

SEARCH PROFILE:

DEAN OF THE KIRKHOF COLLEGE OF NURSING



**GRAND VALLEY
STATE UNIVERSITY®**

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Grand Valley State University is a young, growing, and strong public university rooted in liberal-education and dedicated to student development and success through excellent teaching, engaged scholarship, and transformative 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**.

The Dean of the Kirkhof College of Nursing reports directly to the Provost and Executive Vice President for Academic Affairs, [Dr. Fatma Mili](#), and will serve as the chief academic officer of the College. In this role, the Dean will offer intellectual leadership and administrative oversight to faculty and staff. The focus will be on sustaining a thriving portfolio of academic programs, as well as identifying new opportunities for program development that align with the evolving

healthcare landscape. The Dean is tasked with cultivating a culture of agility and innovation and emphasizing the importance of addressing the pressing demand for an expanding, skilled, adaptable, and equity-minded nursing workforce.

The Dean will work collaboratively with KCON faculty and leadership to articulate a compelling vision and will join work already started on a strategic plan that will result in KCON strengthening its standing as a nationally recognized leader in nursing education and research, committed to academic and clinical excellence. The vision of the College aligns with GVSU's "[Reach Higher 2025](#)" and the ongoing advancement of KCON's strategic plan.

The appointee is expected to take office in Summer 2024.

GRAND VALLEY STATE UNIVERSITY

Grand Valley State University is a strong and vibrant public university with a clear, unwavering commitment to student success based on a teacher scholar model. *U.S. News and World Report* ranks it among the [best universities in the country](#). Grand Valley provides the opportunities of a large, complex university while retaining the personal atmosphere of a small, liberal arts college. This unique blend offers students the best of both worlds: extensive resources and personal attention.

Grand Valley 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 20,000 undergraduates, approximately 3,000 graduate students, and over 140,000 alumni. Grand Valley boasts 1,528 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 student success.

Grand Valley 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 during the last 20 years, including enrollment growth of more than 93 percent, substantial expansion of academic programs, and a four-million-square-foot expansion of facilities.

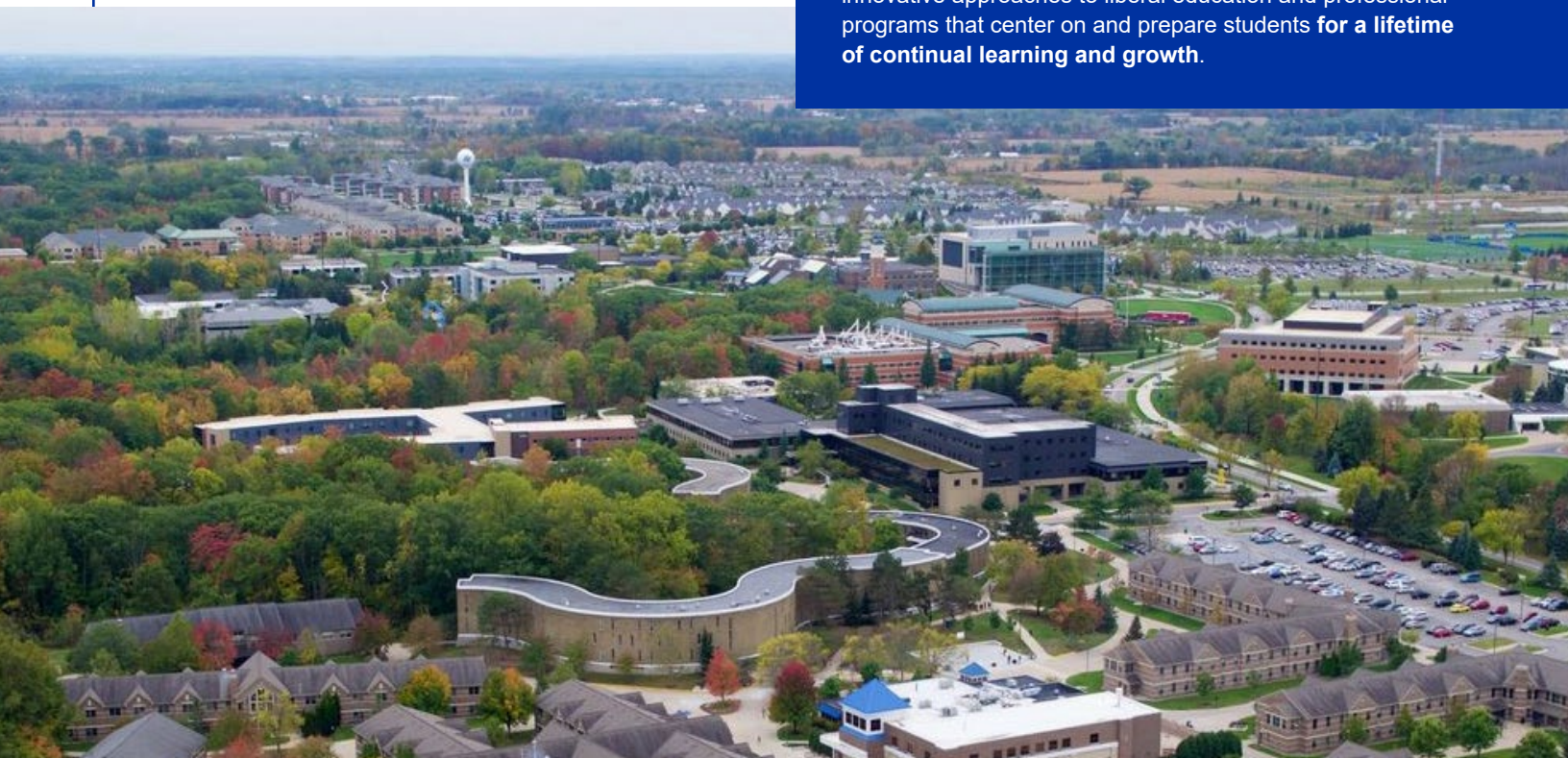
Additional information about the strategic direction of Grand Valley can be found at the [strategic planning website](#). Statistics and data trends can be found at the [Institutional Analysis website](#).

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**.



STRATEGIC PLAN

The [Reach Higher 2025](#) Strategic Plan is an open invitation to the entire Grand Valley community to join together in its shared mission and vision through three key [commitments](#): 1) an empowered educational experience, 2) a lifetime of learning, and 3) a culture of

educational equity. In addition to these commitments, Grand Valley has five [shared values](#): Inquiry, Inclusive & Equitable Community, Innovation, Integrity, and International Perspectives.

ACADEMICS

Grand Valley's approach to teaching and learning integrates liberal and professional education in both disciplinary and interdisciplinary ways and is directly relevant to shaping the world's learners. It emphasizes critical thinking, creative problem-solving, and cultural understanding. It also fosters a commitment to economic, social, and environmental sustainability and an inclusive campus that values and celebrates diversity, inclusion and equity. The average class size at Grand Valley is 26, allowing for one-on-one interaction between professors and students. Grand Valley faculty members are passionate teacher-scholars. Through active, engaged scholarship in student-directed projects, faculty members nurture students' passion for learning, self-discovery, and meaningful impact. The vast majority of classes are taught by faculty members, not teaching assistants or graduate assistants, ensuring first-rate learning opportunities. Grand Valley students have the opportunity to choose from over [100 undergraduate and 43 graduate degree programs](#) offered in eight colleges.

The Kirkhof College of Nursing's baccalaureate program is the second largest at the University.



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](#)
- [The College of Computing](#)
- [University Libraries](#)

INCLUSION AND EQUITY

By implementing and innovating evidence-based best practices and responding to regional and national trends, Grand Valley embraces its role as a leader in impatiently advancing equity and contributing to the local and national discourse. Grand Valley strives to serve as a catalyst towards a more just and sustainable world, both on campus and beyond. All members of the community are expected to work actively to eliminate disparities and barriers to student success, especially students from groups that have historically been underserved.

Led by the [Division of Inclusion and Equity \(I&E\)](#), all community members have shared equity leadership responsibility to advance Grand Valley's social justice framework for equity and inclusion. Grand Valley's commitment to education equity embeds responsibility across the university. It is expected that all functions and services within Academic Affairs will maintain an equity-minded foundation and be evaluated against related university outcomes.



ALUMNI

Grand Valley has over 140,000 alumni making a difference across the state, throughout the country, and around the world in fields as diverse and important as one would expect from a major regional university. Grand Valley alumni support current students and the university by providing internships, job opportunities, mentorships, and financial gifts and by being ambassadors for their alma mater.

Being a member of the Grand Valley Alumni Association is a free and automatic benefit of being a Grand Valley graduate. Thousands of alumni are actively involved through participation in events, clubs, chapters, volunteer opportunities, or membership on the Alumni Association Board or Young Alumni Council.

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. Downtown Grand Rapids is a fast-growing urban center with a strong philanthropic culture.

Allendale, home to GVSU's main campus, is located in the center of Ottawa County, in West Michigan, approximately ten miles west of 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 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.

THE REGION (CONT.)

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 Kirkhof College of Nursing is located on GVSU's Health Campus (Cook-DeVos Center for Health Sciences, Raleigh J. Finkelstein Hall, Daniel and Pamella Devos Center for Interprofessional Health) in the heart of Grand Rapids' Medical Mile. The University has strong partnerships with the health care providers co-located on the Medical Mile including Corewell Health West's downtown campus -- the Grand Rapids-based hospital system that has more than 31,000 employees, 14 hospitals and 150 outpatient sites in West Michigan. 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. Grand Valley State features the second largest art collection in the state of Michigan, where art is featured in every building around every corner. 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, numerous cultural and entertainment venues including theaters, museums, restaurants, and breweries. One will find restaurants located in the middle of one of the world's fastest-growing regions, including one of America's finest culinary schools, the Secchia Institute for Culinary Education, 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 believes nursing is not only a profession, it is a calling honored by exceptional learning experiences and partnerships beginning in education. KCON offers dedicated advising, convenient delivery formats, exceptional faculty, significant support resources, and rich learning experiences to build and expand a rewarding career.

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 badges 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.

MISSION

The mission of the Kirkhof College of Nursing is to provide quality nursing education to a diverse population of students. Kirkhof College of Nursing strives to improve the well-being of people through leadership in nursing education, professional practice, and scholarship.

VISION

The Kirkhof College of Nursing is known as a regional, national, and international leader in: Educating individuals at the undergraduate and graduate levels for professional nursing practice, leadership, and scholarship while promoting the importance of life-long learning and global perspective. Developing relevant

KIRKHOF COLLEGE OF NURSING ARTICLES

- [Nursing faculty member builds online toolkit to bridge gap in HIV care - GVNext \(gvsu.edu\)](#)
- [GVSU receives federal grant to improve nursing workforce readiness through simulation - GVNext](#)
- [From journalism to nursing: Pine Rest partnership produces first graduate - GVNext \(gvsu.edu\)](#)
- [GVSU receives federal grant to collaborate with two health systems to educate more nurse practitioners - GVNext](#)
- [GVSU, Jackson College team to create new pathways for students, strengthen nursing talent pipeline - GVNext](#)
- [National Nurses Week: Nurses became 'part of family' for teen of KCON staff member - GVNext \(gvsu.edu\)](#)
- [Leaders from GVSU, Corewell Health celebrate inaugural cohort of scholars - GVNext](#)
- [Simulation Center earns accreditation status - GVNext \(gvsu.edu\)](#)
- [Graduate set eyes on nursing career early with focus to help community - GVNext \(gvsu.edu\)](#)
- [KCON, McLaren Health Care earn award for collaboration to improve access to primary care - GVNext \(gvsu.edu\)](#)

and reciprocal collaborations. Fostering the conduct of research and the application of evidence-based practice innovation to transform health care delivery for diverse populations.

VALUE STATEMENT

The Kirkhof College of Nursing aligns with GVSU's value statement and seven core values of excellence, integrity, inquiry, inclusiveness, community, sustainability, and innovation.

THE KIRKHOF COLLEGE OF NURSING (CONT.)

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 ongoing advancement of KCON's strategic plan in partnership with KCON's faculty, staff, and leadership, and in coordination with other constituents of the College.

The Kirkhof College of Nursing is consistently recognized for outstanding teaching, scholarship, service, and practice. Its baccalaureate degrees in nursing, master's degree in nursing and Doctor of Nursing Practice degree are accredited by the Commission on Collegiate Nursing Education. The advanced practice specialty tracks include Pediatrics, Adult/Gerontology Nurse Practitioner, Psychiatric Mental Health, and Health System.

OUTSTANDING FACILITIES

KCON is located on the Health Campus of Grand Valley State University in the heart of the medical mile in beautiful downtown Grand Rapids, Michigan and is primarily housed in the Cook-DeVos Center for Health Sciences, Raleigh J. Finkelstein Hall, and the Daniel and Pamela DeVos Center for Interprofessional Health where students using cutting-edge technology for teaching and learning from exceptional faculty invested in student success. The Health Campus houses a brand new, state-of-the-art [GVSU Interprofessional Simulation Center](#), which provides clinical learning in a virtual setting. The Sim Center features patient rooms, emergency and ICU rooms, and a virtual surgery room that all facilitate hands-on learning, and is used in partnership across GVSU, as well as with area professionals.

KCON is also home to the endowed [Bonnie Wesorick Center for Health Care Transformation](#) which serves the Grand Rapids community in dynamic change initiatives, and dedicated interdisciplinary setting where scholarly work is conducted to advance knowledge of health care delivery for the purpose of transforming the way health care is provided at multiple and diverse points of care. The Wesorick Center focuses health and interprofessional engagement, supports students, faculty, community partners and providers to collaborate, develop and implement sustainable projects that transform the way health care is delivered. Highly technical laboratories, classrooms, and student space fill the Health Campus, and there is artwork in every corner and in every hallway.

The KCON Office of Student Services, which is adjacent to the Dean's Suite, assists students through the program, providing advice and counsel. Professional academic advisors provide individual program plans, relevant clinical practicums, and advising for each nursing student through their entire program from start to finish.

NEW PARTNERSHIP WITH COREWELL HEALTH

Leaders from Grand Valley State and Corewell Health System have announced an innovative partnership with the creation of the [Corewell 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 Corewell 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 Corewell 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 Corewell 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 is searching for an exceptional and collaborative leader who deeply understands and values the unique mission of both the University and the College. This individual will work collaboratively to shape and uphold the high-quality teaching and learning environment. The Dean is expected to offer substantial intellectual, financial, administrative, regulatory, and managerial leadership. The goal is for the college to be recognized as one of the top nursing programs regionally, nationally, and internationally acknowledged for its innovation and excellence in nursing education, research, and clinical impact. The ideal candidate should possess a vision for the future of the college in the context of nursing education and the needs of the industry, along with effective communication, management, team building, and leadership skills to continue KCON's legacy 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 collaborating with local, regional, state, and national healthcare and academic organizations (e.g. local hospitals, health departments, CCNE, ACEN and other accrediting bodies, and AACN and other 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 initiatives and support research, playing a significant role in fundraising and friend-raising for KCON. 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 DEAN:

Articulate a Vision and Strategy

The Dean will work collaboratively with KCON faculty and leadership to articulate a compelling vision and will join work already started on a strategic plan that will result 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 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 inspire 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, assessing the curriculum and identifying changes, enhancements, and additions to address current demand and

LEADERSHIP AGENDA FOR THE DEAN (CONT.)

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. The Dean will also identify opportunities to increase student enrollment, secure sources of revenue and funding, and 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. The Dean will work with faculty to identify ways to incorporate DEI into the curriculum, and to recruiting and mentoring diverse faculty and staff.

Recruit and Retain a Distinguished Faculty

The Dean will continue to encourage a cohesive team among faculty, enabling all faculty members to feel they are an essential part of KCON by seeking their input and by continuing to advance a culture based upon respect, compassion, and trust.

The Dean will lead by example and 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. The Dean will

support ongoing faculty professional development and growth in all facets of their profession.

Continue to Advance Scholarship and Research

The Dean will support a culture of research and scholarship among KCON's faculty, providing an environment that fosters creative activity, facilitates achieving sponsored research funding, encourages professional development and growth, and promotes new scholarship. This includes providing mechanisms to support early career investigators developing programs of research and mentoring 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.

Ensure Mutually Beneficial Relationships, Partnerships, Collaborations, and Connections with Local, State, National, and World Communities

Working with the executive leadership of GVSU, the Dean will nurture and grow partnerships with KCON's clinical and professional partners, demonstrating entrepreneurship and innovation regarding how KCON can help address the region's health care communities.

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.



LEADERSHIP AGENDA FOR THE DEAN (CONT.)

MINIMUM TECHNICAL 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.

LEADERSHIP QUALITIES INCLUDE:

- A dynamic visionary and imaginative leader for nursing who can articulate aspirational goals for KCON and develop a strategy for meeting these aspirations.
- A collaborative compassionate leader who fosters a collaborative and inclusive environment, and promotes teamwork and cooperation among faculty, staff, and students. An equity-minded

leader who is dedicated to fostering a diverse and inclusive environment that reflects the broader healthcare landscape and promotes cultural competence in nursing education.

- An inspirational and pragmatic leader who can communicate effectively with multiple audiences and constituencies and empowers them to implement ambitious programs.
- A mentor and advocate for KCON and each of its faculty, staff, and programs.
- A balanced leader who values good teaching and innovative scholarship.
- A community-oriented leader who can work with the community, nurture existing relationships and create new ones that serve the university and community.
- An experienced financially savvy leaders who is able to manage a complex budget and think creatively to add additional revenue streams.
- An effective advocate for the college who can work with philanthropic partners to secure funds and grants for the Kirkhof College of Nursing.





THE APPLICATION PROCESS

The Search Committee will begin to review application materials in late February. Although application materials will be accepted until the time that a Dean is selected, candidates should submit materials by **February 26, 2024**, for the most favorable consideration.

Kate Nolde, Senior Consultant at **Academic Search**, is assisting with this national search. Confidential discussions about the opportunity can be arranged by contacting Kate at Kate.Nolde@academicsearch.org.

Applications, nominations, and inquiries may be sent in confidence to KCONDean@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](#) 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.



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