



Dean and Associate Provost of the

**College of Agriculture
&
Natural Resources**

MICHIGAN STATE

UNIVERSITY

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College of Agriculture & Natural Resources

Michigan State University (MSU) welcomes applications and nominations for the next **Dean of the College of Agriculture and Natural Resources (CANR) and Associate Provost**. The College, the first at MSU, is nationally and internationally recognized for excellence and innovation. The new Dean and Associate Provost will provide leadership to the three core components that form the foundation of MSU's mission as a land-grant university: teaching; research and scholarship, including AgBioResearch (our state's agricultural experimental station equivalent); and outreach and service, including MSU Extension.

The successful candidate will join MSU at an exciting time in its history. Under the leadership of **President Kevin Guskiewicz**, the entire Spartan community is fully engaged in the successful implementation of the University's strategic plan, **MSU 2030**. Focusing on empowering excellence, advancing equity, and expanding impact, the plan builds on the richness of the University's past and the promise of its future.

The new Dean and Associate Provost is expected to have a record of achievement in the leadership of a complex organization. The Dean and Associate Provost will join MSU's new leadership team and boldly advance the college within and outside of the university, fostering interdisciplinary collaboration in teaching, research, service, and MSU Extension. The Dean and Associate Provost will serve as a strong advocate for CANR, and its faculty and academic staff, support staff, and external stakeholders.



THIS IS MICHIGAN STATE UNIVERSITY

Founded in 1855, Michigan State University is a leading and innovative land-grant university. The University was established to ensure higher education was broadly available for the benefit of the public good while serving as a model for the Morrill Land-Grant Colleges Act of 1862. MSU has evolved into a world-class university, offering a full spectrum of programs that attracts gifted professors, academic staff, support staff members, and students. The University is part of the Big Ten Conference and, since 1964, has been one of 71 members of the prestigious Association of American Universities. MSU is a top-ranked global university, with 32 undergraduate and graduate programs and concentrations ranked in the top 25 nationally by U.S. News & World Report, including nine No. 1-ranked programs.

MSU is often called Michigan's State University, and for good reason. MSU enrolls more Michigan students than any other university – approximately 35,000 – and more than 275,000 of its more than half a million alums live in state. MSU's total economic impact in Michigan is \$5.8 billion annually, and the MSU Innovation Center helps nearly 130 discoveries become patented products or start-up companies each year. The University's Extension reach is far-reaching, with staff in every county; nearly 90,000 youth participate in 4-H across the state and myriad programs serve thousands more from Detroit to Brimley.

OUR IDENTITY AS A LAND-GRANT INSTITUTION

As the nation's premier land-grant university and first agricultural college, known originally as The Agricultural College of the State of Michigan, Michigan State University was founded with the goal of democratizing higher education and bringing innovation in science and in the arts and humanities into everyday life. MSU collectively acknowledges that Michigan State University occupies the ancestral, traditional, and contemporary Lands of the Anishinaabeg – Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. We affirm Indigenous sovereignty and will work to hold Michigan State University more accountable to the needs of American Indian and Indigenous peoples. To learn more about the University's commitment to diversity, equity, and inclusion, read the [2023–24 Diversity Equity and Inclusion Report](#). Today, MSU makes an impact in communities throughout Michigan and beyond as it pushes the boundaries of discovery, expands opportunity, and advances equity to make a better, safer, healthier world for all.

Michigan State is recognized as the model from which this transformation of U.S. higher education arose. The College's first president, Joseph Williams, dubbed it “an experiment” that was “established on no precedent, it is alike a pioneer in the march of men and the march of the mind.” This spirit—of a community brought together with a sense determination, passion, and purpose—has animated MSU from the beginning.



AgBioResearch and MSU Extension are critical to MSU's mission as a land-grant university. The scope and scale of their impact are unparalleled among land-grant peers, as outlined in the [MSU AgBioResearch and MSU Extension Legislative Report](#) and [MSU Extension's Impact Reports](#).

Agriculture and Natural Resources are major economic drivers in Michigan and the dynamic agri-food industry generates more than \$104 billion 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 \$2.7 billion.

Michigan has 10,031 inland lakes and borders four of the five Great Lakes with 3,052 miles of shoreline, which is roughly equal to the length of California's ocean shoreline. 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 varied and extensive natural resources within the state provide remarkable opportunities for outdoor recreation and support a range of industries. Forest products is one such industry, as Michigan has roughly 20 million acres of forest land, and forest products support about 91,000 Michigan jobs with \$5.5 million in annual wages and contributes approximately \$20.2 billion to Michigan's economy when accounting for direct and secondary effects.

[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 to meet the needs for a skilled workforce.

The first institution of higher learning in the U.S. to teach scientific agriculture and the prototype for land-grant universities across the nation, Michigan State tirelessly persists in its mandate to develop, apply, and share knowledge to serve the public good. [MSU Extension](#), which helps translate research-based knowledge and resources into practical education for residents, is central to fulfilling that mission.

Michigan Extension work began before the organization was officially organized. In 1912, the Michigan Legislature authorized county boards of supervisors to appropriate funds and levy taxes to further teaching and demonstrations in Extension work. In 1914, Congress passed the Smith-Lever Act, which created the Cooperative Extension System and directed the nation's land grant universities to oversee its work. With the passage of the Smith-Lever Act, the first statewide home economics and 4-H youth Extension workers were appointed; county home economics agents were appointed beginning in 1915.



MSU TODAY

Located in East Lansing, MSU enrolls approximately 52,089 students, including 10,855 graduate and professional school students, with 27.5% students of color and 8.5% international students. The University employs more than 14,000 faculty, academic staff and support staff members and has a global alum network over a half a million strong.

The 5,696 MSU faculty members, along with more than 594 post-doctoral research associates, are the driving force behind the University's growing reputation as a national leader in research and development. A significant number have received national and international recognition, including membership in the National Academy of Science, the National Academy of Education, and the American Academy of Arts and Sciences. Many have received Dreyfus, Fulbright, Guggenheim, MacArthur, Sloan, and other awards. The University's annual research expenditures are over \$844 million across a very broad range of areas of study.

MSU's East Lansing campus boasts 538 buildings, including 95 academic buildings, spread across 5,200 acres with 2,100 more acres in existing or planned development. The University owns approximately 19,600 additional acres throughout Michigan for agricultural and natural resources research and education. MSU offers students more than 400 programs of undergraduate, graduate, and professional study. The University has emerged as a leader in global education and ranked #1 for study abroad among public universities and in the top 10 overall in [U.S. News & World Report Best College Ranking](#) for the sixth consecutive year. It also ranks sixth in the country among large universities for producing Peace Corps volunteers. Additionally, MSU ranks third in the U.S. and 25th in the world in addressing the United Nations Sustainable Development Goals by [Times Higher Education University Impact Rankings for 2024](#).



THE COLLEGE OF AGRICULTURE & NATURAL RESOURCES

The College of Agriculture and Natural Resources, the first college at MSU, has a well-established national and international reputation for innovative research, education, extension and outreach. The mission of 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. We accomplish this mission through learning, discovery, and engagement. As a community, CANR values: scholarship; providing service to others; cultivating and maintaining partnerships; balance among teaching, research, and outreach and extension activities; creation of basic and applied science and its translation into workable solutions that address critical societal needs; promoting excellence and valuing academic freedom, diversity, equity, and inclusion; accountability to meet the mission and programmatic priorities; and the tradition of the land-grant mission, upon which MSU was founded. The University and CANR are both national leaders and partners in fostering the economic sustainability of the state.

Over 800 faculty, academic staff, and support staff, housed in 12 academic units teach, conduct research, and provide outreach activities across a broad range of disciplines throughout the state, region, nation, and the world. Annual enrollment in the 20 undergraduate majors, 21 minors, and 15 certificate programs offered within CANR attracts nearly 3,000 undergraduates and 600 graduate students who can participate in more than 50 CANR clubs and organizations.

LEARNING & COMMUNITY

CANR provides students with an academically challenging environment where they put their knowledge into practice on campus in Michigan and around the globe.



THE MISSION OF CANR

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15

certificate programs

ACADEMIC PROGRAMS:

Undergraduate programs

(bachelor's degrees)

Graduate programs

(master's and doctoral degrees)

Institute of Agricultural Technology

(certificate programs available at MSU and in partnership with several community colleges across the state of Michigan)

CANR departments and schools



CANR HOME



AgBioRESEARCH



ACADEMICS



MSU EXTENSION



POINTS OF PRIDE WITHIN CANR INCLUDE:

- **[MSU AgBioResearch \(ABR\)](#)** — Founded in 1888 as the Michigan Agricultural Experiment Station, ABR funds fundamental and applied research for nearly 300 scientists in seven MSU colleges, including CANR faculty with research appointments. In collaboration with industry constituents, MSU Extension and partner colleges, ABR scientists work to advance healthy and resilient agriculture and food systems, natural resources, and communities throughout Michigan and beyond.

There are 15 ABR-supported research stations across Michigan on over 14,737 acres and 18 facilities on MSU's south campus hosting research. ABR support is used to fund faculty salaries, infrastructure, research initiatives, and prominent internal programs in partnership with external commodity groups, direct state legislature funding, and other stakeholder organizations ([Project GREEN, Michigan Alliance for Animal Agriculture, Agricultural Climate Resiliency Program](#))

- For more than 100 years, **[MSU Extension](#)** has helped grow Michigan's economy by equipping its residents with the information that they need to do their jobs better, raise healthy and safe families, build their communities, and empower our children to dream of a successful future. MSU Extension improves lives through an educational process that applies knowledge to critical issues, needs, and opportunities. Extension educators and program staff collaborate with on-campus faculty and academic staff members by taking the science, expertise, programs, and resources of a great land-grant university to all residents of the State of Michigan and beyond.

Organized into four institutes (Agriculture & Agribusiness; Children & Youth; Community, Food & Environment; Health & Nutrition) across 14 districts within the state, extension educators and staff have a presence in all 83 Michigan counties. MSU Extension is the parent organization of the Michigan 4-H Youth Development Program. Caring adult 4-H volunteers use a learn-by-doing approach to teach critical life skills and educate youth ages 5 to 19 about everything from science and technology to clothing and textiles. MSU Extension meets people where they are by offering in-person and online classes, events, and workshops as well as informational articles and videos on agriculture, entrepreneurship, nutritious eating, youth development, and more. Between January 2023 and June 2024, MSU Extension — powered by more than 700 faculty and staff members — provided programming to more than 432,000 residents across the state.





- For the past few years, CANR has welcomed record-setting incoming undergraduate classes in terms of entrant quantity, quality of credentials and diversity of backgrounds.
- CANR is a global magnet institution for graduate and postdoctoral students including in Agricultural, Food and Resource Economics; Packaging; and Plant, Soil and Microbial Sciences.
- Michigan is the most agriculturally diverse state with ready access to water, and CANR is a national leader in specialty crops research which supports growers who produce fruits, vegetables, tree nuts, hops, nursery plants, and flowers. Michigan produces more than 300 commodities, making it the state with the second most diverse agriculture industry in the nation.
- The Partnership for Ecosystem Research and Management (PERM) is a formal collaboration between MSU and the Michigan Department of Natural Resources (MDNR) and the Great Lakes Fishery Commission (GLFC). Through PERM, agencies fund portions of faculty positions and streamline research support processes to facilitate the ability of the University, MDNR, GLFC, and other interested parties to address high-priority, ecosystem-related research, and outreach issues.
- The recently announced [Center for Regenerative Agriculture](#) seeks to improve the health and resilience of our land, plants, and animals.
- CANR faculty, academic staff, and support staff are engaged internationally, actively supporting projects and programs in over 60 countries throughout the world in diverse areas of agricultural research, education, outreach, and technology transfer. These projects are supported through funding from a diverse group of development agencies totaling more than \$15 million annually. The international projects and programs portfolio in CANR encompass broad areas of food and nutritional security, policy research, natural resources management, utilization of modern biotechnology, and other emerging technologies for enhancing agricultural productivity and building climate resilient food systems. Through training workshops, study tours, and short courses offered at MSU and internationally, approximately 500 external constituents and students from over 50 countries benefit from international training and capacity building programs led by CANR faculty and academic staff.
- In 2023, the MSU Product Center assisted 608 clients through 2,918 counseling sessions who reported creating 202 jobs and launching 93 new food and beverage products. The Center assisted clients with new business creation, product development, regulatory compliance, and sales and distribution expansion. In 2023, clients realized over \$11 million in capital formation, which includes grants and loans obtained and client/business led investment.
- 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 material and serve as a retreat and resource for gardeners, educators, plant lovers, and children of all ages.
- Enviro-Weather and the associated meso network of automated weather stations located around the state provide on-line access to daily weather information critical for agriculture producers, natural resource managers, scientists, and other interested parties.
- W.K. Kellogg Biological Station is internationally recognized for integrating fundamental research in ecology and evolution with applications to regenerative agriculture and global change.
- MSU is the midst of a \$53 million state funded upgrade to University's dairy and greenhouse facilities.

THE LEADERSHIP OPPORTUNITY

Michigan State University seeks an inspirational leader deeply committed to the university's land-grant mission with strategic foresight and vision, superb communication skills, a high degree of emotional intelligence, and a commitment to inclusive excellence. The Dean and Associate Provost will join MSU's new leadership team and boldly advance the college within and outside of the university, fostering interdisciplinary collaboration in teaching, research, service, outreach and extension. The Dean and Associate Provost will build on the already positive and strong relationships with external stakeholders, expanding MSU's contributions to economic development in agriculture and natural resources while enhancing the well-being of communities across the state. The incoming Dean and Associate Provost will join a supportive community of dedicated faculty, academic staff and support staff who prioritize student success, research excellence, and service.

One of the major priorities for the new Dean and Associate Provost will be to implement a highly inclusive strategic planning process built upon the understanding that CANR's "stakeholders" are in fact "shareholders." Faculty, academic staff, support staff, students, partners, and alums across academic departments/schools, AgBioResearch and MSU Extension share a deep sense of belonging and commitment to CANR. The Dean and Associate Provost's leadership in this process will be pivotal in sustaining CANR's mission, championing innovation, and fostering collaborative initiatives.

This role demands a balance between visionary strategies and operational oversight to successfully lead a strategic planning process to clearly define the goals, priorities, metrics, and outcomes of CANR, AgBioResearch, and MSU Extension for the next 3-5 years, which includes leadership and support for innovative curriculum and program development, teaching excellence, and scholarly activities.

The Dean and Associate Provost must be an agile and experienced administrator capable of identifying and seizing opportunities to build on the college's strengths and advance the college within the university and beyond, including continuing to advance external and foundation grant funding across all units and enhancing the college's financial health by creatively increasing revenue, strategically aligning budget priorities with costs, and advancing record-breaking fundraising.



IN ADDITION, THE DEAN AND ASSOCIATE PROVOST WILL DEMONSTRATE:

- A commitment to the tripartite land-grant mission, recognition and an appreciation for the role of Academics, MSU Extension and MSU AgBioResearch faculty, academic staff, and support staff, and the demonstrated ability to partner with a diverse array of interested parties to enhance Michigan's agriculture and natural resources;
- An understanding of and appreciation for the value of both 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;
- An understanding of the challenges and opportunities in the higher education and academic landscape and an ability to position CANR strategically within this landscape;
- A commitment to the recruitment, retention, and success of a diverse and talented faculty, academic staff, support staff and student body within CANR;
- The ability to develop, maintain and enhance strong relationships with alums, public and private interested parties and industry;
- An ability to create and maintain appropriate alliances with the private sector for research, teaching and outreach opportunities;
- An ability to cultivate impactful partnerships and interactions across MSU's diverse communities, collaborating closely with senior leaders and administrators to set and realize institutional priorities; and
- Possess a strong record of diversity, equity, and inclusion initiatives, outcomes, and knowledge and commitment to the diverse communities that impact the national agricultural landscape from migrant and seasonal farm worker communities to S.T.E.M. centered research and practices in agriculture.



DUTIES AND RESPONSIBILITIES

The Dean and Associate Provost will provide vision and leadership and will serve as the chief academic and administrative officer for CANR. Reporting to and working with the Provost, the Dean and Associate Provost has budget authority and is responsible for overseeing CANR's programs, academics, and international portfolio as well as MSU AgBioResearch and MSU Extension. The Dean and Associate Provost will work collaboratively with internal constituencies, including department chairs and school directors, other schools and colleges, and outside constituents to foster a program that is both strategic and innovative, and that will enhance research, teaching, extension, and diversity. The Dean and Associate Provost represents the college within the university and in interactions with the college's highly engaged and accomplished students, alums, and external constituents.

THE DEAN AND ASSOCIATE PROVOST WILL BE RESPONSIBLE FOR THE FOLLOWING:

- Managing effectively in an academic environment and enabling the College's programs and strategic planning;
- Balancing the fiscal and business operations of the college including the state-based work in MSU Extension and AgBioResearch;
- Leading, recruiting and retaining diverse faculty, academic staff and support staff and ensuring an inclusive environment that fosters success;
- Creating an environment that supports student success and growth;
- Balancing considerations of curriculum, enrollment, finances, and faculty resources to ensure excellent inclusive instructional and research programs;
- Generating increased engagement and donors support from external partners, institutional supporters, alums, industry, and other key constituencies;
- Building bridges and pursuing interdisciplinary partnerships with colleges across campus to identify connections and leverage new opportunities for faculty and students; and,
- Being a publicly visible and engaged advocate, primary representative, and champion for the College's mission and image, increasing the reputation of the College locally, nationally, and internationally.



PROFESSIONAL EXPERIENCE AND QUALIFICATIONS

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

ESSENTIAL REQUIREMENTS FOR CONSIDERATION:

A terminal degree in a field related to the college, a proven record of scholarly accomplishments that demonstrate the level of excellence expected for a full professor in a College of Agriculture and Natural Resources department or school and relevant administrative experience.

While no one possesses them all, the successful candidate will demonstrate many of the following experiences, skills, and qualities:

- Significant record of effective administrative leadership including supervisory and budgetary experience and decision-making;
- A record of successfully developing and implementing strategic plans for their institution, and bringing together diverse interest groups (faculty, academic staff, support staff, students, alums, industry partners, etc.);
- Experience as a values-driven, decisive, respectful leader and diplomat with strong organizational, conflict management, and consensus-building skills, together with the willingness to lead, energize, and inspire even when consensus is elusive;





- Demonstrated ability to build a culture of trust, manage complexity, and balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously in a dynamic, diverse, and multi-disciplinary environment, while maintaining a commitment to data-informed decision making, accountability, and shared governance;
- A style of approachability and accessibility to engage with and respond to a diverse spectrum of external constituents;
- A record of demonstrated commitment to diversity, equity, and inclusion and measurable outcomes for faculty, academic staff, support staff, and students;
- Progressively responsible experience managing fiscal, human, and other resources. This would include operational budget management, strategic resource planning and allocation, and experience in the broad spectrum of activities related to faculty, academic staff, and staff development and personnel processes;
- Demonstrated record of supporting staff professional development and faculty professional development in teaching, scholarship, and service. Experience with expanding opportunities and funding for faculty scholarship/creative activity, including programs that engage undergraduate students;
- Enhance the financial resources for the College through development activities;
- Effectiveness in supporting innovative programs and initiatives during a time of changing educational modalities—on-line, hybrid, micro-credentials, etc.;
- Exceptional written and oral communication skills coupled with enthusiasm for engaging the broader community, including alums, industry partners, community organizations, donors, and government, among others;
- Commitment to ethical conduct and integrity.

MSU LEADERSHIP



KEVIN M. GUSKIEWICZ, PRESIDENT

Kevin M. Guskiewicz, a neuroscientist, academic leader and concussion researcher, was appointed president-elect of Michigan State University in December 2023 and began serving as president in March 2024. A member of the University of North Carolina's faculty since 1995 and founding director of the Matthew Gfeller Sport-Related Traumatic Brain Injury Research Center and the Center for the Study of Retired Athletes, Guskiewicz was appointed UNC's Chancellor in 2019, after serving three years as Dean of the College of Arts and Sciences. He is a nationally recognized expert on sport-related concussions and maintains an active research portfolio serving as co-principal investigator on two multi-center research grants. He has published over 200 peer-reviewed papers in the areas of sports medicine and neuroscience.

His team's groundbreaking work has garnered numerous awards and has influenced concussion guidelines in the NFL and NCAA. In 2011, Guskiewicz received the prestigious MacArthur Fellowship for his innovative work on the diagnosis, treatment and prevention of sport-related concussions. In 2011, he convinced the NFL and NCAA to change the kickoff rule, which resulted in a 50% reduction in concussions on kickoffs. In 2013, Time magazine named him a Game Changer, one of 18 "innovators and problem-solvers that are inspiring change in America."

Guskiewicz earned a bachelor's degree in athletic training from West Chester University, a master's in exercise physiology/athletic training from the University of Pittsburgh and a doctorate in sports medicine from the University of Virginia.



THOMAS D. JEITSCHKO, INTERIM PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Thomas D. Jeitschko is a professor of economics who serves as the Interim Provost and Executive Vice President for Academic Affairs at Michigan State University. He transitioned into this role from serving as the Senior Associate Provost, overseeing the budgeting process of the Office of the Provost, provost's office communications and events, Institutional Research, and Institutional Space Planning and Management as well as the Apple Developer Academy with MSU in Detroit and the Student Information System transition project. Prior to that, he was MSU's Associate Provost for Graduate and Postdoctoral Studies and Dean of the Graduate School after serving for several years as the Director of the American Economic Association Summer Program.

Jeitschko held faculty positions at Royal Holloway College, University of London, and Texas A&M, as well as shorter appointments at Duke, Johns Hopkins, and Georgetown universities, and at Humboldt University in Berlin, Germany. He has also worked at the U.S. Department of Justice in Washington, D.C. as an economist in the Antitrust Division. He has advised and consulted for States Attorneys General Offices throughout the U.S. concerning antitrust and consumer protection matters.

Jeitschko holds an advanced degree in economics from the University of Münster in Germany with a specialization in Economic History and a Ph.D. from the University of Virginia with a specialization in Mathematical Economics. His research interests are in applied economic theory with concentrations in industrial organization, law and economics, and micro-economics more broadly.

Dean and Associate Provost of the

College of Agriculture & Natural Resources

APPLICATIONS AND NOMINATIONS

Michigan State invites all inquiries, nominations, and applications for the position of Dean of the College of Agriculture and Natural Resources and Associate Provost. Interested candidates should submit a curriculum vitae, a letter of interest (Adobe PDF files preferred). Materials should represent qualifications relative to the opportunity described in this document, inclusive of a statement detailing how your past and future work will contribute to advancing MSU's commitment to inclusive excellence, as well as contact information for at least five professional references, including email addresses and a brief note on the candidate's working relationship with each. Materials should be emailed to msudean@academicsearch.org.

Academic Search is assisting Michigan State University in this search. **The deadline for fullest consideration is Monday, February 10, 2025.** Review of applications will continue until the search is completed.

Confidential nominations and inquiries can be directed to Dr. Cynthia M. Patterson or Dr. Maria Thompson at: msudean@academicsearch.org

In addition, candidates must apply to MSU's [online portal](#).

As an institution of higher learning, Michigan State University is committed to providing a safe environment for its students, faculty, and staff in support of its educational mission. With this commitment, the University will conduct a professional misconduct review of all individuals seeking employment in executive management and academic management positions (e.g., President, Provost, Vice President, Vice Provost, Deans, etc.).

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, age, disability, or protected veteran status.

