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The University of Idaho, the state’s land-grant and flagship institution, seeks a forward thinking, innovative and collaborative leader to serve as dean of the College of Agricultural and Life Sciences.

THE COLLEGE OF AGRICULTURAL AND LIFE SCIENCES

Families and agriculture across the nation and in the state of Idaho continue to face pressing challenges—limited arable land and water, increasing childcare costs, ecosystem degradation, shrinking rural labor force and conflicting advice on the nutritional value of products are all complex issues that deserve quality research. The charge of the University of Idaho College of Agricultural and Life Sciences (CALs) is to advance the health and welfare of people, animals and the

environment through applied research and education in agriculture, community, human and rural development, nutrition and life sciences. Through these efforts, CALS endeavors to improve the lives of all Idahoans.

The College of Agricultural and Life Sciences is a dynamic academic organization that works to fulfill the University of Idaho's land-grant mission through its integration of teaching, research, and Extension. The college is a connected community of more than 1,000 extraordinary undergraduate and graduate students, 216 tenure track and professional faculty, 28 postdocs, and 271 staff located in Moscow and across the state of Idaho.

CALS recently received a transformational gift of \$5 million from the J.R. Simplot Family Foundation to endow the dean's position – the first of its kind at U of I. This endowment was inspired by recent CALS' achievements in moving the University of Idaho into a premier agricultural research institution. These achievements include:

- Construction of the Idaho [Center for Agriculture, Food and the Environment](#) (CAFE) to study the effects of animal agriculture on plant and soil health and water usage;

- Identifying partnerships to secure the first Presidential Endowed Chair in Nematology at the [Parma Research & Extension Center](#);
- Building the [Deep Soil Ecotron](#) on campus to better understand the role deep soil plays across multiple systems, including agroecosystems;
- Hiring an Endowed Chair in [Commodity Risk Management](#) to help stakeholders in the agriculture supply chain better manage and reduce market risks;
- Securing a National Institute of Health Center of Biomedical Research Excellence (COBRE) grant focused on [nutrition and women's health](#) including undernutrition and obesity, fertility, eating disorders, nutrient deficiencies, chronic disease and mental health;
- Securing the largest grant in University of Idaho history (\$55 million) – the [Innovative Agriculture and Marketing Partnership](#) (AMP) – which enrolls growers in an incentive program to implement grower smart farming strategies and builds new supply chains for producers to market these crops;
- Opening the first federally funded center at the University of Idaho – the [Western Rural Development Center](#) – to drive collaborative research and outreach for key issues in rural communities across the Western region;



- Breaking ground on the \$14 million [Meat Science and Innovation Center](#), a modern laboratory and meat processing facility, which will provide space to serve more students and meet the needs of external stakeholders and industry across Idaho.

CALS offers degree [programs](#) on a broad range of topics, from animal science to child development to crop management. CALS is made up of [six departments and one school](#), offers 26 undergraduate majors, and has 20 graduate programs, including seven PhD degree programs. In addition, undergraduate students can choose from more than 20 minors and two certificate programs – many which cross multiple disciplines – to augment their education. Students in CALS also have many hands-on learning experiences, like the CALS Agricultural Commodity Risk Management Program and the College of Business and Economics’ Barker Capital Management and Trading Program, which includes a dedicated trading room with MorningStar Direct platform, multiple industry platforms, and a Bloomberg certification.

The college serves all 44 counties through the [Idaho Agricultural Experiment Station \(IAES\) and University of Idaho Extension](#). The Extension system is physically located in 42 county offices and on three tribal reservations, has nine Research and

Extension centers, six affiliated centers, and four district administrative offices. University of Idaho Extension provides reliable research-based education and information to help people, businesses and communities solve problems, develop skills and build a better future. Our Extension network brings the research and knowledge of the university to local Idaho communities, with a focus on 4-H positive youth development, community development, food production systems, forestry and natural resources, health and wellness, horticulture and small farms and water. Extension faculty and staff documented nearly 400,000 face-to-face interactions during 2023, with a return on investment of \$47 million reported by the participants.

The IAES works to improve the quality of life for Idahoans, impacting citizens and the state economy by working with producers, businesses and communities to find solutions to critical issues. The IAES focuses on improving agricultural practices, developing new and valuable crop varieties, protecting animals and crops from pests and disease and helping Idaho’s economy grow. A diverse group of faculty, staff and students are working together to provide solutions that advance the health and welfare of people, animals and the environment locally, nationally and globally. Research expenditures for CALS in FY ’24 were approximately \$29 million.



POSITION SUMMARY

The Dean for the College of Agricultural and Life Sciences has responsibility to oversee and implement policies and priorities of the college and university. The dean leads the college faculty in the development of policies and priorities governing the academic programs of the college and the research agenda, including the Idaho Agricultural Experiment Station and University of Idaho Extension. The dean facilitates the appropriate inclusion of faculty, staff, students, and stakeholders in the college decision-making processes. It is expected that the dean satisfactorily employs strategies to implement objectives and achieve the University's strategic goals while carrying out the mission of the college.

The next dean should have professional experiences and qualifications that align with the responsibilities of the role:



MISSION - FOCUSED

- Exhibit passion for the land-grant mission and champion the importance of teaching, research, and Extension, while promoting a robust culture of integration of all three mission areas;
- Bring together people from different backgrounds, perspectives, and generations to ensure that all have access to the opportunities and resources provided by CALS in order to learn, grow, and thrive;
- Promote Extension, community engagement, and workforce development efforts that engage the University in serving the State of Idaho;
- Develop pathways for expanding educational opportunities for students, increase interdisciplinary research, build industry and community partnerships, lead strategic initiatives and planning that enhance excellence within the college;
- Build coalitions and promote faculty research efforts that position the college to be a global leader in responding to statewide, national and international challenges, while ensuring international and intercultural learning and research opportunities are accessible to all faculty, staff and students.



EXECUTIVE LEADERSHIP

- Develop a clear vision for the college and provide leadership needed to ensure the continuing success and impact of the college;
- Grasp and navigate the educational, political, and cultural dynamics and complexities of leading a college at a state-supported institution in today's current environment;
- Exhibit decision-making rooted in transparency and collaboration;
- Effective communication and public relation skills, including an ability to listen and clearly articulate the college's vision, goals, and accomplishments to its many constituencies;
- Promote a culture of student success and be a visible and present leader through regular student engagement;
- Efficiently manage the financial resources of the college and openly communicate in a manner that provides clarity in financial management;
- Oversee the completion of current capital projects within CALS and provide leadership for future capital projects;
- Adapt to meet the changing needs of the communities we serve through program evaluation and the development of new academic programs and modifications to existing ones.



RELATIONSHIPS, PARTNERSHIPS, AND FUNDRAISING

- Act as an ambassador for the mission and vision of CALS;
- Build coalitions and cultivate partnerships with internal and external constituent groups;
- Build positive relationships with the university administration, community leaders, commodity groups, producers and growers, elected officials, the Northwest Tribes, and donors;
- Represent CALS within the university with respect to campus resources and policies;
- Be seen as an active and integral member of the statewide community;
- Lead fundraising initiatives and promote donor and alumni development to expand and enhance the facilities, support faculty initiatives, and enhance the student experience;
- Secure transformational gifts as well as develop strategies to increase annual giving, capital development, and grant support;
- Build trusted relationships with philanthropic leaders who can help to increase financial support for the college.



TEAM BUILDING AND MANAGEMENT

- Effectively work with faculty and staff to ensure continued academic excellence in an environment of shared governance;
- Possess an engaging, open, positive, and inclusive leadership style to create a spirit of camaraderie and a sense of mission/purpose;
- Drive an organizational imperative for talent, ensuring investments in recruiting, attracting, developing, mentoring, empowering, and retaining diverse faculty and staff;
- Cultivate an organizational culture of high expectations and accountability for critical objectives at all levels in a positive and productive manner;
- Model professional trust with all faculty and staff to ensure openness to innovation.



QUALIFICATIONS

Required Qualifications

- An earned terminal degree from an accredited university in a discipline appropriate to the college.
- Accomplishments and experience to merit an appointment with tenure and rank of full professor in the college.
- Academic leadership experience, including: personnel management (faculty and staff), resource management (finances, facilities, equipment, etc.), and quality academic programming and delivery.
- Experience leading original initiatives focused on improving excellence in teaching, research, outreach, mentoring, and/or student success.
- Demonstrable knowledge and understanding of the mission of a land-grant university.

Preferred Qualifications

- Experience with strategic planning and visioning to successfully implement change, managing program/professional-level accreditation and program assessment, increasing student enrollment, and attracting and retaining a robust student and employee population.
- Interpersonal and communication skills to develop, maintain, and work successfully with faculty, staff, department administrators, peer colleagues, students, alumni, and other stakeholders.
- Experience developing and advancing philanthropic opportunities, economic development, extramurally funded research, or other fundraising efforts.

- Experience creating a welcoming and dynamic learning environment for all students, staff and faculty.
- Experience managing activities of a large complex organization such as Extension programming, research and outreach sites, or other systems across a state or region.
- Experience with research endeavors at R1 institutions.

THE UNIVERSITY OF IDAHO

Located in Moscow, Idaho, University of Idaho's 1,600-acre campus is nestled within the rolling hills of the Palouse in North Idaho. The University enrolls over 11,500 students and offers 103 undergraduate programs

and 69 graduate programs through its ten colleges. Students have ample opportunities to get involved with campus life and the community, with over 200 student clubs and organizations to join.

The University of Idaho is a leading economic driver in the state, with over \$120 million in research grants and contracts focused on issues critical to Idaho. The university is on track and projected to achieve R1 research status in 2025. For three years in a row, we have ranked #1 Best Value in the West by U.S. News and World Report, made possible by the more than \$50 million in scholarships and grants awarded to students annually. Over 70% of these students graduated from Idaho high schools and contribute to the highest degree of college completion in the state.



APPLICATION PROCESS

Priority consideration will be given to materials received by **December 27, 2024**. Applications should include a

- 1) current CV and
- 2) a letter of interest that addresses the responsibilities and qualifications described above.

Buffkin/Baker, an executive search firm, is assisting the University of Idaho in the search. Inquiries of interest, nominations, and applications should be submitted electronically, in confidence, to:

Mr. Martin M. Baker, Managing Partner
Ms. Chelsie Whitelock, Associate Partner
Buffkin / Baker
uicalsdean@buffkinbaker.com

