



Invites Applications and Nominations for the Position of:

Vice President for Research and Innovation

The Opportunity

Western Michigan University (WMU) invites applications and nominations for the position of Vice President for Research and Innovation. Reporting to the President, the Vice President for Research and Innovation provides leadership across campus to develop and implement a clear vision for enhancing WMU's research enterprise including cultivating a strong culture of scholarship, research, creative activities, and innovation; expanding strategic research initiatives and partnerships; and further developing the WMU's infrastructure and administrative support for research and compliance.

The Office of Research and Innovation

The Office of Research and Innovation (ORI) commits to providing leadership in scholarship, research, creative activities, and innovation activities. It is recognized that the research and discovery enterprises involve the work of the faculty, research staff, and students at WMU. Members of the University community need to engage for ORI to continue supporting their success in research and innovation. Research impacts the lives of others by the knowledge generated through scholarship and discovery. ORI is committed to building capacity through the promotion of interdisciplinary scholarship and discovery; and it is also committed to the generation, commercialization, and licensing of WMU intellectual property. The University's collective success in research and innovation is measured by the degree to which the University community excels, in part, regarding the following:

1. increase grant proposal submissions as well as awards and funding;
2. partnering with faculties from all academic units to seek funding and increase scholarship, research, creative activities, and innovation;
3. increase generation, commercialization, and licensing of WMU intellectual property and patents;
4. invest in supporting faculty, graduate, and undergraduate students in research and creative activities;
5. grow internal and external partnerships and collaborations for research and creative activities;
6. build capacity in compliance and export control; and
7. increase visibility and communication of WMU's research enterprise.

For the year 2020-2021, the University received \$36.6M in external grant awards, \$286K were granted to students and faculty as internal awards, 288 proposals were submitted, and 46 technologies were made available for commercialization. Additional information can be found at www.wmich.edu/research.

Vision

The Office of Research and Innovation (ORI) at WMU will be a leader and catalyst for excellence in discovery comprising scholarship, research, creative activities, and innovation, involving stakeholders within and external to the University.

Mission

The Office of Research and Innovation (ORI) advances the overall discovery enterprise of the University by promoting strategic planning and initiatives, supporting the discovery efforts of WMU faculty, staff, and students, ensuring compliance, and supporting technology and knowledge dissemination.

Values

- Discovery: committed to innovations in discovery and to the pursuit of inquiry, scholarship, and creative activities.
- Respect: respect others and ourselves in professional and personal interactions.
- Integrity and Ethical Behavior: uphold high integrity and ethical behavior and cultivate an environment in which individuals engaged in research and innovation are trained in understanding the requirements for integrity and ethical behavior in all related aspects.
- Excellence: committed to promoting excellence and supporting its constituents in achieving distinction in scholarship, research, creative work, and innovation.
- Collaboration: committed to advancing knowledge to address societal challenges through fostering collaborations.
- Diversity: committed to ensuring inclusion on a global scale of diverse ideas, disciplines, and individuals in research and creative activities.

Points of Pride

WMU HERD Survey rankings increased eight positions for fiscal year 2019. Federal research expenditures increased 33% and WMU expenditures went up 21.3%. In 2020 a faculty member in the World Languages and Literatures received the prestigious National Endowment for the Arts Literature Translation Fellowship. A faculty member in Business Information Systems for an impressive second time earned a highly competitive Fulbright Specialist Award from the U.S. Department of State. Notable grants in 2020: \$9.6M grant from U.S. Department of Energy's Office of Energy Efficiency and Renewable Energy to advance renewable energy research; \$4.9M grant from U.S. Department of Education Teacher Quality Partnership Grant Program to help school districts create new pipeline to fill teacher shortages. In 2021: \$2.5M U.S. Department of Energy's Office for improving autonomous vehicle technology.

Fast Facts:

Total Enrollment (F'21): 19,038
› Undergraduates: 15,309
› Graduate/Professional: 3,729
› Female: 53%
› Male: 47%

Degrees Conferred (S'21):
› Bachelor's: 3,551
› Master's: 1,210
› Doctorate: 124
› Graduate Certificates: 68
› Undergraduate Certificates: 8

Academic Offerings:
› 147 undergraduate programs
› 75 master's programs
› 1 specialist program
› 32 doctoral
› 28 certificates

University Budget (FY 2020):
› General Fund: \$421.4M
› All Funds: \$564.6M

Faculty and Staff: 2,291

ORI has recently implemented a new electronic research administration system, Cayuse, for human subject research and pre-award proposal submission approvals to further enhance process efficiency for research support.

Two centers report to the Vice President for Research and Innovation: the Biosciences Research and Commercialization Center and The Evaluation Center.

Biosciences Research and Commercialization Center of Western Michigan University

Established in 2003 by the Michigan Legislature, the Biosciences Research and Commercialization Center (BRCC) is perfectly positioned to access the wealth of scientific talent and pharmaceutical commercialization expertise that is part of Kalamazoo's heritage. Long-time home to such industry giants as the Upjohn Co., Richard-Allan Scientific, Stryker Corp., and Pfizer Inc., Kalamazoo offers a forward-looking, entrepreneurial business climate and a growing reputation among venture capitalists seeking to invest in life sciences discoveries and promising business ventures.

The BRCC provides startup and gap funding to promising Michigan-based life sciences and medical device ventures entering the commercialization phase of development. Customers include entrepreneurs, scientists, University Technology Transfer offices, and corporations. Through the BRCC, WMU has facilitated the initiation of over 140 startup companies.

The Evaluation Center of Western Michigan University

The Evaluation Center at WMU has been advancing the theory, practice, and use of evaluation since 1965. The Center conducts program evaluations for clients in government, academia, and the private sector; conducts research on evaluation; develops open-access resource materials to guide evaluation practice; and offers professional development to enhance evaluation capacity of individuals and organizations.

The Center received in 2019, a \$4.9M grant from National Science Foundation (NSF) to extend and expand its work to support evaluation within the NSF's Advanced Technological Education.

The Role of the Vice President for Research and Innovation

The Vice President for Research and Innovation reports to the President and provides leadership across campus to develop and implement a clear vision for enhancing WMU's research and innovation. The Vice President cultivates a strong culture of scholarship, research, creative activities, and innovation; expands strategic research initiatives and partnerships; and further develops the WMU's infrastructure and administrative support for research and compliance.

Required Qualifications Include:

- › earned doctorate degree or equivalent combined with an academic record sufficient to be granted advanced rank and tenure in one of the University's academic departments;
- › demonstrated ability to facilitate and attract support for scholarship, research, creative activities, and innovation — from the public and private sectors — consistent with the expectations of a University fully engaged in both graduate and undergraduate education;

- › commitment to support the core values of diversity, equity, and inclusion embedded in WMU's strategic plan;
- › strong, effective leadership and decision-making skills, with a record of at least five years successful administrative experience within a large, complex organization, preferably in a large, public research setting;
- › experience developing and supporting innovation through intellectual property, tech transfer, commercialization, and related activities;
- › in-depth knowledge and technical competence in a broad range of research administration and research compliance issues with the ability to evaluate and prioritize risk;
- › commitment to research as a core component of the academic enterprise and the ability to engage the entire institution around research, creative activities, and innovation to advance the University's mission; and
- › demonstrated commitment to expanding research infrastructure.

Preferred Qualifications Include:

- › experience developing and cultivating a culture and environment where research, creative activities, and innovation can thrive, consistent with the University's mission;
- › capability to grow, enhance, and strengthen the University's infrastructure and organizational structure by fostering and advancing the technology used for research administration to create a comprehensive office capable of efficiently handling a significant increase in research activity and funding;
- › ability to work collaboratively to ensure that the University continues to invest in and grow opportunities for faculty to pursue their scholarly activity and to identify and work to remove barriers and create smooth pathways while promoting compliance with federal and state law regulations and University policies and regulations;
- › an appreciation for and the ability to work within shared governance and in a collective bargaining environment;
- › exceptional interpersonal and communication skills and the ability to promote a clear vision, goals, and strategic plan to lead the discovery mission of the University;
- › capability to engage with regional, national, and international communities to promote opportunities for faculty and students, as well as coordinate with government agencies, foundations, industry, and other partners to proactively identify and promote public and private funding opportunities;
- › commitment to facilitate, value, and support all forms and types of research, scholarship, and creative activities – funded by the public and private sectors;
- › experience developing and supporting research and innovation through corporate engagement and corporate sponsorships as well as experience in securing and managing large sponsored research programs;
- › ability to bring investigators together to conceptualize and develop large-scale, multidisciplinary research initiatives, and translate them into compelling funding requests;
- › extensive knowledge and expertise with research funding, including demonstrated success as a Principal Investigator in obtaining external funding and experience working with federal agencies, private foundations, and corporate organizations; and
- › an understanding of the Strategic Resource Management (SRM) budget model.

Bronco Impact:

Nobody charges forward like a Bronco. The students, faculty, staff, and alumni are making their mark for a better world.



The University

Western Michigan University (WMU), located in Southwest Michigan, is a vibrant, nationally recognized, student-centered research institution with an enrollment of over 19,000. WMU delivers high-quality undergraduate instruction, has a strong graduate division, and fosters significant research activities. The Carnegie Foundation for the Advancement of Teaching has placed WMU among the 76 public institutions in the nation designated as research universities with high research activity. WMU is a globally engaged University that promotes success for learners at all levels and stands out among America's more than 4,600 public and private degree-granting colleges and universities.

WMU also recently received a \$550M endowed, multi-year Empowering Futures Gift, which will fund many projects and initiatives that aim to break down the barriers created by historic inequities. The Empowering Futures Gift is the largest gift to a public institution of higher education in U.S. history. The University has recently invested in efforts to promote a welcoming, inclusive, equitable, and diverse community, via our Racial Justice Advisory Committee, Native American

Affairs Council, President Montgomery's Mountaintop Initiative, participation in the ASPIRE IChange Network and as an NSF ADVANCE campus.

- INSIGHT into Diversity consistently honors WMU for its outstanding commitment to diversity and inclusion.
- Military Times ranks WMU among the best institutions for veterans, and WMU is the only Michigan school to appear on all nine years of its annual Best for Vets list.
- U.S. Department of State data show that WMU was No. 6 among producers of American Fulbright Scholars in 2016-17.
- WMU operates the nation's largest and most comprehensive collegiate support program for former foster-care youth and is an international model for teaching, research, learning, and public service related to foster care and higher education.
- Washington Monthly ranked WMU first in the state of Michigan on its impact on alumni earnings 10 years after graduation.

Land acknowledgement is a process by which individuals are prompted to consider the history of the space they currently inhabit. We would like to recognize that Western Michigan University is located on lands historically occupied by Ojibwe, Odawa, and Bodewadmi nations. Please take a moment to acknowledge and honor this ancestral land of the Three Fires Confederacy, the sacred lands of all indigenous peoples, and their continued presence.

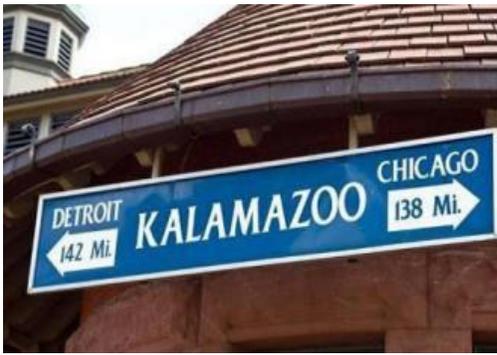
Mission

Western Michigan University is a learner-centered, research university, building intellectual inquiry and discovery into undergraduate, graduate, and professional programs in a way that fosters knowledge and innovation, and transforms wisdom into action. As a public university WMU provides leadership in teaching, research, learning, and service, and is committed to enhancing the future of global citizenry.

Vision

Western Michigan University offers all students a learning community designed for and dedicated to success. WMU is committed to access and affordability and sustaining an environment in which every student can meet the world head-on and triumph. Nationally and internationally recognized, the University aspires to distinguish itself as **learner-centered**, **discovery driven**, and **globally engaged**. The synergy of these three pillars enables WMU to be a premier and distinctive university of choice.





Points of Pride

The Carnegie Foundation classifies WMU as one of just 157 public and 222 public and private institutions in the "higher" or "highest" research category and a top 200 Public University in research expenditures.

Phi Beta Kappa, the nation's most prestigious honor society, has selected WMU and just 102 other public institutions to shelter one of its chapters.

Phi Kappa Phi, the nation's oldest and most selective collegiate honor society awarded WMU the 2018 Excellence in Innovation Award for finding a powerful solution to expanding higher education opportunities for former foster care students through its Seita Scholars Program.

Lee Honors College is home to more than 1,900 undergraduate students representing all degree programs at WMU. Honors students enroll in small honors sections of required courses that focus on the application of content in the real world, support the local community through direct service, and complete an honors thesis representing their research or creative scholarship. Since its beginning in 1962, the Lee Honors College has published more than 3,000 honors theses garnering more than a million downloads across the world. Each honors thesis is chaired by expert faculty at WMU who mentor the student during their final semesters on campus.

U.S. News & World Report has designated WMU one of the best national universities for 27 consecutive years and has placed it in the top-tier of those universities since 2011.

The Sustainable Endowments Institute presented WMU with one of its 2015 Best of GRITS—Green Revolving Investment Tracking System—awards, honoring the University as that year's large nonprofit institution with the most carbon emissions saved to date.

Nationally Competitive Athletics: WMU Broncos have achieved success such as the 2017 Cotton Bowl in football, 6 NCAA Hockey Tournament appearances and Men's Soccer, winning the MAC regular season championship, ranking as high as 4th in the nation, and achieving an invitation to the national NCAA tournament in 2017. The athletic program has outstanding academic success such as the Women's gymnastics team achieving the second highest GPA (3.79) of all programs in the country in 2018.



The City of Kalamazoo and West Michigan Area

Kalamazoo is located only two and a half hours by car from Chicago and Detroit and only 40 minutes from the beaches of Lake Michigan. The city is located in one of Michigan's designated research corridors, maintaining a strong life sciences/biotech presence and supporting two leading medical centers. With 263,000 people in the greater Kalamazoo area, the diverse community offers an array of cultural events, entertainment, and all-season recreation. The city supports a nationally recognized symphony and has earned a reputation for a vibrant community theatre and visual arts scene. Kalamazoo is strongly committed to social justice, community development and the elimination of generational poverty through its Shared Prosperity Kalamazoo initiative, with structural budgetary support provided by the City of Kalamazoo's Foundation for Excellence program. Kalamazoo also is the home of the Kalamazoo Promise, a scholarship program offered to all Kalamazoo Public School students that covers up to 100% of tuition and mandatory fees to any Michigan public (and many private) institution of higher learning.

Michigan's ski country, considered the best skiing in the Midwest, is three to four hours north, and excellent local skiing is only 30 minutes away. Originally a railroad line connecting Kalamazoo and South Haven, the 33-mile Kal-Haven Trail is popular for bicycle riding, hiking, and cross-country skiing. In 2008, the eastern end of the trail was extended into Kalamazoo as part of the Kalamazoo River Valley Trail. When completed, the two trails will create a 70-mile bike path from South Haven to Battle Creek.

Local festivals featuring live music, arts, and crafts, food and drinks —many of which are held at Arcadia Creek Festival Place downtown— attract crowds in the tens of thousands. The Kalamazoo Art Fair, held annually on the first weekend in June, is the second oldest community art fair in America and attracts 60,000 visitors over two days. The annual Irving S. Gilmore Keyboard Festival is internationally recognized as America's most prestigious piano music festival.

WMU's Miller Auditorium, the historic State Theater, Chenery Auditorium, and a variety of local clubs offer a complete array of concerts featuring every kind of music and popular entertainment. Kalamazoo is a frequent stop for many of today's top comedians, musicians, and other entertainers.

Nomination and Application Process

Salary

The position is a full-time, 12-month administrative position with an excellent benefits package. Salary is competitive and commensurate with experience.

How to Apply

Greenwood/Asher & Associates, LLC. is assisting Western Michigan University in this search. Applications and nominations are now being accepted. For a full application package, please provide a cover letter, CV, and list of five references. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher & Associates, LLC. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Inquiries, nominations, and application materials should be directed to:

Jan Greenwood, Ph.D.
Co-Founder, Greenwood/Asher & Associates, LLC
Vice President and Managing Partner, Kelly
E-mail: jangreenwood@greenwoodsearch.com

Shelley Sullivan Feather
Senior Executive Search Consultant and Practice Leader, Library and Information Science
Greenwood/Asher & Associates, LLC
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For more information about the position, please visit: <https://greenwoodsearch.com/current-opportunities/>

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. For more information on Western Michigan University, please visit <http://www.wmich.edu/>