### Ranching Systems Program Leader- Associate or Full Professor

<table>
<thead>
<tr>
<th>Position Information</th>
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<tbody>
<tr>
<td><strong>Announcement Number</strong></td>
<td>FAC - VA - 19032</td>
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</tbody>
</table>
| **For questions regarding this position, please contact:** | Tim DelCurto  
(406) 994-3708  
timothy.delcurto@montana.edu |

<table>
<thead>
<tr>
<th>Classification Title</th>
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<tbody>
<tr>
<td><strong>Working Title</strong></td>
<td>Ranching Systems Program Leader- Associate or Full Professor</td>
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| Brief Position Overview | This is an endowed, 12 month tenure-track faculty position at the Associate or Full Professor level in the Department of Animal and Range Sciences at Montana State University. The appointment will be 80% Teaching, 10% Scholarship and 10% Service funded by Montana State University Foundation endowments. |

<table>
<thead>
<tr>
<th>Faculty Tenure Track</th>
<th>Yes</th>
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<tbody>
<tr>
<td><strong>Faculty Rank</strong></td>
<td>Associate or Full Professor</td>
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<tr>
<td><strong>Position Number</strong></td>
<td>TBD</td>
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<tr>
<td><strong>Department</strong></td>
<td>Animal &amp; Range Sciences</td>
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<tr>
<td><strong>Division</strong></td>
<td>College of Agriculture/MAES</td>
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<tr>
<td><strong>Appointment Type</strong></td>
<td>Faculty</td>
</tr>
<tr>
<td><strong>Contract Term</strong></td>
<td>Fiscal Year</td>
</tr>
<tr>
<td><strong>Semester</strong></td>
<td></td>
</tr>
<tr>
<td><strong>If other, specify From date</strong></td>
<td></td>
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<tr>
<td><strong>If other, specify End date</strong></td>
<td></td>
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<tr>
<td><strong>Union Affiliation</strong></td>
<td>Exempt from Collective Bargaining</td>
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<tr>
<td><strong>FTE</strong></td>
<td>1.0</td>
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<tr>
<td><strong>Benefits Eligible</strong></td>
<td>Eligible</td>
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<tr>
<td><strong>Salary</strong></td>
<td>Salary commensurate with experience, education, and qualifications</td>
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<td><strong>Contract Type</strong></td>
<td>MUS</td>
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<td><strong>If other, please specify</strong></td>
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<tr>
<td><strong>Recruitment Type</strong></td>
<td>Open</td>
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**Position Details**

We seek individuals who work professionally and effectively with diverse individuals, possess effective interpersonal, written and verbal communication skills and have the ability to contribute positively to the academic success of the students and the mission of Montana State University. The Ranching Systems Program Leader will work across campus with multiple academic units to build a program that reflects the systems level thinking required for today's increasingly complex ranching enterprises. In addition to the internal coordination and program development, we envision this position as the face of the program in our state and region. The Program...
Director will take the lead on creating a network of meaningful and impactful internship opportunities for our students that reflect the varied ranching enterprises that make up Montana’s Ranching community. In addition, the program director will work with private industry, agencies, NGOs, MSU eExtension, and other entities to bring the needs of the community together with the expertise on MSU’s campus. As a leading land-grant teaching, research, and outreach University, MSU is well positioned to work collaboratively with external partners to develop innovative knowledge, ideas, and approaches that directly impact the land and the ranching industry.

**Duties and Responsibilities**

- Lead Ranching Systems Program
- Develop curriculum and standards in conjunction with the advisory committee to deliver the highest quality program possible with student standards that ensure our graduates will be the top in their field
- Develop program assessment tools to evaluate the ranch management program student learning objectives
- Lead an innovative internship, seminar, and ranching systems course including development and oversight
- Serve as academic advisor to ranch management students
- Work in Partnership with the MSU foundation for future funding for the Ranching Systems Program
- Develop other courses appropriate to the position
- Demonstrate scholarly achievement by publishing in scholarly journals
- Provide service to the Department, College, and University

Other Duties that will arise with future funding:

- Develop a continuing education program in cooperation with MSU Extension to provide educational opportunities to graduates and the Montana ranch community in the form of workshops, seminars, and distance-learning opportunities
- Host nationally recognized speakers for student and ranching community continuing education
- Direct a seminar series open to students and ranching community
- Develop short courses on subjects pertinent to students and the ranching community

**Required Qualifications – Experience, Education, Knowledge & Skills**

1. PhD in Animal Science, Range Science, Ag Business, Ag Economics, or closely related field
2. Outstanding record of accomplishment in innovative program development related to teaching, research, outreach, or Ag production
3. Proven track record of innovative leadership
4. Documented ability to function in a team setting, both as an effective team member and as a team leader
5. Documented ability to establish professional relationships with a diversity of people such as students, staff, faculty, administrators, and industry/ranching community leaders

**Preferred Qualifications – Experience, Education, Knowledge & Skills**

1. Established stature in area of expertise
2. Documented ability to advise and mentor students
3. Evidence of involvement in developing innovative instructional techniques and delivery methods to a diversity of audiences
4. Extensive ranching industry knowledge and contacts
5. Experience in the management of a large, financially successful ranching enterprise
6. Skills, ability, and desire to teach students to integrate wildlife, range, livestock, and business disciplines in a systems level approach to the ranching industry
7. Extensive experience working in a professional field related to academia and the ranching industry

**The Successful Candidate Will**

- Have an appreciation of diverse constituencies and add intellectual diversity to the department
- Have excellent interpersonal and communication skills
- Be an innovative self-starter, with the ability to create, grow, and maintain a successful Ranching Systems program at MSU

**Position Special Requirements/Additional Information**

This job description should not be construed as an exhaustive statement of duties, responsibilities or requirements, but a general description of the job. Nothing contained herein restricts Montana State University’s rights to assign or reassign duties and responsibilities to this job at any time.

**Physical Demands**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without reasonable accommodations. The requirements listed above are...
The Program

The Department

The Department of Animal and Range Sciences is the largest department in the College of Agriculture and our student numbers are growing with a record enrollment of 400 students in the fall of 2016. In addition to MS and PhD programs, we offer Bachelor of Science degrees in Animal Science (options include Livestock Management and Industry, Science, and Equine Science) and Natural Resources and Rangeland Ecology (options include Rangeland Ecology and Management and Wildlife Ecology and Management). The department also offers the Sustainable Livestock Production Option in the interdisciplinary degree: Sustainable Food and Bioenergy Systems. We are a fully integrated department serving all three of the land grant missions of teaching, research, and extension. In addition, our program integrates livestock operations into our teaching, research, and extension program.

The College

As the foundational component of Montana’s land grant university at Montana State University, the College of Agriculture (COA) and the Montana Agricultural Experiment Station (MAES) provide instruction in dynamic degree programs and conduct research relevant to the challenges in Montana’s agricultural and natural resource communities. We create opportunities for students, staff and faculty to excel through hands-on learning, to serve through campus and community engagement, to explore unique solutions to distinct and interesting questions and to connect Montanans with the global community through research discoveries and outreach. The COA offers eleven baccalaureate, nine masters, and four doctoral degree programs from five departments and one division. MAES conducts research through the Department of Research Centers (Corvallis, Conrad, Creston, Havre, Huntley, Moccasin, Sidney), in collaboration with other academic departments, near Bozeman, and throughout Montana.

Posting Detail Information

Number of Vacancies
1

Desired Start Date
August 2019

Position End Date (if temporary)

Open Date

Close Date

Applications will be:
Screening of applications will begin on November 7, 2018; however, applications will continue to be accepted until an adequate applicant pool has been established.

Special Instructions
To apply, submit all of the following:
(1) a letter of application listing and addressing all of the above required and preferred qualifications,
(2) a current curriculum vita, and
(3) a copy of all undergraduate and graduate transcripts (official transcripts will be required upon hire).

In order for applications to be considered, you must follow the application instructions within the vacancy announcement. Emailed applications will not be considered.

Diversity Statement
Montana State University values diverse perspectives and is committed to continually supporting, promoting and building an inclusive and culturally diverse campus environment. MSU recognizes the importance of work-life integration and strives to be responsive to the needs of dual career couples.

Montana State University is committed to providing a working and learning environment free from discrimination. As such, the University does not discriminate in the admission, access to or conduct of its educational programs and activities nor in its employment policies and practices on the basis of race, color, religion, national origin, ethnicity, creed, service in the uniformed services (as defined in state and federal law), veteran status, gender, age, political beliefs, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation or preference. In support of the University’s mission to be inclusive and diverse, applications from qualified minorities, women, veterans and persons with disabilities are highly encouraged.

Montana State University makes accommodation for any known disability that may interfere with an applicant’s ability to compete in the hiring process or an employee’s ability to perform the duties of the job. To request an accommodation, contact the Human Resources Office, PO Box
In compliance with the Montana Veteran’s Employment Preference Act, MSU provides preference in employment to veterans, disabled veterans, and certain eligible relatives of veterans. To claim veteran’s preference please complete the veteran’s preference information located in the Demographics section of your profile.

MSU’s Non-Discrimination Policy and Discrimination Grievance Procedures can be located on the MSU Website: [www2.montana.edu/policy/affirmative_action/](http://www2.montana.edu/policy/affirmative_action/).

**FLSA Details**

**FLSA Determination**

**FLSA Status**

**Applicant Documents**

**Required Documents**

1. Cover Letter addressing Each of the Required and Preferred Qualifications
2. Curriculum Vitae
3. Other - Please see Special Instructions Summary

**Optional Documents**

**Supplemental Questions**

Required fields are indicated with an asterisk (*).