



Dean, College of Agriculture and Natural Resources Position Profile

The University of Wyoming (UW) invites applications and nominations for the position of Dean, College of Agriculture and Natural Resources. The new Dean will serve as a passionate advocate and enthusiastic champion for the College's mission to improve the quality of life for people in Wyoming and the global community through implementing UW's land-grant mission in teaching, research, and extension.

Overview of the College of Agriculture and Natural Resources

The College of Agriculture & Natural Resources (COANR) is one of ten academic colleges/schools at UW and offers programs in basic and applied science, soils and rangeland management, reclamation, community development including family entrepreneurship, and the economic impacts of energy development. The College enjoys a strong national reputation in several fields. In 2016, a total of \$15 million in extramural grants was awarded to the College; and in the years 2014 to 2016, on average 7 invention disclosures were filed by College departments per year. The College is supported by a budget of \$46 million and is home to 80 full-time tenure-track faculty members, 15 Academic Professional Lecturers, 29 Research Scientists, 70 Extension Educators, and 125 on and off-campus staff serving 1,023 undergraduates and 111 graduate students. The College currently benefits from a \$48 million endowment and within these resources are: 10 permanent legacies with a gift value of over \$22 million with an estimated yearly income of \$961,000; 6 Excellence Funds with permanent gifts totaling \$4 million with an estimated yearly income of \$178,000; and a robust discretionary fund available to the Dean of over \$200,000.

The COANR is comprised of the following academic departments and programs:

- [Department of Agricultural and Applied Economics](#)
- [Department of Animal Science](#)
- [Department of Ecosystem Science and Management](#)
- [Department of Family and Consumer Sciences](#)
- [Department of Molecular Biology](#)
- [Department of Plant Sciences](#)
- [Department of Veterinary Sciences](#)
- Agricultural Communications Program
- [Microbiology Program](#)

Wyoming Agricultural Experiment Station

For over 125 years, the Wyoming Agricultural Experiment Station (WAES) has provided support for fundamental and applied research on agricultural, natural, and community resource issues related to the needs of Wyoming, the region, the nation, and the world. As the research branch of the College, WAES funds and actively promotes research with an emphasis on areas identified through stakeholder input and national priorities. WAES operates four Research and Extension Centers across the State:

- [Laramie Research and Extension Center \(LREC\)](#) – The mission of the LREC is to serve the citizens of Wyoming, the region and the nation by providing UW faculty, staff, and students quality resources to excel in research, teaching, and outreach.
- [Powell Research and Extension Center \(PREC\)](#) – The PREC is dedicated to being the premier irrigated agricultural research and extension center that benefits the citizens of the region, state, and nation.
- [Sustainable Agriculture Research and Extension Center \(SAREC\)](#) – SAREC at Lingle serves the citizens of Wyoming, the region and nation by facilitating innovative discovery, dissemination, and dialogue of integrated agricultural systems that are ecologically sound, economically viable, and socially acceptable.
- [Sheridan Research and Extension Center \(ShREC\)](#) – The ShREC provides provide dry land and irrigated land for studies to facilitate research and education on agriculture, forage management, horticulture, and viticulture, along with various other possibilities.

University of Wyoming Extension

Since 1914, UW Extension has helped Wyoming citizens and communities respond to challenges and changes and has a statewide presence with offices in each of Wyoming’s 23 counties and the Wind River Indian Reservation. While its roots are in agriculture, UW Extension’s educational mission now encompasses many of the contemporary challenges facing Wyoming’s people and its rural communities. UW Extension offers programs in:

- [4-H/Youth Development](#)
- [Agriculture and Natural Resources Programs](#)
- [Community Development Education](#)
- [Financial Literacy](#)
- [Horticulture](#)
- [Master Gardener](#)
- [Nutrition, Health, and Food Safety](#)
- [Integrated Pest Management](#)

Wyoming’s ENDOW Initiative

The COANR is poised to play a significant role in UW’s efforts to advance the goals for the College as expressed in the [ENDOW \(Economically Needed Diversity Options for Wyoming\)](#) initiative in partnership with other key statewide agencies responsible for enhancing economic prosperity in Wyoming. ENDOW focuses on industries that have the greatest potential to drive substantial impact and diversification of Wyoming’s economy and fundamental to this strategy is support of Wyoming’s natural resource, tourism/recreation, and agriculture industries. Given the inextricable link between agriculture and natural resources, the COANR is not only well-positioned to further increase the University’s impact and contributions in these areas by leveraging its existing strengths and identifying new opportunities for growth, but also elevate UW’s stature locally and nationally.

For more information regarding the COANR, please visit <https://www.uwyo.edu/uwag/>.

Position Summary

The Dean is the chief academic and administrative officer of the College of Agriculture and Natural Resources, with responsibility for the academic and outreach leadership of the College and the management of its resources, including faculty and staff, physical facilities, and budget. The Dean will oversee the College’s critical research and educational programs that address the needs of the State and fulfil its vision of supporting thriving agriculture, natural resources,

people, and communities by integrating quality education, innovative research, and impactful engagement.

The Dean of COANR will interface with UW and College leadership, faculty, industry leaders, policy makers, the College's Advisory Board, and others who have a vested interest in the College's teaching, research and extension programs, and their impact on Wyoming and the region. In partnership with College faculty, state and national research and educational priorities will be determined and influenced by the Dean's engagement with statewide stakeholder groups.

In serving as the COANR's lead advocate, the Dean will facilitate interactions of common interest among the other colleges and schools on campus to coordinate COANR research and service activities pertaining to agriculture, natural resources, and other related issues.

The Dean of the College of Agriculture and Natural Resources is responsible for:

- Serving as a key leader and spokesperson for the University's land-grant mission and the College's endeavors in agriculture and natural resources statewide and nationally;
- Providing leadership in developing the vision and strategic planning activities associated with the growth and development of the College. The Dean will provide leadership in sustaining and seeking additional resources from revenue-generating programs and fundraising;
- Leading a team of faculty through the College leadership in order to develop and improve high-quality programs of instruction, research, extension, and public service;
- Representing the College to the campus and University administration, state agencies, national legislative committees, agricultural and environmental organizations, alumni, media, constituent groups, and the general public;
- Managing resources and personnel of the College including faculty, staff, physical facilities and budget, including allocating resources to facilitate the successful recruitment and retention highly qualified faculty;
- Expanding relationships with external constituencies including agricultural industries, public agencies, and professional associations;
- Leading College advancement efforts in communication, relations, and fundraising with external stakeholders;
- Participating in the development of state and national policy for science and technology including instruction, research and extension relating to food production, agriculture, nutrition, the environment, natural resources, and economic and related social issues;
- Partnering with UW's academic deans and university leadership in coordinating activities to achieve the University's strategic goals.

Opportunities and Challenges

The next Dean of the College of Agriculture and Natural Resources will have the opportunity to make an impact in several important areas:

- **Vision for the Future** – In their role as Dean, the successful placement will play a central role in the College in developing a bold, new vision for the future. In partnership with a dedicated faculty and staff, the Dean will lead efforts to identify ways to best take advantage of the unit's strengths in scholarship, outreach, and service to increase the College's impact within and outside of the University in line with the University's Strategic Plan, [*Breaking Through: 2017-2022*](#). As a key leader within the State and on

UW's campus, the Dean must be an entrepreneurial thought leader who can maximize the [College's Strategic Plan](#) and the University's efforts in bringing UW's Strategic Plan to fruition and improving the lives of Wyoming's citizens.

- **Building Partnerships** – The next Dean will join a College that is poised to identify new areas for interdisciplinary excellence and must be committed to communicating with UW's varied stakeholders within the University and across Wyoming. As such, the Dean must be a collegial and passionate advocate who will seek to enhance existing relationships and build new partnerships that will lead to new and exciting initiatives with UW's other Colleges and Schools to further strengthen the University's influence in the State and create an interdisciplinary approach for the future.
- **Advancing the Land-Grant Mission** – The next Dean must possess a strong understanding of the University's land-grant mission and its unique role in serving the State and its citizens. In addition to leading the College's research and scholarship efforts, the Dean will be responsible for UW's Agricultural Experiment Station committed to supporting fundamental and applied research on agricultural, natural, and community resource issues. The Dean will also oversee UW's far-reaching Extension program, with offices in each of Wyoming's 23 counties and the Wind River Indian Reservation, delivering outreach education directly to Wyoming's citizens and communities. In leading UW's multi-faceted College of Agriculture and Natural Resources, the Dean will not only focus on promoting the College's academic and research missions, but also engage Wyoming stakeholders and constituents where they live to find ways to increase the University's value and contributions to their lives.
- **Enhancing Communication and Leading a Distributed Organization** – Given the size of the College's presence in Wyoming, the Dean must leverage existing and develop new avenues of communication between the Laramie campus and UW's various locations across the State. In doing so, the Dean will create an environment of inclusivity and transparency that will lead to the free-flow of ideas and excitement for the conception and pursuit of new initiatives and partnerships that strengthen ties between faculty and staff located at the College's various sites and the communities UW serves.
- **Fundraising and Developing New Revenue Streams** – In order to ensure that the College meets its goals and fulfills its role in upholding UW's land-grant mission, the next Dean must be a champion for the College and the University in leading fundraising and external relations efforts to secure additional resources for the College's many programs that serve UW's constituents. The Dean will also serve as a catalyst for new and innovative thought in developing new revenue streams to support the College's vision for the future and capitalizing on the strength of the College and University's reputation and impact within the local community and the State.
- **Developing External Relationships** – Serving as a highly-visible and influential leader within UW and the region, the next Dean will step into a role that will provide a significant platform for this individual to engage influential stakeholders in Wyoming including leaders from the local community, government, non-profit organizations, and industry. The Dean must be prepared not only to represent and advocate for UW's needs with these groups, but approach discussions as an active participant seeking to develop new opportunities for partnership that are mutually beneficial and bring the University's strengths to bear.

Qualifications

Candidates for the Dean of the College of Agriculture and Natural Resources at the University of Wyoming will possess an earned doctorate from an accredited institution and an outstanding record of scholarly achievement commensurate with appointment as full professor with tenure in one of the departments in the College. In addition, strong candidates will also exhibit:

- Academic administrative and/or leadership experience at a research university;
- A demonstrated ability for leadership and management, including excellent organizational, strategic planning, supervisory, and problem-solving skills;
- Knowledge and understanding of budgeting, financial controls, fiscal interests and issues;
- A proven track record of engaging external stakeholders and the complex issues impacting the agricultural and/or natural resources communities; experience building partnerships, trust, and confidence within these stakeholder groups;
- The ability to work with faculty to develop a programmatic vision for the future in an environment of shared governance;
- The ability to function well as part of the campus leadership team;
- An appreciation for and commitment to the value of diversity in the ranks of faculty, staff, and students;
- The ability to recruit and retain talented and diverse faculty to the College;
- Excellent oral and written communication skills and the ability to build and enhance relationships with the staff, community and various constituent groups;
- Knowledge of government policy, advocacy organizations, and legislative processes that influence and affect agriculture and environmental sciences.

Qualities and Characteristics

The successful candidate will possess:

- An appreciation and resonance with UW's land-grant mission;
- A vision of future needs in terms of agriculture, natural resources, food production, nutrition, health, social needs, quality of life issues, and human and economic development;
- An understanding of the importance of research and education at both the undergraduate and graduate levels;
- The ability to work collaboratively and inclusively with senior administrators, faculty, staff, students, the media, and the broader community;
- A commitment to innovation and a knowledge of current trends affecting agriculture and natural resources-related activities;
- An understanding and appreciation for the University's work in serving Wyoming's rural and urban communities and addressing their needs;
- A straightforward, transparent communication style that invites collaboration;
- A high level of integrity and an interpersonal style fosters an environment built on trust, respect, and compassion;
- The ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, ethnic, gender, sexual orientation and/or other individual differences.

The University

Established in 1886, the University of Wyoming is a land-grant, doctoral/research university, Division I member of the NCAA—Mountain West Conference. UW is the only four-year public

university in the State and combines major-university benefits and small-school advantages. The Wyoming Cowboys and Cowgirls are Wyoming's home teams with a strong and passionate fan base throughout the State, with 17 intercollegiate varsity sports. There is considerable private and public support to expand the athletic facilities to ensure continued success in the conference.

UW had a fall 2017 enrollment of 12,397 students, evenly divided between male and female students, from all 50 states and 91 countries. It offers 192 majors, including 21 certificate programs, 78 bachelor's programs, 57 master's programs and 36 doctorate/professional programs. It is institutionally accredited and four colleges hold specialty accreditation. External research funding was over \$95 million in FY16. Annual private giving for the same period exceeded \$63 million. With the support of the Wyoming legislature and private donors and through institutional bonding (UW currently enjoys a Standard and Poor's rating of AA-, with a positive outlook), the University has received \$925 million in capital construction and major maintenance funds over the past decade.

The University's FY18 Operating Budget is \$471.6 million of which 46% comes from State appropriations. Exceptional state support makes it possible for UW to offer one of the lowest tuition rates in the country - \$5,217 for resident undergraduates and \$16,827 for non-resident undergraduates. In addition to the operating budget appropriation, the State funds the Hathaway Scholarship program. In 2016, the last year for which there are records, 3,174 resident students received scholarships between \$1,680 and \$3,360 (amount is based upon high school achievement). An additional margin of excellence is provided by UW's endowments, which rank among the highest per full time student in US public universities at over \$500 million.

Since UW serves as both Wyoming's land-grant and flagship university, the continuing challenge is to meet the highly diverse academic needs of the State's students and communities while focusing on areas of excellence. In addition to the main campus in Laramie, the University maintains the University of Wyoming-Casper, ten outreach education centers across Wyoming and Agricultural Extension Offices in the State's 23 counties and the Wind River Indian Reservation. It also has strong relationships with Wyoming's seven community colleges, economic and business development groups throughout the State, and the NCAR-Wyoming Supercomputing Center in Cheyenne.

For more information about the University of Wyoming, please visit <https://www.uwyo.edu/>.

Laramie, Wyoming

The University of Wyoming is located in Laramie, on a high plain at 7,220 feet between two mountain ranges, about 20 miles west of a geologic feature known as the Gangplank, which forms a bridge between the Great Plains to the east and the Rocky Mountains to the west. This formation made it possible for the Union Pacific Railroad to lay track crossing the Laramie Mountains between Cheyenne and Laramie which, in turn, led to the establishment of Laramie as one of the railroad towns in the spring of 1868, a year before the Union Pacific and the Central Pacific connected at Promontory Summit, Utah on May 10, 1869.

Today, Laramie is a small, vibrant university town with a population of about 33,000 people. The University campus covers 835 contiguous acres with 189 buildings containing a little over 7 million square feet. Laramie is 50 miles west of Cheyenne, the state capital, 65 miles from Fort Collins, Colorado, 130 miles from Denver and 2 hours from Denver International Airport. For those who love the outdoors, Laramie is minutes away from 2.9 million acres of national forests, more than

100 miles of trails, lakes, rivers and opportunities for hiking, climbing, camping, mountain biking, fishing, hunting, skiing, snowboarding and snowmobiling.

Most importantly, Laramie is an friendly, college community and a great place to raise children. Wyoming spends more per public school student for education than any other state in the union. It takes very little time for newcomers to become members of a community that welcomes people for who they are, not what they have.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence. Applications will remain confidential until the selection of the finalists, whose names and application materials will be made public.

Applications and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner
Salvador Venegas, Senior Associate
Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA 90601
Email: apsearch@storbeckpimentel.com
Refer to code "**UW-DeanCOANR**" in subject line

The University of Wyoming embraces the principles of affirmative action and welcomes applications from qualified individuals of any race, color, religion, sex, national origin, disability, age, veteran status, or sexual orientation.