The University of Minnesota is seeking nominations and applications for the position of Chancellor of the University of Minnesota Crookston. As the chief executive officer for the Crookston campus, the Chancellor leads, champions, and leverages the critical and unique role of the campus in advancing the University’s academic, research, and outreach mission and in supporting the University’s reputation as one of the world’s most renowned public research universities. The ideal candidate will be a visionary leader who possesses excellent judgment and diplomacy, personal and professional integrity, a reputation for working collegially with both internal and external constituencies, and an ability to act as a catalyst for campus creativity, innovation, and progress that will build on the legacy of UMC in providing an innovative, hands-on educational experience for students.
The University of Minnesota Crookston (UMC) is one of five campuses comprising the University of Minnesota system. Located in rural northwest Minnesota, UMC has an enrollment of over 1,800 students (approximately half on campus and half online) from more than 40 states and 20 countries. It currently offers 34 baccalaureate majors, 23 minors, and 40 areas of emphasis. Additionally, 14 of the majors are offered entirely online as well as on campus. The campus participates in NCAA Division II Athletics within the Northern Sun Intercollegiate Conference (NSIC) as the UMC Golden Eagles.

Today home to UMC, the campus first served as a residential high school, the Northwest School of Agriculture, from 1906 to 1968. A major transition took place in 1966 when the University of Minnesota established a technical college on site. UMC again saw a major transition in 1993, when it began offering baccalaureate degrees. That same year UMC began providing all students, staff, and faculty with laptop computers in a technology-rich environment—a hallmark that continues to this day. In 1996 UMC first began offering online education.

Integral to the University’s statewide land-grant mission, UMC provides experiential, career-oriented learning programs and connects its teaching, research, and outreach to local, county, and regional economic development in support of the global economy. UMC delivers world-class University of Minnesota degrees in an affordable, close-knit campus setting where faculty and staff personally invest in the success of each student.

The University of Minnesota Crookston is accredited by the Higher Learning Commission of the North Central Association.

For more information about University of Minnesota Crookston, visit: www.crk.umn.edu.
UNIVERSITY OF MINNESOTA

Founded in 1851, the University of Minnesota is the state’s land-grant university and its flagship research institution, serving more than 67,000 students and offering more than 370 degree programs. Its mission, carried out on multiple campuses and throughout the state, is threefold — research and discovery; teaching and learning; and outreach and public service. It is a multi-campus system, and the UM-Twin Cities, located in Minneapolis/St. Paul, is one of the largest and most prestigious public research universities in the nation. There are four additional statewide campuses that comprise the U of M system: UM-Crookston, which offers a technology-rich environment where students develop the skills and leadership abilities to succeed in a global economy; UM-Duluth, which is consistently ranked among the top mid-western regional universities; UM-Morris, which is ranked as one of the top public liberal arts colleges in the nation and a leader in environmental and sustainability solutions; and UM-Rochester, which serves the academic and professional needs of southeastern Minnesota in the areas of health sciences and biotechnology. The University of Minnesota also has several regional extension offices and research and outreach centers, and it is a major contributor to the state’s economy, generating $8.6 billion in total economic impact in the state every year and supporting a total of approximately 80,000 jobs across the state. For more information about the University of Minnesota, visit: www.umn.edu.

UNIVERSITY OF MINNESOTA CROOKSTON—CHANCELLOR’S OFFICE

https://www.crk.umn.edu/units/chancellors-office
Organizational Chart—https://www.crk.umn.edu/sites/crk.umn.edu/files/org-chart.pdf

UNIVERSITY OF MINNESOTA CROOKSTON—ACADEMICS

Academics—https://www.crk.umn.edu/academics
UMC Online Programs—https://www.crk.umn.edu/units/online
Higher Learning Commission Academic Quality Improvement Program (AQIP)—https://www.crk.umn.edu/academic-quality-improvement-program

Shared Governance/University Education Association—(UM Duluth and UM Crookston)
https://humanresources.umn.edu/sites/humanresources.umn.edu/files/wau074-01_unit_9_uea_contract.pdf

UNIVERSITY OF MINNESOTA CROOKSTON—A QUICK GLANCE

Strategic Planning—https://www.crk.umn.edu/strategic-planning
UMC History—https://www.crk.umn.edu/general/history
UMC Advantage—https://www.crk.umn.edu/admissions/umd-advantage
UMC Campus Life and Opportunities—https://www.crk.umn.edu/admissions/campus-life-and-opportunities
UMC News and Events—https://www.crk.umn.edu/news-events
Golden Eagle Athletics—http://www.goldeneaglesports.com/
UMC Tuition and Fees (2016-17)—https://www.crk.umn.edu/admissions/costs-and-financial-aid
MISSION, VISION AND CORE VALUES OF THE UNIVERSITY OF MINNESOTA CROOKSTON

University of Minnesota Mission

The University of Minnesota, founded in the belief that understanding enriches all people, is dedicated to the advancement of learning and the search for truth; to the sharing of this knowledge through education for a diverse community; and to the application of this knowledge to benefit the people of the state, the nation, and the world.  
(University of Minnesota Mission Statement, Board of Regents Policy, January 1994)

Crookston Campus Mission (Adopted by the Board of Regents, May 2007)

The University of Minnesota Crookston (UMC) is integral to the University's statewide land grant mission. The college provides its unique contribution through applied, career-oriented learning programs that combine theory, practice and experimentation in a technologically rich environment. UMC connects its teaching, research and outreach to serve the public good.

Vision (Strategic Positioning Report November 2006)

The University of Minnesota Crookston is unique in the region, providing access to world renowned teaching and research and serving as a regional hub for:

- undergraduate education leading to a University of Minnesota diploma
- technology applications in higher education
- innovation, entrepreneurship, and regional sustainability
- leadership development
- global and diverse cultural experience

Core Values

INTEGRITY : Practicing honesty, fairness and respect
EXCELLENCE : Supporting quality teaching, research and service
DIVERSITY : Respecting differences in ideas and community
INNOVATION : Promoting discovery through creative and critical thinking
LEARNER CENTEREDNESS : Promoting growth and leadership
Since taking office in 2011, President Eric Kaler has focused on core priorities: academic excellence, access for qualified students, stewardship of tuition and public dollars, diversity and a welcoming and respectful campus climate, a world-class research enterprise that aligns with the needs of the state of Minnesota, and a deep commitment to public engagement and outreach, locally and globally. His personal commitment to excellence was rewarded in April 2014 when he was named to the American Academy of Arts and Sciences, one of the nation’s most prestigious honorary societies. He was elected in two categories: for his work as a chemical engineer and as a higher education administrator.

In 2014 and 2015, Kaler and the University’s Twin Cities campus community engaged in a consultative and highly inclusive strategic planning process that calls for a rejection of complacency, a deep culture change, and curriculum and research approaches to the state’s, nation’s, and world’s “grand challenges.” That plan is now being implemented. The University is also on track on a six-year plan to reallocate $90 million in administrative costs to the U’s mission-driven focuses of teaching, research and community engagement.

During the 2012-13 academic year, and in his first biennial budget request to the Minnesota Legislature, Kaler forged a partnership with the State of Minnesota by achieving a historic tuition freeze for Minnesota resident undergraduates. For the 2015-16 academic year, the 1.5 percent tuition increase for Minnesota residents is the smallest in 15 years. This commitment to affordability for students and their families aligns with President Kaler's vigorous reduction in administrative costs and his ongoing leadership around operational excellence. Since he became president, Minnesota resident undergraduates across all five campuses have seen the smallest five-year tuition percentage increase—an average annual increase of 1 percent—in more than a half-century.

In 2013, in partnership with Minnesota’s Legislature, Kaler achieved $35.8 million in research investments from the state. In an initiative called MnDRIVE—the Minnesota Discovery, Research and Innovation Economy program—research emphasis matches some of the University’s research and discovery strengths with the state’s most pressing needs and key industries. That has resulted in 210 separate research projects involving 629 researchers resulting, so far, in 41 invention disclosures, leveraging an additional $57 million in external research funding.

Among other leadership activities, Kaler is a member of the Guthrie Theater Board, the co-chair of Generation Next, Chair of the NCAA Division I Board of Directors, and Chair of the Big Ten Council of Presidents and Chancellors. In 2010, Kaler was elected to the National Academy of Engineering, the highest honor for a leader of that discipline and profession, and based on distinguished and continuing achievements in original research. In 2012, Secretary of Homeland Security Janet Napolitano named him to the U.S. Department of Homeland Security Academic Advisory Council, on which he continues to serve. In 2013, he was named a Charter Fellow of the National Academy of Inventors.

Kaler received his Ph.D. in chemical engineering from the University in 1982. He went on to become one of the nation’s foremost experts on “complex fluids,” which have applications in drug delivery, food processing, pharmaceuticals, and manufacturing. Before coming to the U, Kaler served from 2007 to 2011 as provost and senior vice president for academic affairs at Stony Brook University in Stony Brook, New York. Previously, he was dean of the University of Delaware’s College of Engineering. He also taught at the University of Washington. He received his undergraduate degree from the California Institute of Technology in 1978. Kaler and his wife, Karen, have two adult sons.
CROOKSTON, MINNESOTA, COMMUNITY AND REGION

The county seat of Polk County, the city of Crookston is located in a rural setting in northwest Minnesota. With a population of nearly 8,000, Crookston is a welcoming community that has a critical access hospital, a nine-hole golf course, a three-sheet indoor ice arena, a community swimming pool, and an outstanding city park system. Among its distinctive stores and businesses, downtown Crookston boasts Widman’s Candy Shop, recently voted the best candy store in Minnesota, and the Grand Theater, which just may be the longest continually operating movie theater in the U.S.

The nearby metropolitan area of Grand Forks, North Dakota, located only 25 miles west of Crookston, is a regional center that offers ample opportunities for shopping and cultural and recreational activities. It also features an international airport (GFK) serviced by Delta Connection (with its major hub at MSP) and Allegiant Air. Roughly 70 miles south lie Fargo, North Dakota, and Moorhead, Minnesota, in an even larger metro area. The culturally diverse city of Winnipeg, Manitoba, Canada, is located approximately a three hours’ drive to the north, and the Twin Cities of Minneapolis/St. Paul, Minnesota, lie four and a half hours to the southeast. Residents of Crookston can connect easily by car or air with these major cities to take advantage of their myriad attractions.

Minnesota is known as the “Land of 10,000 Lakes.” Local and region recreational activities abound, with several state parks located within short diving distance. This includes Itasca State Park and the headwaters of the Mississippi River. Hiking, biking, fishing, boating, hunting, cross-country skiing, and snowmobiling are among the many outdoor activities available for Crookston residents. The region also is a burgeoning location for bird watching, and it lies along the Pine to Prairie Birding Trail. Just east of Crookston is a prime spot to view the booming grounds of the greater prairie chicken. Other local attractions include productions by the Crookston Community Theatre, horse shows, rodeo, and the Civic Music League concert series.

https://www.crk.umn.edu/general/crookston-community
THE OPPORTUNITY

Responsibilities of the Chancellor

The University of Minnesota Crookston Chancellor is the chief executive officer of the Crookston campus, and provides senior administrative leadership for all campus programs, services, and activities. The Chancellor is responsible for the academic vision and management of the campus, and for representing UMC to the University of Minnesota president, the Board of Regents, the community, region, state, legislature, governmental agencies, and other organizations including higher education institutions. Major responsibilities include:

Essential Qualifications

- Earned doctorate, or equivalent terminal degree, from an accredited institution
- Extensive record of successful senior administrative experience in higher education or within a large, complex organization
- A demonstrated track record of effectively managing an organization’s fiscal, human, and capital resources, working collaboratively with a broad array of constituencies, and engaging with local, regional, state, and national leadership organizations
- Demonstrated success in fundraising and securing private, corporate, or governmental support to advance the organization's mission
- Exceptional interpersonal skills, demonstrated cultural competency, and the ability to communicate verbally and in writing with multiple and diverse constituencies

Preferred Qualifications

- Substantial evidence of intellectual achievement and research and scholarship that is congruent with a possible appointment as a full professor
- Experience in academic and executive leadership at the all-campus or all-system level, preferably within a large and complex university system
- Proven success in academic and executive leadership in the context of shared governance, unionization, and collaborative decision-making, preferably within a similar system organization
- Experience in building collaborations involving public and private sector organizations, higher education systems, and leaders and organizations in the community, region, and state
- Understanding of the role a public land-grant university plays in the vitality of the state and region
- Understanding of technology and its role in teaching, research, and outreach

The Chancellor position is a full-time, 12-month, senior administrative position. The Chancellor serves at the pleasure of the president and reports directly to the University president. The appointment date is open, but the preferred date is July 2017, or as soon as possible thereafter. Salary is competitive and commensurate with education and experience. Qualified applicants may also be eligible for a faculty appointment, contingent upon academic credentials and accomplishments.
INTO THE FUTURE—STRATEGIC PRIORITIES FOR THE NEXT CHANCELLOR

The University of Minnesota Crookston seeks a creative, energetic, and respected leader to build on its considerable strengths.

PROVIDING INSPIRING, COLLABORATIVE LEADERSHIP

In collaboration with the UM president and UM Board of Regents, as well as UMC faculty, staff, and students, the chancellor will have the opportunity to continue to shape a distinctive higher education model—both on-campus and online—at the University of Minnesota Crookston. At UMC, there is a strong commitment to maintaining a student-centered, intellectually stimulating experience, focusing on preparing its graduates to be well-rounded and successful professionals. Accordingly, the chancellor must have the academic experience and insight to provide passionate leadership and advocacy for UMC as it pursues its core mission within the University of Minnesota system. Likewise, she or he will need to possess the managerial experience and expertise to prioritize budget and other expectations within a constantly evolving fiscal climate. Finally, after consideration of myriad viewpoints on issues facing the university, the chancellor will need to make timely decisions and monitor progress effectively.

RESPECTING THE DISTINCTIVE MISSION OF UMC

The chancellor must champion the importance and value of UMC’s distinctive mission of teaching, research, and outreach within the land-grant focus of the University of Minnesota as well in its role throughout the state of Minnesota. He or she must nurture a vibrant and diverse community of teachers, scholars, and researchers who through their work provide significant value to the state and region.

VALUING A VIBRANT AND DIVERSE FACULTY, ADMINISTRATION, AND STAFF

The chancellor will work with the campus community to promote faculty and staff excellence and to recruit and retain a diverse and exemplary faculty and staff. Along with faculty and staff, she or he will encourage an effective shared governance/union collective bargaining model consistent with the institution’s mission. Moreover, the chancellor will integrate and demonstrably promote university initiatives for diversity and inclusion, and will continue to assist in recruiting and retaining an enthusiastic, diverse, and skilled team who will effectively contribute to and enhance the overall mission of UMC.

RESPONDING TO STRATEGIC ISSUES, SHARED GOVERNANCE, AND TURNING IDEAS INTO ACTION

UMC must respond thoughtfully to the challenges of changing demographics, shifts in the professional market in all its academic programs, changes in technology, and the constantly evolving needs of its learners, both undergraduate and graduate. Accordingly, the chancellor must work with the campus community, University of Minnesota system colleagues, alumni, and the Crookston community to help assess and implement strategic and action plans to ensure UMC continues to improve its position as a respected and distinctive campus. Finally, she or he must be adept in elements of shared governance working with colleagues within the local UMC collective bargaining environment.
NURTURING LOCAL COMMUNITY RELATIONSHIPS AND PARTNERSHIPS

The chancellor will work within the Crookston community and throughout northwestern Minnesota to enhance UMC’s standing. This may include participating on boards and service organizations, developing partnerships, and fostering positive relations and trust with local business leaders, school administrators, foundations, university alumni, and legislative representatives. The chancellor will be an enthusiastic spokesperson for UMC while continually advancing its mission and its innovative academic programs. Importantly, because of the need for developing strong and lasting relationships locally, there is a strong expectation that the chancellor should reside in the Crookston community.

FOSTERING STUDENT SUCCESS, INVOLVEMENT, AND GROWTH

The students of UMC create a vibrant campus, both on-site and online, through their academic experiences in classrooms and labs, undergraduate research, applied learning, co-ops/internships, creative activity and engagement in student organizations. In close collaboration with the administration, faculty and student affairs staff, the chancellor must foster an environment that cultivates student success, holistic development and involvement. He or she should feel comfortable in working directly with students, to be involved in their activities on campus, and to be welcoming to their thoughts and ideas. As well, there is a feeling that growth in the student body could be quite constructive for the UMC campus. The chancellor will need to work diligently with faculty members, student affairs, and staff in the Office of Admissions to develop a plan for enrollment growth.

STRENGTHENING INTERNAL AND EXTERNAL FUNDING

Along with the UM president, the chancellor will be charged with developing budget proposals and securing necessary funding for all campus operations. Experience with large budgets and complex system operations will be particularly valuable in this regard. Furthermore, along with the UMC’s development and alumni relations team, the chancellor will assist in building a robust fundraising framework to support its institutional mission. This will involve planning with faculty, senior administrators, staff, alumni and others to establish fundraising priorities, identify potential grants, friends and donors, and to encourage their engagement and support of the University of Minnesota, as well as UMC’s local initiatives and programs. This area will be of consequence as the University of Minnesota campuses begin a $4-billion capital campaign during fall 2017.

SUPPORTING ATHLETIC PROGRAMS

NCAA Division II athletics programs are an integral part of UMC. It will be important for the chancellor to continue to build on the strengths of UMC athletics. UMC sports success should continue to be a source of pride for the campus, Crookston community, northwest Minnesota, and UMC alumni.

BUILDING A BRIGHT FUTURE FOR THE UNIVERSITY OF MINNESOTA CROOKSTON

To be successful at UMC and with broader statewide constituencies, it is vitally important that the chancellor be an ethical, compassionate, creative, communicative, and energetic leader who can join forces with all constituencies, internal and external, to lead the academic and student missions of UMC toward their full potential. Personal integrity and a collegial style are critically important to success in the UMC campus culture. Finally, a long-term commitment by the chancellor to UMC’s future would be welcomed by all.
APPLICATION AND NOMINATION PROCESS

The University of Minnesota Crookston Search Committee will be accepting nominations and evaluating application materials on a rolling basis throughout the fall, and will begin to narrow the pool in early January. **Candidates should plan to submit materials by the target date of January 6, 2017.**

Application materials should include: 1) a letter of interest that addresses how the candidate's experiences and qualifications intersect with the listed strategic priorities and desired leadership characteristics as identified in the position prospectus; 2) curriculum vitae; and, 3) the names, addresses, telephone numbers, and email addresses of five references for future contact. Please also include your professional relationship with each reference listed. All candidate names will remain confidential, except for those individuals invited to campus interviews. Application and nomination materials should be submitted electronically to: **UMCChancellor@agbsearch.com.**

Assisting the search will be:

Garry W. Owens, Ph.D.
Senior Consultant, AGB Search
gwo@agbsearch.com
806.239.3049 (mobile)

Prospective candidates are encouraged to contact Dr. Owens initially by e-mail to schedule a confidential phone conversation to discuss this opportunity.

UNIVERSITY OF MINNESOTA CROOKSTON
CHANCELLOR SEARCH COMMITTEE MEMBERS

- Dan Svedarsky, Professor, Agriculture and Natural Resources; Director of the Center for Sustainability, UMC, Committee Chair
- Katrice Albert, Vice President for Equity and Diversity, University of Minnesota System
- Brian Dingmann, Associate Professor, Math, Science, and Technology, UMC
- Marilyn Grave, Associate Professor, Liberal Arts and Education, UMC
- Stephanie Helgeson, Director of Athletics, UMC
- Lorna Hollowell, Director of Diversity and Multicultural Programs, UMC
- Dalton Javner, Student, UMC
- Peter Phaiah, Associate Vice Chancellor for Student Affairs, UMC
- Albert Sims, Director of Operations, Northwest Research and Outreach Center, University of Minnesota
- Kari Torkelson, Optometrist, Lifetime Vision Center, Grand Forks, ND; Member, College Advisory and Advancement Board, UMC
- Kristina Walker, Associate Professor, Agriculture and Natural Resources, UMC
- Oxana Wieland, Assistant Professor, Business, UMC
- Deborah Zak, Director, Northwest District, University of Minnesota Extension
- Jon Steadland—Associate to the Deputy Chief of Staff for Policy and Initiatives, President’s Office, University of Minnesota (President Kaler’s representative)
- Chris Winjum—Assistant to the Chancellor, UMC (Search Committee Administrative Support)

*The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.*