SEARCH PROFILE:

DEAN OF THE KIRKHOF COLLEGE OF NURSING
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRAND VALLEY STATE UNIVERSITY</td>
<td>4</td>
</tr>
<tr>
<td>ACADEMICS</td>
<td>5</td>
</tr>
<tr>
<td>THE REGION</td>
<td>5</td>
</tr>
<tr>
<td>THE KIRKHOF COLLEGE OF NURSING (KCON)</td>
<td>6</td>
</tr>
<tr>
<td>STRATEGIC PLAN</td>
<td>7</td>
</tr>
<tr>
<td>FACILITIES</td>
<td>7</td>
</tr>
<tr>
<td>NEW PARTNERSHIP WITH SPECTRUM HEALTH</td>
<td>7</td>
</tr>
<tr>
<td>LEADERSHIP AGENDA FOR THE DEAN</td>
<td>8</td>
</tr>
<tr>
<td>THE APPLICATION PROCESS</td>
<td>11</td>
</tr>
</tbody>
</table>
Grand Valley State University is dedicated to empowering learners in their pursuits, professions, and purpose, and committed to enriching society through excellent teaching, active scholarship, and service. The University seeks a collaborative and institutionally minded leader with a proven record of innovation to serve as the next **Dean of the Kirkhof College of Nursing (KCON)**.

Reporting directly to the Provost and Executive Vice President for Academic Affairs, Dr. Fatma Mili, the Dean of the Kirkhof College of Nursing will serve as the chief academic officer of the College and provide intellectual leadership and administrative oversight to faculty and staff in identifying new opportunities for academic program development to keep pace with the changing health care field. The Dean will foster a culture of innovation and a strong focus on meeting the urgent need for a growing, competent, flexible, and equity minded nursing workforce.

The Dean will work collaboratively with KCON faculty, staff, and University leadership to articulate a compelling vision and corresponding strategic plan that will transform the College into one of the premier nursing programs regionally, nationally, and internationally. This vision will be aligned with GVSU’s “Reach Higher 2025”; the strategic plan will be developed with KCON’s faculty and staff in line with a strong shared governance culture.

The appointee is expected to take office in January 2023 or as soon after that date as feasible.
Grand Valley State University is a strong and vibrant public university with a deeply held and unwavering commitment to students, faculty, staff, alumni, and the community. U.S. News & World Report ranks it the #1 public regional university in Michigan and among the strongest in the Midwest. Grand Valley provides the opportunities of a large, complex university while retaining the personal atmosphere of a small, liberal arts college.

Grand Valley State University was founded in 1960, in response to the need for a public, four-year college in Michigan’s second-largest metropolitan region. Grand Valley’s creation was driven by local community leaders who recognized the value a university would bring to the area’s citizens and economy, leveraging public/private partnerships to make it happen. Since its first year, when there were 226 students and 14 faculty members, Grand Valley has continued a trajectory of growth to become a comprehensive university with over 19,000 undergraduates, approximately 3,000 graduate students, and over 133,000 alumni. Grand Valley boasts 1,760 full- and part-time faculty members and over 2,000 staff members. Grand Valley has attracted students from every county in Michigan, 46 states, and 75 countries with its focus on liberal education and its student success.

Grand Valley State University has full-service and interconnected campuses in Allendale and Grand Rapids, as well as regional centers in Holland, Detroit, Muskegon, Battle Creek and Traverse City. With the Allendale Campus close to the shores of Lake Michigan and the downtown campuses in the heart of Grand Rapids, the university has experienced remarkable upward momentum including substantial expansion of academic programs, and a four-million-square-foot expansion of facilities.

For additional quick facts about Grand Valley State University, visit https://www.gvsu.edu/about.htm.

**REACH HIGHER 2025**

Reach Higher 2025 is the University’s strategic plan and was developed through a campus-wide process of more than a year. After input was provided from a wide range of stakeholders, the strategic plan was ratified by the Board of Trustees in early 2022. Reach Higher 2025 is now in effect and provides an open invitation to the entire Grand Valley community to join in the shared mission and vision as the institution moves forward through 2025 and beyond.

Through three key commitments – an empowered education experience, a lifetime of learning, and a culture of educational equity – Lakers join to make an impact on the communities and societies of which they are an integral part.

**MISSION**

At Grand Valley State University, we empower learners in their pursuits, professions, and purpose. The university enriches society through excellent teaching, active scholarship, advancement of equity, and public service.

**VISION**

Grand Valley State University will prepare globally minded citizens for the future they face and the communities they shape. Our community of educators create and employ innovative approaches to liberal education and professional programs that center on and prepare students for a lifetime of continual learning and growth.
ACADEMICS

Grand Valley State University offers 141 degree-programs through its seven Colleges. In addition to the Kirkhof College of Nursing, other Colleges and links to their websites are:

- Seidman College of Business
- College of Education and Community Innovation
- College of Health Professions
- Brooks College of Interdisciplinary Studies
- College of Liberal Arts and Sciences (CLAS)
- Padnos College of Engineering and Computing

THE REGION

ALLENDALE & GRAND RAPIDS, MICHIGAN

Set in the natural beauty of West Michigan and close to Lake Michigan, the University enjoys the advantages of a vibrant business environment as well as the rich cultural life of the state’s second largest city.

Allendale, home to Grand Valley State University’s main campus, is located in the center of Ottawa County, in west Michigan, approximately ten miles west of the Grand Rapids metropolitan area. The Grand Rapids area is a dynamic place to live and work. The urban center of a growing region of more than one million people, the up-and-coming cosmopolitan city is conveniently accessible to Chicago and Detroit.

West Michigan has a reputation for pioneering new business ventures and embracing an enterprising spirit characterized by collaboration and entrepreneurship. People who relocate to this area find the city and surrounding suburbs share a sense of community, are rich in philanthropy, and offer an unsurpassed quality of living.

West Michigan is one of the fastest growing health care and life sciences concentrations in the Midwest. There are 83 medical device companies as part of a burgeoning bioscience industry. Manufacturing thrives in West Michigan because it is highly diversified among office furniture, health sciences, advanced manufacturing, information technology, and food processing and agribusiness. West Michigan was also recently noticed as the fastest growing economy in the U.S.

Grand Rapids is home to the Medical Mile, nearly one full square mile of clinical, research, and academic institutions that have attracted renowned medical professionals from around the globe.

The Medical Mile is comprised of Grand Valley’s Health Campus (Cook-DeVos Center for Health Sciences, Raleigh J. Finkelstein Hall, Daniel and Pamella DeVos Center for Interprofessional Health), and Spectrum Health’s Butterworth campus (the
THE REGION (CONT.)

Grand Rapids-based hospital system has 31,000 employees, 14 hospitals and 150 outpatient sites in West Michigan and is merging with the Beaumont Health System in Detroit. The region also boasts the Van Andel Institute, an independent biomedical research and science education organization, the Doug Meijer Innovation Building, part of Michigan State University, focused on bringing life science discoveries to market (just opened in 2021), Michigan State University College of Human Medicine Secchia Center, and Ferris State University College of Pharmacy.

Surrounded by the Great Lakes and with 11,000 inland lakes, boating and fishing are popular activities in Michigan. Skiing, biking and golfing (Michigan has the third most courses in the country) are popular recreation sports. The area also boasts affiliates of Detroit’s professional sports teams (MLB, NBA and NHL).

The arts flourish in the community, made possible through the generosity of philanthropic support. The Grand Rapids Ballet, Broadway Grand Rapids, Grand Rapids Civic Theatre & School of Theatre Arts, and the Grand Rapids Symphony offer enriching experiences, along with several museums, including the Grand Rapids Art Museum, Gerald R. Ford Presidential Library and Museum, Grand Rapids Public Museum and Grand Rapids Children’s Museum.

Grand Rapids is a city of culture, with theater and a zoo, as well as numerous breweries and dining experiences. One will find restaurants in the middle of one of the world’s best growing regions that is home to one of America’s finest culinary schools, resulting in a wide variety of fresh, farm-to-table cuisine and privately owned pubs and sandwich shops for every taste and budget, downtown, around town and along the lakeshore. To learn more about this vibrant and growing region of Michigan, please visit Experience Grand Rapids.

THE KIRKHOF COLLEGE OF NURSING (KCON)

The Kirkhof College of Nursing (KCON) offers three undergraduate nursing programs (RN to BSN, bachelor’s degree, and bachelor’s for second degree students); a master’s degree program; and a doctor of nursing practice program. Certificate programs and badge programs are also offered. KCON programs are accredited by the Commission on Collegiate Nursing Education (CCNE).

KCON faculty are active researchers and have received over $11 million in state and federal grants over the last four years. Funding was secured from the Health Resources and Services Administration (HRSA), the National Institute on Aging (NIH), the Michigan Department of Health and Human Services, as well as other organizations.
STRATEGIC PLAN

The Kirkhof College of Nursing has recently closed out its strategic plan for 2016 through 2021. With the University’s Reach Higher 2025 plan in place, the Dean will lead a new strategic College-wide planning process as it correlates with that of the University, and is inclusive of all KCON faculty, staff, and leadership, and in coordination with other constituents of the College.

FACILITIES

Unique to the University, the GVSU Family Health Center is a nurse managed clinic that serves as a learning laboratory for all students. The endowed Bonnie Wesorick Center for Healthcare Transformation serves the Grand Rapids community in dynamic change initiatives, and the new, state-of-the-art GVSU Interprofessional Simulation Center provides clinical learning in a virtual setting. Students learn using state-of-the-art technology for teaching and learning in the Daniel and Pamella DeVos Center for Interprofessional Health on Grand Valley’s Health Campus in downtown Grand Rapids from exceptional faculty invested in student success.

The Office of Student Services assists students through the various nursing programs, providing advice and counsel. Academic advisors provide individual program plans, relevant clinical practicums, and advising for each nursing student.

NEW PARTNERSHIP WITH SPECTRUM HEALTH

Leaders from Grand Valley State University and the newly merged Beaumont Health and Spectrum Health (BHS) System have announced an innovative partnership with the creation of the BHS Spectrum Health West Michigan Nurse Scholar program. This unique partnership will increase the nursing talent pipeline by taking away financial barriers to college and smoothing the educational path to employment at BHS Spectrum Health West Michigan. The health system is investing more than $19 million to provide infrastructure, start-up costs and resources for increased clinical placements, training, and other support for students in the program. This includes grant dollars for all BHS Spectrum Health West Michigan Nurse Scholars. Grand Valley will increase infrastructure support for students in the areas of financial aid, curriculum enhancements, technology and equipment, student support services, simulation enhancements and clinical experiences. The BHS Spectrum Health West Michigan Nurse Scholar partnership will create an opportunity for nearly 500 additional students to pursue a career in nursing over the next six years. The university will assume all future infrastructure costs and maintain a permanent increase in the number of students admitted to the Kirkhof College of Nursing, creating a lasting impact for the community, state, and region. More than 92 percent of all GVSU graduates within the health professions stay in Michigan.
LEADERSHIP AGENDA FOR THE DEAN

Grand Valley State University seeks an outstanding and collaborative leader with a keen appreciation for the University and the College’s distinctive mission, who will collaboratively create and maintain a quality teaching and learning environment. The Dean will provide significant intellectual, financial, administrative, and managerial leadership, resulting in KCON being viewed among the premier nursing programs regionally, nationally, and internationally as well as being viewed nationally as a leader in nursing education and research, committed to academic and clinical excellence. The successful candidate will possess the vision and the communication, management, and leadership skills to continue KCON’s history of educational and research excellence.

The Dean will serve as an effective advocate for KCON within GVSU, as well as within the larger community. Serving as the executive representative of KCON, the Dean will foster collaborative relationships with senior leadership throughout GVSU, establishing ways to align KCON priorities with those of the University. The Dean will seek opportunities to strengthen communications between KCON’s faculty and those of the other GVSU colleges and community.

The Dean is expected to bring prominence to KCON by actively participating in local, regional, state, and national health care and academic organizations (e.g., local hospitals, health departments, CCNE, AACN and other accrediting bodies, professional nursing organizations at the state, national and international levels).

The Dean will seek and pursue opportunities to increase philanthropic support that will provide scholarships and support research. The Dean will actively participate in development efforts to increase private support from individuals, foundations, and corporations for initiatives that promote the quality of education as well as the continued quality of faculty research and clinical practice.

ADDITIONAL PRIORITIES FOR THE NEW DEAN:

Articulate a Vision and Strategy
The Dean will lead a collaborative process engaging KCON faculty, staff, and leadership to continue to articulate a compelling vision and corresponding strategic plan that will be in alignment with GVSU’s “Reach Higher 2025” strategic plan, in which the Dean is expected to be a key contributor. The new Dean will engage the faculty and staff in identifying new opportunities for academic program development to keep pace with the changing health care field, fostering a culture of innovation and meeting the growing need to increase diversity of the nursing workforce. The Dean will invigorate the faculty through the creation of a vibrant vision for a distinguished and contemporary college of nursing.

The Dean will lead the evaluation of KCON’s current organizational structure, resources, and management to assure its continued growth. The Dean will assess the curriculum to identify possible changes, enhancements, and additions to address current demand and emerging needs of a rapidly evolving health care environment. The opportunity to explore potential for and creation of interdisciplinary programs with other GVSU colleges, as well as with institutions in the region, will be a priority.

And most importantly, the Dean will seek opportunities to increase student enrollment, revenue, and funding, as well as identify areas where technology can enhance productivity/record keeping.
Diversity, Equity, and Inclusion
The Dean will maintain a culture in which all stakeholders share a commitment to and accountability for upholding diversity, equity, and inclusion (DEI) as core values, modeling fairness and respect for all. The Dean will foster a community that inspires and empowers each of its members to achieve their full potential, enabling the College to do the same. The Dean will work with faculty for ways to incorporate DEI into the curriculum, and to recruit and mentor diverse faculty and staff.

Recruit and Retain a Distinguished Faculty
The Dean will encourage a cohesive team among faculty by continuing to advance a culture based upon respect, compassion, and trust which enables all faculty members to feel that they are an essential part of KCON. It will be essential that the Dean set clear goals and expectations and hold faculty accountable to established measures.

It will be important that the Dean set the highest standards in faculty recruitment, appointment, tenure, and promotion to enhance consistent excellence in teaching, research, and clinical practice. The Dean will identify recruitment needs to support curriculum changes and program expansion at the junior, mid-level, and senior faculty levels. Recruitment and retention of faculty with strong records in education, clinical practice, and research is essential. The Dean will support ongoing faculty professional development, especially the mentoring of junior faculty, and encourage all faculty to contribute to curriculum evaluation and new program development.

Ensure Mutually Beneficial Relationships, Partnerships, Collaborations, and Connections with Local, State, National, and World Communities
Working with the executive leadership of Grand Valley State University, the Dean will maintain strong and create new partnerships with KCON’s clinical and professional partners, demonstrating entrepreneurial and innovative ideas regarding how KCON can help address the needs of the region’s health care communities. This includes establishing strong partnerships with the chief nursing officers and other senior leadership within the clinical partner organizations, and proactively identifying opportunities to expand KCON’s program that will address the region’s workforce demands. It will also require a commitment to understanding national and global perspectives in nursing education.

The Dean will lead efforts to identify ways in which KCON can increase its visibility to prospective students and faculty regionally as well as nationally, which includes enhancing KCON’s digital footprint.

Continue to Advance Scholarship and Research
The Dean will support a culture of research and scholarship among KCON’s faculty by providing an environment that fosters research activity, facilitates achieving sponsored research funding, encourages professional development, and promotes new research programs. This includes providing mechanisms to support early-career investigators to develop programs of research and the mentorship of junior faculty in their research efforts. The Dean will identify opportunities for interdisciplinary collaboration with other colleges and schools within the University, as well as with clinical partners and other external organizations, fostering the development of synergistic relationships that will advance GVSU’s research enterprise.
LEADERSHIP AGENDA FOR THE DEAN (CONT.)

MINIMUM REQUIREMENTS INCLUDE:

- An earned doctorate from an accredited institution, with at least one graduate degree in nursing.
- A record of achievement in teaching, scholarship and service, which merits appointment as a tenured professor of nursing.
- Licensed or eligible for licensure as a registered nurse in Michigan.
- Prior academic administrative experience.
- Proven success in external funding.
- Knowledge of and experience with maintaining and enhancing clinical facilities that promotes the highest-level learning environment for students.
- Knowledge and implementation of interprofessional education.
- Expertise within the discipline, establishing credibility and respected leadership.
- An ability to represent the College to international, national, and regional professional organizations and committees and to facilitate international student experiences.
- An affinity for creating and developing strong community relationships, academic/practice partnerships, and robust alumni relationships, as well as within the various university colleges and departments.
- Knowledge that facilitates program development/implementation to meet the needs of an ever-changing clinical environment, ensuring ongoing evaluation in alignment with standards of accreditation.
- The ability to promote and support ongoing faculty development towards excellence in teaching and tenure/promotion.
- Experience working with philanthropic efforts to secure funds and grants for the Kirkhof College of Nursing to establish endowed chairs and/or centers and works with University Development to advance the College.
- The ability to showcase uniqueness to the marketplace to increase exposure to the community and other relevant industries.
- Superior ability to communicate orally and in writing.
- The ability to make difficult decisions while retaining the respect of all constituencies.
- A transparent style that invites engagement and information sharing. A person that is down-to-earth and open to conversation. The ability to welcome new ideas and graciously accept criticism.
- Unquestioned integrity and honesty. High energy plus demonstrated stamina.
- A strong sense of self, accompanied by a sense of humor.
THE APPLICATION PROCESS

The Search Committee will begin to review application materials in late August. Although application materials will be accepted until the time that a new Dean is selected, candidates should submit materials by **August 25, 2022**, for the most favorable consideration.

**Kate Nolde**, Senior Consultant at Academic Search, is assisting with this national search. Applications, nominations, and inquiries may be sent in confidence to GVSUDean@academicsearch.org. **Complete applications should include three .pdf documents:** a compelling letter of interest; a complete resume or vita; and a list of five professional references, including names and contact information (phone and e-mail), none of whom will be contacted without the formal permission of the candidate.

Grand Valley State University is committed to equal opportunity, affirmative action, and multiculturalism both in spirit and according to related laws and regulations. As a part of our commitment, this [website](https://example.com) provides information about the people and resources available to assist you.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Grand Valley State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.