



**MONTANA
STATE UNIVERSITY**



Dean of the Graduate School & Associate Vice President for Research

Position Profile

The Opportunity

President Waded Cruzado and Executive Vice President and Provost Robert Mokwa are pleased to announce the launch of a national search for a Dean of the Graduate School and Associate Vice President for Research.

The Dean of the Graduate School and Associate Vice President for Research will provide leadership, management and administration of the Graduate School. The position will report to the Executive Vice President of Academic Affairs (Provost) with secondary reporting to the Vice President of Research and Economic Development (VPRED). This position will lead the transformation of the Graduate School in terms of recruitment, retention and completion, and will expand graduate education at the Master, Doctoral and post-doctoral levels. This position will serve as a champion for graduate education, and by reporting to both the Provost and the VPRED, it will ensure the integration of graduate training and research in alignment with University priorities.

Key Responsibilities:

- › Provide academic leadership to develop innovative, flexible academic programs and recruiting initiatives to grow the Graduate School and the academic and research enterprise at Montana State University;
- › Foster a diverse and inclusive graduate community;
- › Manage and provide budgetary oversight of graduate tuition waivers and stipends;
- › Provide enhanced opportunities for professional development and preparation of graduate students for careers in academic, government and industry sectors;
- › Identify and cultivate new sources of funding through the promotion and development of partnerships and collaborations with industry, partner institutions and government that will lead to increased resources for the University and employment opportunities for graduates;
- › Support and collaborate with faculty to develop internships, fellowships and training grants that reflect University priorities;
- › Review, propose and implement changes/revisions to policies and procedures to improve the operation of graduate programs and graduate student success to enhance the University's ability to attract and retain excellent graduate students;
- › Coordinate with key University stakeholders to provide senior level policy and process recommendations related to graduate student education and research;
- › Leverage national and international agencies and foundations to assist in identifying potential sources of funding support for faculty and graduate students;
- › Serve on the Board of Directors for the Applied Research Lab and work with the ARL to coordinate security clearances and identify graduate and undergraduate students who seek opportunities in applied research;
- › Coordinate with Office of Space Planning and Management to identify and manage research space, especially space allocated for research on campus and at the Montana State University Innovation Campus;
- › Facilitate networking, mentoring and research partnerships across disciplines and create opportunities for faculty research skills development;
- › Provide leadership, direction and management to the staff of the Graduate School;

- › Serve as a member of various University committees as directed by the Provost and the Vice President of Research & Economic Development; and
- › Stand in for the Vice President of Research and Economic Development in her absence.

Desired Qualifications:

The Dean of the Graduate School and AVP for Research will require significant experience in management leadership roles. Successful candidates are expected to have a terminal degree and a distinguished record of scholarship. Qualification for tenure at the professor level in an academic department at MSU is preferred; associate professor required.

- › A solid record of visionary, innovative leadership in higher education or comparable professional arena;
- › An established background as an exceptional teacher and scholar;
- › Outstanding communication and leadership skills;
- › Demonstrated administrative, budgeting, and governance skills;
- › Interest and ability in resource enhancement through grants and gifts and other activities intended to enhance the academic and financial strength of MSU graduate programs;
- › Proven ability to relate effectively to a variety of internal and external constituencies; and
- › Commitment to the promotion and support of diversity and inclusion activities.

Montana State University

Founded in 1893 as the land-grant university of the state, Montana State University is a Carnegie designated Doctoral University with Higher Research Activity and a Community Engaged institution. Located in Bozeman, MSU is the largest university in Montana and the largest land-grant institution in the surrounding states, offering more than 180 baccalaureate, graduate certificates, master's and doctoral degree programs. The University's annual budget exceeds \$570 million, with more than 1,200 faculty, 2,000 staff members and more than 16,700 students who represent all 50 states and 72 countries.



Montana State University has the largest and most varied research portfolio in Montana and neighboring states. Its sponsored award expenditures consistently exceed \$110 million per year, with major areas of research excellence in agriculture, biomedicine and health care, economics, education, energy, mental health, nanotechnology, optics and photonics.

Montana State University offers a strong focus on undergraduate student research, which in recent years has resulted in unprecedented numbers of national and international awards, including Rhodes, Gates, Truman, and Newman scholars; nationally, the institution ranks ninth in terms of Goldwater Scholars. Our steadfast commitment to the land-grant mission has

strengthened our leadership in inclusive excellence through programs advancing students from different ethnic, racial, economic and geographic backgrounds.

As a land-grant institution, Montana State University is proud to serve a large number of first generation and low-income students, as well as underrepresented groups, with an emphasis on American Indian students. The institution has the highest retention and graduation rates in the state of Montana.

In addition to the Bozeman campus, Montana State University has an embedded two-year program, Gallatin College MSU, and three affiliated campuses--MSU Billings, MSU Northern in Havre and Great Falls College MSU. As Montana's land-grant institution, MSU is an active partner in the state's educational and economic development agenda; its seven research centers under the Montana Agricultural Experiment Station, 55 MSU Extension offices, Fire Services Training School and public service programs reach every county of the state, as well as seven tribal reservations and beyond.

Bozeman – Flagship Campus

- › Year Founded: 1893
- › Student Enrollment: 16,700+;
Female, 53% Male, 47%
- › Faculty: 1,200
- › Staff: 2,000
- › Academic Colleges: Agriculture, Arts and Architecture, Business; Education, Health and Human Development; Engineering, Gallatin College MSU, the Graduate School, Honors College, Letters and Science, and Nursing
- › Mascot: Bobcat
- › Athletic Conference: Big Sky, NCAA Division I
- › www.montana.edu

Fast Facts

- › Montana's Largest University
- › Average High School GPA – 3.48
- › Average ACT Score: 25.4
- › Average SAT Score: 1,716
- › Fastest growing colleges:
Engineering, Agriculture,
Business



Montana State University has the following affiliate campuses:

Montana State University-Billings

- › Year Founded: 1927
- › Student Enrollment: 4,466
- › Faculty: 198.9 FTE
- › Academic Colleges: Allied Health Professions, Arts and Sciences, Business, Education, Professional Studies and Lifelong Learning, and City College MSU-Billings
- › Mascot: Yellowjacket
- › Athletic Conference: Great Northern Athletic Conference
- › www.msubillings.edu

Montana State University-Northern

- › Year Founded: 1929
- › Student Enrollment: 1,232
- › Faculty: 79.6 FTE
- › Academic Colleges: Arts and Sciences, Business, Education, Nursing, Technical Sciences, Graduate Programs, and Extended University
- › Mascot: Polar Bears named "Aurora and Boris"
- › Athletic Conference: Frontier Conference
- › www.msun.edu

Montana State University-Great Falls College

- › Year Founded: 1969
- › Student Enrollment: 1,674 FTE
- › Faculty: 92.6 FTE
- › Academic Colleges: Arts and Sciences, Business, Extended Learning, Health Sciences, Trades, and Technology
- › www.qfcmsu.edu

MSU Mission

Montana State University, the state's land-grant institution, educates students, creates knowledge and art, and serves communities by integrating learning, discovery and engagement.

MSU Vision

Montana State University is as remarkable as its setting. Created as a land-grant institution, it is a welcoming, adventurous community of students, faculty and staff distinguished by its commitment to address the world's greatest challenges. The University energizes individuals to discover and pursue their aspirations. It inspires people to engage with the university to improve the human prospect through excellence in education, research, creativity and civic responsibility.



Values

- › **Respect**

Value respect for diversity in all its dimensions. Respect and civility foster collaboration and open communication, which in turn create productive local, regional and global communities.

› **Integrity**

Value honesty and professionalism in all work. Each individual is personally accountable for his/her work and behavior.

› **Student Success**

Value all students and believe in creating an environment in which they can be successful and reach their full potential.

› **Excellence**

Belief in challenging the MSU community in the pursuit of the highest quality that can be attained.

Student Life

MSU has more than 200 student clubs—from academic to recreational to community service organizations. From hockey to horticulture and marketing to mechanical engineering, opportunities exist to build relationships with other students of similar interests.

Operating under the umbrella of the Division of Student Success, MSU Rodeo teams have claimed 8 national team titles, 32 individual national championships, and a multitude of Big Sky Regional crowns.

Residence Life offers themed floors to connect students who share similar academic or extracurricular interests and experiences. The newest themed floor, “A Sense of Place” was introduced in 2017. Programming promotes self-reflection and activities that will help students better understand their motivation and purpose. This community was developed for students unsure about what they want to study and what their futures hold. Other established Living Learning Communities (LLCs) include Business, Engineering, Honors, Emerging Leaders, and Creative Arts.

Servicing the Residence Hall System is University Dining Services which boasts nationally recognized Miller Dining Commons as a multi-venue contemporary dining facility with an emphasis on sustainable food systems. University Food Services has begun construction of a new dining hall to replace Harrison and Hannon Dining Halls. Construction completion is slated for Summer 2018.

Academics

The CORE 2.0 curriculum at Montana State University is designed to enhance students’ intellectual experience in all realms of academia, with the express goal of providing students with a broad exposure to and knowledge of multiple and varied methods of scholarship. The Core curriculum consists of required classes that focus on clear verbal and written expression(s) of



critical analysis and evaluation of academic fields of study at the heart of human intellectual and artistic inquiry and achievement. Completion of the Core curriculum requirements will introduce students to the theories, methods, and foundations of these academic fields, enable them to critically evaluate information in these subjects, and teach them to present their knowledge clearly in both verbal and written form.

The CORE 2.0 curriculum ensures every undergraduate student participates in a research or creative experience with a faculty mentor. Through integration of learning and discovery, students address some of the world's most pressing challenges. MSU is comprised of ten Colleges: College of Agriculture, College of Arts & Architecture, College of Business, College of Education, Health & Human Development, College of Engineering, College of Letters & Science, College of Nursing, Honors College, Gallatin College and The Graduate School.

Research

MSU is among the nation's top research universities with faculty that explore health and biomedicine; energy, the environment, transportation, engineering, agriculture, the physical



sciences, the humanities and the social sciences. MSU researchers are active in publishing and enthusiastic about sharing their work. Faculty take advantage of the ability to conduct pioneering research while providing learning opportunities to undergraduate and graduate students. In fiscal year 2017, MSU opened 562 new sponsored program grants and had \$130.8 million in research expenditures.

The integration of learning and discovery is a hallmark of the undergraduate experience at Montana State University, which offers every student a hands-on research or creative project in his or her sophomore year. MSU has become a model university for combining these two critical aspects of the land-grant mission.

Accreditation

Montana State University has been accredited by the Northwest Commission on Colleges and Universities (NWCCU), an institutional accrediting body recognized by the Council for Higher Education Accreditation and the U.S. Department of Education since 1932. Eligible professional academic and service programs within the University are accredited by the following agencies:



- › Accreditation Association for Ambulatory Health Care (for Student Health Service)

- › Accreditation Board for Engineering and Technology (ABET)
- › Accreditation Council for Education in Nutrition and Dietetics (ACEND)
- › American Psychological Association (for PhD-level internships in Counseling and Psychological Services) (APA)
- › Association to Advance Collegiate Schools of Business (AACSB)
- › Commission on Collegiate Nursing Education (CCNE)
- › Council for Accreditation of Counseling and Related Educational Programs (CACREP)
- › National Architectural Accrediting Board (NAAB)
- › National Association of Schools of Art and Design (NASAD)
- › National Association of Schools of Music (NASM)
- › National Collegiate Athletic Association (for intercollegiate athletics) (NCAA)
- › Northwest Association of Secondary and Higher Schools
- › Society of Range Management (SRM)
- › Teacher Education Accreditation Council (TEAC)

Athletics

The Montana State Bobcats are the varsity athletic teams representing Montana State University in Bozeman in intercollegiate athletics. The university sponsors fifteen teams including men's and women's basketball, ski, tennis, cross country, and indoor and outdoor track and field; women's - only golf and volleyball; and men's-only football. The Bobcats compete in NCAA Division I and are members of the Big Sky Conference



with the exception of the ski teams which belong to the Rocky Mountain Intercollegiate Ski Association. MSU is a charter member of the Big Sky Conference, which began competition in the fall of 1963.

In the Spring 2018, the average Bobcat student-athlete GPA was 3.19 with 65% of student athletes earning a 3.0 GPA or better. In addition, the four-year student-athlete graduation rate is 69%.

The mission of the Department of Intercollegiate Athletics at Montana State University Bozeman is to foster excellence in academic and athletic performance. To accomplish this the department of athletics:

- › Promotes student-athlete welfare, ethical conduct, equal opportunity and fiscal and social responsibility among all athletes, coaches, staff and administrators.



- › Supports the success of student-athletes by actively engaging the broader University community.
- › Actively develops student-athlete life-skills for success in the classroom, on campus and in the community.
- › Encourages athletic excellence characterized by discipline, sportsmanship and continuous personal growth.

Diversity

Montana State University considers the diversity of its students, faculty and staff to be a strength and critical to its educational mission. MSU expects every member of the university community to contribute to an inclusive and respectful culture for all in its classrooms, work environments and at campus events. Diversity can include sex, race, age, national origin, ethnicity, gender identity and expression, intellectual and physical ability, sexual orientation, income, faith and non-faith perspectives, socioeconomic status, political ideology, education, primary language, family status, military experience, cognitive style and communication style. Such must be valued in our community

Bozeman, Montana

Located in a beautiful mountain valley just 80 miles north of Yellowstone National Park, Bozeman offers majestic mountain scenery with limitless outdoor recreation from fly fishing to world-class skiing to camping and hiking. Extensive cultural offerings include the Bozeman Symphony, Bozeman Intermountain Opera, Montana Ballet

Company, numerous art galleries, festivals, fairs, rodeos, concerts and other cultural events. The University is also home to the Museum of the Rockies, with a paleontology collection of global distinction.

Bozeman was ranked number one on Bizjournals.com's list of top 10 "dream towns" calling it "the ultimate dream town" offering the best quality of life. The journal said that Bozeman topped the list because of its strong showings in several categories, including its fast-growing number of small businesses and the local share of adults with bachelor's degrees (at 41 percent, Bozeman was sixth among all the nation's small communities). Its population of 38,000 makes it the fourth largest city in the state.



Salary

The salary is competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Montana State University in this search. Confidential applications and nominations will be accepted until the position is filled. For best consideration, applications and nominations should be provided by November 7, 2018. Initial screening of applications will begin immediately and will continue until an appointment is made. A complete application will include a letter addressing how the candidate's experiences match the position's duties, responsibilities and qualifications, a current résumé or curriculum vitae, and a list of names of five references (including titles, institutions and contact information). Submission of materials as PDF attachments is strongly encouraged.

Individuals who wish to nominate a candidate should send an email with information about the nominated person to Greenwood/Asher & Associates, Inc., an executive search firm, which is assisting in this search. Please include the name, position, address, telephone number and email address of the nominee.

Confidential inquiries, nominations and application materials should be directed to:

Jan Greenwood or Betty Turner Asher, Partners

Alex Matthews, Senior Executive Search Consultant

Greenwood/Asher & Associates, Inc. 42 Business Center Drive, Suite 206

Miramar Beach, FL 32550

Phone: 850.650.2277 / Fax: 850.650.2272

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Greenwood/Asher & Associates, Inc.
Executive Search, Consulting and Training

For more information about Montana State University, please visit <http://www.montana.edu/>

Montana State University reaffirms its policy of equal opportunity regardless of race, color, creed, religion, national origin, sex, sexual orientation, age, marital status, disability, or status as a disabled veteran or Vietnam era veteran. This policy applies to all programs and facilities, including, but not limited to, admissions, educational programs, and employment.