University of Idaho

PROFILE

(Content from the University of Idaho Web site and/or University publications; material may be abridged.)

The Board of Regents for the University of Idaho invites nominations and applications for the President of the University of Idaho. The University community seeks a creative, inspiring, innovative president. This individual must bring a broad vision for the University's immediate and long-range future, along with a strategic understanding of how to advance the University in conjunction with its mission, vision, and values. The community expects a staunch supporter and advocate, a loyal and stable presence, and a leader with considerable foresight and mettle.

OVERVIEW

The territorial legislature of Idaho formed the University on January 30, 1889, and opened its doors with a class of 40 students. Today, the University has an enrollment of 12,500 at locations in Moscow, Boise, Coeur d'Alene, and Idaho Falls with statewide research, teaching, outreach, and extension programs. Over 2,500 faculty and staff support and guide 130 Bachelor's, 88 Master's, and 32 doctoral degree programs. There are more than 95,000 alumni worldwide. As the state's land-grant University and the leading research institution in Idaho, the University is committed to enhancing the scientific, economic, social, legal, arts, and cultural assets of the state. It is classified by the Carnegie Foundation for "high research activity" among national research universities. The University also has been recognized by the *Military Times* as a "Best for Vets" institution. The University community takes pride in its commitment to teaching, research, outreach, and collaboration.

As an integral part of the fabric of the state, the University plays a key role in economic development and is on the country's Presidential Honor Roll for Community Service. The University has the state's only public law school, established in 1909. Outstanding programs, people, and locations make the University of Idaho a dynamic research institution with international renown. The Moscow residential campus and the University network of instructional, outreach, extension, and research activities enrich the social and economic health of the state. University of Idaho program delivery sites may be found in all of the state's 44 counties.

The University of Idaho has approximately \$100 million in annual research expenditures. It has experienced significant expansion in sponsored research with government, business, and national organizations over the past decade and is positioning itself for additional growth.

The University is accredited by the Northwest Commission on Colleges and Universities. Many of the schools, colleges, departments and programs carry separate accreditations as well.

PLANNING, VISION, MISSION

The successful candidate will have the opportunity to build and join with a leadership team for a shared focus on a vision, mission, and strategies for the University's continued advancement. The University is in the midst of seeing to directions in "Leading Idaho: The University of Idaho Strategic Plan, 2011-2015." This plan guides an ongoing renewal and expansion focusing on the

integration of teaching/learning, scholarly/creative activity, and outreach/engagement within a supportive organizational structure, culture, and climate.

The University's vision indicates it will be a leader among land-grant institutions in the 21st century by promoting an entrepreneurial spirit; embracing the contributions of multiple cultures, identities, and perspectives; and bringing together the talents and enthusiasm of faculty, staff, and students. The University will be widely recognized as a creative University that is both environmentally and fiscally sustainable and is an engaged partner in addressing the changing needs of stakeholders in Idaho, the nation, and the world.

The University of Idaho is the state's land-grant research university. Its mission grows from this distinctive origin and a commitment to enhance the scientific, economic, social, legal, and cultural assets of the state, and to develop solutions for complex problems facing society. This commitment is delivered through focused excellence in teaching, research, outreach, and engagement in a collaborative environment at the residential main campus, regional centers, extension offices, and research facilities throughout the state. Consistent with the land-grant ideal, outreach activities serve the state; at the same time they strengthen teaching, as well as scholarly and creative capacities.

Teaching and learning include undergraduate, graduate, professional, and continuing education offered through resident instruction and extended delivery. Educational programs are enriched by the knowledge, collaboration, diversity, and creativity of faculty, students, and staff.

Scholarly and creative activities promote human and economic development, global understanding, and progress in professional practice by expanding knowledge and its applications in the natural and applied sciences, social sciences, arts, humanities, and the professions.

OUTREACH

Outreach is a valuable part of University life, assisting in the development of scholarship and student learning opportunities. University documents state that this part of the mission "... adds value to our teaching and research activities by helping to build partnerships with stakeholders in Idaho and beyond." These critical partnerships include appreciation and support for the state's K-12 community and Core Competencies. Outreach also embraces the important role of research and education partnerships with industry, agriculture, communities, national laboratories, and other stakeholders in promoting the economic and cultural vitality of the region.

FACULTY AND STAFF

The University of Idaho faculty, organized into Colleges of Agricultural and Life Sciences; Art and Architecture; Business and Economics; Education; Engineering; Graduate Studies; Law; Letters, Arts and Social Sciences; Natural Resources and Science, is supported by a dedicated professional staff, and serves the needs of students, businesses, communities, citizens, and other stakeholders of the state, region, nation, and world.

From the Faculty Senate Web site, one learns that in early years, the faculty's business could be transacted in general meetings and presidential committees. In the 1960's, the need for faculty governance became clear and the faculty assumed the responsibilities given to it by the territorial legislature and the state constitution, which entrusted "the immediate government of the University

of Idaho to the faculty." The tradition that the faculty, the president, and the Regents jointly are responsible for governing the University of Idaho has continued to the present. In 2009, the Faculty Council formally became the Faculty Senate. The senate is empowered to act for the University faculty in all matters pertaining to the immediate governance of the University. The senate is responsible to and reports to the University faculty and, through the President, to the Regents.

In 1971, the Staff Affairs Committee was created with the support of the Faculty Council, the director of personnel services, and the President. Staff of all classifications and with off-campus representation comprise the committee. It represents nearly 1,500 University of Idaho Board appointed non-faculty employees. Through shared governance and with seats on the Faculty Senate, the committee works with the administration to develop and/or revise policies, employment benefits, and other matters concerning the staff. The Staff Affairs Committee is responsible to and reports to the University staff and to the President.

With a long history and strong commitment to shared governance, faculty and staff work with the President and leadership team to guide the institution in the fulfillment of its land grant mission.

STUDENTS

There are 12,500 students, including 57 National Merit Scholars, at locations in Moscow, Boise, Coeur d'Alene, Idaho Falls and at statewide programs. International students from more than 90 countries and all 50 states attend the University. The University's residential and campus experiences provide numerous options for living, learning, and exploring. There are more than 25 residence communities, 4 apartment communities, 16 fraternities, 9 sororities, a women's cooperative, themed residence communities, and living-learning communities. Time may be devoted to some 200 student organizations, campus recreation, and intramural sports. Volunteering and international programs round out the options for a complete student experience.

ATHLETICS

The University of Idaho takes great pride in their student athletes. University ambassadors all, the "silver and gold" athletes take part in nine women's and six men's intercollegiate teams. Spirited traditions attract alumni, parents, and supporters statewide for athletic events. The Vandals compete at the Division I level of intercollegiate athletics and belong to the Western Athletic Conference.

Why are these talented athletes called "vandals"? University historians report that the name was earned nearly a century ago. Coach Hec Edmundson's teams played defense with such intensity and ferocity that sportswriters said they "vandalized" their opponents. A writer for the student newspaper dubbed the team with a new nickname in a pre-game write-up: "The opening game . . . will mark a new epoch in Idaho basketball history, for the present gang of 'Vandals' have the best material that has ever carried the 'I' into action."

ALUMNI

The University has an active Alumni Association with a long history. Founded in 1898, the University of Idaho Alumni Association is supported by a Moscow campus office that was established in 1946. A board of directors governs the association. Now 114 years old with 95,000 alumni worldwide, UIAA's mission remains the same, i.e., to provide alumni opportunities to

interact with fellow alumni through alumni events, alumni programs, and a newsletter. The association also offers some scholarship funding for students and supports the mission of the University of Idaho.

FOUNDATION

Established in 1970, the University of Idaho Foundation, Inc. works to attract private financial support. Foundation monies are devoted to aid in the achievement of University goals. A Board of Directors governs the foundation. With total net assets of \$237 million, the Foundation strives to ensure that the University continues to provide excellence in education and innovation. It is one of the largest charitable foundations in the state of Idaho. The University currently is engaged in a \$225 million capital campaign; the *Inspiring Futures: Invest in the University of Idaho* campaign focuses on four cornerstones: students, faculty, facilities and programs.

PRESIDENTIAL ATTRIBUTES

The University of Idaho seeks as its next President an experienced executive and professional to provide strategic and operational leadership to its enterprise. The successful candidate should be committed to working within a system of higher education led by a common Board of Education/Board of Regents and should possess the following attributes:

- significant senior level administrative and academic experience;
- deep knowledge of financial management, resource generation, and strategic planning;
- proactive commitment to student-centered learning, student needs, and intercollegiate athletics;
- demonstrated experience and success in institutionalizing diversity in policies, procedures, and practices;
- thorough understanding of the historical and present mission of the land-grant institution;
- demonstrated involvement and passion for teaching, research, and extension in conjunction with faculty and staff pursuits;
- ability to work effectively with the State Board of Education/Board of Regents offices;
- desire to interact with diverse constituencies, including the state legislature, tribal leaders, businesses, foundations, agriculture leaders, and residents from all parts of the state;
- appreciation for and ability to engage with an important, active alumni base in the state, country, and world;
- excellent written and spoken skills with ability to inspire and practice open communication;
- earned doctorate/terminal degree from a regionally accredited institution of higher education.

LEADERSHIP CHARACTERISTICS

Key quality: A proven ability to create an environment and organizational culture where the talents, intellectual capabilities, and creative energies of all are released for the benefit of the University of Idaho and those the University serves.

• Acting with Honor and Character – consistent and acts in line with a clear and visible set of values and beliefs; deals and talks straight; is direct and truthful but can keep confidences.

- Being Open and Receptive at ease and relaxed; easy to talk to and get to know; listens attentively; has a positive sense of humor; deals calmly with stress and gives people a chance to catch up.
- Being Organizationally Savvy maneuvers well to get things done; knows where to go to get what he/she needs; politically aware and agile; presents views and arguments well.
- Caring About Others quick to help others; has and shows empathy and sympathy for others; goes out of his/her way for others; makes time to listen; makes allowances for those in trouble.
- Communicating Effectively writes and presents effectively; adjusts to fit the audience and the message; strongly gets a message across; listens and hears viewpoints across interest groups.
- Creating the New and Different is creative, a visionary, and can manage innovation; is an effective strategist full of ideas and possibilities; has broad interests and knowledge; can both create and bring exciting ideas to market.
- Demonstrating Personal Flexibility open to lifelong, continuous personal improvement; aware of self and impact on others; responsive to feedback; very flexible and adaptable to different situations.
- Making Complex Decisions recognizes importance of shared governance; can solve tough and complex problems; uses multiple problem-solving tools and techniques; makes decisions.
- Managing Diverse Relationships relates well to a wide variety of diverse styles, types, and classes; builds diverse networks; quick to find common ground; treats differences fairly and equitably; builds solid relationships.

READING

www.uidaho.edu

www.uidaho.edu/president/leadingidaho/mission

www.uidaho.edu/president/leadingidaho

www.uidaho.edu/inspire/stories

http://images.businessweek.com/slideshows/2012-12-17/the-best-places-to-raise-kids-2013#slide13

ABOUT MOSCOW, IDAHO



The University of Idaho has one of the most scenic campuses in the western United States. Visitors often call Moscow/mäs-k / a city of neighborhoods – a community of diverse interests, people, and ideas. The city houses over 60 percent of Latah County's population.

Idaho has a small-town feel, but holds outstanding cultural amenities. Right in Moscow, such attractions include the University's renowned Lionel Hampton Jazz Festival. It has brought jazz masters and enthusiasts to the area for over 40 years.

Idaho's unique geography lends itself to an active, outdoor lifestyle. The state has the largest wilderness area in the contiguous United States, setting the stage for numerous recreational activities, including fishing, whitewater rafting, hunting, hiking, rock climbing, and camping. Pristine lakes and rivers abound in Idaho, and many are easily accessible.

While the University is the dominant employer in Moscow, the city also serves as an agricultural and commercial hub for the Palouse region. Along with the rest of northern Idaho, Moscow is in the Pacific Time Zone. Major highways serving the city are US-95 (north-south) and Highway 8 (eastwest), both of which are routed through central Moscow. Eight miles west is Pullman, Washington, home of Washington's land-grant university, Washington State University. Commercial air service is four miles west at the Pullman-Moscow Regional Airport.

NOMINATIONS AND APPLICATIONS

To assure best consideration, applications should be received by August 15, 2013. The application should include a two to four-page letter of interest specifically addressing the applicant's background in relationship to qualifications described; a current résumé (or curriculum vitae); and the names of at least five professional references with each person's position, office or home address, e-mail address, and telephone numbers. References will not be contacted without prior authorization from the applicant.

All applications will remain confidential pending the selection of five or more finalists. The names of the five finalists are public in accordance with Idaho public disclosure laws. The Board of Regents will determine the order for finalist visits to the campus and will make the final selection. The new president may assume office on or about January 1, 2014, but no later than July 1, 2014.

The president of the University of Idaho reports to the University of Idaho Board of Regents. The search is being assisted by James H. McCormick, AGB Search, jhm@agbsearch.com, 651-238-5188. Nominations and applications should be sent electronically (MS Word or PDF Format) to idaho@agbsearch.com. Additional University information may be found at www.uidaho.edu.

To enrich education through diversity, the University of Idaho is an Equal Opportunity/Affirmative Action Employer.