



**WESTERN
MICHIGAN
UNIVERSITY**

**Director
Bronson School of Nursing
Position Profile**



The Opportunity

Western Michigan University (WMU) invites applications and nominations for the position of Director of the Bronson School of Nursing. The director is the school's chief nurse administrator and reports to and advises the Dean of the College of Health and Human Services regarding the school. The incumbent will hold the rank of tenured professor. The director also serves on the College Administrative Council, which addresses college-wide policy and planning issues.

Responsibilities of the Director

The Director promotes shared governance and provides overall management and leadership for the school and all its functions and activities, including but not limited to:

- › Recruiting, retaining, and evaluating faculty and staff.
- › Facilitating continued compliance with the accreditation standards following a systematic evaluation plan.
- › Strategic planning, including program planning, implementation, and assessment.
- › Financial and resource management.
- › Fostering scholarship and externally funded grants and contracts with continued growth in these areas.
- › Fundraising and development of pertinent external constituencies.
- › Outreach activities consistent with the duties of director including community relations.
- › Promoting university goals and policies as well as strong advocacy for Western Michigan University and its faculty, staff, and students.
- › Communicating effectively with all constituents and adhering to all university policies and practices and ensuring compliance with all state and federal regulations and laws related to the WMU Bronson School of Nursing.



Required Qualifications

- › Earned graduate degree in nursing.
- › Current RN license and eligibility for licensure in Michigan.
- › A record of teaching, research, and service excellence sufficient to merit appointment as a tenured professor.
- › Evidence of administrative experience.
- › Evidence of experience in accreditation.

Preferred Qualifications

- › Terminal degree in nursing.
- › Evidence of promoting and facilitating teaching excellence.
- › Understanding of and successful advocacy for scholarship and externally funded research consonant with the university's Carnegie classification.
- › Dedication to the development of interdisciplinary programs and initiatives.
- › Determination and vision to maintain a learner-centered academic environment while promoting research.
- › Demonstrated ability to raise funds for programs, faculty, and student development.
- › Demonstrated record of ability to build and enhance partnerships with communities and alumni.
- › Demonstration of progressively higher administrative responsibilities.
- › Demonstration of visionary and innovative accomplishments in the administration and management of programs.
- › Foster a community that models fairness, respect, and inspires all faculty and staff to achieve their full potential and carry out the vision and mission of the school and their professional development.
- › Recruit and mentor diverse faculty and staff.
- › Effective leadership, communication, collaboration, management, and delegation abilities.

About the WMU Bronson School of Nursing

The WMU Bronson School of Nursing is a dynamic academic unit dedicated to excellence in teaching and learning. Led by the Director, the School is supported by 15 full-time faculty and 25 to 30 part-time faculty who deliver high quality instruction and experiential learning opportunities across its two undergraduate BSN programs.

The school serves approximately 270 undergraduate pre-licensure students, along with a small cohort (30) of RN to BSN students.

The school is committed to promoting high-quality, safe nursing practice while educating professional nurses who:

- › Provide competent, holistic relationship-based care.
- › Assume leadership roles in evolving health care contexts.
- › Actively participate in the application of research to nursing practice.

They are committed to teaching current and emerging nursing skills. Students will benefit from the diverse clinical and research expertise of the faculty as they help develop their skills in management and research. Their high-tech classrooms, labs, and low instructor to student ratios foster a learning environment that is both challenging and supportive.

Mission

The WMU Bronson School of Nursing is dedicated to meeting the holistic care needs of diverse populations at local, state, national, and global levels, through teaching, scholarly inquiry, and service. They are committed to educating professional nurses who provide competent, equitable, and inclusive person-centered care. Their graduates participate in evidence-based practice and engage in leadership roles in evolving health care contexts.

Vision

A vibrant nursing educational community that nurtures students in the promotion of holistic, innovative, and exceptional nursing practice encompassing a diverse, global perspective.

Academics

- › **Bachelor of Science in Nursing (Pre-licensure) Program:** The WMU BSN offers a four-year, 122-credit pre-licensure Bachelor of Science in Nursing (BSN) that prepares students for diverse roles in healthcare. The program emphasizes evidence-based practice, leadership, and interpersonal collaboration, while fostering critical thinking and compassionate care. Students benefit from a rigorous academic environment and hands-on clinical experiences that reflect the highest standards of nursing education. The BSN's holistic endorsement ensures that students are supported as whole individuals – academically, emotionally, and socially – through inclusive, student-centered learning. Graduates are eligible to take the NCLEX-RN and are well-prepared for leadership roles or advanced nursing degrees.
- › **RN to BSN Online Program:** The online RN to BSN program provides registered nurses with a flexible and accessible pathway to advance their education and career. Designed for working professionals, the program builds on existing clinical experience while enhancing skills in leadership, evidenced-based practice, and patient-centered care. It prepares nurses to meet the evolving demands of healthcare and positions them for greater opportunities in a variety of clinical and administrative settings.

› **Nurse Educator Graduate Certificate:** The Nurse Educator Graduate Certificate at WMU is designed for nurses who want to develop the skills and knowledge necessary to teach in academic or clinical settings. Students will get the functional knowledge, understanding, and skills needed for classroom and/or clinical teaching preparing them to develop activities/assignments to promote student learning, use assessment and evaluation strategies effectively, participate in curriculum design and evaluate program outcomes, pursue continuous quality improvement in the nurse educator role, and engage in scholarship, service, and leadership.

Accreditation

The Michigan Board of Nursing is the regulatory body that grants provisional and full approval of nursing education programs in the State of Michigan. Full approval of the WMU Bronson School of Nursing was granted in July 2002, following provisional status prior to that time.

The baccalaureate degree program and master's degree program in nursing at WMU are accredited by the [Commission on Collegiate Nursing Education](#). The BSN program is accredited through 2027 and the MSN is accredited through 2033.



Facilities

The WMU Bronson School of Nursing has three nursing science clinical laboratories located in Health and Human Services Building. The laboratories support the curriculum through encouraging participation and self-direction that give purpose to learning. Theory integrated into practice is facilitated by a combination of nursing practice simulations and instructional materials.

Simulations in the laboratories actively involve the learner and foster accountability and self-responsibility. Use of the laboratories promotes self-evaluation and self-awareness in a supportive environment. Nursing students as well as students from other disciplines may use the labs to observe, prepare assignments or practice skills.

The clinical laboratories provide space and equipment for students to practice psychomotor skills required for patient care, such as bathing, bed-making, administering injections, and inserting and regulating intravenous solutions.

Mannequins and other simulation scenarios are used for practicing a variety of situations and procedures, such as IVs, injections, catheterization, and nasogastric tubes. Student group learning is facilitated through use of videos, smartboards, and other wireless technology available in the labs.

About the College of Health and Human Services

*Preparing students for careers that are high in **demand**, high in **purpose**, high in **satisfaction** and unsurpassed in **impact**.*

In 1976, pioneering allied health and human services professional programs united in the WMU College of Health and Human Services, carrying on a tradition of excellence and innovation that began in 1922 with the establishment of the occupational therapy program. That tradition continues today. The College of Health and Human Services has high-quality, nationally ranked academic programs; exceptional students and faculty; unmatched clinical education; many regular opportunities for inter-professional education; state-of-the-art teaching facilities; outreach, service, and community engagement; and a strong research record that is helping shape the future of health care.

Approximately 100 board appointed faculty service approximately 1,219 undergraduate and 638 graduate students, with majors and programs that lead to bachelor's, master's, and doctoral degrees. A number of graduate certificate programs are also offered.

The students and faculty of the College of Health and Human Services extend the energy of the college and university through significant efforts towards community engagement and service. With required internships, field placements and clinical rotations alone, faculty-supervised CHHS students provide more than 600,000 hours of service annually to children and families in the community, region, and across the nation. Substantial volunteerism increases this positive impact.

Departments and Schools

- › [Bronson School of Nursing](#)
- › [Department of Blindness and Low Vision Studies](#)
- › [Department of Occupational Therapy](#)
- › [Department of Physical Therapy](#)
- › [Department of Physician Assistant](#)
- › [Department of Speech, Language and Hearing Sciences](#)
- › [School of Interdisciplinary Health Programs](#)
- › [School of Social Work](#)

97%

of College of Health and Human Services graduates working full time have a job related to their degree

-2023-2024 *Career Outcomes Report*

99%

of College of Health and Human Services undergraduates had instructors who made them excited about learning

-2023-2024 *Career Outcomes Report*

96%

of College of Health and Human Services graduates participated in Experience-Driven Learning

-2023-2024 *Career Outcomes Report*

Mission

We engage every person in an experiential, interprofessional and inclusive academic environment that inspires compassion, integrity and advocacy.

Vision

We prepare all learners to thrive in health and human service careers that are high in purpose, high in satisfaction, and unsurpassed in impact.

Strategic Plan

In developing the Strategic Plan for the College of Health and Human Services, they have followed the five core values established for Western Michigan University:

- › Community-Engaged
- › Discovery-Driven
- › Equity-Centered
- › Learner-Focused
- › Sustainability-Guided

The full strategic plan can be found [here](#).

Points of Pride

- › **Unmatched clinical education:** Through College of Health and Human Services affiliates - the [Unified Clinics](#) and the [Center for Disability Services](#) - students practice clinical skills (with faculty supervision) and a broad population of community members receive specialized health care.
- › **Comfortable, high-tech facility:** Our academic programs are housed in a beautiful LEED-certified building [that features technology](#) to facilitate progressive methods of teaching, learning and research.
- › **Holistic admissions:** Many of our excellent graduate programs have transitioned to holistic admissions processes, where a student's perseverance and grit can be evaluated and taken into account along with data points like grade point averages and standardized test scores.
- › **Focus on interdisciplinarity:** Our [Interdisciplinary Health Sciences Ph.D. program](#) engages students with departments across campus and institutions across the country, and it is one of the largest Ph.D. programs at WMU. Our [Healthcare Services and Sciences](#) bachelor's degree program prepares students to apply skills necessary to think critically, act ethically and respond flexibly to change in health and human services, and it includes preparation tracks for our professional graduate programs.
- › **Academic excellence:** U.S. News & World Report ranks our audiology, speech-language pathology and occupational therapy graduate programs among the top 100 programs of their kind in the nation. The social work program is also ranked in the top 100. [Review the ranking](#)
- › **Research productivity:** For more than 10 years, the College of Health and Human Services has been among a select few of the nation's schools and colleges of allied health that consistently receive prestigious research awards from the National Institutes of Health.

About Western Michigan University

Western Michigan University (WMU), located in Southwest Michigan, is a vibrant, nationally recognized student-centered research institution with an enrollment of over 17,000. WMU delivers high-quality undergraduate instruction, has a strong graduate division, and fosters significant research activities. WMU is Michigan's fifth-largest university, attracting a diverse and culturally rich student body from across the US and nearly 100 other countries. Approximately 35% of the students identify among historically underrepresented populations or as international, and 26% of undergraduates are from outside Michigan.

Academics

WMU offers more than 150 undergraduate majors in eight degree-granting colleges:

- › [College of Arts and Sciences](#)
- › [College of Aviation](#)
- › [Haworth College of Business](#)
- › [College of Education and Human Development](#)
- › [College of Engineering and Applied Sciences](#)
- › [College of Fine Arts](#)
- › [College of Health and Human Services](#)
- › [Merze Tate College](#)

In addition, the [Lee Honors College](#) offers a small setting with student support to approximately 2,000 talented undergraduates. The [Graduate College](#) supports more than 160 graduate and advanced academic programs. Through formal affiliation, the university is home to the [WMU Homer Stryker M.D. School of Medicine](#).

Best College for Future Leaders

Top 4 in Michigan and top 125 in U.S.

-*TIME and Statista (2025)*

Ranked No. 1 in the MAC

Nine postseason appearances and an NCAA Division I national championship

-*2024-25 and 2023-24 Learfield Directors' Cup*

Research 2 University

1 of 139 institutions designated with high research spending and doctorate production

-*Carnegie Foundation (2025)*

Top 100

In the nation for five grad programs

-*2025 U.S. News & World Report*

First Michigan Institution

to join the Campus Community Network for viewpoint diversity, open inquiry and constructive disagreement

-*Heterodox Academy*

17,605

Total enrollment

-*Fall 2024 enrollment*

Student Life

The Western Michigan University campus comprises a variety of housing and dining options. Each living area has distinctive features with a combination of residence halls, apartments, dining facilities, academic services and cultural resources. Approximately 90% of first-year students live in the residence halls and about a third of residents live in a Living Learning Community. WMU offers a variety of housing options, including six residence halls and three apartment complexes. Students find a variety of cuisines in two dining centers and 28 eateries across campus.

The Office of Student Engagement exists to engage campus, empower students, and develop leaders. Its vision is to be recognized as an expert provider of intentional engagement and leadership development opportunities that are integral components of the WMU student experience.

More than 300 Registered Student Organizations (RSOs) at WMU focus on a variety of interest areas from academics to service to zombies. As a Western Michigan University Bronco, students have every opportunity to get involved in an extraordinarily rich range of student clubs and activities that connect them with what they are learning in the classroom and beyond. They can travel the country to volunteer, program events for a campus of nearly 18,000 students, play a club sport, give back to the Kalamazoo community or go Greek. Western Michigan University has had a long and rich history with its collegiate fraternities and sororities, with 32 chapters representing four councils. WMU has nearly 30 club sports that are housed within University Recreation. A club may be competitive, recreational, social or any combination of these.

Student-Focused Facilities

The face of WMU has been reimagined and reshaped over the last six years. The university has opened a new, world-class building for the College of Aviation, which allowed the top-two program to double the number of students it serves. Less than a year ago, the university opened the newly renovated Dunbar Hall, which provides students and faculty with a flexible, accessible, welcoming and sustainable learning space that honors WMU's academic heritage while embracing cutting-edge technology and supporting experience-driven learning.

Over the same period, the entire southern portion of Main Campus has seen the removal of multiple buildings beyond their planned life that were replaced with new student housing, a state-of-the-art student center and dining facility, a new parking facility and new landscaping.

Arcadia Flats was the first new building to open in this campus area in January 2021, featuring five different apartment-style units including a studio loft, and can house a total of 341 residents. The building, split into two forms linked by a glass bridge, features a centralized lobby with fireplace and gathering spaces, a fitness room, laundry, and social and study spaces scattered throughout. An outdoor courtyard, designed to be a node on the main pedestrian walk through the Hilltop Village, encourages gathering outside as well.

The vibrant and distinctive new WMU Student Center opened in fall 2023. The facility is dubbed the "hub of belonging," located in the heart of WMU's Main Campus and surrounded by student housing, academic buildings and pedestrian walkways. Inside, it features a brand-new Admissions Welcome Center, meeting spaces from ballrooms to small study spaces, the WMU Bookstore, a state-of-the-art gaming room, FedEx, PNC Bank and multiple eateries, including a Starbucks and several self-branded concepts. The facility is intentionally focused on creating a welcoming and inclusive environment that nurtures belonging. Support for student organizations is front and center while lounges, indoor hammocks and soft seating encourage social engagement and co-curricular activities.

About Kalamazoo, Michigan

The city of Kalamazoo is a classic college town, rated as a Top 100 Best Places to Live (Liveability.com, 2022) and the No. 3 Best Metro Area in America for new college grads (Smart Asset, 2023). It offers several theaters, museums and galleries, live music venues, eateries, brewpubs and cafes, including eclectic events and attractions like the Air Zoo, Gilmore Piano Festival, and Growlers minor league baseball. For outdoor fun, the local area has 83 public lakes and 40 miles of trails for kayaking, biking, and cross-country skiing. It is nestled perfectly between Chicago and Detroit and the stunning Lake Michigan shoreline and beaches are just 35 miles away. The greater Kalamazoo area, with a population of just over 260,000, is renowned for its dedication to education, a natural environment that embodies “Pure Michigan” beauty and a globally recognized life sciences and medical sector.

The Kalamazoo community is also known for the Kalamazoo Promise, a scholarship program available to all Kalamazoo Public Schools' students, covering up to 100% of tuition and mandatory fees at any Michigan public (and many private) institutions of higher learning. This transformative program has inspired similar initiatives throughout the state and across the country.

Building on a legacy of educational innovation and a commitment to meeting community needs, WMU Homer Stryker M.D. School of Medicine was formed 13 years ago and made possible by partnerships with two teaching hospitals, Beacon Health Systems and Bronson Healthcare. Today it is a flourishing medical school dedicated to educating the next generation of doctors, offering exemplary patient care and advancing medical research.

Along with a long history in the medical industry and life sciences, the Kalamazoo area has a diverse business community, from startups in the WMU Business Technology and Research Park (BTR) to long-established international enterprises. WMU plays a pivotal role in meeting the state's regional needs for higher education and career development, connecting with national corporate headquarters, major local businesses and organizations, including Stryker, Pfizer, Zoetis, Newell, Bosch, Charles River Laboratories, Denso, Eaton Corp., General Mills, Kellanova, MANN+HUMMEL, Graphic Packaging International, Parker Hannifin Corp., Whirlpool and the Kalamazoo Regional Educational Service Agency.



Compensation

Competitive and commensurate with qualifications and experience, with an excellent benefits package.

Application and Nomination Process

Greenwood Asher & Associates® is assisting Western Michigan University in this search. Applications and nominations are now being accepted. Initial screening of applications will begin immediately and will continue until an appointment is made. To ensure full consideration, applications and nominations should be provided by **February 2, 2026**. Application materials should include:

- › Letter of interest that clearly states the applicant's qualifications for the position
- › Current résumé/curriculum vitae

Please submit full application packets [here](#).

We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected.

Nominations and confidential inquiries can be sent to:

Jeremy Duff, Vice President of Executive Search
jeremyduff@greenwoodsearch.com

Kyle Pybus-Jerome, Senior Executive Search Consultant
kylepybusjerome@greenwoodsearch.com

Western Michigan University is an Equal Opportunity/Affirmative Action Employer. Minorities, women, veterans, individuals with disabilities and all other qualified individuals are encouraged to apply.

The materials presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Western Michigan University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.



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