Davenport University seeks a strategic, creative, entrepreneurial, and collaborative leader to serve as Dean of the Donald W. Maine College of Business and the College of Technology. Davenport University offers high quality programs in business, technology, health professions, and urban education that prepare students for high-demand careers through innovative, collaborative, and mission-driven education and training.

With approximately 10,000 students served by multiple campuses across the state and online, Davenport is among the largest private universities in Michigan. Its roots reach back to the 19th century and reflect a long tradition of providing affordable, career-oriented educational opportunities for students. Davenport University is organized into four professional colleges for business, health, technology, and urban education, and a supporting college for arts and sciences. Online education plays a vital role in each of these professional colleges as well.

Reporting to the Executive Vice President for Academics and Provost, the Dean is responsible for providing strategic vision and leadership for both the Donald W. Maine College of Business and the College of Technology, developing a competitive strategy to position Davenport as a first choice for students seeking a high quality experiential education that prepares them for leadership in innovative entrepreneurial organizations, especially those positioned at the intersection of technology and business. S/he will optimize the current strengths of both colleges and develop new areas of expertise in emerging and high-demand fields to raise Davenport's profile statewide and nationally. The Dean will serve as the chief advocate for the Maine College of Business and the College of Technology, building relationships within the University and with external constituencies, which will benefit students and help to identify markets for growth.
The successful candidate will be a visionary leader with a collaborative style and a commitment to quality in every aspect of the Colleges’ work. The ideal candidate will bring experience as both an educator and leader in a higher education or corporate setting. The Dean will be a strategic leader who develops and implements a vision for the Colleges as major contributors to the future growth of both quality and enrollment at Davenport. A master’s degree is required, and a doctorate is preferred.

Davenport University has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the new Dean. All inquiries, nominations, and applications should be directed in confidence as noted at the end of this document.

**DAVENPORT UNIVERSITY**

**Background and Context**

Davenport University (DU) traces its origins to 1866 in Grand Rapids, Michigan, where it was founded to meet the career needs of the local community. The University is organized into four professional colleges – The Donald W. Maine College of Business, the College of Technology, the College of Health Professions, and the newly-created College of Urban Education – in order to focus resources on preparing students for careers in these high demand areas. Additionally, the College of Arts and Sciences provides the foundation of general education to support the professional colleges. There are currently 139 full-time faculty members. In addition, the University employs the services of approximately 1,100 adjuncts to augment capacity to serve students in both the in-seat and online programs. Most faculty are distinguished for having significant careers in their fields in addition to classroom and academic research experience. Davenport typically maintains small class sizes – an important factor in fostering interactive learning.

In September 2005, Davenport dedicated the new W.A. Lettinga Campus, southeast of Grand Rapids, establishing itself for the first time as a traditional residential institution. This initiative had a focus on extracurricular programming designed for the more traditional undergraduate population, including intercollegiate athletics in both men’s and women’s sports. The campus includes two academic buildings with classrooms, clinical teaching labs, faculty offices, dining facilities, group study rooms, and a state of the art library; three residence halls; a student center with a field house that was added in the fall of 2008; and a new athletic complex for the baseball, softball and tennis teams. In addition, the University operates 11 satellite campuses and online degree programs across the state and manages Cisco Regional Academies in Grand Rapids, Warren and Midland, which comprise classroom locations primarily for adult learners.

**Davenport University and Vision 2020**

Davenport’s vision is built on a foundation of quality and paints a bold picture for future success. Under the leadership of President Richard Pappas, Davenport has adopted an ambitious agenda that commits the entire institution to seeking the highest levels of quality and driving the pursuit of continuous improvement across its full range of activities. In recent years this commitment has yielded tremendous gains for Davenport in terms of key quality indicators. The high standards for students, faculty, and programmatic success adopted in the preceding Vision 2015 have laid the groundwork for Davenport’s future excellence and longevity, and Vision 2020, currently in development, will address several significant themes of which Davenport is well positioned to take
advantage. These include the digital divide, the increase in growth of minority and women-owned businesses, international opportunities and global training, and increased funding opportunities for STEM-related fields.

Vision 2020 will build on the compelling and internally consistent strategy achieved in Vision 2015 and will take Davenport along the path to a leadership position among institutions of higher education in the region, the nation, and the world.

University Leadership

Dr. Richard Pappas was appointed President of Davenport University in April of 2009. He has 38 years of experience in higher education, including 26 years as a college and university president. He came to Davenport from National-Louis University in Chicago where the University saw significant increases in enrollment, retention, and fundraising during his tenure as President. Prior to National-Louis University, Dr. Pappas served as President of Lake Michigan College in Benton Harbor, Michigan and President of Harford Community College in Bel Air, Maryland. Dr. Pappas holds a doctorate in higher, adult, and continuing education as well as a master’s degree in higher education and business management from the University of Michigan. He also holds a bachelor’s degree from Eastern Michigan University.

Dr. Linda Rinker was appointed Executive Vice President for Academics and Provost in November of 2010 and began her tenure in February 2011. Dr. Rinker had served as Provost and Executive Vice President for Academic Affairs at Western Connecticut State University since 2006 and previously served as Vice President for Academic Affairs and Provost at Kutztown University of Pennsylvania, which realized growth in enrollment and retention under her leadership. Dr. Rinker holds a doctorate in education administration from Columbia University, a master’s degree in nursing administration from Villanova University, and a master’s in counseling psychology from Kutztown University. She also holds a bachelor’s degree from West Chester State College.

Student Life

Davenport University serves a blend of traditional-age students and adult learners. The majority of students on campus are between the ages of 18 and 24, but adult students are in the majority at the University’s statewide locations. Most students are Michigan residents, but the campus also has a small enrollment of international students.

Approximately 500 students live in the three residence halls on the Lettinga Campus, with potential for expansion to house a total of 700. Davenport’s Student Life department offers a variety of activities, as well as a student center that opened in the fall of 2008 and was designed to be a hub for student recreation, informal meeting space, and extracurricular activities, including athletics. DU also offers opportunities to study abroad and expects to expand this feature as part of its emphasis on preparing students for the global economy.

Davenport Facilities and Technology

The University’s Lettinga Campus is only nine years old and includes the latest technology. The campus earned Leadership in Energy & Environmental Design (LEED) certification from the U.S. Green Building Council. In 2008, the University opened a new location in Livonia, Michigan, and many other locations were updated. Personal computers are replaced every three years, and the University’s intranet portal, “Davenportal,” has become the major source of information and
communication for students and employees. In annual surveys, students give high marks to the University’s outstanding buildings, facilities, laboratories, and computer equipment.

An increasing number of students take advantage of completing courses or degrees online. The University also recently adopted the Banner ERP (Enterprise Resource Planning) system of records retention and retrieval to streamline registration and grade processing.

**Financial Situation**

Davenport University has remained financially sound by being a responsible steward of tuition dollars, even in the face of declining public funding and broader economic challenges for higher education throughout the State of Michigan. While the implementation of rigorous quality standards in 2012 has resulted in a decline in enrollments, the graduation rate of the University has increased nearly 50 percent. The University has implemented common operating systems and scorecard metrics in recent years to improve the quality and efficiency of both academic and administrative support. It has adjusted staffing and off-campus offerings to operate sustainably, and made difficult but necessary decisions to close campuses and programs in order to position Davenport for future growth and success.

**Athletics**

The University reinstated athletics in 2002 and today offers over 20 men’s and women’s sports. The University is a member of the Wolverine Hoosier Athletic Conference (WHAC) and the National Association of Intercollegiate Athletics. In just the past four years, Davenport Panthers teams have won conference championships in women’s basketball, men’s soccer, and men’s golf. The hockey club team was the 2007-08, 2008-09, 2009-2010 American Collegiate Hockey Association Division II national champion and 2010-11 Division I national champion. The Panther Men’s Lacrosse and Rugby teams also won national championships in 2011 and the Women’s Basketball team finished the season as the national championship runner-up. Football was approved in 2013 and will begin competing in 2016.

DU considers athletes first and foremost to be students. The collective GPA for all Davenport athletes is 3.2. Davenport also has had several Academic All-Americans.

**Location**

The West Michigan region supports a rich array of public and private colleges and universities, including Grand Valley State University, Grand Rapids Community College, Hope College, Calvin College, and Aquinas College. Grand Rapids is also home to four hospitals and a major health community including the Van Andel Institute, the Michigan State University School of Human Medicine, and centers devoted to specialties such as heart and cancer care.

Grand Rapids offers a rich variety of arts, culture, entertainment and recreation, including a symphony, ballet and opera companies, several theater companies, a Broadway series, minor league baseball and hockey teams, a new art museum, and major convention center. And it is home to major locally founded and/or owned industries and businesses including Amway, Steelcase, Herman Miller, Haworth, Bissell, Spartan Stores, and Meijer.

The University is located only about 40 miles from Lake Michigan and its lakeshore communities of Holland, Grand Haven, and Saugatuck.
ACADEMICS

Davenport University has five academic units: the Donald Maine College of Business, the College of Technology, the College of Health Professions, the College of Urban Education, and the College of Arts and Sciences. DU Online works closely with all of these academic units, allowing Davenport to offer the majority of courses across the University in online format.

Under the leadership of Provost Linda Rinker, Academics at Davenport have been reorganized to ensure that strong lines of responsibility and authority for degree programs and curriculum rest with the Deans and faculty in each of the colleges. With the University operating on 11 campuses and serving students in each of the colleges, both in-seat and online, a matrix structure coordinates academic and student support services across the institution.

THE COLLEGE OF HEALTH PROFESSIONS

The College of Health Professions was created when Davenport University merged into a single institution in 2000. The College offers Associate of Applied Science degrees in Health Information Technology and in Medical Assisting. The College currently offers bachelor’s degrees in Medical Case Management, Health Services Administration, and Health Information Management as well as a pre-licensure BS in Nursing and an RN to BSN degree completion program for registered nurses. The College also offers MS programs in Nursing, Occupational Therapy and Health Informatics and Information Management. In addition, the College offers both pre and post baccalaureate diplomas in specialized areas. There are 42 full-time faculty in the College and total student enrollment is approximately 2,600.

THE COLLEGE OF URBAN EDUCATION

Newly-established in 2013 and situated in downtown Grand Rapids, the College of Urban Education takes seriously its promise to prepare students to teach in and transform Michigan’s inner-city schools. The College enjoys a strong partnership with the Grand Rapids school system. The College’s program was recently approved by the Higher Learning Commission and incorporates direct, clinical engagement with public school students at the very beginning of the academic cycle—the first cohort of 15 students is engaged for the Master of Urban Education degree, and in July 2014 Davenport University gained approval for the Michigan Alternate Route to Interim Teaching Certification (MARITC).

THE COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences provides a practical curriculum that begins with a solid foundation in general education. It was established to revive the general education programs that were in place prior to the reorganization of Davenport’s academic platform.

The College of Arts and Sciences develops and maintains the majority of courses in the Foundations of Excellence section of each degree program – whether it be in business, technology, or health. These courses include English, humanities, social sciences, math, environment science, and diversity. For international students, this College offers a series of English as a Second Language (ESL) courses. For students interested in another language, Spanish is regularly offered on campus as well as online.
The faculty in the College of Arts and Sciences have been active proponents of service learning as well as study abroad. These opportunities offer students a chance to apply their learning and expand their knowledge through real-world experiences. Full-time faculty in this new College total 54.

**THE COLLEGE OF TECHNOLOGY**

The College of Technology is positioned squarely in the rapidly changing world of technology education, taking advantage of the latest pedagogies and industry expertise to immerse students in their specific discipline and adeptly responding to change and challenges. Whether it is gaming, network security, web design, or corporate information technology, Davenport students are prepared to compete with the very best from other educational institutions. Davenport University has recently achieved designation as a National Security Administration Center of Academic Excellence in Information Assurance Education (CAE-IAE) and is making major contributions to the nation’s security infrastructure.

The College offers the Associate of Applied Science degree in Computer Information Systems, Security and Information Assurance, and Networking Technology. It offers bachelor’s degrees in areas of specialization including more established fields such as Networking, Database Management, Computer Science, Computer Information Systems, Digital Forensics, Technology Project Management, Information Assurance, and Network Security as well as newly emerging high demand technologies such as biometric security. New convergences are rapidly emerging at the intersection of technology and health services, among other fields, and the College of Technology is poised to lead in these initiatives. At the graduate level, the College of Technology offers master’s degrees in Information Assurance and Technology Management. There are 18 full-time faculty in the College and total student enrollment is approximately 1,000.

**THE DONALD W. MAINE COLLEGE OF BUSINESS**

The College of Business seeks to prepare students for positions of leadership in both existing organizations and for entrepreneurial careers. The principles of entrepreneurship and innovation play a central role in the programs and courses across the College, many of which intersect with existing areas of strength across Davenport University in technology and allied health. Recent years have seen a significant expansion in sports management, as well as fields of traditional strength like accounting. The College continues to innovate and is in the process of implementing a groundbreaking competency-based MBA program, highly customized to individual students who will work closely with faculty advisors throughout. The program aims to remove the boundaries of the classroom; it will offer a uniquely challenging and uniquely rewarding experience for the self-motivated student.

The College of Business offers four associate degree programs, bachelor’s degrees in nine areas of specialization, MBA degrees with six special concentrations, including the recently added Health Care Management, an Executive MBA (EMBA), and both post baccalaureate and post graduate certificate programs designed to offer recent graduates additional specialized education in their chosen fields. These programs are targeted at career fields that are in high demand or are emerging as critical new fields. For example, post baccalaureate certificates include Sustainable Business, Paralegal Studies, Human Resource Management, Forensic Accounting, and Global Project Management. The post graduate certificate programs are offered in Accounting, Finance,
Marketing, Health Care Management, and Strategic Management. The Maine College of Business is the largest component of the University with 36 full-time faculty and approximately 5,200 students. Its roots go back to the founding of Davenport's predecessor institutions right after the Civil War.

**Current Situation**

The Maine College of Business, along with the University as a whole, has undergone a set of major changes in the period since early 2011 to strengthen its academic focus. The Provost has implemented a reorganization of reporting relationships to underscore that the Deans of the colleges are responsible for the content and quality of their programs and the leadership of faculty in each College. The coordination across the University's campuses is managed in a matrix structure with the Deans working closely with Campus Leaders on each campus to ensure quality and consistency across all locations and programs. Until the new Dean is appointed the Maine College of Business is being led by an interim dean.

As the components of Davenport’s Vision 2015 are implemented, calling for an attunement to the market and a streamlined, metrics- and mission-driven approach to new program development and quality assessment through a robust central institutional research capability, alignments between the College of Business and the College of Technology have begun to emerge as areas of high potential growth. The focus of the College of Technology on fast-moving, leading edge technologies and services has led to such achievements as its recent designation as an NSA Center of Excellence in Information Security and its Master of Information Assurance degree. Programs at the intersection of Business, Technology, and Health Professions are leading Davenport to build capacities in high-demand areas like health informatics that take full advantage of the robust and dynamic healthcare constellation of greater Grand Rapids. The College of Urban Education, newly created and the beneficiary of significant support from the community and the State of Michigan, opens the possibility for exporting the pedagogical innovations of Davenport’s Business and Technology curricula directly into the classroom where high-school students will be the greatest beneficiaries of new technologies and methodologies. Uniting these diverse initiatives is the strong undercurrent of innovation and creativity that has defined Davenport University since its inception.

Plans are under way to construct a new building as the home of the Maine College of Business. The new facility will be a state of the art business school building, exemplifying the University's high aspirations for the College, with advanced technology to support learning and the creation of intellectual capital. A high priority will be to create a Center for Entrepreneurship housed in the new Maine College of Business building.

The Maine College of Business is accredited by the International Assembly for Collegiate Business Education (IACBE). IACBE is an accrediting body that serves teaching-oriented institutions with an outcomes-based accrediting methodology. Davenport University aspires to develop a plan to achieve AACSB accreditation for the Maine College of Business and is committed to building a faculty and staff commensurate with its aspirations.
THE ROLE OF THE DEAN

The Dean of the Maine College of Business and College of Technology will provide overall academic and administrative leadership for the Colleges. Working collaboratively with University leadership the Dean plays a prominent, visible leadership role within the University and in the business and civic communities served by the University. The Dean leads the development and articulation of a compelling, distinctive strategy that will dramatically raise the quality and recognition of the Colleges and the University as a whole as a leader in innovative, entrepreneurial education that is both relevant and impactful. The Dean is responsible for the development and implementation of academic programs, and has administrative and budgetary authority for related operations. Reporting to the Executive Vice President for Academics and Provost, the Dean leads the faculty and administrative staff of the Colleges and works effectively with fellow deans in the University.

Building relationships with external stakeholders is a critically important part of the Dean’s role. Working with Admissions, Career Placement and Alumni and Development, the Dean engages with professional organizations, legislators, business and community leaders, alumni and other friends of the University. S/he is the “face” of the Maine College of Business and College of Technology, their chief advocate and ambassador. By listening to leaders in the community, the Dean is able to anticipate and respond to changes in the career landscape and to help graduates take advantage of emerging career opportunities.

OPPORTUNITIES AND CHALLENGES

The new Dean will join the Davenport community at an exciting time in the history of the University. The President and Provost are committed to a renewal and substantial strengthening of the College and to defining its vital role in the University’s future. The faculty and staff are aligned in aspirations to develop a position of greater prominence in Michigan, nationwide, and beyond.

The Dean will address specifically the following challenges:

Provide strategic vision and leadership for the Maine College of Business and College of Technology to focus and enhance their overall competitiveness

Working in close collaboration with faculty and University leadership the Dean will lead a process that articulates a clear vision and strategy for the future competitive positioning and success of the Colleges of Business and Technology. The central charge of the new Dean will be to forge, articulate, and realize a vision of high-impact, high-visibility education that draws upon the College’s existing strengths and creatively leverages areas of excellence across the University. This vision will align with and reinforce the overall vision and strategy of the University, ensuring that the Colleges constitute major drivers of University growth in stature and financial strength. The Dean will be instrumental in expanding Davenport’s presence in existing markets and identifying new areas for growth.

Understand and align with major forces that are reshaping business and technology education in the U.S. and around the world

As chief strategist for the Colleges, the Dean will lead the effort to anticipate market changes and their implications for curricula, teaching methods, applied research, and the critical needs of
employers and industries. S/he must not only benchmark against peer and aspirant schools but strive to surpass them in innovation and market acceptance. The Dean will be an active and visible participant in national organizations that support business and technology education to carry the Davenport message to a wider audience of educators and employers.

The Dean will provide leadership in continuing the development of entrepreneurship and innovation in the curriculum and raising their importance as a focus of the work of the Colleges.

**Build relationships both externally, in the Grand Rapids community, the State of Michigan, and beyond, as well as internally with key stakeholders and partners at the University to advance the mission and vision of the Colleges and Davenport**

The Dean will harness the existing strengths of the Colleges of Business and Technology to ambitiously and thoughtfully expand programmatic offerings at the confluence of Health, Education, and other relevant fields to the benefit of their students and their broader communities. Furthermore, the Dean will connect the Colleges of Business and Technology more closely with economic, technological, and educational realities at the state, national, and global levels. S/he will seek out and cultivate new partnerships, and strengthen existing relationships, with leaders and exemplars across relevant disciplines and industries in order to grow innovative and impactful new programs that distinguish Davenport as an entrepreneurial leader.

**Develop, energize, and work closely with the Advisory Board, alumni, and other leaders in the business community to link the Colleges tightly to external support and guidance**

The Dean will be an active, energetic face of the Colleges of Business and Technology to the business and civic communities they serve. S/he will engage the Boards of Advisors, enlisting them in the work of the Colleges and in telling a compelling story to a broader audience. The Dean will seek their advice, listen to their concerns, and involve them with faculty and students in the Colleges. S/he will work closely with the University development office and others in leadership to help build a strong and reliable base of financial support for the enterprise.

**Lead an effort to strengthen all aspects of the Maine College’s academic quality in order to position the College to seek accreditation by the AACSBS in the coming years.**

Most of the leading schools and colleges of business in the United States, and increasingly around the world, are accredited by AACSBS. Davenport aspires to join that group. The Dean will work with the faculty and the academic leadership of the University to put in place a plan to make this accreditation a reality. Such a plan will clearly articulate the College’s mission, set forth the benchmarks that will need to be reached, identify the specific steps that will need to be taken, and marshal the resources to achieve this goal.

**Manage program resources and operations to support faculty and staff in a culture of openness, respect, and commitment to the highest standards of quality and accountability**

The Dean will set the direction, build the team, and effectuate the performance metrics of success for programs in the Maine College of Business and the College of Technology. S/he will lead the
effort to gain efficiencies, improve internal systems and processes, and evaluate policies and services to ensure program quality. S/he will lead change in an entrepreneurial manner while fostering a collaborative, team-oriented environment with respect for the culture and values of the Colleges and Davenport University.

**QUALIFICATIONS AND EXPERIENCE**

The successful candidate will possess the skills and personal qualities that will enable him/her to lead the Maine College of Business and the College of Technology with strategic vision and effective implementation to improve the quality of academic programming and operations. The new Dean will be passionate about students and about the mission, vision, and values of Davenport University. S/he will exhibit many or all of the following accomplishments and qualities:

- A strategic thinker and a visionary leader with an open, inclusive management style, and the ability to inspire and empower others;
- A true collaborator willing, able, and eager to partner across Davenport University to lead a unified front towards future growth and success;
- Experience in a similar university setting that emphasizes quality in teaching, program development and administration; ability to develop and oversee programs and to work with faculty and speak the language of the academy;
- Substantial familiarity and facility with adult learning, adult needs, and the ways in which they can be supported to be successful;
- Deep experience in business education at both the undergraduate and the graduate level;
- An understanding of the major challenges facing, and reshaping, business education; familiarity and engagement with the major trends in technology and technology education;
- Analytical and metrics oriented, with a deep familiarity with tools for assessing learning outcomes;
- Experience with a variety of virtual learning environments;
- Excellent written and verbal communication skills: the Dean must be persuasive and approachable, connect easily with people from a wide range of backgrounds, and demonstrate the skills of an active listener;
- An outgoing style, strong business savvy, and the ability to champion the Maine College of Business and the College of Technology in front of a variety of constituencies;
- Development experience highly desirable; demonstrated aptitude for fundraising through donations, sponsorships, partnerships and grants;
- Master's degree required; doctorate preferred.
TO APPLY

Nominations, applications, and inquiries are being accepted for the position. Consideration of candidates will continue until the position is filled. Candidates must submit curriculum vitae and a cover letter. All correspondence should be directed to Isaacson, Miller via www.imsearch.com/5198.

Gale Mersen and Vijay Saraswat
Isaacson, Miller
263 Summer Street, 7th Floor
Boston, MA 02210

Additional information about the search is available at www.davenport.edu

Davenport University is an equal opportunity employer.