



Chancellor

Position Description



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

Chancellor

Montana State University Billings (MSUB) is seeking a visionary chancellor who is committed to serving the university's student-centered mission and will serve as a strong, entrepreneurial-minded leader who can galvanize the university and its diverse community around a compelling vision for the future. The next chancellor of MSUB will lead the institution to its next level of excellence by focusing on successful practices that will result in student recruitment and in helping students graduate on time. Understanding the university's mission, the chancellor will continue to attract and develop outstanding faculty and staff, will enhance the excellent relationships with alumni as well as with the business and non-profit communities. The chancellor will forge new public/private partnerships and will raise significant funds to advance MSUB.

The chancellor reports to Dr. Waded Cruzado who took office as Montana State University's 12th president in 2010 and has significantly reshaped the face and future of the state's only land-grant institution.

About Montana State University Billings

MSUB was founded in 1927 and was known as Eastern Montana College until 1995 when it became an affiliated campus of Montana State University. Originally its role was that of a teacher college. Now MSUB is one of four institutions in the Montana State University affiliation – Montana State University doctoral campus in Bozeman, MSU Northern, Great Falls College MSU, and MSU Billings. MSUB is a comprehensive, regional urban university serving Yellowstone County and eastern state region. With approximately 4,400 students (Fall 2017) and 3,450 FTE (annualized FY17) it offers associate, baccalaureate and master's degrees. Billings is a diverse city with a metropolitan area population of 166,555 and has the largest financial, medical, and retail facilities between Spokane, WA; Denver, CO; and St. Paul, MN.

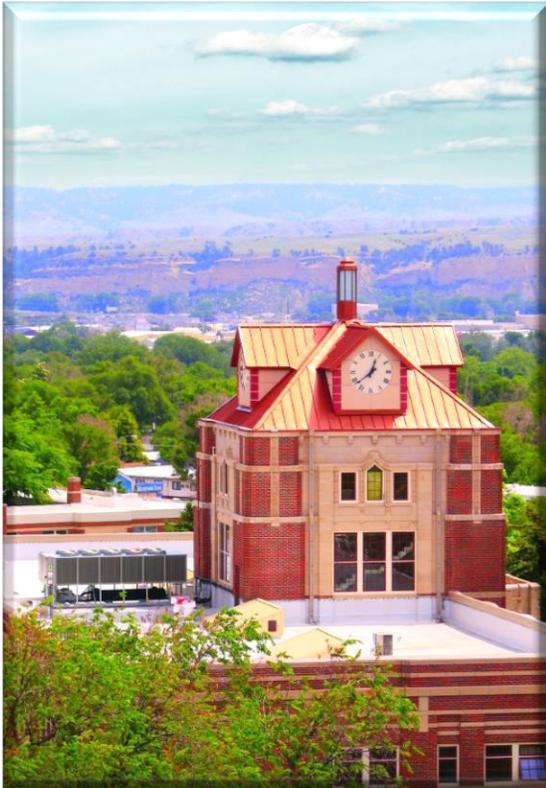


MSUB has two campuses: the 90+ acre eastern main campus and the western campus which hosts the City College – an evolving college embracing the comprehensive two-year mission.

Academically, the university offers 27 associate degrees, 41 bachelor's degrees, and 7 master's degrees. In the four-year/graduate programs, some 85% of the faculty hold the highest degree in their field. The faculty and staff are student-centered and put teaching and mentorship first.

Many have active research agendas, with some involving students in their scholarship. The average sponsored projects revenue for the past five years was over \$3 million annually. The majority of MSUB's awards fall under Student Services (35%) and Instructional (34%) categories, followed by Public Service (21%), Research (9%), and Academic Support (6%).

Carnegie classifies MSUB University Campus as Master's M. The Northwest Commission on Colleges and Universities accredits the institution. MSUB has a number of specialized accreditations, including two particularly noteworthy, AACSB and NCATE.



As an urban university in the state's largest city, nearly 86% of the students are from Montana, with 54% from Yellowstone County. Sixty-four percent of the students are women; Native Americans represent 6.8% and the growing Hispanic population represents 5% of the student body. Over 40% of the student population is composed of first generation college-going students. Many MSUB students work and 56% receive need-based financial aid.

Of all the institutions of higher education in Montana, MSUB has the largest number of online courses, with over one third of SCH production online. MSUB offers 25 online programs, approximately 400 separate online courses and 57% of students take on-line coursework.

MSUB has an annual budget of nearly \$80 million. There have been very few tuition increases in the past ten years as part of a statewide effort to control costs for students.

The MSUB Foundation, an independent 501c3 organization, is currently conducting a capital campaign to renovate the science building, built in 1947. The Montana Legislature allocated \$10 million in the 2013 legislative session, on the condition the campus will raise a \$5 million match.

Mission

MSU Billings provides a university experience characterized by:

- Excellent Teaching
- Support for Individual Learning
- Engagement in Civic Responsibility
- Intellectual, Cultural, Social and Economic Community Enhancement

Vision

Montana State University Billings will be recognized as a regional leader for:

- Teaching and Learning
- Translating Knowledge into Practice
- Researching for the Future
- Accepting Leadership for Intellectual, Cultural, Social and Economic Development Beyond University Boundaries

Core Values

INTEGRITY

MSU Billings' actions are ethical and principled to assure dignity and equity for all.

EDUCATIONAL EXCELLENCE

MSU Billings provides distinctive programs and challenging educational experiences for a diverse university community.

STUDENT ACHIEVEMENT

MSU Billings provides academic support and administrative services to foster academic and professional achievement of the university community.



COMMUNITY OF LEARNERS

MSU Billings respects & nurtures variety in intellectual contribution and scholarship enriching both the university and its extended community.

MEANINGFUL ENGAGEMENT

MSU Billings supports all members of the university community in their individual growth toward confidence, individual sense of purpose and acceptance of civic responsibilities.

RESPONSIVENESS

MSU Billings meets the changing needs of our learners with informed action and innovation based on current standards of educational and technical excellence.

Athletics

MSU Billings is a member of the Great Northwest Athletic Conference (GNAC) and participates in Division II of the National Collegiate Athletic Association (NCAA). The athletic department

sponsors 15 varsity sports, as well as co-ed cheerleading. Eight varsity sports for women include: basketball, soccer, softball, volleyball, golf, cross country, indoor track & field and outdoor track & field. Seven varsity sports for men include: basketball, soccer, baseball, golf, cross country, indoor track & field, and outdoor track & field. MSU Billings offers the only four-year collegiate baseball program in the state of Montana. Men's basketball is the only sport that was established when the university opened in 1927.

Challenges

Major challenges for the next chancellor are:

- Implement new enrollment management practices that will increase four-year enrollments at MSUB university campus and two-year enrollments at the City College campus; working with the faculty, implement best practices to markedly improve retention and completion rates throughout the institution;
- Enhancing the identity of MSUB by making it an important participant in a strong eight campus university system; building its brand as a public university in Montana's largest city; and enhancing scholarship throughout the institution;
- Leading a campus-wide strategic planning process that is tied to financial metrics; identifying the most important academic and administrative priorities for the future of MSUB and tying them to the strategic goals of the university system; partnering with other MSU institutions to offer joint programs; partnering with business and industry in Billings and eastern Montana to serve community/industry needs and create work based learning opportunities for students; partner with Billings Public Schools and other regional school districts to develop new K-12 partnerships and dual enrollment opportunities; continuing to meet the expectations of the Northwest Association on implementing outcomes assessment;
- Building new resources for MSUB through fundraising, public/private partnerships, and other entrepreneurial programs; encouraging the governor, Legislature, and Board of Regents to more fully invest in higher education on a state-wide basis;
- Supporting the City College to become an important part of the Montana University System (MUS) comprehensive two-year college initiative; working with the president to better define this effort and to fully incorporate new efforts on the Billings campus;



- Enhancing diversity throughout MSUB; becoming colleagues with the seven tribal college presidents and inviting their graduates to attend MSUB; leading an effort to further build a strong Hispanic student population;
- Continuing to build strong linkages with leaders in the civic, business and non-profit sectors; leading workforce development in the community; in these endeavors and identifying programs for implementation/discontinuation at the MSUB and City College MSUB campuses.

The Position



The president of Montana State University and the MSUB community seek a new chancellor who has unquestioned integrity, has demonstrated abilities as a strategic thinker, is a strong leader, an entrepreneur and innovator, and who:

- Possesses an earned doctorate from an accredited institution of higher education and/or other credentials that would engender the trust of the faculty and higher education community;
- Has experience as a sitting chief executive officer or vice chancellor/vice president with a strong focus on student success, proven track record in fundraising and public/private partnerships; has outstanding non-traditional experience with an understanding of higher education experience as well;
- Possesses financial acumen, strategic planning/budgeting experience, political savviness, knowledge of two-year colleges, and is technologically sophisticated;
- Is strongly committed to diversity throughout the institution and can provide historical evidence of recruiting and retaining minorities and women;
- Wishes to engage in major gifts fund raising, and has a substantial commitment to effective community, business, and university relations; has a verifiable record in these areas;

- Has a collaborative management style and manages change well; is adept at conflict resolution; is accomplished in interpersonal relations and team building;
- Is a team player and leader within the MSU community—having a university systems experience is an added plus;
- Demonstrates strong public speaking, listening, and writing skills;
- Demonstrated ability to articulate a vision for the university and execute a plan for implementation of the vision; and
- Proven success in workforce and economic development.

Salary

The salary is competitive and commensurate with qualifications and experience.

Applicant Review

Confidential applications and nominations will be accepted until the position is filled. For best consideration, applications and nominations should be provided by **January 6, 2018.**

How to Apply

Greenwood/Asher & Associates, Inc. is assisting MSUB in this confidential search. Initial screening of applications will begin immediately and will continue until an appointment is made. Individuals who wish to nominate a candidate should submit a letter of nomination including contact information for the nominee. Application materials should include a letter addressing how the candidate's experiences match the position requirements, a curriculum vitae or resume and five references. Submission of materials as PDF attachments is strongly encouraged. Confidential inquiries, nominations, and application materials should be directed to:

Jan Greenwood, Betty Turner Asher, Partners
Crystal Cheatham, Executive Search Consultant
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For more information about MSUB, please visit: <https://www.msubillings.edu>

MSUB is an Equal Opportunity/Affirmative Action employer and invites applications from Women, Minorities, Veterans and Persons with Disabilities, as well as other qualified individuals.

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