The Idaho State Board of Education requests nominations and applications for the position of President of the University of Idaho (U of I). In leading Idaho’s land-grant research institution, the President must be a dynamic leader with the ability to chart a powerful and compelling vision for the future to leverage the university’s strengths in student success, teaching, research and outreach.

THE UNIVERSITY

Located in Moscow, Idaho, University of Idaho’s 1,600-acre residential campus is situated between Moscow Mountain and the rolling hills of the Palouse in northern Idaho. The university offers a wide variety of educational and research programs at its U of I Boise, U of I Coeur d’Alene and U of I, Idaho Falls centers as well as nine research and Extension centers located throughout the state. With facilities in 42 of Idaho’s 44 counties, the U of I Extension system’s expansive footprint provides outreach to Idaho’s residents across the state. U of I has been continuously accredited by the Northwest Commission on Colleges and Universities since 1918.

Opened in 1889 as the state’s land-grant, legislatively sponsored university, U of I is dedicated to improving the lives of the citizens of the state of Idaho through academic excellence, research and outreach. The university engages in scholarly and creative activities to enhance the quality of life and build cultural awareness and understanding, economic vitality and the sustainability of human, natural and technology systems within the state and beyond. These endeavors range from discoveries in the biophysical, ecological, social and earth sciences, helping people understand and adapt to an everchanging global environment, to using policy, science and law to enhance social justice and civil society. In its partnerships with industry, public agencies, national laboratories, tribes, communities and other key statewide stakeholders, U of I works to apply its research endeavors beyond the academic community. It strives to provide access outside of the classroom and to encourage the creation and dissemination of knowledge in ways that directly benefit students and the public at large.

U of I is supported by 971 faculty, 1,646 staff, and an operating budget of $470 million. The university’s nearly 12,000 students are drawn to U of I’s reputation for academic excellence, exceptional student living and learning environment, as well as outstanding creative and research opportunities. U of I’s community of learners is enriched by the wide variety of experiences and perspectives of its faculty, staff, students and administrators. It advances a socially just learning and working environment by fostering a culture of excellence through diverse people, ideas and perspectives. Located on traditional tribal land, U of I also enjoys a strong and mutually beneficial relationship with area tribes, underscored by a memorandum of understanding with 11 Northwest tribes to improve the quality of educational opportunities provided to Native American students. True to its mission of educating Idaho’s citizens and providing access to higher education, 73 percent of U of I students are from Idaho and the university leads the statewide initiative to dramatically increase college attendance by building gateway programs as well as beginning a campaign to raise need-based scholarship dollars. Currently, U of I students receive more than $25 million in mostly merit-based scholarships from the university each year. U of I students engage in high-level academics, undergraduate research opportunities, internships and service learning, all in the beautiful setting of north central Idaho. With more than 125 unique majors available, students maximize their learning experience and go on to earn valuable degrees that lead to rewarding careers. One of the most attractive features of the university is the strong bond that exists between students, faculty and staff, as well as among the institution’s approximately 107,000 alumni. This bond creates a sense of community not only on campus, but also with the city of Moscow and beyond.
U of I’s 10 colleges offer a wide variety of undergraduate, master’s and doctoral programs including:

**College of Agricultural and Life Sciences (CALS)**

This college is a fundamental part of U of I’s land-grant mission. With 26 undergraduate and 15 graduate degree programs, CALS prepares students to make a profound impact that improves the quality of people’s lives. CALS offers:

- The only Dairy Foods Management program in the Northwest.
- Unique industry partnerships including with the Idaho Wheat Commission, Idaho Potato Commission and Limagrain Cereal Seeds.
- Extension services across the state and a 4-H program that impacts 70,000 youth annually.
- 94 percent of CALS students have a job or plans for advanced degrees within three months of graduation.

**College of Art and Architecture (CAA)**

- With five nationally accredited programs, CAA is known for industry collaboration and hands-on experience for students.
- Students live and learn in the highly artistic Moscow community and have opportunities to make a difference in the urban areas of the state and through international programs specific to the college.
- This college is actively increasing its statewide access with new bachelor’s degree offerings in Boise.

**College of Business and Economics (CBE)**

- A strong focus on entrepreneurial endeavors makes this college appealing to Generation Z students. The interdisciplinary Idaho Entrepreneurs program lets student lay the foundation – and raise capital – for business ideas that have proven successful.
- CBE offers partnership with the PGA to deliver a unique golf management program for students.
- CBE offers students hands-on experience through the Barker Trading Program and the Davis Investment Group, managing real money and investment portfolios.
- 87 percent of CBE students have a job at graduation.
**College of Education, Health and Human Sciences (CEHHS)**

- This college trains teachers for service in a much-underserved industry – working with the state to offer loan forgiveness and grant programs to those who teach in certain content areas or rural populations.
- CEHHS offers a variety of programs including the state's only four-year dance degree, exercise science, athletic training as well as recreation and tourism.

**College of Engineering (ENGR)**

- U of I is Idaho's only university participating in the national Grand Challenge Scholars program with a goal of graduating more than 20,000 formally recognized grand scholars who have worked as undergraduates to help solve some of the world's biggest challenges.
- ENGR offers hands-on experience and immersive capstone projects to prepare students for success upon graduation.
- The college provides statewide access and collaboration through a new four-year computer science degree in Coeur d'Alene, in partnership with North Idaho College.

**College of Graduate Studies**

- U of I has awarded advanced degrees since 1898.
- More than 600 graduate faculty members participate in nearly $100 million in annual grants, contracts and research appropriations.

**College of Law**

- A Top 50 Best Value Law School in the nation, the low resident tuition and high academic standing provided by the law school is in high demand.
- Full programs are offered in both Moscow and Boise, each with a unique emphasis – Moscow offers natural resource and Native American law specialties, while Boise specializes is government and business law.
- Six clinics offer unique hand-on experience to real clients.

**College of Natural Resources (CNR)**

- Ranked a Top 10 natural resources college by USA Today, CNR offers a field-based education that is highly collaborative with industry.
- CNR is engaged in K-12 education through its McCall Outdoor Science School, a unique opportunity for Idaho's youth to experience hands-on science education through the leadership of graduate students.
- CNR offers statewide impact through legislatively implemented opportunities such as the 10,000-acre U of I Experimental Forest, the Pitkin Forest Nursery and university priorities such as the Taylor Wilderness Research Station.

**College of Science (COS)**

- More than half of all undergraduates in COS participate in research.
- COS faculty lead impactful research with NASA, including years of work with the Cassini spacecraft and new research on Titan.
- COS is a foundational college and an early cornerstone research collaborator in the new Integrated Research and Innovation Center: Center for Modeling Complex Interactions.

Through powerful collaboration, the university also offers the Washington-Idaho Regional Veterinary Medicine Program in collaboration with Washington State University and the Washington, Wyoming, Alaska, Montana and Idaho Regional Medical Education Program (WWAMI), in collaboration with the University of Washington, training veterinarians and physicians ready to lead these challenging professions. In addition, the University of Idaho and Washington State University, the land-grant institution for the state of Washington, are located eight miles apart. They operate a joint School of Food Science and have other formal and informal collaborations. Class times are offset to enable students to take cooperatively offered courses at both institutions.
RESEARCH

U of I research is led by internationally renowned faculty who inspire enthusiasm in graduate and undergraduate students, creating transformative collaborative experiences and new ways to address relevant questions. U of I has Carnegie R2 research status and aspires to Carnegie R1 by 2025. Research expenditures have increased from $95 million in 2014 to more than $109.5 million in 2018. The university engages in scholarly and creative activities to enhance the quality of life and build cultural awareness and understanding, economic vitality, and the sustainability of human, natural and technology systems within the state and beyond.

To that end, research is the focus of the university’s 78,500-square-foot Integrated Research and Innovation Center and in early 2017, collaborative research groups from across the university moved into this modern new building designed to enhance big ideas and innovative solutions. In addition, a $2.4 million aquaculture research facility was completed in 2018 on the Moscow campus. Here, researchers address the expected demand for fish as the world’s population grows.

EDUCATIONAL CENTERS

U of I has three distinct educational centers.

U OF I COEUR D’ALENE: This center offers undergraduate and graduate programs including a new computer science degree, offered in collaboration with North Idaho College, allowing area residents to obtain a degree in the this high-demand field while remaining close to home. This center also offers an Executive Master’s of Business Administration.

U OF I BOISE: U of I’s urban center provides access to high-quality academic programs in the Treasure Valley. Eight colleges offer degree programs, outreach and research from the U of I Water Center as well as several other sites. The center also offers new undergraduate programs in art and architecture.

U OF I, IDAHO FALLS: This center is uniquely located to provide collaboration and research opportunities together with Idaho National Laboratory and the Center for Advanced Energy Studies. With primarily a graduate and doctoral degree focus, this center demonstrates U of I’s research capacity.
ATHLETICS

U of I is home to a Division 1, Big Sky Conference athletic program. In 2017-18 the university achieved championships in women’s golf, women’s tennis, men’s tennis and a division title for volleyball. Academically, U of I athletes accomplished a combined 3.24 GPA in spring 2018 with 68.5 percent of student-athletes earning at least a 3.0 GPA. With approval from the Idaho State Board of Education, the university will break ground in spring 2019 on a $51 million basketball arena — a 62,000-square-foot, 4,200-seat facility that will provide not only a permanent home for Vandal Basketball, but also a venue for concerts, lectures and other special events. This building will be a first-of-its-kind wood engineered structure showcasing one of Idaho’s major industries.
MISSION

The University of Idaho shapes the future through innovative thinking, community engagement and transformative education.

U of I is the state’s land-grant research university. From this distinctive origin and identity comes a commitment to enhance the scientific, economic, social, legal and cultural assets of Idaho and to develop solutions for complex problems facing society. U of I delivers focused excellence in teaching, research, outreach and engagement in a collaborative environment at the residential main campus in Moscow, regional centers, Extension offices and research facilities across Idaho. Consistent with the land-grant ideal, outreach activities serve the state as well as strengthen the university’s teaching, scholarly and creative capacities statewide.

U of I’s educational offerings seek to transform the lives of students through engaged learning and self-reflection. Teaching and learning includes undergraduate, graduate, professional and continuing education offered through face-to-face instruction, technology-enabled delivery and hands-on experience. The university’s educational programs continually strive for excellence and are enriched by the knowledge, collaboration, diversity and creativity of faculty, students and staff.

U of I’s Principles and Values

- **EXCELLENCE** – Individual commitment to excellence is central to the values we promote. We value the purposeful pursuit of knowledge that improves our communities and prepares us for a lifetime of service. We believe in a culture of leadership and promotion of excellence that passionately educates those seeking knowledge and celebrates success when that knowledge is applied to address societal challenges.

- **RESPECT** – Central to our productivity and morale is a climate that is considerate and respectful. The University of Idaho is an extensive and diverse community of people from varied backgrounds and beliefs. We welcome the viewpoints and contributions of everyone in our community. We believe that an institution is only as strong as its ability to include diverse perspectives that critically contribute to U of I’s mission.

- **INTEGRITY** – We believe adherence to and a shared understanding of ethical principles is necessary for effective collaboration within an educational community. U of I is committed to internal congruence as well as openness and transparency in decision-making and leadership.

- **PERSEVERANCE** – U of I is a community that is brave and bold in its pursuit of higher aspirations, always pushing to offer the best opportunities and environment for our students, faculty, staff and community. We are confident in our ability to succeed and have demonstrated long-term discipline to achieve our goals.

- **SUSTAINABILITY** – We embrace our personal and social obligation to ensure the sustainability of our future. For this community, ensuring a sustainable healthy lifestyle is part of a comprehensive desire to acknowledge stewardship of the natural environment to human interactions and well-being.

For more information about the University of Idaho, please visit uidaho.edu.
Moscow, Idaho

Settlers were first drawn to the area in 1871 with abundant grassland and available timber for building. The area was first named “Hog Heaven” and was later changed to “Palouse Valley.” In 1877, Samuel Neff filed for a postal permit under the name of Moscow because the area reminded him of his hometown of Moscow, Pennsylvania. In 1875, the city’s first store was opened on what is now Main Street. Moscow grew with the arrival of the railroad in 1885. The town became incorporated in 1887 and was chosen as the site for a land-grant institution, the University of Idaho, in 1889. Idaho achieved statehood in 1890.

Moscow is home to over 25,000 residents. Moscow is set in the picturesque Palouse, recently heralded by the Wall Street Journal as the “Tuscany of America.” Livability.com calls Moscow one of the 2018 10 best places to raise a family. The Moscow community offers nearby opportunities for skiing, snowboarding, whitewater rafting, hiking, biking, climbing, fishing, camping and more. The area also boasts a highly skilled and educated workforce employed by Schweitzer Engineering Laboratories, Gritman Medical Center and U of I, the three largest employers, as well as many other businesses. The university and the city enjoy a close relationship and work together to make Moscow one of the top 100 most livable places in the world, according to Livability.com. Moscow hosts one of the top 25 farmers markets in the nation — and No. 1 in Idaho — every Saturday from May through October, and transitions into a wonderful indoor Winter Market through the winter.

In addition to Moscow’s fine business and educational reputation, the city’s arts community has gained national attention. The Lionel Hampton Jazz Festival, Festival Dance, Idaho Repertory Theatre, Renaissance Fair, Rendezvous in the Park, Artwalk and the Prichard Art Gallery are some of the reasons why Moscow has been rated as one of the “Best 100 Small Art Towns in America.”
POSITION SUMMARY

The University of Idaho’s (U of I) next President will provide leadership in critical areas including, but not limited to:

- Promoting the University’s Role in Idaho – As U of I’s most ardent champion, the President will bring to the position a resonance with and understanding of its land-grant mission and a deep commitment to advancing the university’s endeavors in teaching, research, access and service. The President must serve as an advocate and spokesperson for the university in further defining its role as an academic, social, and economic driver in the region, bringing clarity to the university’s unique role within the state as its land-grant institution, and inspiring enthusiasm and confidence in U of I’s efforts and contributions toward improving the lives of the citizens of Idaho.

- Developing Long-Term Enrollment Strategies – The President will play a key role in developing new strategies and initiatives to ensure the growth, retention and successful graduation of U of I students. The President will guide the university in creating a long-term and sustainable enrollment management plan that will focus not only on attracting students from within the state, but also those in the region, across the nation, and internationally to further enrich the U of I student experience and campus community. In this capacity, the President must serve as a thought leader and advocate for the university’s efforts in this area and provide a clear vision and fervent voice in its work in fulfilling its commitment to educational access and student success.

- Continued Excellence in Student Outcomes – U of I’s next President will inherit an institution whose commitment to student success has led to a university environment that is well-known in the state of Idaho for its retention and graduation of students. Going forward, the next President must possess a willingness to explore new and innovative ways in which to continue increasing student success in such an environment while leading the university through the application of a new statewide funding model – “Outcomes-Based Funding” (OBF) – recently proposed by the Idaho State Board of Education. The OBF model relies heavily on measurable, positive student outcomes and the President will be expected to continue U of I’s good work along these lines and identify new opportunities for distinction in these areas.

- Enhancing the U of I Brand and Reputation – The President will be an integral player in leading U of I’s ongoing efforts to promote its unique programs, strengths and contributions to enhance its existing brand identity and reputation. Increasing the university’s
visibility within the region and nationally will allow the President to capitalize on opportunities to promote the university’s value and impact within the state of Idaho, create new and exciting partnerships with key stakeholders, and recruit high-caliber faculty and students in an increasingly competitive academic environment.

- **Inspiring Excitement for the University’s Future –** U of I’s next President must bring high levels of enthusiasm and passion for the university’s work in serving the state of Idaho and its constituents and an ability to inspire excitement for the institution’s future. In working toward achieving U of I’s goals set forth in its strategic plan, the President will serve as a catalyst, inspiring university and external stakeholders to focus their collective energy on a shared vision for excellence and maximizing their contributions in realizing the university’s full potential.

- **Strengthening Research Endeavors –** In line with the university’s land-grant mission and identity, the next President will have the opportunity to partner with both the Vice President for Research and Economic Development and university faculty to identify those areas of excellence that require continued support and investment to achieve further distinction. The President will also provide critical support and direction in partnering with federal and state agencies and industry leaders that will result in increased research funding and productivity at U of I and improve the university’s impact on Idaho’s economy.

- **Commitment to a Long-Term Vision –** U of I’s next President must possess a deep and unquestionable passion for the university, its mission, and its dedication to serving the state of Idaho in developing an expansive and far-reaching vision for the future.

**Qualifications**

Excellent communication skills are of paramount importance, as the President will serve as the chief representative and champion of the university to a wide variety of internal and external constituencies. Proven management experience, requisite expertise in working collaboratively with diverse groups in complex, multi-level organizations, and strong interpersonal skills are essential. This includes, but is not limited to, the ability to motivate an organization to strive for a common goal. A track record of innovation; commitment to supporting teaching, research and creative scholarship of the highest quality and the academic freedom on which they depend; and an understanding of higher education structure and culture also are essential.

Although a terminal degree and exceptional academic administrative experience are preferred, the Idaho State Board of Education also welcomes and encourages candidates who have achieved noteworthy success in their respective fields outside higher education to apply. These candidates must have demonstrated experience and a track-record of success working in a complex, decentralized organizational structure where success is achieved in partnership and collaboration rather than solely direct authority.

Specifically, the successful candidate should be an individual who:

- Possesses a high level of energy, enthusiasm and understanding of the commitment needed to fulfill the duties associated with the role of President;

- Is passionate about the university’s mission, vision and values as demonstrated through an authentic leadership style;

- Appreciates and promotes the university’s unique history, assets and land-grant mission and has a demonstrated ability to translate these into effective strategies for fundraising on behalf of the university;

- Understands the importance of creating and fostering a culture that promotes, rewards and enhances academic excellence and an appropriate array of research and scholarship that is focused on real-world problems; demonstrates a commitment to promoting interdisciplinary programs and research as well as identifying and eliminating impediments to effective interdisciplinary efforts;

- Possesses a high level of integrity and employs fact-based and ethical decision making;

- Demonstrates commitment to diversity and inclusive excellence in all the university does, as well as to tackling issues of affordability, access and opportunity for students;

- Demonstrates the ability to maintain and motivate a strong and effective leadership team and has a collaborative and inclusive leadership style;

- Possesses the ability to be an effective delegator and developer of talent and fosters a culture of innovation and collegiality;

- Demonstrates an ability to work effectively with the Idaho State Board of Education to leverage the experience, wisdom, leadership, vision and dedication of its members;

- Has a deep commitment to and expectation of accountability for clear strategic and tactical goals, meaningful metrics of progress, and performance accountability, with an entrepreneurial mindset and a commitment to effective use of analytics across the university;

- Demonstrates ability to lead a complex and multi-faceted institution, including a leading Division 1 athletic program, with a track record of financial success and stewardship;

- Possesses superior interpersonal skills, including an ability and commitment to listening and problem solving, an ability to handle conflict and ambiguity, an ability to earn respect and trust across constituencies and levels of the organization, and an ability to make and explain hard decisions.

**Application and Nomination Process**

The Screening Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae/resume and a letter of interest describing relevant experience. Submission of materials via email is strongly encouraged. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence.

Applications and letters of nomination should be submitted to:

Alberto Pimentel, Managing Partner
Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA 90601

Email: UIdahoPresident@storbeckpimentel.com
U of I is an equal opportunity and affirmative action employer committed to assembling a diverse, broadly trained faculty and staff. Women, minorities, people with disabilities and veterans are strongly encouraged to apply.