.N.** General Medicine, Trunk Head and Face: Septic Bursitis in Competitive Cyclists: A Case Series. National Athletic Trainers' Association Clinical Symposia & AT Expo, Atlanta, GA, June 18, 2020.
- Thompson, A.J. & **Foster, R.N.** Case Study: Septic bursitis in competitive cyclists. Big Sky Athletic Training Sports Medicine Conference. Big Sky, MT, February 3-7, 2019.
- Masri, A., Rice, M.S., Kopp Miller, B., & **Foster, R. N.** (2019). Influence of Altruism upon Engagement with Craft Activity for Females Living in Long Term Care and Assisted Living Facilities. *Annals of International Occupational Therapy*, 2, 16-22.
- Wilhite, G., Thompson, A., **Foster, R.N.**, & Doyle, A. (2009). Crutch fitting made easy. *NATA News*, February, 45.

Poster Presentations

- Cook, M.R., Williams, A.L., **Foster, R.N.**, Bantz, E., Blubaugh, J., & Peters, C. (2018 June). The effects of simulated altitude masks on aerobic endurance in trained individuals. Poster session presented at the American College of Sports Medicine (ACSM) Annual Meeting, Minneapolis, MN.
- Foster, R.N.** (2017 August). Flow and spirituality: The relationship within undergraduate varsity athletic participants. Poster session presented at the American Psychological Association Annual Convention, Washington D.C.
- Kirby, J., Hayden, H., Coffey, M., Forbes, B., Cook, M.R., **Foster, R.N.**, & Williams, A.L. (2017 November). The accuracy of caloric expenditure in fitness tracking technology.

Poster session presented at the Midwest American College of Sports Medicine (MWACSM) Annual Meeting, Grand Rapids, MI.

Moore, C., Deaton, K., Meinert, B., Price, C., Cook, M.R., **Foster, R.N.**, & Williams, A.L. (2017 November). The effects of bingocize on muscular strength, balance, body composition and confidence in ADLs in the elderly. Poster session presented at the Midwest American College of Sports Medicine (MWACSM) Annual Meeting, Grand Rapids, MI.

Yoder, W., Bantz, E., Blubaugh, J., Peters, C., Cook, M.R., **Foster, R.N.**, & Williams, A.L. (2017 November). The effects of simulated altitude masks on aerobic endurance in trained individuals. Poster session presented at the Midwest American College of Sports Medicine (MWACSM) Annual Meeting, Grand Rapids, MI.

Shimmons, E., Balzano, D., Cain, L., Hornett, E., Cook, M.R., **Foster, R.N.**, & Williams, A.L. (2017 November). The effects of HIIT on body composition and muscular endurance. Poster session presented at the Midwest American College of Sports Medicine (MWACSM) Annual Meeting, Grand Rapids, MI.

Presentations

Mental Health Care for the Collegiate Athlete: Sport and Performance Psychology. Community Sports Medicine Fellow Presentation, 2024.

Mental Health for the Athlete. University of Indianapolis Athletic Department, 2023.

Life Work Balance. IWU Faculty Development Series, 2023.

Leading From Wholeness: How to mentor in a way that is healthy for the mentee and the mentor. Sterling University, Faculty Development Series, 2023.

Sport Psychology for The Baseball Athlete. University of Indianapolis Baseball Team, 2022.

Critical Incident Stress Management: Helping the Athletic Trainer Process Traumatic Events. Parkview Health Athletic Training Symposium. University of Indianapolis AT Program, 2020.

Critical Incident Stress Management: Helping the Athletic Trainer Process Traumatic Events. Parkview Health Athletic Training Symposium. Fort Wayne, IN 2019.

Sport Psychology: IWU Women's Basketball. Team Sport Psychology Presentation. IWU, 2019.

Sport Psychology: Flow and Spirituality within Athletics. IWU Faculty Scholarship Symposium, Marion, IN 2018.

Critical Incident Stress Management (CISM): ATCs Helping ATCs Process Trauma. California Athletic Trainers Association Annual Clinical Symposium and State Meeting, Sacramento, CA, 2018.

Critical Incident Stress Management (CISM): Experiencing Trauma and the Need for Processing. Indiana Athletic Trainers Association Annual Meeting, Carmel, IN, 2017.

Experiencing Work Related Psychological Trauma: How the Athletic Trainer Responds. Great Lakes Athletic Trainers Association Annual Meeting & Symposium, Wheeling, IL, 2016.

The Blood of Jesus. Plenary Speaker, School of Service and Leadership Faculty Development Upland, IN 2016.

Drafting Jesus: Present Tense Living, New Hope Church Flora, IN 2015.

Trying to Follow Jesus, Oakbrook Valley, Dad Camp, Kokomo, IN 2014.

Sport Psychology for the Athletic Trainer: Get in the Zone with Spirituality, Indiana Athletic Trainers Association Annual Meeting, 2012.

Acts of Confession, Fellowship of Christian Athletes, Indiana Wesleyan University, 2010.

Emergency Trauma Care and Taping Techniques, Orthopaedic Specialty Institute, 2004.

Research Project: Burnout Among Athletic Trainers, Ohio University, 2001.

Prevention of Muscle Cramps, Ohio University, 2001.

Osteochondral Autograph Rehabilitation Procedures, Ohio University, 2001.

Personal Achievements

Half Marathon 13.1 X 7 (Grove City, OH, Carmel, IN, Indianapolis, IN) 2017-2022

Ironman Muncie 70.3 (2015, 2016, 2017)

Ironman Wisconsin 140.6 (2017)

Ironman Delaware 70.3 (2019)

Other Professional Experience

Athletic Trainer / Physician Extender

Orthopaedic Specialty Institute, Orange, CA

2004-2006

Multiple responsibilities in assisting orthopedic surgeon included initial evaluation assessment, pre-op and post-op care, casting, wound care and surgery scheduling on a daily basis.

Clinical and Head Athletic Trainer

Orthopaedic Specialty Institute, Orange, CA

2003-2004

Daily rehabilitation duties included physical therapy treatment to patients. Head Athletic Trainer responsibilities included management and scheduling of all other athletic trainers, and equipment ordering for the entire physical therapy facility.

Faculty / Head Athletic Trainer

Western High School, Anaheim, CA

2002-2003

Responsibilities included comprehensive athletic training services for all 22 high school sports, including water polo and swimming. Additionally, supervised and instructed student aids interested in pursuing athletic training at the collegiate level. Freshman health teacher responsibilities included teaching 5 courses each semester of general health education.

Clinical / Head Athletic Trainer

Midwest Sports Therapy, Chillicothe, Ohio

2001-2002

Clinical duties included physical therapy and rehabilitation of injuries in coordination with orthopedic surgeon group. Head Athletic Trainer clinical outreach at Zane Trace High School responsibilities included complete athletic training services to all athletic teams. Additionally create the first High School Student Athletic Training Program that involved scheduling, supervision, and instruction of students interested in the athletic training discipline as a future career.