



Dean

College of Agriculture and Biological Sciences

South Dakota State University

The faculty, students, administration and staff of South Dakota State University invite applications and nominations for the position of Dean of the College of Agriculture and Biological Sciences. South Dakota State University seeks an energetic academic leader with strong strategic vision, outstanding academic credentials and significant successful administrative and budgetary experience who can facilitate SDSU's intention to achieve even higher levels of scholarly excellence in teaching, research, service and engagement.

The Dean, who reports to the Provost, serves as the chief academic officer for the College, provides leadership to the Agricultural Experiment Station and Cooperative Extension Service, and oversees the college's administrative functions including budget, facilities and several service units.

The Dean works directly with the President on legislative and stakeholder matters affecting the College and is a member of Academic Council whose collaborative leadership is contributing to a dynamic university that is on a fast-paced, upward trajectory. The dean's leadership staff includes Associate Deans/Directors for Academic Programs, Cooperative Extension Service and Agricultural Experiment Station; and department heads.

South Dakota State University

South Dakota State University is the state's largest, most comprehensive university. With an overall enrollment of 12,000 and outreach into every South Dakota county, SDSU is a major resource for the economic development needs of the state. The campus is governed by the South

Dakota Board of Regents which also has oversight of South Dakota's five other public universities and the state's two special schools.

From its roots as a land-grant university established in Brookings, South Dakota, in 1881, South Dakota State University today is a vibrant, complex Carnegie Research University-High Intensity institution. It competes in Division I athletics, is a member of the Summit League for most sports and the Missouri Valley Football Conference.

Undergraduate, graduate and professional students are enrolled in seven colleges — Agriculture and Biological Sciences, Arts and Sciences, Education and Human Sciences, Engineering, General Studies, Nursing and Pharmacy — and the Graduate School. Approximately 70% of SDSU students are residents of South Dakota, 28% from other states and 2% from other countries. They are engaged students, active student-athletes, club members and participants in arts and theatre activities. There are ongoing efforts to bring a greater global perspective to the campus and to increase diversity in the student body, the faculty, the staff and programming. South Dakota's Native American population constitutes almost 9% of the state's residents.

Several academic changes are underway within the University. The University has increased its Ph.D. and doctoral offerings and likely will add selectively to these in the future. Additionally, SDSU either leads or collaborates in research with other system universities on six of South Dakota's seven 2010 Centers of Excellence (<http://www.2010initiative.com/2010centers.asp>). A campus-wide technology initiative is underway to move SDSU to "cloud" active learning.

Significant new facilities are currently under construction on the Brookings campus. The \$51.4 million Avera Health and Science Center, the new home for Pharmacy and Chemistry, will open in autumn, 2010. The \$6.5 million Seed Technology Laboratory is currently under construction at the SDSU Innovation Campus, the only university-affiliated research park in South Dakota. The Electrical Engineering and Computer Science building, funded entirely by private sources, became the university's first new academic building in nearly 15 years when it opened in spring, 2009. A new residence hall complex under construction will increase on-campus housing capacity nearly 12 percent when it opens in autumn, 2010.

SDSU's students benefit from the low student-to-faculty ratio and the faculty's exceptional commitment to high-quality teaching. The approximately 600 faculty members take pride in their engagement with students as well as their commitment to scholarship. Faculty ranks reflect 203 full professors, 124 associate professors, 141 assistant professors and 128 instructors. Research expenditures in 2009 were approximately \$50 million, reflecting a persistently upward trend.

With exceptional alumni, community and Foundation support for student scholarships and campus life, SDSU is the center of life in Brookings, a safe, friendly and economically healthy community of nearly 20,000. Located less than one hour's drive north of Sioux Falls, the state's

largest city, SDSU and Brookings offer a very high quality of life midst an engaged, active campus community.

The College of Agriculture and Biological Sciences

The College of Agriculture and Biological Sciences is a highly important component in South Dakota State University's efforts to serve the educational and economic development needs of the state. Agriculture comprises a vital part of the state's economy. The ranching and agricultural communities care deeply about the college's quality and direction.

To serve this important state constituency, the College's has structured itself into three major entities — Academic Programs, Cooperative Extension Service, and Agricultural Experiment Station — which are supported by a number of services and laboratories. A total of 352 FTE faculty and staff serve approximately 2,200 students enrolled in 10 academic departments in the College.

The College offers a host of degrees ranging from the associate to the Ph.D level (<http://www.sdstate.edu/abs/index.cfm>). All departments are subject to review by the Cooperative State Research, Education, and Extension Services (CSREES). The College contributes to both general education curriculum and specialized degree offerings. Students are highly engaged in the College and University through a nationally-recognized Ag Ambassador team, 31 student organizations coordinated by the college's Prexy Council, the nation's largest student-run Little International program, and a rodeo team whose members compete in national events.

The College has a presence in every county in the state through the Cooperative Extension Service (CES) and Agricultural Experiment Station (AES). AES research enhances the quality of life in South Dakota through beneficial use and development of human, economic and natural resources. The research is responsive to the change needs of the state and is based on six themes: biostress, agricultural production, natural resources and their conservation, people, biotechnology and biobased energy and industry. In FY09 the AES operating budget was \$30.6 million or 14% of the university's operating budget.

The Cooperative Extension Service is the outreach arm of SDSU with 66 county Extension offices and 106 county Extension educators. Its mission is "to help people improve their lives through an educational process that uses scientific knowledge focused on issues and needs." Core educational programs are offered in the areas of agriculture and natural resources, 4-H youth development, family and community innovation. The Extension budget in FY09 was nearly \$16.4 million and constituted 7% of the university's operating budget. Other initiatives include emergency preparedness, community development, and the Rural Life Census Data Center.

The College contributes in a significant way to the university's research portfolio with studies in crops, livestock and a spectrum of related issues such as agricultural biotechnology, infectious diseases (animal and zoonotic), food manufacturing, bio-based energy and products, economics and horticulture. Management and conservation of natural resources is another major scholarly thrust with research programs in soil and water quality, soil fertility, conservation farming practices, wildlife and fisheries, climate change, landscape ecology and livestock waste. Renewable energy research including bio-based energy technologies has been a major emphasis in the past several years with significant involvement in the federally funded Sun Grant Initiative, a five-university consortium created to promote biomass for producing renewable fuels. Three research centers also are located in the College: Center for Infectious Disease Research and Vaccinology, Center for Bioprocessing Research and Development, and Center for Drought Tolerance Biotechnology.

Agriculture in South Dakota is a \$19.2 billion industry that employs 150,450 people. Major livestock commodities include beef, pork, dairy, poultry, and sheep. Major crops include corn, soybeans, wheat, hay, and sunflowers. The largest ethanol producer in the nation is headquartered in eastern South Dakota, and the state ranks first in farmer-owned ethanol plants and fourth in total U.S. ethanol production.

Context of the Search

SDSU is an exciting academic environment, shaping itself for dynamic leadership in the 21st century.

David Chicoine, Ph.D., an SDSU alumnus and the former Dean of Agriculture for the University of Illinois at Urbana-Champaign, was appointed president effective January 1, 2007. Shortly thereafter he launched a rigorous strategic planning effort within the University. Titled "Achieving National Distinction, Strengthening Local Relevance," (<http://www.sdstate.edu/about/president/strategic-plan.cfm>) this work guides University decisions today and is reflected in each college and unit plan, as well. Annual college and unit operating plans implement their strategic plans, steadily fulfilling the University's mission and realizing its vision. Four major goals drive the University's strategic plan:

- Stimulate even greater academic excellence and strengthen scholarship and artistic activities;
- Foster economic growth, vibrant communities and a sustainable environment;
- Expand the reach of the University through engagement, technology and globalization; and
- Establish a sustainable financial resource base

Laurie Stenberg Nichols, Ph.D. was named Provost and Vice President for Academic Affairs, effective July 1, 2009. She brings creative energy and skilled leadership to the position and is rapidly putting in place strategies and processes to strengthen academic excellence. Developing and supporting strong leadership at the Dean level is viewed as essential to take SDSU to a new level of excellence. Among priorities of the President and Provost are:

Encouraging Research and Scholarship

Faculty deeply value offering high-quality educational experiences for their students. In addition, classroom teaching responsibility and professional activity levels are high, creating a challenge for the University as it recognizes the need to increase levels of faculty research, discovery and creative activities within an environment of limited state resources. The new Dean will need to bring innovative and pragmatic ways to help faculty balance what are often seen as competing needs.

Being Academically Nimble

With the ever faster spin of the world, economically difficult times, and the impact of globalization, universities, particularly land-grant institutions, face both the challenge and the opportunity to assist in meeting the needs of economic development. Today's highly successful university is both dynamic and nimble. It is not simply responsive, but it is a partner in shaping the preferred future. While the traditional structures of colleges and departments serve many highly important purposes, additional means may also need to be found to encourage collaboration, interdisciplinary efforts and focused engagements. The next Dean should be able to think and act in this environment.

Additional Challenges and Opportunities

- Build upon the current excellence of the College by articulating the full range of academic needs and opportunities, the possible resources to meet those needs and to realize opportunities by matching the two most effectively, moving the College to the next level of academic accomplishment and impact.
- Engage multiple constituencies within the University, in the SDSU Foundation, the SDSU Alumni Association and other stakeholders to achieve the College's strategic goals through support of the comprehensive private fund-raising campaign: "It Starts with State."
- Work with Associate Deans and Department heads to recruit, attract and retain outstanding faculty members who are committed to excellence in research, scholarship, teaching and the land-grant mission.

- Align University and state-level needs by building consensus with diverse constituencies across the state and at the national level.

South Dakota State University is in a period of highly positive transition to its desired level of achievement and excellence. The next Dean of Agriculture and Biological Sciences will be a very important leader of this effort. For the energetic, creative, well-grounded academic leader who wishes to shape the future of agriculture, SDSU offers an outstanding opportunity.

Responsibilities of the Dean of Agriculture and Biological Sciences

- The Dean serves as the chief operating officer, chief academic officer and chief academic budget officer for the College of Agriculture and Biological Sciences at South Dakota State University.
- Working with Associate Deans and Department Heads, the Dean plays a major leadership role as the University advances the excellence of its programs of undergraduate, graduate and professional education, research, service, and community and economic development.
- All Associate Deans and Department Heads are supported by and accountable to the Dean. The Dean recruits, guides and supports these individuals in the accomplishment of the College's mission.
- The Dean oversees the academic budgets and resources allocated to the College, working closely with the Associate Deans and Department Heads. This includes budgeting and planning, preparing requests and implementing new strategic initiatives.
- The Dean provides leadership to the Agricultural Experiment Station and Cooperative Extension Service including strategic planning and on-going communication with major stake holder groups.
- The Dean must champion innovative changes and initiatives that promote academic excellence, extend continuing and distance education, diversity initiatives and international programs.

The Dean will be given an appointment as a tenured full professor.

Expected Characteristics of the Dean

In addition to the above considerations, the successful candidate will hold an earned Ph.D. from an appropriate discipline to the College and earned from an accredited institution of higher education. He/she will have a substantial record of academic distinction, effective management, research success and scholarly achievement. Moreover, the competitive candidate will be:

- A successful, proven academic leader with administrative experience as dean, associate dean, department head, director, or in some other type of leadership role;
- A higher education professional with demonstrated sound judgment and effectiveness in both academic and broader engagement functions;
- A nimble strategist with a proven record of envisioning, developing and sustaining innovative programs that foster excellence in teaching, research and service;
- A skilled resource manager with keen ability to tie budgets to strategic goals;
- A persuasive advocate who can articulate and implement the goals of the College's strategic plan;
- A strong communicator who can promote the College in public settings and develop strong relationships with alumni and friends of the university to procure resources to the College through private and corporate giving;
- A successful recruiter, developer and retainer of the highest caliber of faculty and staff who can implement effective evaluation and reward strategies;
- An effective collaborator and consensus builder who can communicate with multiple constituencies and enable partnerships with other colleges and universities, government agencies, commodity groups, stakeholders, and corporations;
- A successful stimulator of a diverse campus environment with demonstrated accomplishment of diverse faculty hiring and promotion as well as diverse student recruitment, enrollment and retention.
- A knowledgeable higher education leader with command of major and timely issues in agriculture and higher education; and

- A person of personal and professional ethics, character and integrity who is approachable and trustworthy in all professional dealings.

Application Process

Nominations or applications should be sent to: SDSUDean@academic-search.com.

The application should include:

- a letter of interest describing how the applicant's qualifications meet those described by the Search Committee,
- a copy of the curriculum vitae, and
- a list of at least five references with full address, e-mail and phone contact information.

All application materials should be sent electronically in Word or PDF format. For most complete consideration, applications should be received by October 30, 2009. The search will remain open until the position is filled. All applicants will be treated confidentially; only the names of finalists invited to campus will be made public.

Interested parties are invited to visit South Dakota State University's web site: <http://www.sdstate.edu> for additional information on all aspects of the University.

Search Consultants Dr. John DiBiaggio and Dr. Elaine Hairston of Academic Search, Inc. are assisting the Committee. Preliminary inquiries may be addressed to either of them at: John.DiBiaggio@academic-search.com or Elaine.Hairston@academic-search.com 740-964-0905.

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