THE OPPORTUNITY

Montana State University invites nominations and applications for an exceptional academic leader to serve as the Vice President of Agriculture, Dean of the College of Agriculture and Director of the Montana Agricultural Experiment Station. The Vice President reports to the Provost and President and provides strategic academic leadership for the College and the Experiment Station.

Reporting to the Provost as the College of Agriculture’s Dean and to the President as the Vice President of Agriculture and Director of the Montana Agricultural Experiment Station (MAES), the Vice President for Agriculture is the senior academic and administrative officer of the College of Agriculture. This administrator is responsible for setting strategic, operational, and financial directions of the College of Agriculture; and has overall responsibilities for growing and managing resources and maintaining an effective collegial environment to support excellence in teaching, research, and outreach. The Vice President for Agriculture is expected to be a leader within the University, representing the College of Agriculture at the state and national levels to external constituents, including the Montana State Legislature. In addition, as the Director of the Montana Agricultural Experiment Station, this individual is responsible for growing, evaluating, assessing, and approving its programs and projects, and administering the State of Montana Seed Lab.

Founded in 1893 as a land-grant university, Montana State University (MSU) in Bozeman is composed of nine academic colleges and a graduate school and boasts a friendly, supportive faculty and campus environment. Currently, the Bozeman campus hosts an enrollment of over 16,000 students, including approximately 2,000 graduate students.

The Montana State University College of Agriculture, the Montana Agricultural Experiment Station and MSU Extension jointly serve the state’s 56 counties and 7 American Indian reservations. Montana takes great pride in its rural character, being the fourth largest state in the union with a population of just over 1 million people. Agriculture remains a mainstay of the state’s economy, led by cornerstone agricultural products that exceed $4 billion annually. Major commodities include; cattle and wheat, forages, barley, pulse crops, sugar beets, wool production and a wide variety of specialty crops including oilseeds and honey that also play an important role in the agricultural economy of the state.
Montana State University's agricultural research and academic programs are highly valued by the citizens of Montana and strongly supported by the university's president, Waded Cruzado, who considers it a vital part of the land-grant mission. President Cruzado also represents agriculture at Montana State University by serving as a member on the Board for International Food and Agricultural Development. Agricultural teaching, research and outreach programs are in a constant cycle of identifying local needs, planning and prioritizing work, creating programs, and delivering high-quality, unbiased programs and information to Montana’s citizens.

The state's land-grant university, Montana State University, educates students, creates knowledge and art, and serves communities by integrating learning, discovery and engagement. The University has set enrollment records 10 times in the last 11 years. Montana State University prepares students to graduate equipped for careers and further education. Montana State University’s student to faculty ratio means accessible professors and hands-on learning opportunities. Working alongside world-class faculty mentors, students discover new knowledge that helps to improve quality of life around the globe. This supportive and collaborative learning environment helps students succeed in competing for national and international scholarships and awards. In the past year alone, Montana State University students have received prestigious awards including:

• Goldwater Scholarship
• Rhodes Scholarship
• Marshall Scholarship
• Udall Scholarship Truman Scholarship
• Newman Civic Fellow
• Schwartzman Scholarship

Montana State University is recognized nationally for its prominence in research among leading public research universities. Montana State University is among the top 3 percent of colleges and universities in the nation for research expenditures (typically exceeding $100 million annually). Because of its high undergraduate profile, Montana State University undergraduate students get opportunities to do research of national importance on a variety of topics, opportunities that would typically be reserved for graduate students at other universities. That’s one reason why Montana State University is a national leader in producing winners of the Goldwater Scholarship, the nation’s premier award for undergraduates in math and science fields. Montana State University research has led to significant discoveries that are changing the world. Montana State University holds more than 250 active technology licenses. In addition, 92 patents and 35 plant variety certificates have been issued for Montana State University discoveries with many more pending.
Montana State University maintains and exceeds a variety of accreditation requirements that were designed to ensure high quality educational standards. Montana State University is accredited by the Northwest Commission on Colleges and Universities. During its most recent re-accreditation, Montana State University was commended for an “extremely high level of productivity and effectiveness.” In addition to national accreditation, many of Montana State University’s colleges, departments and programs also maintain rigorous accreditation credentials through discipline specific agencies.

The College of Agriculture and the Montana Agricultural Experiment Station

The College of Agriculture comprises five academic departments: Agricultural Economics and Economics, Animal and Range Sciences, Microbiology and Immunology, Land Resources and Environmental Sciences, Plant Sciences and Plant Pathology, and the Department of Research Centers (seven off-campus research centers); as well as the Division of Agricultural Education, and includes the Washington, Idaho, Montana and Utah Regional Program in Veterinary Medicine. With the College’s blend of on and off-campus learning, and discovery and outreach programs through federal/state partnerships with the Montana Agricultural Experiment Station (MAES), it supports seven research centers including: the Bozeman Agricultural Research and Teaching Farm, just west of the main campus; three off-campus research ranches that focus on livestock, rangeland, wildlife and grazing investigations; and one of only two wool research labs in the United States.

MAES’s activities are comprehensively integrated with the College of Agriculture and its teaching, research, and service functions as it addresses agricultural, molecular biology and immunology, natural resources, environmental, policy, and societal issues as defined by the departments organized across research areas. In addition, the College of Agriculture supports an active Extension Service with 18 specialists in departments within the College of Agriculture and 8 associate specialists, and is proud of its student-run vegetable garden, Towne’s Harvest Garden, which offers shares to community members, partners with the Gallatin Valley Food Bank, and raises awareness about the value of locally grown food.

In 2017, the College of Agriculture enrolled 1,268 students, with 1,063 studying in one of 10 undergraduate degree programs and 205 in 15 masters and 4 doctoral degree programs from 5 departments and 1 division. Doctoral degree programs are offered in Animal and Range Sciences, Immunology and Infectious Diseases, Plant Science, and a co-college Ph.D. in Ecology and Environmental Sciences. The College of Agriculture has an annual operating budget of $56 million dollars and includes 160 tenure-track faculty, 64 non-tenure-track faculty, and 160 staff.

College of Agriculture Mission

As a land-grant institution, Montana State University provides education, research, and extension/outreach programs to meet changing needs of Montana.

The College of Agriculture and the Montana Agricultural Experiment Station generate and disseminate superior knowledge and technological solutions to increase the competitiveness of communities capturing value from Montana’s agricultural and natural resources, preserve environmental quality, and improve the quality of life for all our citizens.

College of Agriculture Vision

To create environments where people excel through innovative learning, discovery, and outreach programs in agriculture and natural resources.
The College of Agriculture awards the largest number of distinct scholarships among any college at Montana State University, as it provides a combination of deductive and hands-on learning for its students. It also conducts dynamic research programs throughout Montana with Bozeman-based and Agricultural Research Center-based faculty and staff. This reputation has supported the College’s excellent faculty whose state, regional, and national research expenditures funded by grants and other sources has averaged more than $30 million dollars over the past four fiscal years. With a wide array of research programs in progress, faculty and students have garnered much state and national recognition, including national recognition as one of the country’s top colleges of agriculture with nationally-ranked campus research farms.

**THE POSITION**

**Responsibilities**

The College of Agriculture is seeking a collaborative administrator who has attained distinction in one of the disciplines of the College and is a proven leader with the requisite vision to continue development into the premiere land-grant College of the Northwest region. The Vice President of Agriculture is expected to promote the global visibility of Montana State University’s agricultural programs, foster research and creativity, partner with the University’s Foundation to continue developing the endowment and entrepreneurial goals, work with the Montana Legislature, and manage the College’s and MAES’s human, fiscal, and physical resources. This administrator must work closely with leaders of the agricultural, educational, and the business communities to develop the necessary relationships to ensure that Montana State University connects with its agricultural clientele and stakeholders while engaging in student career development and philanthropic opportunities. Montana State University is seeking an individual who will effectively work with faculty, students, and the community as well as with alumni and other benefactors and constituents to continue to enhance the reputation of Montana State University, the College of Agriculture and MAES.

**Required Qualifications**

Minimum qualifications include a Ph.D. or equivalent terminal degree, significant experience in academic leadership, a comprehensive understanding of the needs of today and tomorrow’s agricultural community, and a record of substantive professional accomplishments in the field. The successful candidate will possess a teaching and research record commensurate with the rank of full professor, as well as strong credentials in managing academic programs. In addition, the applicant will demonstrate strong innovative and entrepreneurial leadership, experience with interdisciplinary and outreach programs, as well as collaborative, interpersonal, and proven resource development skills.
Desired Qualifications Include:

- Knowledge of and passion for the land-grant mission;
- Experience in academic administration, budget management, personnel management and strategic planning;
- A track record of resource development for research, teaching and faculty support;
- An ability to create a collaborative working environment and build effective teams;
- Ability to lead through shared decision-making;
- Evidence of developing successful collaborations and building collegial relations among faculty, students, staff, administration and external stakeholders;
- Excellent oral and written communications skills;
- Administrative expertise (including budget and facilities oversight) in a sizeable organization with diverse stakeholders, as an associate dean, or dean;
- Demonstrated leadership committed to diversity and gender equity in recruiting, developing and retaining faculty and staff to advance the vision of a university;
- Demonstrated potential to secure substantial philanthropic gifts;
- Proven integrity and ethical qualities.

HOW TO APPLY

Greenwood/Asher & Associates, Inc. is assisting Montana State University in the search. Initial screening of applications will begin immediately and continue until an appointment is made. For full consideration, materials should be provided by August 17. Application materials, based on the Montana State University vacancy announcement (www.montana.edu/jobs), should include a letter addressing how the candidate’s experiences match the position’s duties, responsibilities and qualifications, an academic curriculum vitae and contact information for at least five references. Submission of materials as PDF attachments is strongly encouraged. Individuals wishing to place names in nomination should submit electronically a letter of nomination to include the name, position, address, and telephone number of the nominee.
Confidential inquiries, nominations, and application materials should be directed to:

Jan Greenwood or Betty Turner Asher, Partners
Bob Abene, Executive Search Consultant
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For more information about Montana State University, please visit:
www.montana.edu

Montana State University is committed to continually supporting, promoting and building an inclusive and culturally diverse campus environment and strongly encourages applications from female and minority candidates.