

## **Dean for the Nebraska College of Technical Agriculture Position Announcement**

The University of Nebraska invites nominations and applications for the position of Dean for Nebraska College of Technical Agriculture (NCTA). The university is seeking an innovative, dynamic, and entrepreneurial individual who will provide intellectual and strategic leadership for the college.

The University of Nebraska and NCTA are committed to increasing the diversity within the technical agriculture workforce and to creating learning and work environments that are inclusive of all forms of human diversity. We actively encourage applications from and nominations of qualified individuals from groups underrepresented in the agricultural professions including racial and ethnic minorities, women, sexual minorities, persons living with disabilities, and veterans.

The dean reports directly to the vice president of Agriculture and Natural Resources at the University of Nebraska. Because of the need to collaborate closely with the dean of the College of Agricultural Sciences and Natural Resources (CASNR) in fulfilling the NU mission related to teaching and learning in agriculture, the dean also serves as an associate dean in CASNR.

The dean regularly coordinates efforts with the senior leadership team of the Institute of Agriculture and Natural Resources (IANR), which includes the vice president and Harlan Vice Chancellor of IANR, the associate and assistant vice chancellors of IANR, and the deans of CASNR, Agricultural Research Division (ARD), Nebraska Extension, and College of Education and Human Sciences (CEHS).

Provision of leadership and oversight of all academic programming at NCTA is expected in addition to facilitating the evolution of NCTA's teaching and learning mission, while ensuring the relevance, quality, and impact of NCTA's efforts to prepare students for a changing world.

### **Position Responsibilities:**

The NCTA Dean will promote excellence in all facets of NCTA by:

- Advancing the development of a vision for NCTA—with input from faculty, staff, students, alumni, and stakeholders—and ensuring the college's resources are strategically deployed to realize that vision;
- Managing the NCTA's annual budget to maximize the effectiveness of those resources, exhibiting fiscal discipline, using best fiscal management practices, and aligning resources with strategic directions;
- Effectively managing personnel to accomplish strategic goals;
- Identifying and prioritizing needed improvements in facilities and technology that will enhance teaching and learning and widening the reach of the college through programs offered in non-traditional ways and platforms;
- Actively promoting the engagement and stewardship of NCTA donors;
- Providing leadership that will expand NCTA's local, regional, and national visibility and academic reputation as a leader in providing practical training in technical agriculture, animal health, and related fields;

- Serving as NCTA's liaison to the dean of CASNR and to the presidents of Nebraska's 6 community and 3 state colleges to ensure the relevance and vitality of NCTA's curriculum, promote the success of its students, and to build collaborative partnerships that advance workforce development and readiness related to technical agriculture;
- Pursuing collaborations and partnerships, internal and external to the college, that strengthen or complement programs in the college;
- Promoting an inclusive culture and learning environment within the college, ensuring that opportunities are available to all and that every effort is made to engage diverse audiences, especially those that are traditionally underrepresented and/or underserved;
- Facilitating the recruitment, mentoring, retention, ongoing academic and personal development, and successful placement of students in all academic programs in the college and procuring financial support for scholarships, named professorships and other program support;
- Overseeing the college's commitment to both academic and co-curricular student success by coordinating NCTA student organizations and leading such initiatives as internships, learning assessment, career services, living-learning communities, experiential learning, and programming and awards that incentivize and recognize student achievement, diversity and inclusiveness, health and well-being;
- Fostering faculty and staff professional development efforts that focus on the continuous improvement of teaching and learning, advising and mentoring, development and review of curricula, and learning outcomes assessment and leading the implementation of initiatives that reward student-focused teaching and advising;
- Fostering morale of the faculty, staff and students at NCTA;
- Providing counsel to the NU vice president regarding the NCTA faculty members' promotion, annual and reappointment reviews, and merit salary increases;
- Fostering relationships with college alumni and stakeholders by providing opportunities for student-alumni interactions that enhance the sense of belonging and will promote their continuing engagement with the college;
- Promoting innovative learning opportunities, program offerings, and credentials in light of the college's mission that expand opportunities for student recruitment, retention, success, and opportunities for employment after graduation;
- Serving as a compelling advocate and energetic spokesperson for NCTA to faculty, staff, and students, alumni, donors, and other stakeholders/partners of the college.

In addition to the above-described duties, the incumbent will be expected to accept committee assignments, reporting responsibilities, and other special ad hoc assignments as requested at the administrative unit, college/division, institute, and/or university level.

Success in the role will be measured by the accomplishments and impacts of the faculty, staff, students, and programs of the college. The dean will be appointed to a five-year renewable term, subject to annual reviews and a satisfactory formal performance review.

To be considered for the position, candidates must have:

- A master's or other graduate degree or a post-bachelor's professional degree.
- Demonstrated commitment to teaching and learning excellence, student success, and faculty and staff development.
- Administrative experience within higher education.

Preferred candidates will:

- Demonstrated commitment to diversity and to practices that are inclusive of all forms of human diversity.
- Demonstrated commitment to and experience in supporting, enhancing opportunities for and/or mentoring students, faculty, staff and others of underrepresented groups.
- A doctoral degree in a field related to technical agriculture, agricultural sciences, natural resources, or veterinary medicine.
- Demonstrated teaching and learning excellence in higher education, including curriculum development to address emerging opportunities and assessment.
- Proven success in academic administration, resource management, and program development and review.
- Experience leading teams in strategic decision-making, and working toward and achieving shared visions.
- Experience in supporting and cultivating an accomplished and diverse faculty.
- Demonstrated ability to collaborate effectively with a broad range of consistencies.
- Experience with effective development and fundraising activities.

### **The Nebraska College of Technical Agriculture**

The Nebraska College of Technical Agriculture is nationally ranked as one of the best two-year colleges, and Forbes Business Magazine placed it among the top 30 trade schools in the nation. The College is devoted to a statewide mission of preparing students for successful careers in agriculture, veterinary technology and related industries and provides open access to innovative technical education resulting in associate degrees, certificates and other credentials.

### **Values**

- Dedication to student development
- Demonstration of personal integrity and responsibility
- Practical and applied educational activities
- Student engagement in the learning process
- Commitment to seek and teach the most recent and accurate academic information
- Educational activities that lead to student lifelong learning and gainful employment
- Respect for the contributions, perspectives and personal worth of all members of the college community

For more information, please visit: <https://ncta.unl.edu>.

### **Application**

The University of Nebraska invites inquiries, nominations, and applications for the position of Dean for the Nebraska College of Technical Agriculture. We actively

encourage applications from and nominations of persons of color, women, persons living with disabilities, and veterans.

The Search Committee will begin reviewing candidates immediately and will continue to receive applications until the dean is selected. To ensure full consideration, nominations and applications should be submitted before January 17, 2020.

Questions and nominations can be directed in confidence to:

Dr. Tiffany Heng-Moss, Search Committee Chair

103 Agricultural Hall

University of Nebraska-Lincoln

Lincoln, NE 68583

Email: [thengmoss2@unl.edu](mailto:thengmoss2@unl.edu)

Phone: 402-472-2201

**How to Apply:** Applicants should go to <http://employment.unl.edu>, requisition F\_190232. Click "Apply to this Job," complete the form and attach a letter of interest, summarizing the applicant's personal vision and relevant leadership experience and detailed curriculum vitae. The names of 3-5 professional references will be requested only of candidates who make the short list. All candidate information will be held in strict confidence until the final stage of the search at which time the express permission of finalists will be obtained before making their candidacy public. Candidates are urged to review all information and documents posted on the search website.

For questions and assistance with submitting the application, contact Wanda Bowder, at [wbowder1@unl.edu](mailto:wbowder1@unl.edu) or by phone at (402) 472-3224.

UNL offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience.

As an EO/AA employer, qualified applicants are considered for employment without regard to race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation.

See <http://www.unl.edu/equity/notice-nondiscrimination>.

Tiffany Heng-Moss, Ph.D.

Dean

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Pronouns: she/her/hers