



Dean for Global Engagement and International Programs Position Profile

Montana State University (MSU) invites nominations and applications for an exceptional leader to serve as **Dean for Global Engagement and International Programs**. The Dean reports to the Executive Vice President for Academic Affairs and Provost and provides strategic academic leadership for the Office of International Programs. In leading the University's global engagement initiatives, the Dean will spearhead MSU's efforts in providing an environment and experience for all students that enhances learning and develops engaged global citizens and informed professionals.

The University

Montana State University, the state's land-grant institution, educates students, creates knowledge and art, and serves communities by integrating learning, discovery and engagement. Montana State University is composed of ten academic colleges and a graduate school. Montana State University boasts a friendly, supportive faculty and campus environment. Currently, the University hosts an enrollment of approximately 16,250 students at its main campus, including over 2,000 graduate students. The graduate program encompasses 68 master's degrees, 35 doctoral degree options and several certificate options. Working alongside world-class faculty mentors, students discover new knowledge that helps to improve quality of life around the globe.

As a land-grant institution, MSU is proud to serve a large number of first generation and low-income students, as well as underrepresented groups, with an emphasis on American Indian students. The institution has the highest graduation rate in the state of Montana. In addition to the Bozeman campus, MSU has an embedded two-year program, Gallatin College, and three affiliated campuses at Montana State University Billings, Montana State University Northern in Havre, and Great Falls College Montana State University.

MSU is an active partner in the state's educational and economic development agenda; its seven research centers under the Montana Agricultural Experiment Station, 55 Montana State University Extension offices, Fire Services Training School and public service programs reach every county of the state, as well as seven Tribal reservations and beyond. MSU is accredited by the Northwest Commission on Colleges and Universities (NWCCU), an institutional accrediting body recognized by the Council for Higher Education Accreditation and the U.S. Department of Education since 1932. Eligible professional academic and service programs within MSU are accredited by their corresponding agencies.

Diversity

Montana State University achieves academic excellence by promoting a culture of intellectual and personal growth that is diverse and inclusive. MSU is located on the original homelands of Native peoples and acknowledging this rich history is central to its commitment to learning from the past. MSU prioritizes efforts that create and support diverse working, teaching, learning and research environments and opportunities for the people who make up their community. MSU creates an environment that welcomes, respects and nurtures all students, staff and faculty. They cultivate this inclusive environment by respecting and celebrating the diverse dimensions

of people's identities, particularly as those identities intersect in complex ways. MSU will continuously promote a culture of intellectual and personal growth for all, attuned to the importance of differences in age, race, ethnicity, national origin, socioeconomic status, sex, gender expression, gender identity, sexual orientation, ability status, religion and spirituality.

For more information about Montana State University, please visit <http://www.montana.edu/>.

The Community

Located in the beautiful Gallatin Valley community of Bozeman, Montana State University offers access to limitless outdoor recreation and extensive cultural offerings including the Museum of the Rockies, Bozeman Symphony, Bozeman Intermountain Opera, ballet and theater companies, and numerous art galleries. Bozeman is a small city with big personality. The area attracts artists, photographers, filmmakers, authors and entrepreneurs who want to work close to nature.

Bozeman has a population of over 45,000 people and enjoys an average daytime high of 35°F in January and 83°F in July with an annual snowfall of 86 inches. Bozeman averages 300 days of sunshine. Due to the dry climate, summers are pleasant with warm days and cool nights. Mild winter weather is not unusual, and more than a week of consistently frigid weather is rare. The Bozeman area has something for everyone, from the Sweet Pea Arts Festival for art lovers and The Rut mountain race for runners to Yellowstone National Park's spectacular wildlife viewing, world-class fly fishing in local rivers, and incredible skiing just 20 minutes from the MSU campus.

Office of International Programs

The Office of International Programs (OIP) serves as Montana State University's international gateway by facilitating connections, programs and experiences that bring the world to Montana and Montana to the world. The OIP is home to:

International Recruitment and Admissions

International Recruitment and Admissions is responsible for strategic recruitment of international undergraduate and graduate students from around the globe. International Recruitment and Admissions provides assistance to students who are considering, applying to, and enrolling at Montana State University.

International Student and Scholar Service (ISSS)

ISSS works closely with international undergraduate and graduate students, visiting faculty, and international scholars by providing information regarding visa requirements; orientation to the MSU campus and the academic experience at MSU; orientation to Bozeman; regulations regarding health insurance; guidance about income taxes as well as assistance to obtain a driver's license in Montana. ISSS also assists with information about having family members in the United States.

Study Abroad

Study Abroad provides resources, advising and support to students in all majors wishing to enhance their college education by studying abroad. Montana State offers over 250 study abroad programs in 60+ countries. The MSU Study Abroad staff helps students through the entire process starting with the application process, funding, and course credit followed by pre-departure, assistance while abroad and transition back to campus life when they return.

Professional Development & Training Programs

This Office promotes building and maintaining cross-cultural relationships by using the academic strengths of MSU and local resources to provide customized training programs for international students, educators, and professionals supported by contracts and grants. Tailored and high-quality trainings are offered to groups of any size and for organizations of all types. MSU has hosted participants from more than 80 countries and offered more than 90 programs while partnering with over 60 universities across the United States.

Outreach and Special Projects

The Office of International Programs provides travel compliance for the outbound travelers who are students, faculty, and staff traveling for university-affiliated projects and programs. The Travel Registry and training of travelers are responsibilities of this division of OIP. The staff members also track partnership agreements and work to create and foster alumni relationships, along with other staff members in OIP.

The OIP also works closely with INTERLINK International Institutes, MSU's ESL provider. The INTERLINK Institutes is a private organization working with OIP, helps students wanting to matriculate to Montana State University to support English language learning by offering classes for all levels. Students will improve their English while joining people from all over the world by taking listening, speaking, reading and writing courses offered by instructors who enjoy leading engaging and challenging classes with an average size of 12 students. Students also have the opportunity to participate in intercultural presentations with international classmates.

Position Summary

The Dean is responsible for providing leadership to the Office of International Programs and leading the development, planning and execution of strategic international initiatives for international students, international scholars, MSU faculty, staff, and students.

The Dean will be responsible for leading the effective operations of the different divisions of the Office of International Programs by providing a cohesive vision, strong support for academic excellence, and oversight of student affairs issues in support of MSU's strategic plan, [Choosing Promise](#). The Dean will oversee and manage the planning, directing, and coordination of the OIP annual budget. The Dean will be responsible for the overall management of all OIP permanent staff, along with grant-related short-term employees, and student workers and interns.

Direct reports to the Dean include:

- Director of International Student Services
- Office Manager & Assistant to the Dean
- Business Operations Manager
- Manager of Study Abroad
- Director of International Training and Professional Development Programs

Opportunities for Impact

The next Dean will have an opportunity to engage different campus constituents in a meaningful dialogue about the value and importance of international education and its impact in the life of student participants, therefore must demonstrate comprehensive expertise within the international education field. The Dean will also be in a position to bring together MSU's faculty whose experience in international education and study abroad programs would strengthen the University's efforts in these areas. In leveraging their collective knowledge and expertise, the

Dean will guide MSU's work toward advancing its global education and engagement agenda. In addition, the successful placement will also be able to address the following opportunities for impact:

- **Creating a Compelling Vision for the Future** – The next Dean will play a central role in furthering the Office's vision for the future that embraces opportunity and aligns with the University's recently adopted strategic plan. The Dean will contribute to and enhance the current strategic plan developed by the Office of International Programs staff. The Dean must be a creative and forward-thinking leader who is willing to take calculated risks, challenge conventional thinking, and possess the ability to lead stakeholders in a discussion on how the MS could best leverage its academic strengths, mission, and resources. The vision must continue to be inspirational and focus on enhancing existing programs, creating new opportunities for distinction, and ensuring safe, high-quality global engagement experiences for all participants. The vision for the future must include thoughtful inclusion of peoples in the world who lack opportunities for human capital development, as MSU's land grant mission requires the University to extend its resources to the world to improve and sustain the well-being of the earth and its inhabitants.
- **Enrollment Growth** - The Dean must ensure the growth and success of all programs within the OIP. To do this effectively, the new Dean must learn about current challenges, explore strategies for attracting new program participants, recruit and retain international students to Montana State, and create new program offerings that will capture the interest of Montana State students who have not previously considered an international experience.
- **Enhancing Brand Identity and Market Presence** – Given the increasingly competitive marketplace for International and Study Abroad programs, the next Dean must actively pursue and develop aggressive strategies for enhancing the brand identity of MSU's international programs and strategically showcasing their unique attributes and strengths. Increasing the OIP's visibility and reputation within the region, nationally, and globally will allow the Dean to capitalize on opportunities to increase program participation, enhance the quality of programs, promote the OIP's value proposition to internal and external stakeholders, and recruit and retain high-caliber staff.
- **Enhancing Organizational Effectiveness** – Functioning as the chief administrative officer of all international programs, the Dean must work diligently to maximize the use of both human and financial resources. The Dean must assess the current organizational structure, staffing, and processes and take the steps necessary to ensure the effective delegation of duties, the identification of clear metrics and benchmarks for gauging progress, and the effective stewardship and management of all available resources. Most importantly, the Dean must invest in the recruitment, retention, and professional development of staff and create a work environment that encourages innovation, embraces teamwork, rewards risk-taking, embraces transparency, and promotes excellence. The Dean must be a team-oriented leader who will uphold the values in the University's strategic plan, enhancing and inspiring collegiality and collaboration across all international programs within the University.
- **Adapting to the Evolving Needs of International and Domestic Students** – The OIP enjoys a strong reputation for providing an impactful international experience. Given the preference for and successful career placement of graduates with international

experience, the Dean will lead activities in assessing and enhancing the University's current programs—guiding their strategic development and implementation with student success ultimately in mind. The Dean must ensure that MSU's international programs deepen student learning, provide new methods of student engagement and participation, and enhance student understanding of cultural diversity.

- **Developing New International Programs and Global Partnerships** – The next Dean will have the distinct opportunity to work closely with MSU's academic leadership to create new international and study abroad programs as well as exciting new global partnerships. The Dean will be responsible for the delivery of a high-quality academic experience both locally and abroad and will serve as a bridge between MSU's faculty and international partners to actively identify new opportunities to expand the University's offerings. Furthermore, in striving to develop new global partnerships and building upon MSU's existing Visiting Scholars framework, the Dean will play a key role in bringing international faculty and viewpoints to Bozeman and creating impactful experiences abroad for MSU faculty. In doing so, the Dean will not only provide students and faculty with an opportunity to see the world and grow as global citizens, but also participate in an academically enriching program that provides a transformational life experience. Finally, the Dean will have the opportunity to engage with communities of stakeholders in the city of Bozeman and around the state of Montana.

Qualities and Characteristics

Ideal candidates for the Dean position will exhibit exceptional leadership qualities and possess characteristics such as:

- Experience in successfully supporting cross-cultural relationships and activities, and a strong appreciation for the different cultures of the various countries and cities in which MSU's international programs are offered;
- The ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision for internationalization and global engagement;
- An outwardly-facing perspective with a commitment to developing partnerships and exchange programs with academic institutions, non-profit organizations, governments and other entities around the world;
- An innovative and entrepreneurial approach to the position and the ability to serve as a catalyst for new and compelling international programs and initiatives;
- An enterprising mindset and the ability to identify and develop new revenue streams (e.g., grant writing or industry partnerships) to support MSU's global engagement priorities with a keen focus on student access and affordability;
- Previous experience working and/or living abroad;
- A deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;
- A commitment to embracing the mission and strategic plan of MSU;
- The ability to work effectively in a shared governance environment;
- A collegial leadership style that facilitates collaborations with other academic units and university partners; and
- Integrity and high ethical standards.

Required Qualifications

The successful candidate should have:

- A master's degree is required; a terminal degree from an accredited university is preferred.

- A minimum of five years of administrative leadership experience in an academic executive or comparable position;
- A thorough understanding of current issues related to international and study abroad programs;
- A demonstrated understanding of and exposure to the leadership and management of international and/or study abroad programs;
- Outstanding oral, written and interpersonal communication skills;
- Strong organizational skills and work ethic;
- An understanding of the benefits of diversity and a commitment to enhancing diversity and inclusion;
- A successful track record of managing a budget and implementing sound financial management practices;
- Experience in budget forecasting and advocating for resources to internal and external stakeholders;
- Demonstrated experience dealing effectively with crisis situations; and
- A proven ability to work collaboratively and effectively with campus stakeholders as well as with a broad range of constituent groups.

Preferred Qualifications

The successful candidate should have:

- A demonstrated record of fundraising and securing extramural grants;
- Contributions to the field of international education through conferences and workshop presentations, publications, and research;
- Familiarity with educational policies, and systems outside of the United States; and
- Demonstrated administrative leadership experience in an international education office.

Application Process

The Search Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume or curriculum vitae; a cover letter describing relevant experience, interest in the position, and a clear leadership statement; and a list of five references. Nomination letters should include the name, position, address and telephone number of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
Emy Cruz, Partner
 SP&A Executive Search
 6512 Painter Avenue, Whittier, CA 90601
 Email: apsearch@spaexec.com
 Refer to code “**MSU-DeanOIP**” in subject line

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