Position Description

Dean of the College of Agricultural Sciences
Colorado State University

With a commitment to the principles of equity and inclusive excellence, Colorado State University (CSU) and the College of Agricultural Sciences invite nominations and applications for the position of Dean of the College of Agricultural Sciences. This position also carries the title and responsibilities of Director of the Colorado Agricultural Experiment Station.

As a national leader in agriculture higher education, CSU seeks a visionary and transformational leader who will represent CSU as a flagship university in agriculture innovation and who will enhance and strengthen the College’s commitment to global excellence in agricultural research, education, extension, outreach and engagement. As part of its Land Grant University heritage, it is expected that the Dean, in collaboration with the College faculty, will develop the connections and vision to strengthen the College and University’s reputation as a national and international leader in areas related to food safety, food security, natural resource sustainability, human and community development, among others. The Dean will provide leadership for building and enhancing strategic partnerships and collaborations with units across campus and multiple key external stakeholders. As the chief advocate and spokesperson for the College, both on campus and with external partners and stakeholders, the Dean will exemplify and model the University’s commitment to access, equity, and inclusion; articulate, champion and communicate the strategic vision and key priorities of the College of Agricultural Sciences; emphasize, nurture and foster the diverse and multi-faceted contributions of all faculty, staff, and students; and engage with both value-added agriculture enterprises as well as traditional agriculture production groups. The Dean’s office is the focal point of connecting University expertise and research with application to the agriculture industry.

The College of Agricultural Sciences encompasses five departments: Agricultural and Resource Economics, Animal Sciences, Bioagricultural Sciences and Pest Management, Horticulture and Landscape Architecture, and Soil and Crop Sciences. Over 1,700 students pursue undergraduate degrees through nine fields of study offered by the five departments. An additional 290 students pursue MS and PhD level education under the direction of college faculty. Three of the 16 University Distinguished Professors hold faculty appointments in the College, and the Wheat Research, Outreach and Education Program is designated as a University Program of Research and Scholarly Excellence. The College enjoys state-of-art facilities, including the recently renovated Animal Sciences building and JBS Global Food Innovation Center, CoBank Center for Agricultural Education, Horticulture Center and Plant Growth Facilities, and newly opened Agricultural Experiment Station campuses on the western slope and Arkansas Valley. In addition, the College will soon welcome a revitalized Shepardson Building, home to the Dean’s Office and other units. Outstanding opportunities exist for the College to strengthen its urban presence and engagement with public and private sectors through the National Western Center, where a CSU campus will be co-located to provide world-class research and education in areas of water, food, sustainability, and health.
As the chief academic and executive officer of the College, the Dean has the primary responsibility for faculty and academic professional staff development, budgetary oversight and planning, academic and curricular issues, constituent engagement, fundraising, and facilities development, and is personally and professionally committed to diversity and inclusion. In addition, this position provides state-wide and campus-level leadership to the Colorado Agricultural Experiment Station. The Dean is responsible for an annual appropriated base budget allocation in fiscal year 2019-2020 of $10.8 million for resident instruction (including differential tuition), $10.5 million for the Agricultural Experiment Station, and $2.2 million for Extension and Outreach. For the fiscal year ended June 30, 2019, faculty research efforts for the College generated grant and contract resources of over $21 million, and other self-funded activities produced $11.2 million, $5.6 million in gifts, and $1.1 million from indirect cost recoveries. The annualized, total combined financial portfolio for CAS/CAES is over $60 million.

CSU and the College of Agricultural Sciences have an extensive reach throughout the state, as demonstrated by its network of eight Agricultural Experiment Station Research Centers (seven in Colorado and one in Wyoming) and CSU Extension presence in all 64 counties. The Colorado Agricultural Experiment Station administers projects which are implemented across 15 academic departments within seven of the eight colleges at CSU, and within the eight Research Centers. The mission is to conduct, foster and support relevant research which generally addresses five national goals: to be highly competitive in the global economy, provide safe and secure food and fiber systems, ensure a healthy, well-nourished population, increase harmony between agriculture and the environment, and enhance economic opportunity and quality of life for Americans. The College is a strong partner with CSU Extension and has numerous Specialist faculty and collaborating faculty across all of the departments.

Colorado State University is a Carnegie Doctoral/Research I Extensive land-grant institution with approximately 33,000 undergraduate, graduate, and professional students, and is the largest employer in northern Colorado with more than 7,400 faculty and staff. Colorado State University is located 60 miles north of Denver in the beautiful city of Fort Collins adjacent to the Rocky Mountains with the foothills and mountainous peaks visible to residents. Easy access to hiking, skiing, rafting and other outdoor sports is a great advantage to CSU students, faculty and staff. With an average of 300 days of sunshine per year and low humidity, Fort Collins residents enjoy pleasant weather year-round. Indoor and outdoor activities are enjoyable in every season. Colorado has earned a worldwide reputation as an area that offers an unparalleled lifestyle, and Fort Collins represents the very best of Colorado with top award rankings from Forbes for Best Place for Business/Careers, Gallup Well Being Index for Healthiest Mid-Size City in America, CBS Moneywatch List of Top 10 Best Places to Retire, Outside Magazine Best Towns in America, among other select recognitions: https://www.fcgov.com/visitor/fcfacts.php?ID=6.

**Qualifications:**
We are seeking a candidate with the following required, outstanding credentials:
- Recognized as an accomplished academic leader in natural and agricultural resource disciplines both nationally and internationally,
• Demonstrates a commitment to research, teaching, extension, outreach, and engagement,
• Demonstrates the ability to attract, retain and advance a diverse and superior faculty, student body, and staff,
• Demonstrates outstanding leadership and communication skills to effectively interact with stakeholders and be a strong advocate for the College and a champion for Colorado agriculture,
• Thoroughly understands the financial issues facing a multi-disciplinary, multi-constituent college at a land-grant institution,
• Personal or professional commitment to diversity and inclusive excellence as demonstrated by administrative leadership, persistent effort, active planning, allocation of resources and/or accountability for diversity and inclusion outcomes, and
• Holds an earned doctoral degree and has a distinguished record commensurate with an appointment at the rank of Professor at Colorado State University. Exceptions may be considered for individuals with extraordinary national or international reputations.

Additionally, applicants will be evaluated based on demonstrated evidence of the following preferred qualifications:
• visionary leadership and experience in building and enhancing interdisciplinary, multi-agency, and multi-national collaborations, including fostering collaborative relationships with government agencies, public sectors, and private industries with particular emphasis on increasing extramural funding of teaching and research programs,
• multi-faceted administrative experience including personnel and budget management,
• expertise in organizational management, outstanding communication skills, and proven leadership ability,
• success in leading and implementing a collaborative and inclusive strategic planning process,
• experience and success in identifying and establishing new revenue streams and resources to advance the vision and priorities of their unit,
• knowledge of the complexities of operating off-campus research stations, including their connections to campus, and responsiveness to the needs of local constituencies,
• knowledge, understanding and ability to advance new and emerging technologies impacting education, agriculture, consumers, and the environment,
• facilitating collaborative and broad-based agricultural science involvement with other basic sciences and related disciplines,
• leadership of extramurally-funded research programs,
• advancement of undergraduate and graduate education and research,
• skills to improve extension, distance education, outreach and engagement by faculty,
• ability to communicate with, understand and appreciate the role and concerns of consumers, producers, land managers, and other external stakeholders in program development, and
• experience in leadership of successful development campaigns, as well as commitment to active participation and support of a successful advancement effort.
The position of Dean of Agricultural Sciences and Director of the Colorado Agricultural Experiment Station reports to the Provost and is a senior administrative position with a seat on the University’s Council of Deans.

**Salary:** This full-time, 12-month appointment has a negotiable start date with salary commensurate with experience.

**Application Process:**
The position is available July 1, 2020. Applications will be accepted until the position is filled. However, for full consideration, applications should be submitted online by December 9, 2019, at [https://jobs.colostate.edu/postings/72570](https://jobs.colostate.edu/postings/72570). Applicants should include a letter expressing their interest and qualifications for the position; a separate two-page philosophy of education, research, leadership, communications and management; a current curriculum vitae; and the names and contact details of five references. References will not be contacted without prior notification of candidates.

Nominations should be sent to:
Mary Stromberger, Dean and Vice Provost for Graduate Affairs
Graduate School
Colorado State University
Fort Collins, CO 80523-1005
Mary.stromberger@colostate.edu

For more information, please contact Dr. Mary Stromberger at 970.491.6817 or by email. General information about the University and the College of Agricultural Sciences can be accessed at [www.colostate.edu](http://www.colostate.edu) and [http://agsci.colostate.edu/](http://agsci.colostate.edu/).

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. In order to assist Colorado State University in meeting its affirmative action responsibilities, ethnic minorities, women and other protected class members are encouraged to apply and to so identify themselves.

The Office of Equal Opportunity is located in 101 Student Services.

The Acting Title IX Coordinator is the Assistant Vice President for Student Affairs, 201 Administration Building, Fort Collins, CO. 80523-8004, (970) 491-5312.
The Section 504 and ADA Coordinator is the Associate Vice President for Human Capital, Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836.

Colorado State University (CSU) strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks. The type of background check conducted varies by position and can include, but is not limited to, criminal (felony and misdemeanor) history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will be conducted when required by law or contract and when, in the discretion of the university, it is reasonable and prudent to do so.