



## MONTANA'S FIRST LAND-GRANT UNIVERSITY

### Senior Diversity and Inclusion Officer

President Waded Cruzado and Executive Vice President and Provost Robert Mokwa are pleased to announce the launch of a national search for Montana State University's first Senior Diversity and Inclusion Officer. This position was recommended in MSU's 2017 Diversity and Inclusion Framework Report, which was written after hundreds of MSU students, faculty and staff provided feedback at a series of diversity summits and charrettes.

Montana State University seeks a creative, collaborative, strategic and results-oriented leader to assume the new position of Senior Diversity and Inclusion Officer. As a direct report to the President and Provost the Senior Diversity and Inclusion Officer will promote an institutional culture that values and supports inclusion at Montana State University. The Senior Diversity and Inclusion Officer will be dedicated to the mission of a land grant university and will be excited to work at a student-centered research university dedicated to the creation and application of knowledge. This individual will have a broad vision for the role of diversity in achieving institutional excellence as well as a strong track record in managing change and in building and supporting initiatives that promote diversity, equity, access and inclusion. The Senior Diversity and Inclusion Officer will serve as a catalyst to leverage best practices across the MSU campus. The position will also help to develop shared accountability to introduce and measure new programs and to promote a culture of inclusion at the University. Senior Diversity and Inclusion Officer candidates who possess a terminal degree from an accredited institution may qualify for an appointment in an academic department.

The Senior Diversity and Inclusion Officer will be responsible for leading and coordinating MSU's progress towards diversity, equity and inclusion goals.

#### Key Responsibilities:

- Serve on the President's Executive Council and advise the President, Provost and senior University administrative officers on issues relating to University diversity and inclusion.
- Advise University efforts to recruit and retain a diverse community of faculty, staff and students and to promote a culture of thriving and institutional commitment to inclusivity.



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- Provide vision, leadership, coordination and strategic planning for the design and implementation of an institution-wide framework to ensure diversity, equity and respect for all students, faculty, staff, alumni and visitors/guests.
- Assume primary responsible for coordinating implementation of the University's strategic plan and framework recommendations for diversity and inclusion in partnership with other units to ensure that diversity initiatives are aligned with the overall University's strategic plan.
- Develop, coordinate and lead institutional diversity council/s to promote institutional transformation and inclusive excellence across the institution.
- Work with University leadership to advise retention and completion strategies for American Indian students and other under-represented and minority students.
- Serve as the point of contact and lead campus coordinator for American Indian programs and services for other under-represented and minority students.
- Design, facilitate, analyze and disseminate results of a campus climate assessment every 3-4 years.
- Develop and analyze actionable, proactive metrics that support monitoring, needs analysis and strategic insights regarding diversity and inclusion trends.
- Guide the development and implementation of strategies toward creating a diverse and equitable learning, research and work environment.
- Promote a positive image and positive external relations for the University by working with University Communications to communicate and interact with city, state and other officials in matters related to University diversity efforts.
- Represent the President, Provost and University in various community, state and regional activities designed to promote diversity at Montana State University and higher education in general.
- Identify, develop, foster and maintain strong internal and external relationships for integrating diversity/inclusion initiatives that advance diversity-building partnerships in the community.

**Required Qualifications:**

- An excellent command of contemporary diversity, equity, inclusion and multiculturalism concepts and issues in higher education.
- Demonstrated ability to research, identify and implement best practices of diversity and inclusion.
- Demonstrated ability to work effectively and collegially within a complex university system with a wide range of constituencies both on and off campus.
- Exceptional written and oral communication skills.
- Successful record of leading and advancing diversity and cultural inclusion initiatives.
- Proven experience in developing and implementing outreach efforts and programs.
- Demonstrated ability to work effectively in shared governance.



### **Preferred Qualifications:**

- PhD or terminal degree

### **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+
- 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](http://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
- Female % - 47%
- Male % - 53%
- 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](http://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](http://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](http://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.



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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 the community.







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## **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 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 15, 2018. Application materials, based on the MSU vacancy announcement (<http://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  
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**



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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.*