Michigan State University

Dean of the College of Agriculture and Natural Resources

Michigan State University (MSU), the nation’s premier land-grant university, invites applications and nominations for the position of Dean of the College of Agriculture and Natural Resources (CANR). MSU seeks applicants with a record of accomplishments including visionary leadership, the ability to manage a complex organization, familiarity with the land-grant mission and strong administrative experience who will engage the faculty and staff, has the ability to build linkages across academic units and among stakeholders, can diversify and enhance revenue sources, strengthen diversity, enhance research opportunities for the CANR and MSU and has a high profile of scholarly accomplishments.

Background: Michigan State University

MSU is a research-intensive university committed to intellectual leadership, excellence in fundamental and applied research, education and service. Founded in 1855, MSU was one of the original beneficiaries of the Morrill Land Grant Colleges Act and continues to serve as a prototype for other institutions worldwide. MSU has since evolved into a world-class university with a comprehensive spectrum of programs that attract diverse and talented faculty, staff and students. MSU has a particularly strong commitment to agriculture and natural resources with:

- Renowned scientific expertise assembled to advance innovation across diverse agriculture and natural resources related fields;
- Extensive problem solving capacity to identify and address challenges to agricultural industries and natural resources; and
- The intellectual capacity to design and support socio-ecological systems that will enhance Michigan’s economy, communities and quality of life.

The long and distinguished tradition of public outreach at MSU complements its strength in research and teaching, and fosters positive intellectual, social and technological development. MSU has been an elected member of the prestigious Association of American Universities since 1964 and is a member of the Big 10 Athletic Conference.

Excellence in undergraduate and graduate student education is a priority and hallmark of MSU. Each year, MSU enrolls approximately 40,000 undergraduates and 11,000 graduate and professional students. These students come from at least 130 countries, all 50 states and every county in Michigan. MSU boasts

MSU is an affirmative-action, equal-opportunity employer
approximately 542,000 living alumni. More than 12,000 faculty and staff are employed at MSU in 17 degree-granting colleges that offer more than 200 different programs of study. MSU is committed to international study and its study abroad programs offer 275 options in at least 60 countries on all continents. Given the extraordinary MSU multicultural environment which attracts students from all walks of life as well as from all over the world, the opportunity to interact with students from diverse backgrounds is unparalleled. More than 1,400 faculty and staff are engaged in international research and teaching and the 25 internationally focused centers, institutes and offices across the University facilitate engagement and impact.

The University is committed to serving Michigan, the nation and the world. Its distinguished history of innovative teaching, research and outreach has brought MSU worldwide recognition as a public university with global reach and impact. Notably, MSU has a longstanding committed record of achievement and commitment to diversity. The University offers an environment that promotes an appreciation of diversity among its faculty, students, staff and programs.

An annual budget of more than $2 billion supports MSU activities and programs. As an international leader in scientific and engineering research and development, approximately $500 million annually in externally sponsored research expenditures were part of the FY 2014 budget. With an emphasis on developing practical applications of new knowledge to address complex societal problems, MSU research is integrated with its graduate education mission and is characterized by cross-disciplinary collaborations. Current research activities extend across MSU, among campuses and institutions around the nation and the world, and involve a diversity of agencies, organizations and industries.

The University is situated on 5,200 acres, much of it along the banks of the Red Cedar River in the city of East Lansing, with 2,100 acres in existing or planned development. The campus includes 538 buildings, including 95 academic buildings. The city of East Lansing has approximately 50,000 residents and is adjacent to Lansing, the state capital. The three-county metropolitan area has approximately 464,000 residents.

**Background: The state of Michigan and the College of Agriculture and Natural Resources:**

Michigan has abundant quality-of-life opportunities, a wealth of natural resources, and a diverse population possessing a tremendous range of skills. The natural resources and human talent base are key elements of sustainable economic growth and the rural and urban/suburban areas create a vibrant partnership across the state to facilitate economic growth and natural resources conservation.

Agriculture is a major economic driver in Michigan and the dynamic agri-food industry generates more than $91 billion (reported in 2012) in annual economic activity. Michigan ranks second in the nation in the diversity of agricultural commodities produced and annually ranks as a top-10 producer of approximately 75 commodities. More than 300 agricultural commodities are produced and the annual value of agriculture exports from the state exceeds $2.8 billion.

Michigan has roughly 20 million acres of forest land, 47,000 inland lakes, borders four of the five Great Lakes and, except for Alaska, has more shoreline than any other state, with 3,052 miles of shoreline along the Great Lakes. The varied and extensive natural resources within the state provide remarkable opportunities for outdoor recreation and support a range of industries. Forest products, for example, contribute an estimated $16.3 billion per year to Michigan’s economy in direct and indirect contributions and provide more than 77,000 jobs. Clean water is one of the most valuable natural resources for Michigan’s economy and environment. Indeed, one in five jobs in Michigan is directly tied to the quantity and quality of Michigan’s clean water.

The CANR, the first and largest college at MSU, has a well-established national and international reputation for innovative research, education, Extension and outreach. The mission of the CANR is to enhance the quality of
life for the people of Michigan and the world by advancing knowledge for the management of communities and agriculture, natural resources, and food systems to meet diverse human needs in a sustainable manner. Ideally, this mission will be accomplished through learning, discovery and engagement. As a community, the CANR values: scholarship; providing service to others; cultivating and maintaining partnerships; balance among teaching, research, and Extension activities; a diversity of research programs ranging from fundamental studies to those addressing applied problems; promoting excellence and valuing academic freedom, diversity, and pluralism; accountability to meet the mission and programmatic priorities; and the tradition of the land-grant mission, upon which MSU was founded. MSU and the CANR are well-positioned to be both national leaders as well as partners in fostering the economic sustainability of the state.

**Points of pride within the CANR include the following examples:**

- MSU AgBioResearch (Michigan Agricultural Experiment Station) is one of the largest research organizations at MSU. Founded in 1888, it funds the work of nearly 400 scientists, including many of those in CANR to enhance agriculture, natural resources, and families and communities throughout Michigan. MSU AgBioResearch collaborates with MSU Extension and six other colleges on campus to tackle a diversity of complex projects. Projects are conducted with input and support from federal and state agencies, commodity organizations, industry, conservation groups, foundations, and legislative support. Approximately, 17,500 acres at 15 major research centers are available throughout Michigan and used for agricultural, wildlife, and forestry research.

- MSU Extension helps people improve their lives by connecting knowledge from MSU with individuals, communities, businesses, and agencies. Extension educators collaborate with on-campus faculty members to build capacity of Michigan’s residents to foster strong communities, expand economic opportunities, and conserve the state’s natural resources.

- The CANR is a national leader in specialty crops research.

- The Institute of Agricultural Technology, founded in 1894, delivers innovative, educational programs that develop career-ready graduates through intensive, practical learning, and skill enhancement in agriculture, the environment and applied technologies.

- The John and Marnie Demmer Shooting Sports, Education and Training Center supports university academic programs, NCAA shooting programs, team and club sports, the National Archery in the Schools Program, and hunter safety and 4-H youth programs.

- The MSU Product Center for Agriculture and Natural Resources has helped entrepreneurs launch nearly 90 businesses or products in Michigan and has offered counseling for more than 4,300 would-be entrepreneurs.

- The Partnership for Ecosystem Research and Management (PERM) is a collaboration between MSU and the Fisheries and Wildlife Divisions of the Michigan Department of Natural Resources (MDNR). The PERM provides agency-supported faculty positions to improve the ability of the university, MDNR, and stakeholders to address ecosystem-related research and outreach issues. PERM’s approach to cooperation also includes the MDNR’s Forest Management Division, the Great Lakes Fishery Commission, and the U.S. Geological Survey.

- MSU Horticulture Gardens, most notably the popular Michigan 4-H Children’s Garden, the Judith A. DeLapa Perennial Garden, and the Clarence E. Lewis Landscape Arboretum, include more than 14 acres of diverse gardens and plant materials and serve as a retreat and resource for gardeners, educators, plant lovers and children of all ages.

- Enviro-Weather and the associated weather stations located around the state provide on-line access to daily weather information critical for agriculture producers, natural resource managers, scientists and other stakeholders.

- W.K. Kellogg Biological Station, which serves as a research field station with a focus on fundamental and applied research in ecology and agriculture.

*MSU is an affirmative-action, equal-opportunity employer*
Approximately 500 faculty and staff housed in 13 academic units conduct research, teach and contribute to outreach activities across a broad range of disciplines throughout the state, region, nation, and the world. Annual enrollment in the 20 undergraduate majors, 17 minors and 15 certificate programs offered within the CANR attract 3,850 undergraduates and 640 graduate students who can participate in roughly 50 clubs and organizations.

Qualifications and Expectations:
Michigan State University seeks an individual with a record of achievement in the leadership of a complex organization. The successful candidate will have experience enabling leadership in a premier academic setting and can serve as a strong advocate for the CANR, and its faculty, staff and students.

Qualifications include:
- Significant record of effective administrative leadership including supervisory and budgetary experience and decision-making;
- A demonstrated ability to engage with and work collaboratively with faculty, staff and external constituencies at all levels in a complex and diverse environment;
- The capacity to work collegially and inspire faculty, directors, and chairs and facilitate their successes;
- A record of demonstrated commitment to diversity;
- Exceptional, written, oral and interpersonal communication skills;
- Earned doctorate in a relevant field with outstanding scholarly accomplishments; and
- Achievement of standards for appointment at the rank of professor (with tenure) in an academic department of the University.

Expectations include:
- Visionary leadership from a Dean who will actively engage with the faculty and facilitate their capacities to identify and address challenges in agriculture and natural resources;
- An understanding of and appreciation for the value of fundamental and applied research across the diverse range of disciplines represented within CANR;
- An appreciation for and support of creativity across the instructional curriculum, including effective teaching, experiential instruction, and faculty engagement with undergraduate and graduate students;
- A commitment to the land-grant mission, an appreciation for the role of MSU Extension and MSU AgBioResearch faculty and staff, and the demonstrated ability to work with a diverse array of stakeholders to enhance Michigan’s agriculture and natural resources;
- A demonstrated commitment to the recruitment and retention of a culturally diverse and talented faculty, staff and student body within CANR;
- Recognition of the importance of and involvement in development, including strengthening relationships with alumni, public and private stakeholders and industry;
- An ability to create and maintain appropriate alliances with the private sector for research, teaching and outreach opportunities;
- Willingness to assume a leading role at the university level to facilitate collaborations and efficient and effective use of resources across colleges.

MSU is an affirmative-action, equal-opportunity employer
Contacts:
While applications and nominations will be accepted until the position is filled, interested parties are encouraged to submit applications by September 9, 2015 for full consideration. Applicants should submit a letter of interest and curriculum vitae. All nominations, applications, and inquiries should be sent electronically via email to:

Paul Chou, Senior Client Partner and Co-Managing Director, Global Education Practice
and Rosa Morris, Senior Associate
Korn Ferry
msu-canrdean@kornferry.com

MSU is an affirmative-action, equal opportunity employer. MSU is committed to achieving excellence through a diverse workforce and inclusive culture that encourages all people to reach their full potential. The university actively encourages applications and/or nominations of women, persons of color, veterans and persons with disabilities.