



Associate Dean and Director Agricultural Experiment Station

New Mexico State University is seeking an **Associate Dean and Director** for its **Agricultural Experiment Station** - the research arm of the College of Agricultural, Consumer, and Environmental Sciences. The **Associate Dean and Director**, working with the Dean and Chief Administrative Officer, administers the research programs of the College.

The successful candidate will provide vision, energy, enthusiasm, and innovative dynamic leadership to the Agricultural Experiment Station and will serve as an advocate for the college, its students, faculty, and staff at the university, state, and national levels. Major responsibilities include the planning, coordination, budgeting, and monitoring of college research resources.

The position interacts with citizen advisory groups affiliated with Agricultural Science Centers geographically located throughout the state. The Associate Dean/Director is administratively responsible to the Dean of the College, works closely with Academic Programs and the Cooperative Extension Service, and serves on the College Cabinet, Dean's Department Heads Council, the Council of Associate Deans for Research, national and regional experiment station director associations, and other committees as necessary.

The **Associate Dean and Director** will advance the institution's proud tradition of excellence in teaching, student success and social mobility, research and creativity, Extension and outreach, and community service.

Together, we define
the course of our own success.



The selected leader will find every ingredient needed for success as an integral part of this academic institution, including a supportive and outstanding Dean, System Chancellor, University President, and a fully engaged and supportive faculty and staff.

Be Bold. Shape the
Future.

About New Mexico State University



NMSU is New Mexico's land-grant and space-grant institution, a comprehensive research institution of higher education dedicated to teaching, research, Extension, outreach and public service.

Founded in 1888, it is the oldest public institution of higher education in the state of New Mexico.

A Hispanic-serving institution, NMSU serves a multi-cultural population of students and community members across the state at five campuses, a satellite learning center in Albuquerque, 12 agriculture research and science centers located throughout the state, cooperative extension offices in each of New Mexico's 33 counties, and robust on-line education programs.

New Mexico was still a territory when Las Cruces College opened the doors of its two-room building in the fall of 1888. The organizers of Las Cruces College—led by Hiram Hadley, a respected educator from Indiana—had bigger plans in mind.

In 1889, the New Mexico territorial legislature authorized the creation of an agricultural college and experiment station in the Las Cruces area.

The institution, which was designated as the land-grant college for New Mexico under the Morrill Act, was named the New Mexico College of Agricultural and Mechanical Arts. The new school opened its doors on January 21, 1890. That first semester, 35 students and six faculty members met in the two-room building of Las Cruces College until suitable buildings could be put on the 220-acre campus three miles south of Las Cruces.

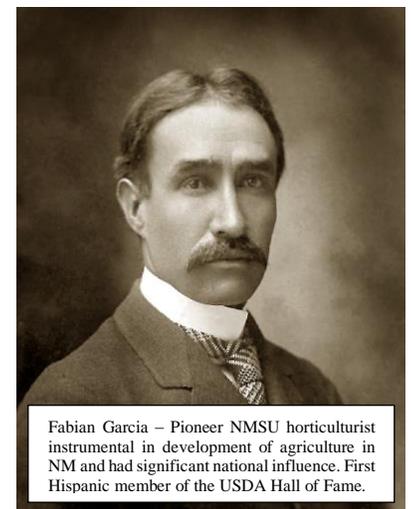
By 1960, the school had grown greatly, and its name was changed by state constitutional amendment to New Mexico State University.

In fall of 2018, NMSU's Las Cruces campus enrolled a head-count of 14,289 students. From humble beginnings, NMSU has emerged as a driving force in the state, region, and world.

NMSU's mission statement rests on its status as a land-grant, space-grant, and Hispanic-Serving institution: **“New Mexico State University serves the diverse needs of the state through comprehensive programs of education, research, Extension and outreach, and public service. NMSU fosters learning, inquiry, diversity and inclusion, social mobility, and service to the broader community.”**

NMSU's success is in large part due to a long-standing commitment to meeting contemporary needs of its students by faculty dedicated to teaching excellence and student and community engagement. NMSU faculty have received numerous local and national awards for outstanding research and contributions to their field of practice. They are frequently selected for recognition as experts in their fields by their colleagues as well as national professional associations.

NMSU faculty accolades include National Science Foundation Career Awards, Carnegie Foundation for the Advancement of Teaching, the Council for Advancement and Support of Education, New Mexico's Professor of the Year; selection as Fellow of the American Association for the Advancement of Science, IIQ's Leading the Way award; the Donald C. Roush Award for Teaching Excellence; the Regents Professorship, which honors those among the faculty who have built their careers at New Mexico State and in so doing have distinguished themselves nationally and internationally as scholars, teachers and agents of institutional and societal change; a national winner of the Dalton E. Hamilton Certified Welding Inspector (CWI) award, and many more. Members of New Mexico State University's Physical Science Laboratory, who at one time operated the



Fabian Garcia – Pioneer NMSU horticulturist instrumental in development of agriculture in NM and had significant national influence. First Hispanic member of the USDA Hall of Fame.

scientific balloon program for NASA, contributed to what was described as one of the greatest discoveries of the 20th century culminating in the 2006 Nobel Prize in Physics.

Among institutions of higher education in New Mexico, NMSU is the only one to offer:

- agriculture and food programs
- aerospace, industrial and geomatics engineering
- engineering physics
- engineering technology
- information and communication technology
- professional golf management



NMSU is classified as a Hispanic-serving institution by the U.S. Department of Education and is a member of the Hispanic Association of Colleges and Universities.

Our student population on the Las Cruces campus is 56 percent Hispanic; other minorities that make up the student body include American Indians, Asians and African-Americans. The university offers a multitude of support services to all students; interested minorities may also take advantage of the American Indian Program, Black Programs and Chicano Programs offices.



- For a second consecutive year, NMSU received the Higher Education Excellence in Diversity award by INSIGHT Into Diversity magazine.
- A National Science Foundation academic research and development expenditures survey ranked NMSU 3rd nationally in research and development expenditures among high-Hispanic enrollment institutions — NMSU is No. 1 in that category among universities without medical schools.
- Forbes ranks NMSU 13th in the nation among the best colleges for helping minorities to succeed in the fields of science, technology, engineering and math.
- For the fifth year in a row, NMSU has been honored as a top university for awarding bachelor's and master's degrees to Hispanic students.

- In master's degrees awarded to Hispanics, Diverse: Issues in Higher Education ranks NMSU 16th in engineering, while social sciences and education followed in 33rd and 40th, respectively.
- NMSU has been recognized as one of America's best institutions for Hispanics, according to Hispanic Outlook in Higher Education magazine.

New Mexico State University's research and service activities improve lives and serve all citizens of the state and beyond by addressing critical global challenges with local implications.



College of Agricultural, Consumer and Environmental Sciences

The **College of Agricultural, Consumer and Environmental Sciences (ACES)** is an engine for economic and community development in New Mexico, improving the lives of New Mexicans through research, academic and extension programs. As the core component of New Mexico's land-grant institution, the College of ACES contributes to the well-being of New Mexico's citizens and to the economic vitality of the state. Research priorities are aligned with the 4 pillars of economic and community development: Food and Fiber Production and Marketing, Water Use and Conservation, Family Development and Health of New Mexicans, and Environmental Stewardship. The College also focuses on foundational education and training in core competencies and life skills, such as critical thinking skills, oral and written communications, STEM and agricultural education, workforce development, agricultural literacy and leadership development. Based on a recent economic impact study, it is estimated that the full range of work by the college, Experiment Station and Extension Systems, just in terms of benefits to the state's agricultural economy, exceeds \$266 million in economic impact annually.



The College of ACES consists of three major units —Academic Programs, the Agricultural Experiment Station System, and the Cooperative Extension Service – and has eight academic research departments, spanning the breadth of production agriculture, natural

resources management, economic and community development, food safety, human health/nutrition. The College is also home to the Center of Excellence in Sustainable Food and Agricultural Systems, an interdisciplinary program at NMSU (<https://aces.nmsu.edu/cesfas/index.html>), the School of Hotel, Restaurant and Tourism Management and six Extension specialist departments on the Las Cruces campus, and has 33 Extension offices organized in three districts that reach every county of New Mexico. The college enrolls nearly 1300 undergraduate students and over 170 graduate students annually. The Global Initiatives Program of the College aims to provide an inspiring international experience to every student, and encourage, recognize and support faculty led International work. The College is modernizing research and teaching



infrastructure with a new Feed Milling & Processing Facility, Food Science Learning and Safety Facility, and Biomedical Research Building.

The Agricultural Experiment Station



The **Agricultural Experiment Station (AES)** system is the research arm of New Mexico State University's College of ACES. The AES System interacts with all academic and Extension departments by supporting fundamental and applied science and technology research to benefit New Mexico's citizens in the economic, social, health, and cultural aspects of agriculture, natural resources management, and family issues. The AES System consists of scientists on the main campus in Las Cruces and at twelve Agricultural Science Centers (ASCs) throughout New Mexico.

The off-campus centers support fundamental and applied research under New Mexico's varied environmental conditions to meet the agricultural and natural resource management needs of communities in every part of the state. The AES System is funded by state and federal appropriations, commodity sales, and through grants and contracts. Within ACES, faculty have an opportunity to compete for research funding for graduate student assistantships and operations through competitive awards programs (<https://aces.nmsu.edu/competitiveawards/index.html>). Research expenditures were in excess of \$15 Million in 2018.



What Is the Mission of the Agricultural Experiment Station System?

The Agricultural Experiment Station system supports fundamental and applied science and technology research to benefit New Mexico's citizens in the economic, social, and cultural aspects of agriculture, natural resources management and family issues.

Where Is the Agricultural Experiment Station System Located?

The Agricultural Experiment Station system consists of scientists on the main campus of New Mexico State University and at agricultural science centers throughout New Mexico. The [Off-Campus Science Centers](#) are located near Alcalde, Artesia, Clayton, Clovis, Corona, Farmington, Las Cruces, Los Lunas, Mora and Tucumcari.



How Are the Agricultural Science Centers Related to the Agricultural Experiment Station System?

All off-campus agricultural science center scientists are faculty members in either the Plant and Environmental Sciences department, Animal and Range Sciences department, Entomology, Plant Pathology and Weed Science department, or Agricultural Economics and Agricultural Business department.

How Are Research Problems Identified?

The agricultural science centers have advisory boards consisting of local farmers or ranchers, business people and interested citizens who identify problems and other issues which can be resolved through research.



Research at NMSU

Ranked by the Carnegie Foundation as a R2: Doctoral Universities – Higher. NMSU's research expenditures amounted to over \$100M in fiscal year 2018. In addition, according to the most recently available statistics from the National Science Foundation, NMSU ranks eighth in research expenditures among high Hispanic Enrollment Institutions. NMSU's strategic goal is to become R1 by 2025.



NMSU has established interdisciplinary research clusters that build on institutional strengths and respond to local, regional, and national needs in areas such as natural resource sustainability, information sciences and security, space and aerospace programs, biosciences, and border-related programs (such as health, education, and economic development).

From backyard gardens to high-tech laboratories, in classrooms, clinics and kitchens, New Mexico State University's faculty, staff, students and others are involved in programs and partnerships that benefit communities across New Mexico. In recognition of its institutional commitment to serving these communities, NMSU received a 2015 Community Engagement Classification from the Carnegie Foundation for the Advancement of Teaching.

Locale and Way of Life

The City of Las Cruces is the second largest city in New Mexico and is located in Doña Ana County, approximately 45 miles north of El Paso, Texas, and 225 miles south of Albuquerque. Las Cruces is the economic and geographic center of the Mesilla Valley, the agricultural region on the floodplain of the Rio Grande which extends from Hatch to the west side of El Paso, Texas. The Organ Mountains, 10 miles to the east, are dominant in the city's landscape, along with the Doña Ana Mountains, Robledo Mountains, and Picacho Peak. Las Cruces lies within a short driving distance of the Mexican border at Santa Teresa. Along with New Mexico State University, agriculture, White Sands Missile Range, Health Care & Social Assistance, Retail Trade, Construction, and Accommodation and Food Service constitute the traditional economic base of Las Cruces. With 350 days of sunshine, beautiful scenery of wide open spaces and breathtaking sunrises and sunsets, Las Cruces offers a relaxed lifestyle.



Spaceport America, which lies 55 miles to the north and with corporate offices in Las Cruces, has seen the completion of several successful manned, suborbital flights. The city is also the headquarters for Virgin Galactic, the world's first company to offer sub-orbital spaceflights.

The historic downtown features businesses, restaurants, places of worship and more, along with an open-air plaza with an extensive farmers market where a variety of foods and cultural items can be purchased from local farmers, artists and craftspeople.



Las Cruces features multiple outdoor recreation areas including more than 100 parks covering over 700 acres. Throughout the year residents enjoy festivals celebrating local culture and food as well as local and national historical sites, national monuments, galleries, theaters, museums, and the symphony.

Associate Dean and Director Agricultural Experiment Station

Position Requirements

Required:

- An earned doctorate or an earned terminal degree in a directly related discipline, and tenured or tenurable at the rank of professor.
- Demonstrated excellence in research and documented ability to obtain external funding.
- Demonstrated interest in and ability to work with diverse populations.
- Ability to travel as required for visits to off-campus centers, required meetings, etc.

Preferred:

- Demonstrated effective skills in oral and written communications, listening, interpersonal relations, and public relations.
- Experience as an academic department head or comparable administrative experience.
- Demonstrated ability to provide leadership to the Agricultural Experiment Station's research efforts; effective organizational and managerial skills, including the ability to coordinate strategic planning efforts and effectively manage personnel, complex resources and budgets
- Proven ability to build effective, collaborative, research teams.
- Demonstrated knowledge of, experience with, and appreciation of land-grant organizations.
- Demonstrated understanding of budget preparation, management, compliance and control.
- Evidence of effectiveness in communication with stakeholders.
- Knowledge and understanding of issues, trends, new concepts and technologies in various aspects of the College's disciplines (e.g., food systems, agriculture, value-added processing, family and consumer sciences, environmental sciences, natural resource management, human resources, and tourism).
- Demonstrated ability to collaborate with public and private organizations and agencies that support scholarly research at the local, state, national and international level.

Research, Extension, Academics



Role Specifications

- Provide primary leadership and administrative oversight for the Agricultural Experiment Station, including but not limited to strategic planning, research program planning and direction, fiscal and personnel management, allocation of resources, regulatory compliance, oversight of the Agricultural Science Centers, support of faculty development and pursuit of extramural funding, accountability to stakeholders, and advocacy for New Mexico agriculture, food and natural resources.
- Promote research excellence and leadership to enhance the college of ACES mission.
- Initiate, coordinate and develop research programs in collaboration with the Office of the Vice-President for Research and with other Colleges within NMSU.
- Promote and implement the NMSU Diversity values.
- Effectively communicate and oversee compliance with university policies and procedures including but not limited to conduct of research, conflict of interest/commitment, and intellectual property.
- Effectively communicate the vision, value and impact of the NM Agricultural Experiment Station in interactions with federal, state, and local government officials, stakeholders, donors and funding agencies.
- Effectively articulate and implement the land-grant university mission of integrating teaching, research and extension.
- Participate in the faculty evaluation process and conduct department administrators' annual evaluations and reviews.
- Assist the dean with college promotion and tenure reviews.
- Function effectively as a member of the administrative team of the College of Agricultural, Consumer and Environmental Sciences.
- Other duties as assigned by the Dean and Chief Administrative Officer.



Attributes Desired

Those human traits and abilities that appear to be most important for the success of this position.

- An energetic, well-grounded, self-directed, innovative, individual with a “can do” attitude and drive to execute strategies and produce results beyond expectations.
- An effective, team oriented bottom-line producer.
- Mission oriented. Ability to elevate the 3-point mission of Research, Teaching and Extension.
- A strong moral compass along with personal and professional integrity beyond reproach, reflected in accountability, ethical behavior, honesty, and reliability.
- An intelligent, approachable, positive minded, likeable persona with a sense of humor and exceptional relational skills.
- An influencer that can carry weight and gravitas within the local community, with skill to rapidly gain confidences.
- Capable of seeing opportunities that aren’t always apparent.
- Decisive, yet inclusive. Proven experience making sound judgments in a complex environment.
- Able to facilitate multiple competing priorities with excellent follow through skills.
- Excellent presentation, negotiation, verbal and written communication skills. Open and transparent.
- Ability to communicate with and relate to individuals from various backgrounds, education level, and socio-socioeconomic status.
- High level of professionalism.
- Ability to think beyond one’s own sub-discipline, making each discipline feel important and valued.
- Demonstrates diplomacy, fair consideration, and respect to various viewpoints. Proven to be discreet with confidential information.
- Skill in identifying problems and opportunities, using creativity to map and bring about solutions. Successful experience in managing and resolving conflict.
- Demonstrated experience and diplomacy to work collaboratively and effectively with and across diverse teams and communities. Skill to bring about affirmative results and positive change via working through others.
- Unflappable; maintains composure under pressure.
- Ability to work effectively and productively with local and state governments, legislators and state and federal agencies.
- Possesses humility and a servant heart. Prefers transparency in operations and decision-making processes.
- Demonstrates mutual respect for diverse cultures and inclusivity and a commitment to a diverse faculty, staff, and student population.
- Ability to foster/engender an environment that promotes teamwork and consensus building.
- Politically astute, but apolitical.
- Trustworthy, with the ability to readily engender confidence and trust. Possesses talent to influence people positively, be a catalyst for progress, to make a decisive impact.



Key Attractors

- Partner with a Dean, System Chancellor and a University President who truly value the impact of the Agricultural Experiment Station.
- Career making opportunity to lead, enhance, promote and grow programs on behalf of one of the premier universities in New Mexico. Serve as a key catalyst in determining the future course and culture of the Agricultural Experiment Station.
- A visible leadership role pivotal decisions that impact a fine institution prepared to recognize and reward success.
- Enjoy the autonomy to bring your best ideas and create the ideal model within an environment where you will be listened to, heard and supported.
- An environment where openness, integrity and diversity are truly valued.
- A growing program with three new buildings and facilities housing animals on campus.
- A funding model that brings a tremendous amount of autonomy.
- Family members will discover a warm, open community that offers an attractive array of activities, amenities, services and opportunities whether they are looking for top-notch education, meaningful employment, or simply a safe and comfortable place to live.
- Geography, climate, demographics, and ambiance that combine to offer a truly excellent place to live. The unsurpassed beauty of sunsets, purple mountains and a climate that is warm and inviting make this a true paradise. Las Cruces is well known for its hospitality, its people and its deep appreciation of a colorful past and enthusiasm for a future rich with possibilities.



**Send your resume,
current bio/profile, to:**

AESDirector@WhelessSearch.com

***Letters of interest and
applications will be
accepted through
October 30, 2019***

Scott Watson, Executive Vice President and Senior Partner
Michael Ballew, Chief Administrative Officer and Managing Partner
Sarah Meffert, Senior Search Consultant

New Mexico State University 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. In compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, NMSU does not discriminate on the basis of age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, retaliation, serious medical condition, sex (including pregnancy), sexual orientation, spousal affiliation or protected veteran status in its program or activities, including employment, admissions, and educational programs.

