California State University, Chico (Chico State) invites applications and nominations for the position of Dean of the College of Agriculture. We are seeking a skilled and experienced individual with a strong track record of administrative experience and a passion for agriculture and its broad community of regional, statewide, and national stakeholders. We are seeking a dynamic dean who will lead an exciting college to realization of its growing potential. The Dean works collaboratively with college faculty and staff to contribute and support the mission, values, and priorities of the University’s Strategic Plan while demonstrating a commitment to diversity and the advancement of multicultural, international, and interdisciplinary programs throughout the college curriculum in response to an increasingly diverse student population.

The College

The College of Agriculture is one of seven colleges at Chico State, with a mission to discover, share and disseminate knowledge of integrated agricultural and environmental systems to students, the agriculture community, and society. Led by outstanding faculty and staff and enriched through hands-on educational experiences at our living laboratory, the diversified 800-acre University Farm, our students develop a spirit of inquiry, practice collaboration, learn leadership, and gain a broad understanding of agricultural production systems. The close, friendly nature of our college, combined with an integrated agricultural curriculum and remarkable access to hands-on education, creates a fertile learning environment for our students and the agriculture industry we serve. As one of only four Colleges of Agriculture in the California State University system, Chico State’s location in the beautiful and bountiful Northern Sacramento Valley creates outstanding opportunities for students and faculty to engage with the State’s diverse agricultural industries.

Operating with integrated programs, the College of Agriculture offers Bachelor of Science degrees in Agriculture (option in Agriscience and Education), Agricultural Business, Animal Science, and Plant and Soil Science, a post-graduate teacher education program leading to secondary teaching credentials in agriculture, and an online Master’s Degree in Agricultural Education. The College serves approximately 1,000 students, and the fall 2020 student body is the largest and most diverse in the college’s 66-year history. A growing Latinx population has led the growth in the College, from 34% in 2016-17 (862 undergraduate students) to 46% (962 undergraduate students) in fall 2020. Women make up a growing majority of agriculture majors, rising from 60% in 2015 to 64% in 2020. The college is staffed by 21 tenure-track faculty, 23 lecturers, 25 staff members, and a development officer assigned to the College by University Advancement. The College has especially strong connections with its 12-county service region, serves as a center for agricultural literacy in the North State, and oversees the Paul L. Byrne Memorial University Farm, the Center for Regenerative Agriculture and Resilient Systems, campus allocations of the Agriculture Research Institute, and the Agribusiness Institute. The College is supported by an active agriculture industry advisory board and is committed to upholding Chico State as an outstanding comprehensive university.

Responsibilities

As chief academic and administrative officer for the College, the Dean reports directly to the Provost and Vice President for Academic Affairs. The Dean leads and executes strategic planning in alignment with the University’s Strategic Plan and ever-changing student demographics. The Dean is expected to provide academic leadership in program and curriculum development, teaching, research, and the vital development of external support and fundraising. The Dean is responsible for academic policies, administration of instructional and research resources, personnel matters, fiscal and personnel management, student recruitment and retention, promotion of alumni, corporate, and community relations. The Dean will collaborate with faculty and program coordinators to promote shared governance as well as supervise an
administrative team (composed of an associate dean, an administrative analyst/specialist, an advancement
director, and several college office support staff).

The Dean will be a champion of cultivating a welcoming, inclusive, and equitable climate, and will develop and
implement strategies to recruit and retain a more diverse student body and faculty. The Dean will be a
dynamic leader who has the ability to consider issues and perspective of multiple stakeholders and disciplines
and has a demonstrated record of working collegially and cooperatively by reaching across unit boundaries to
form and advance positive and productive relationships.

QUALIFICATIONS

Required Qualifications
• Earned doctorate or appropriate terminal degree.
• Demonstrated success in teaching, scholarship, and service appropriate for faculty appointment at the
rank of full professor in an academic discipline in the college.

Preferred Qualifications
• Minimum of three years of academic administrative experience.
• Demonstrated successful record of collegial/shared governance and leadership supporting faculty, staff,
students, and the larger community.
• Strong commitment to supporting the diverse needs of each of the programs in agriculture.
• With an intersectional lens, demonstrated ability to promote student recruitment and retention in
agriculture programs.
• Demonstrated ability to articulate and communicate a vision for the College of Agriculture.
• Demonstrated ability to promote high-quality teaching, scholarship, service, and professional activities.
• Demonstrated ability to strategically manage a complex annual budget over $7 million, in a period of
declining state support and rising costs.
• Demonstrated ability to generate resources and manage them effectively with an eye toward advancing
the College's mission and vision, including the ability to develop partnerships with and secure external
support for programs, facilities, and personnel.
• Demonstrated record of successfully communicating and developing partnerships with the agriculture
industry.
• Demonstrated ability to promote student recruitment and retention in agriculture programs.
• Demonstrated commitment to diversity and the advancement of multicultural, international, and
interdisciplinary programs.
• An understanding of physical facilities and equipment needs within an agricultural environment.
• Exceptional communication and interpersonal skills.
• Collaborative management style that fosters trust and respect in partnership with fellow deans, faculty,
staff, and campus administration.
• Demonstrated ability to resolve complex personnel issues within a collective bargaining environment.
• Demonstrated ability to provide leadership in the use of new educational technology.
• Demonstrated knowledge of the roles that auxiliary centers and institutes play in developing leading edge
curricula and experiential learning opportunities in agriculture.
• Demonstrated commitment to faculty research and scholarship, particularly of the applied nature of
agricultural research at a non-land grant college of agriculture.

THE UNIVERSITY

Chico State is a comprehensive public, non-land grant university located 90 miles north of Sacramento and 175
miles northeast of San Francisco. The University operates as part of the 23-campus CSU system and enrolls
approximately 17,500 students. Founded in 1887, Chico State is the second-oldest university in the CSU system and is the anchor institution for Northern California, serving a sprawling 12-county service area. The University is comprised of seven colleges, five schools, 28 specialized centers, and numerous support units. More than 950 staff members and 1,170 faculty members are committed to the mission of student success. The student-to-faculty ratio is approximately 23 to 1, and the average undergraduate class size is 30.

Chico State is accredited by the Western Association of Colleges and Schools (WASC), as well as 25 professional associations covering all seven colleges. The campus community is proud to be a Hispanic-Serving Institution (HSI). Chico State is one of the most highly ranked regional public universities in the West and regularly recognized as a top-value institution. The University emphasizes and fosters equity and inclusiveness, sustainability, service to the community, and civic engagement that transforms student learning and enhances the local and extended environment. The University’s motto—“Today Decides Tomorrow”—emphasizes the institution’s profound sense of place and purpose “to be a living and learning community worthy of the trust that our students and the people of California have placed in us.” The University helps today’s students develop into tomorrow’s successful citizens. Chico State’s unique combination of scholarly pursuits, civic engagement, and a strong connection to the Chico community has earned it national and international accolades.

As of fall 2020, 97.9% of the total student population comes from California: 27.3% from Chico State’s service area; 11% from the Sacramento Area; 21.4% from the San Francisco Bay Area; 21.5% from the Los Angeles area; and 16.6% from the rest of California. The remaining 2.2% are out-of-state or international students. Chico State has over 160,000 alumni living in California and around the world. Many alums remain strongly connected to the university and enjoy returning for events and celebrations such as The Chico Experience Week, which brings Chico State students, alumni, parents, and friends together.

As a university that educates students from a variety of ethnic, cultural and international backgrounds, Chico State values and seeks a diverse faculty, staff, and administration. Our campus welcomes applicants who are knowledgeable about and interested in working within a cross-cultural learning environment.

**Compensation:** Salary is commensurate with experience and qualifications. The position includes an attractive benefits/retirement package including 16 hours per month vacation plus holidays. This is a full-time 12-month management position that falls under the Higher Education Employer-Employee Relations Act (HEERA), and the conditions of employment are governed by the California State University Management Personnel Plan. Under this plan, employees are subject to normal management reviews and serve at the pleasure of the University President. The individual selected for this position is anticipated to begin employment by July 1, 2021.

Individuals appointed to management positions serve at the pleasure of the President or designee. They are excluded from the collective bargaining process, are not subject to probationary service, and do not receive tenure or permanent status in the position of dean, though they are entitled to retreat rights to tenure as a full professor within the appropriate academic program. This position is exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). This position is a "designated position" in the California State University's Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission. As a condition of employment, persons must complete a confidential background check and submit official, sealed transcripts.

**APPLICATIONS / NOMINATIONS**

**Applications:** Applicants should submit a complete and current résumé, as well as names, addresses, and telephone numbers of up to five (5) references to the online system listed below. A cover letter of interest should indicate how an applicant’s qualifications relate to the responsibilities of the Dean for the College of Agriculture. Applicants should briefly articulate their administrative philosophy and explain why they aspire to a major leadership position at this stage of their careers.
Review of applications will begin March 1, 2021 and continue until the position is filled. All information obtained will be strictly confidential.

Link to Apply Online:
For a full position description and to submit an application: Issaccson Miller (https://www.imsearch.com/7816)

Nominee information should be sent electronically to: Issaccson Miller (https://www.imsearch.com/7816)

California State University, Chico employs only individuals lawfully authorized to work in the United States. The University is an Equal Opportunity Employer and does not discriminate against persons on the basis of race, religion, color, ancestry, age, disability, genetic information, gender, gender identity, gender expression, marital status, medical condition, National origin, sex, sexual orientation, covered veteran status, or any other protected status.

An annual security report disclosing crime statistics for Chico State can be obtained by contacting the University Police Department (530) 898-5555 or by accessing the following web site: https://www.csuchico.edu/up. Additional information about the Chico State is available at: https://www.csuchico.edu/. Information on the College of Agriculture is available at: https://www.csuchico.edu/ag.