



# **Dean, Davis College of Agriculture, Natural Resources and Design**

## **Position Profile**



**Greenwood/Asher & Associates, Inc.**  
Executive Search, Consulting and Training

## **The Opportunity**

**West Virginia University (WVU)** invites nominations and applications for an innovative and charismatic leader as Dean of the Davis College of Agriculture, Natural Resources and Design. As a land-grant institution, WVU seeks candidates who have a comprehensive resume of success in academic leadership roles. Successful candidates should demonstrate exceptional skills and experience that will enable them to lead a research and educational enterprise across multiple and support the conversion of discoveries and inventions into practical technologies, products, and services at the local, national and global level. WVU is searching for a leader who is committed to advancing diversity and the enhancement of the student experience.

The dean is the chief academic and administrative officer of the college and reports to the provost. The dean will maintain a culture that emphasizes meritocratic openness to talent and ideas from all over the world, vibrant intellectual exchange, and interdisciplinary collaborations around complex societal problems, such as energy, water, food, transportation, security, health, environmental quality and economic development.

The college has been central to the major transformation of the institution, and the dean provides the dynamic leadership necessary to foster intellectual curiosity and synergies of innovation throughout the undergraduate and graduate programs. The dean will be responsible for providing effective support to faculty research efforts and the attraction of funding from a variety of agencies and industries to support it.



The faculty and staff in the Davis College are dedicated to providing students with a first-rate education that instills strong, basic knowledge for sound practice in Agriculture, Natural Resources and Design.

The dean will provide outstanding leadership and have primary responsibility for the academic excellence, administration and outreach of the college. In addition, experience in the creation of entrepreneurial and fundraising activities, development of centers of excellence, and the establishment and cultivation of interdisciplinary research and teaching initiatives. The management of a complex, academic unit underpinned by collegiality and inclusiveness is also expected.

## **Minimum Qualifications**

- A Ph.D. in a relevant field, or an equivalent degree.
- Credentials that merit appointment at the rank of full professor in one of the college's schools.
- A proven leader and talented administrator.
- A profound sense of integrity and professionalism.
- A deep commitment to excellence in research, teaching, and outreach.
- A clear ability to use good judgment and make sound decisions.
- A leadership style that invites collaboration, encourages teamwork, welcomes diverse perspectives, and values transparency.
- Demonstrated ability to manage change, resolve conflict and build consensus.
- Superior interpersonal and communication skills, including tactfulness, a high level of emotional intelligence and concern for others, and the ability to navigate controversy gracefully and treat all people with civility and respect.
- The ability to sustain a vigorous research and educational enterprise through visionary leadership and an entrepreneurial mindset.

## Preferred Qualifications

- Demonstrated experience at a research university and success as a researcher committed to the search for new knowledge.
- Demonstrated capability to support research at the student and faculty levels, and to foster interdisciplinary collaboration.
- The ability to effectively navigate policies and procedures in the state of West Virginia.
- A robust understanding of the process required for gaining extramural research funding.
- Demonstrated success as an educator and a genuine appreciation of, and good rapport with, students.
- Experience with academic program innovation and enrollment growth strategies.
- Understanding and respect for the varied programs and disciplines within the Davis College.
- Experience with international affairs as it relates to academic programming, student recruitment, and research collaboration.
- The ability to imagine new possibilities for the college, develop and articulate a vision, and develop and implement effective strategic plans, including the ability to translate institutional strategy into operational goals, and to specify and prioritize short and long-range objectives.
- Experience as an agent of innovation and change achieving excellence across a complex organization.
- A demonstrable track-record of administrative achievement that gives strong evidence of his or her capacity to manage a complex college, including its budget, workforce, and programs.
- The skills to navigate the organizational, political, and fiscal realities unique to a major public research university, and to make changes to improve current practice, including effective advocacy for the resources required to uphold mandates and achieve aspirations.
- Familiarity with the distinctive features of, and opportunities for a land-grant institution - particularly as it pertains to the state and region.
- Demonstrated capability to manage professional and support staff effectively, including hiring, motivating, training, developing and evaluating the job performance of employees.
- A strong record of accomplishment promoting diversity, including assessing needs, developing initiatives and applying best practices.
- The ability to recruit and retain highly desirable research and instructional faculty in a competitive environment.
- The ability to work productively and cooperatively with stakeholders, administrators, faculty, students, staff, educators and community leaders as partners to advance the University's research, teaching, engagement, outreach and service missions.
- Significant experience with outreach, cross-organizational cooperation and extension services.
- Experience and/or the clear potential to represent the College articulately and compellingly to external constituencies, enhancing the visibility and impact of its work while increasing gifts, funded research and other mission-aligned revenue.
- The ability to develop and maintain an active alumni network.



- Strong written, oral and interpersonal skills; the ability to communicate the College's needs, plans and programs effectively.

## **The Davis College**

The Davis College of Agriculture, Natural Resources and Design is organized into three schools: Agriculture and Food; Design and Community Development; and Natural Resources. The Davis College offers students career paths that are exciting and rewarding. Through our diverse academic programs, students and faculty team up to discover agricultural practices that increase yields while improving the environment, producing bio-based energy alternatives, creating more nutritious and flavorful foods, restoring degraded ecosystems, conserving forests and natural resources and designing both built and natural environments. Graduates of the Davis College pursue scientific and management careers that foster the wise management, utilization, and conservation of our soils, water, forests, wildlife, domestic animals, food, fiber and living spaces.

### **Mission Statement**

The mission of the Davis College of Agriculture, Natural Resources and Design is to provide high-quality undergraduate and graduate education, conduct basic and applied research, engage in other creative and scholarly activities and perform public outreach and service. Programs are designed to impart knowledge, train future leaders, address critical issues and enrich the lives of the citizens of West Virginia, while protecting the environment in which we live. These programs range from local to international in scope and promote the wise use of natural, renewable and human resources.

### **Vision**

The vision of the Davis College of Agriculture, Natural Resources and Design is to be a highly regarded institution that imparts knowledge, generates new information, anticipates societal needs, provides leadership in solving problems, engages citizens and improves the quality of life for all people in the state.

### **Core Values and Principles**

The following core values and principles are embraced by faculty and staff of the Davis College of Agriculture, Natural Resources and Design. These values guide our teaching, research and outreach activities and support our Mission:

- **Excellence.** We continuously strive to improve in the areas of learning, discovery and engagement. We set high standards in these areas and work to exceed those expectations. We seek innovative and creative solutions to contemporary problems in agriculture, natural resources and design.
- **Leadership.** The faculty, staff and students of the Davis College play a critical leadership role in support of sustainable agriculture, natural resource, forestry and consumer science policies and programs at the local, state, regional, national and international levels.
- **Stewardship.** The Davis College faculty and staff are committed to enhancing West Virginia's rich legacy of natural, family, community and economic resources for future generations.
- **Engagement.** The faculty, staff and students of the Davis College are actively engaged with the citizens and communities of West Virginia to enhance the overall quality and health of citizens, communities, ecosystems and economy of West Virginia.
- **Collaboration.** We strive to work collaboratively with a diverse set of stakeholder groups including students, parents, alumni, state and federal government, business, industry, communities, citizens and nonprofit groups in support of our mission

# **West Virginia University**

WVU was founded in 1867 as a result of the 1862 Land-Grant Act, otherwise known as the Morrill Act. WVU is proud of its flagship, land-grant university status, and its mission reflects its dedication to serving the state and citizens of West Virginia through access to higher education, research and comprehensive health sciences.

The WVU System is a family of distinctive campuses united by a single mission. From the groundbreaking research of our flagship in Morgantown (ranked R1, the highest research category institution) to the student-centered focus of WVU Potomac State College in Keyser to the technology-intensive programs at WVU Institute of Technology in Beckley — we are leveraging our talents and resources to create a better future for West Virginia and the world.

The WVU Institute of Technology in Beckley offers more than 40 majors, including one of the top 100 undergraduate engineering programs in the country, as ranked by U.S. News & World Report.

WVU Potomac State College in Keyser has one of the lowest tuition rates of all the nation's four-year institutions. Offering more than 50 majors, this campus combines the personal attention of a small college with the benefits of a major university.

The WVU System also includes divisions of the Robert C. Byrd Health Sciences Center in Charleston and Martinsburg, as well as 10 experimental farms and four forests throughout the state, and WVU Jackson's Mill State 4-H Camp. The WVU System includes 518 buildings on 15,880 acres. The Morgantown campus has 245 buildings (11 on the National Register of Historic Places) on 1,892 acres.

## **WVU Mission**

As a land-grant institution, the faculty, staff and students at West Virginia University commit to creating a diverse and inclusive culture that advances education, healthcare, and prosperity for all by providing access and opportunity; by advancing high-impact research; and by leading transformation in West Virginia and the world through local, state and global engagement.

As one West Virginia University, we are purposeful in our studies and our work so that we can partner with our communities – both near and far – to bring needed and valued solutions to real-life problems within the pillars of education, healthcare and prosperity.

## **Academics**

14 Morgantown colleges and schools offer 350+ majors in agriculture, natural resources and design; arts and sciences; business and economics; creative arts; dentistry; education and human services; engineering and mineral resources; law; media; medicine; nursing; pharmacy; physical activity and sport sciences; and public health.

WVU ranks nationally for prestigious scholarships: 25 Rhodes Scholars, 24 Truman Scholars, 45 Goldwater Scholars, 3 George C. Marshall (British) Scholars, 5 Morris K. Udall Scholars, 5 USA Today All-USA College Academic First Team Members (and 11 academic team honorees), 26 Boren Scholars, 63 Gilman Scholars, 59 Fulbright Scholars, 3 Department of Homeland Security Scholars, 32 Critical Language Scholars, one Jack Kent Cooke Foundation Graduate Scholar, 5 National Institute of Standards and Technology Fellowships, and 25 National Science Foundation Graduate Research Fellowships.

The Carnegie Foundation for the Advancement of Teaching has honored 19 WVU faculty as West Virginia Professors of the Year. Powsiri Klinkhachorn, professor of computer science and electrical engineering, earned the award in 2015.

WVU is one of only about a dozen schools in the country that are land-grant, doctoral research universities with a comprehensive medical school.

WVU is the only university in the country offering a bachelor of science degree, master of science degree and Ph.D. in Forensic Science. WVU is only one of two programs nationally that offers the Ph.D. in forensic science.

The WVU School of Medicine was the first in the country to rotate students through a clinical addiction program, which is now a requirement for all American medical students.

## **Research**

WVU continues to rank at the highest level of research activity (“Doctoral Universities: Highest Research Activity” or “R1”) as reflected in the Carnegie Classification of Institutions of Higher Education. Only 130 of the nation’s 4,500 colleges and universities attain this ranking. WVU faculty generate over \$127 million annually in sponsored contracts and research grants, and 3,244 faculty actively perform research in their respective fields. 2,030 students participated in undergraduate research from 2011-16.

The Blanchette Rockefeller Neurosciences Institute — the world’s first institute devoted to the study of human memory — is at WVU.



- WVU is partnering with NASA to launch West Virginia’s first satellite into orbit.
- WVU engineer Dan Carder, who led the research team that broke open the Volkswagen emissions scandal, was named to the 2016 Time 100, the magazine’s annual list of the 100 most influential people in the world.
- WVU professors Sean McWilliams and Zach Etienne and a group of graduate students are part of a global team of scientists who have detected gravitational waves for the third time, demonstrating that a new window in astronomy has been firmly opened.
- Maura McLaughlin and Duncan Lorimer from the Department of Physics and Astronomy were part of a global team of astronomers who detected for the first time repeating, short-duration bursts of radio waves from an enigmatic source, likely located well beyond the edge of the Milky Way galaxy.

## **Accreditation**

WVU is accredited by the Higher Learning Commission. The Higher Learning Commission (HLC) is an independent corporation that was founded in 1895 as one of six regional institutional accreditors in the United States. The HLC accredits degree-granting post-secondary educational institutions in 19 states across the North Central United States.

WVU is one of only three institutions that offer a joint petroleum and natural gas engineering ABET-accredited major. ABET accredits college and university programs in the disciplines of applied and natural science, computing, engineering and engineering technology. ABET accreditation assures students, employers and workforce.

## **Morgantown, West Virginia**



The WVU Morgantown campus is located in a town named “No. 1 Small City in America” by BizJournals.com for its exceptional quality of life. Morgantown, population 30,855, was also rated the ninth best college town in America by *Business Insider* and is within easy traveling distance of Washington, D.C. to the east, Pittsburgh, Pa. to the north, and Cleveland and Columbus, Ohio to the northwest. Other rankings: Kiplinger.com included Morgantown in their 10 great places to live list; one of “Best Sports Cities” by *Sporting News*; 5th “Best Small Metro” by *Forbes*; 12th

overall “Hottest Small City” by *Inc.*; one of “50 Smartest Places to Live” by *Kiplinger’s*; and the second-ranking “Best College Town for Jobs” by *Forbes*.

## **Salary**

The salary is competitive and commensurate with qualifications and experience.

## **How to Apply**

Greenwood/Asher & Associates, Inc. is assisting West Virginia University in this search. Confidential applications and nominations will be accepted until the position is filled. For best consideration, applications and nominations should be provided by December 31, 2019. Initial screening of applications will begin immediately and will continue until an appointment is made. A complete application will include a letter addressing how the candidate’s experiences match the position’s duties, responsibilities and qualifications; a current résumé or curriculum vitae; and a list of names of five references (including titles, institutions and contact information). Submission of materials as PDF attachments is strongly encouraged.

Individuals who wish to nominate a candidate should send an email with information about the nominated person to Greenwood/Asher & Associates, Inc., an executive search firm, which is assisting in this search. Please include the name, position, address, telephone number, and email address of the nominee.

**Confidential inquiries, nominations and application materials should be directed to:**

Jan Greenwood, President & Partner

Lori Harrington, Executive Search Consultant

Greenwood/Asher & Associates, Inc. 42 Business Center Drive, Suite 206

Miramar Beach, FL 32550

Phone: 850.650.2277 / Fax: 850.650.2272

E-mail: [jangreenwood@greenwoodsearch.com](mailto:jangreenwood@greenwoodsearch.com)

E-mail: [loriharrington@greenwoodsearch.com](mailto:loriharrington@greenwoodsearch.com)

For more information about West Virginia University, please visit <https://www.wvu.edu/>

*West Virginia University is committed to fostering a diverse and inclusive culture by promoting diversity, inclusion, equality, and intercultural and intercommunity outreach. Accordingly, the University does not discriminate on the basis of race, color, national origin, ancestry, age, physical or mental disability, marital or family status, pregnancy, veteran status, service in the uniformed services (as defined in state and federal law), religion, creed, sex, sexual orientation, genetic information, gender identity, or gender expression in the administration of any of its educational programs, activities, or with respect to admission or employment. This Policy sets forth how discrimination, harassment, sexual and domestic misconduct, certain consensual relationships, stalking, and retaliation will be addressed by West Virginia University.*



