



PROVOST




MONTANA
STATE UNIVERSITY
BILLINGS
Access & Excellence



THE OPPORTUNITY

The next provost/vice chancellor for academic affairs will be a strong academic leader who will assist the new chancellor in growing the institution and taking it to its next level of academic excellence.

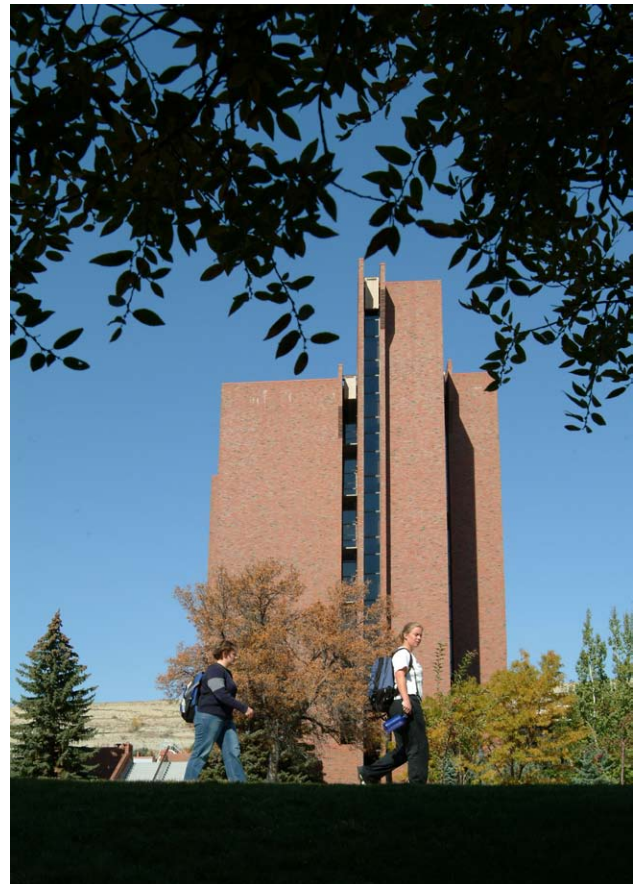
THE UNIVERSITY

Founded in 1927 as a two-year college and renamed Eastern Montana College in 1965, Montana State University Billings (MSUB) achieved university status in 1995 and is one of four institutions affiliated with Montana State University's home institution in Bozeman, Montana. Today, MSUB is a comprehensive institution that places a strong emphasis on teaching, mentoring, and a commitment to academic excellence and community involvement. The University has a full time enrollment of just over 5,300, making MSUB the third largest unit in the Montana University system. Billings is the largest city in Montana with a population exceeding 100,000, and is the largest financial, medical, and retail center between the cities of Spokane (WA), Denver (CO), and Minneapolis (MN). The city is the closest institution in the university system to the Crow and Northern Cheyenne Reservations and is home to the state's largest non-reservation Native American population.

Nicknamed the "Magic City" due to its population increase in 1882 from its railroad identity and accessibility, Billings continues to grow (more than 14,000 new residents since 2000). Located in Yellowstone County adjacent to Interstate 90 in south-central Montana, the city of Billings is well received by its visitors for offering rodeos, outdoor activities and adventures in locations such as Yellowstone National Park, an eclectic assortment of shops, cafes, and restaurants, and a very down-to-earth residential community.

The main campus has 16 buildings and is set on 110 park-like acres adjacent to the city's medical corridor at the base of the majestic Rimrocks that border the city. The College of Technology, which offers two-year comprehensive programs, has its own rapidly growing campus in Billings' West End, including the recent addition of a 50,000 square-foot Health Science Building. There is also a downtown location with several buildings, which serve degree and non-degree seeking students and also individuals seeking workforce training and development.

Carnegie classifies MSUB as Master's M and the College of Technology Assoc/Pib2n4. As expected of a regional institution, MSUB's student population is primarily made up of Montana residents (90%) and 55% of its students are from Yellowstone County, where Billings resides along Interstate 90. 65% of the students are women and the campus prides itself on the increase of ethnic diversity: a growing population of Hispanic or Latino students (3.5%) in addition to a healthy percentage of Native American students (5.1%) attend MSUB.





THE UNIVERSITY *(continued)*

A large percentage of students are first generation college students and approximately 78% receive need-based financial aid. MSUB has the largest online course selection and offerings of any other higher education institution in the state, and nearly 40% of the students take advantage of on-line coursework, with 17 complete programs and more than 160 courses offered. The student to faculty ratio is 20:1.

MSUB has five colleges: the College of Allied Health Professionals, the College of Arts and Sciences, the College of Business, the College of Education, and the College of Technology. The institution offers 28 bachelor degrees, 17 master degrees, 27 associate degrees and several certificate programs. Some of the more unique programs of study include Communication Arts, Diesel Technology, Outdoor Adventure Leadership, Special Education and Psychiatric Rehabilitation.

The Northwest Commission on Colleges and Universities accredits the institution. Specialized accreditation is also provided by several noteworthy organizations such as AACSB and NCATE. The NCATE visiting team gave MSUB a “perfect report.” In 2010, U.S. News & Report ranked MSUB among the top 100 regional universities in the Western region.

In athletics, the MSUB Yellow Jackets are one of 10 institutions associated with the Great Northwest Athletic Conference and field 17 intercollegiate men and women’s teams. Notably, MSUB is the only NCAA Division II institution in the state.

MSUB places a strong emphasis on its core values of Integrity, Educational Excellence, Student Achievement, Community of Learners, Meaningful Engagement, and Responsiveness in order to support the institution’s mission and vision statements.

MISSION

MSU Billings provides a university experience characterized by:

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

VISION

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

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

BACKGROUND

Dr. Rolf Groseth was selected as only the second chancellor of MSUB by Dr. Waded Cruzado, President of Montana State University Bozeman, following a national search. Dr. Groseth served as MSUB's interim chancellor prior to his appointment; previously, he was a vice president at Montana State University Bozeman for many years, and also served as interim chancellor of Montana State University Northern in Havre, MT, in 2008-2009. Dr. Cruzado assumed office in January, 2010 as the President of Montana State University, and brought with her a broad view of the role of a land-grant university, its campuses and agencies. She is using the uniqueness of University's four institutions to serve as a single entity in serving the state's citizens in their pursuit of higher education.

Dr. Groseth is working with President Cruzado to harmonize the important work of MSUB with the university-at-large. Since his appointment, MSUB morale has been lifted. The dean of the College of Business, Dr. Gary Young is serving as the interim provost and he plans on retiring this fall.

The chancellor, who does not consider himself an academic, wishes to partner with a new provost who will complement him with strong academic leadership. Dr. Groseth also wants to mentor MSUB's next provost for a future CEO position in higher education. Though this is not a true executive vice president, the campus seeks a provost who will assume a leadership role in the chancellor's cabinet and will be empowered to act on his behalf when he is absent from the campus.

Enrollment on the main MSUB campus has been mostly flat in recent years; on the College of Technology campus, enrollment has increased by 100% in the last several years and the College is lauded for its nimble agility and creativity.

Recent reports by MSUB's by the Northwest Association, AACSB, and NCATE have indicated a lack of prioritizing in MSUB's academic offerings and the resources needed to support them. Simply put, MSUB needs to better align its offerings with its resources.

CHALLENGES

Major challenges for the next provost are:

- Helping take MSUB to its next level of academic excellence; employing program review and assessment to strengthen academic programs on the main campus;
- Growing the main campus by increasing graduate level programs and increasing a number of continuing education offerings; continuing the best practices of the College of Technology;
- Giving strong leadership in academic affairs to strategic planning linked to budget metrics and strong assessment measures; identifying the key priorities for all of the colleges, particularly in their academic offerings, and to financially support them; creating a new academic master plan;
- Working with the College of Business Dean on strategies to provide nationally competitive salary offers to multiple new hires (in the next five years) within the context of a collective bargaining agreement.
- Continuing to work with the Student Affairs Division to link formal and informal learning; supporting the findings of Noel-Levitz to increase student retention;
- Working with academic colleges and student life to better define the identity of MSUB; creating signature programs that help brand the institution;



CHALLENGES (continued)

- Seeking budget and extramural funds for increasing access, improving faculty development, and encouraging more faculty research and scholarship;
- Working with the chancellor, the university president and other officers in helping to create one University while being an important player as a comprehensive master's institution of higher education;
- Being an effective role model and a strong faculty advocate while being a loyal member of the chancellor's team; walking the fine line between both; and,
- Advancing diversity in the curriculum and in the faculty staff and student populations

QUALIFICATIONS

The new provost will be a direct report to the chancellor. Reporting to the provost are the academic deans, International Programs, Graduate Studies & Research, Library, Center for Business Enterprise, Montana Center on Disabilities, American Indian Big Sky Projects, Center for Applied Economic Research, Urban Institute, eLearning, and the Downtown Campus.

The chancellor, faculty, and MSUB community seek a new provost who can understand the university culture and core values in Montana, is a strategic thinker, a person of vision, has unquestioned integrity, and who:

- Possesses the Ph.D. degree from a regionally accredited institution of higher education;
- Has come through the academic ranks and has achieved tenure;
- Is an academic administrator at the dean's level or above; has significant experience in reviewing promotion and tenure cases (experience with collective bargaining agreements is an added plus);
- Implements best practices in strategic planning and budgeting, program review, and assessment;
- Has been active in regional and specialized accreditation practices;
- Has experience in providing leadership and direction for the continuing growth, expansion, and transition of the College of Technology into a comprehensive two-year focused college within the University;
- Experience with international education programs and service.
- Demonstrates strong communication skills in speaking, listening, and writing; has excellent interpersonal skills;
- Possesses a collaborative management style and is a team leader and player;
- Is competent in technology, on-line education, and blended learning; and,
- Exemplifies trust, equanimity, humor, focus, respect, and being fair.



KEY INDICATORS 2011

Net Investment in Plant Fund Balance:	\$40.0 million - FY10	
Plant Replacement Insured Value:	\$232.7 million - 2011	
Cost of Operating Physical Plant:	\$11.3 million – FY11 operating budget all funds	
Endowment:	\$16.6 million as of December 2010	
Budget:	\$78.33 million - FY11 operating budget all funds	
Tuition:	\$3988 academic year Senior Campus \$2472 academic year COT	
Student Enrollment for Fall, 2010:	Senior Campus (undergrads)	3258
	College of Technology	1531
	Graduate Students	546
	Total student enrollment	5335
Average ACT Score:	21.6	
High School Rankings:	Top 10% =	9%
	Top 25% =	29%
	Top 50% =	62%
Freshman Retention Rate (full time):	56% Senior Campus 56% College of Technology	
Graduation Rate:	2010 IPEDS 6 years: 35% Senior Campus 3 years: 29% College of Technology	
Living Alumni:	26,660	
Number of Full-time Faculty:	150	
Tenured:	57%	
Tenured Track:	22%	
Average Faculty Salaries: (Source: AAUP survey for 2010-2011)	Salary	Salary + Benefits
	Professor:	\$65,832 \$86,547
	Associate Professor:	\$62,487 \$82,597
	Assistant Professor:	\$47,640 \$65,062
	Instructor	\$40,009 \$56,049
	Lecturer	\$38,154 \$53,859
	College of Tech	\$43,299 \$59,935
Student/Teacher Ratio:	Senior Campus: 20:1 COT Campus: 18:1	
Degrees:	70	
Library Volumes:	494,063	
Athletics League:	Great Northwest Athletic Conference NCAA Division II	



APPLICATION PROCEDURES

Review of applications begins **May 18, 2011** and will continue until the position has been filled. To ensure full consideration, materials should be received by that date. To be considered, candidates should email, as MS Word or Adobe Acrobat attachments, 1) a cover letter that addresses the challenges and qualifications listed above; 2) a current résumé or C.V.; and 3) the names and contact information of five references, to **MSUBProvost@rhperry.com**.

FOR FURTHER INFORMATION, CONTACT:

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

MSUB is an affirmative action/equal opportunity employer.

www.msubillings.edu

