



Dean, Mark and Robyn Jones College of Nursing

Leadership Profile

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The Opportunity

Montana State University (MSU), a premier and top tier research university, seeks an innovative and visionary individual committed to promoting and fostering excellence in teaching, research, professional practice, and service as the next Dean of the Mark and Robyn Jones College of Nursing (MRJCON). The new Dean will have an extraordinary opportunity to elevate the College as a premier provider of nursing education and nursing scholarship. This individual will lead a college that offers student-centered educational programs at the baccalaureate, master's, and clinical doctorate levels. This role oversees a statewide system of programs that provides opportunities and guidance for students to develop their scholarly potential and master the knowledge and skills necessary to provide competent nursing care and influence positive change in complex health care systems.

Established in 1893, Montana State University is the state's largest university and its biggest research entity. The institution offers a wide range of undergraduate, master's, and doctoral degrees across multiple academic colleges. Surrounded by millions of acres of protected wilderness, the University frequently incorporates its unique natural mountain setting into hands-on learning and field research. MSU is widely recognized for unique offerings like its science and natural history filmmaking program, architecture, and traditional land-grant strengths in agriculture and nursing.

Reporting to the Executive Vice President for Academic Affairs and Provost, the Dean is the senior academic and administrative officer of the College of Nursing and, as such, is responsible for working with senior administration, College faculty, students, and staff in setting strategic, operational, and financial directions. It is expected that this individual will possess a combination of professional experience and personal qualities appropriate to the strategic priorities of the College. They will also demonstrate integrity of the highest order, intellectual curiosity, and self-confidence balanced with humility, authenticity of character, and a strong work ethic.

The ideal candidate will bring an appreciation of and commitment to MSU's mission with an ability to embed this mission into the life and priorities of the College. In addition, the next Dean will be student focused; have excellent interpersonal, communication, administrative, and organizational skills; and have the ability to articulate a vision that encourages and inspires quality program growth. Minimum requirements include an earned doctorate from an accredited institution with at least one graduate degree in nursing, a distinguished record of research and scholarship, prior academic administrative experience, demonstrated capacity to develop external funds, and credentials that merit appointment at the rank of tenured associate or full professor in nursing.

The College's mission is to enhance the health of the people of Montana, our nation, and the global community by providing leadership for professional nursing through excellence in education, research, practice, and service. Accordingly, we inspire baccalaureate and graduate students within a diverse, challenging, and engaging learning environment to become leaders in the practice of professional nursing; create an interactive environment in which faculty and students discover, learn, and integrate knowledge into nursing practice; serve as leaders in nursing by generating, translating, and disseminating knowledge through research and scholarly activities; and promote health and wellness through professional practice, collaboration, consultation, civic engagement, education, and leadership. The College of Nursing was founded in 1937 and has received continuous national accreditation since 1949. The MSU College of Nursing is a multi-site program with campuses in Billings, Bozeman, Great Falls, Kalispell, and Missoula.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Organization Overview

Founded in 1893, four years after Montana became the 41st state, Montana State University was designated as the land-grant university of the state. As Montana's land-grant, the original mission of MSU, as set forth in the Morrill Act of 1862, was to teach agriculture, military tactics, and the mechanical arts (now known as engineering) as well as classical studies so that members of the working classes could obtain a liberal, practical education. The tradition of providing a high-quality, affordable higher education to all who have the desire continues to run deep.

Montana State University is a Carnegie-designated doctoral university with very high research activity (R1) and a community engaged flagship, land-grant institution. MSU offers more than 250 baccalaureate, graduate certificates, master's, and doctoral degree programs. The University's annual budget exceeds \$900 million, with more than 900 faculty, 2,000 staff members, and more than 17,000 students who represent all 50 states and 72 countries.

In addition to the Bozeman campus, Montana State University has an embedded two-year program, Gallatin College MSU, and three affiliated campuses—MSU Billings, MSU Northern in Havre, and Great Falls College MSU. As Montana's land-grant institution, 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 MSU Extension offices, the Fire Services Training School, five nursing campuses, and public service programs reach every county of the state, as well as seven tribal reservations.

Montana State University has a varied research portfolio. Research expenditures reached a record \$308.7 million in fiscal year 2025-26, with major areas of research excellence in agriculture, biotechnology and health care, economics, education, mental health, nanotechnology, optics and photonics, quantum physics, and national security (including a classified research facility).

In addition to graduate research and education, Montana State University offers a strong focus on undergraduate student research, which in recent years has resulted in unprecedented numbers of national and international awards including Rhodes, Gates, Truman, and Newman scholars. The institution ranks ninth in the nation in terms of Goldwater Scholars. MSU's steadfast commitment to the land-grant mission has strengthened its leadership through transformational programs that provide advancement opportunities to all students from Montana, every state in the U.S., and six continents.

Mission

As the state's land-grant university, Montana State integrates education, creation of knowledge and art and service to communities.

Vision

Montana State University will transform lives and communities in the people's interest.

Values

- **Excellence:** We pursue exceptional outcomes.
- **Integrity:** We commit to honesty, ethical behavior, and accountability.
- **Inclusion:** We create a civil, supportive, and respectful environment where difference and diversity are sources of strength.
- **Collaboration:** We believe that working together produces better outcomes.
- **Curiosity:** We expect inquiry, exploration, creativity, and innovation.
- **Stewardship:** We care for and conserve the human, economic, physical, and environmental resources entrusted to us.

Quick Facts

- R1 Carnegie Classification
- Total Enrollment: 17,144 students
- Residents/Nonresidents: 49% Residents; 51% Nonresidents
- Largest research entity in Montana: \$308.7M in annual research expenditures (2025-26)
- Undergraduate Programs: 250+
- Graduate Programs: 115+
- Job-focused programs: 22+ (Gallatin College MSU)

Montana State University Bozeman

As the land-grant institution of the Montana University System and the largest university in the state, MSU Bozeman is dedicated to providing a world-class education, conducting cutting-edge research, and fostering community engagement. With a commitment to academic excellence, innovation, and sustainable development, MSU plays a central role in shaping the future of Montana.

MSU offers over 250 undergraduate and graduate degree programs across a wide range of disciplines, including engineering, agriculture, health sciences, business, education, the arts and humanities, and the natural and social sciences. The University is known for its strengths in science, technology, engineering, and mathematics (STEM), and its emphasis on research that addresses real-world challenges in fields like agriculture, climate science, renewable energy, and biotechnology.

The University is particularly renowned for its research and innovation, with faculty and students actively engaged in research that not only advances academic knowledge but also benefits industry, government, and society. MSU ranks among the top universities in the nation for research and development funding, particularly in areas related to agriculture, engineering, and environmental sciences. The University is home to numerous research centers and institutes, including the MonArk Quantum Foundry, the Optical Technology Center, the Western Transportation Institute, the Montana Space Grant Consortium, the Ivan Doig Center for the Study of the Lands and Peoples of the North American West, and the Center for Biofilm Engineering which contribute significantly to the regional and global economy.

MSU's commitment to student success is evident in its personalized approach to education, small class sizes, and strong academic advising and support services. The University offers a vibrant student life, with a wide range of extracurricular activities, from student organizations and leadership opportunities to outdoor recreation in the surrounding Rocky Mountains. MSU also places a strong emphasis on experiential learning, offering students opportunities for internships, co-ops, research projects, and service learning to gain practical skills and hands-on experience.

Located in Bozeman, a rapidly growing city known for its high quality of life, MSU provides students access to a dynamic community that values education, entrepreneurship, and outdoor recreation. The University's ties to local industries, government agencies, and nonprofit organizations offer students valuable networking opportunities and connections to potential employers.

Academics

Montana State University is dedicated to providing a high-quality education across a wide array of disciplines. MSU is known for its strong academic programs, innovative research, and commitment to student success. As a land-grant university, MSU strives to provide accessible, world-class education that addresses the needs of the state, the region, and global communities.

Key features of Montana State University's academic offerings include:

- **Diverse Academic Programs:** MSU offers a wide range of undergraduate, graduate, and professional programs across eight colleges and schools, including the College of Agriculture; College of Arts &

Architecture; Norm Asbjornson College of Engineering; College of Education, Health & Human Development; College of Letters & Science; Mark and Robyn Jones College of Nursing; Jake Jabs College of Business and Entrepreneurship; and the Graduate School. MSU provides a comprehensive academic environment that supports both specialized fields and interdisciplinary studies.

- **Land-Grant Mission & Community Impact:** As a land-grant institution, MSU is deeply committed to improving the lives of Montanans and beyond. The University excels in agricultural research, extension services, and community outreach. It provides practical, hands-on learning experiences for students and actively engages in projects that address local and global challenges.
- **Research & Innovation:** MSU is recognized for its research excellence, particularly in areas such as engineering, biotechnology, photonics, physics, agriculture, health sciences, sustainable energy, and environmental studies. The University's research enterprise is growing rapidly, with MSU faculty and researchers securing millions in external funding to support innovative projects. The MSU Office of Research and Economic Development provides leadership and resources to foster collaboration between faculty, students, and external partners to translate research into tangible solutions.
- **Experiential Learning & Hands-On Opportunities:** MSU emphasizes experiential learning, offering students numerous opportunities to apply classroom knowledge in real-world settings. These include internships, co-ops, field studies, research projects, and study-abroad programs. MSU's connection to the state's industries, including agriculture, healthcare, natural resources, and technology, allows students to gain direct experience in fields relevant to their careers.
- **Faculty Excellence & Student Support:** MSU prides itself on having a faculty who are not only leading experts in their fields but are also dedicated to teaching and mentoring students. With a student-to-faculty ratio of 18:1, MSU offers personalized attention and opportunities for close faculty-student interaction. The University offers a range of academic support services, including tutoring, advising, career counseling, and a robust library system to ensure students have the resources they need to succeed academically.
- **Commitment to Student Success:** MSU is committed to helping students succeed both academically and personally. The University provides a range of services to support students' well-being, including mental health resources, extracurricular activities, leadership programs, and access to research and career opportunities. MSU's focus on student success extends beyond graduation, with programs designed to help students transition from academia into the workforce.
- **Global Perspective:** While MSU maintains its strong ties to the state of Montana, the University includes students and faculty from across the U.S. and around the world. The University offers study abroad programs and engages in international partnerships that provide students with global learning experiences and the ability to work on international research initiatives.
- **Strong Industry and Community Partnerships:** MSU collaborates closely with industry partners, government agencies, and community organizations to ensure that its academic programs are responsive to current needs and future challenges. Partnerships with local businesses, agriculture organizations, and national laboratories provide students with access to internships, research opportunities, and real-world applications of their studies.
- **Focus on Sustainability:** MSU places a high priority on sustainability and environmental stewardship across its academic programs. The University is actively involved in addressing issues like renewable energy, sustainability, and conservation. Many academic programs, particularly in engineering, environmental science, and agriculture, emphasize sustainable practices and solutions.
- **Graduate Education and Research Opportunities:** MSU's graduate programs are designed to cultivate advanced knowledge, research, and professional expertise. With a strong emphasis on interdisciplinary research, students in MSU's Graduate School have access to state-of-the-art facilities, a vibrant academic community, and opportunities to collaborate with faculty on groundbreaking projects.

Mark and Robyn Jones College of Nursing

The Montana State University Mark and Robyn Jones College of Nursing (MRJCON) is a national leader in rural nursing research and is responsive to the evolving health needs of the people of Montana and the nation. The mission of the Mark and Robyn Jones College of Nursing is to enhance the health of the people of Montana, our nation, and the global community through education, creation of knowledge, and service. The College is driven by a vision to transform lives and communities in the people's interest.

The College offers the following degree options: traditional BSN, accelerated BSN, Master of Nursing, Doctor of Nursing Practice—Family Nurse Practitioner, Doctor of Nursing Practice—Psychiatric Mental Health Nurse Practitioner, Doctor of Nursing Practice—Nurse/Midwifery Option, and Post Masters Doctor of Nursing Practice (MSN/MN to DNP). The College also offers two certificates: Post-Graduate APRN Certificate (PMHNP) and Certificate in Nursing Education. The entire baccalaureate program can be completed at any MSU campus. The Simulation Laboratory enables nursing students to practice patient care in a safe environment. The College of Nursing offers state-of-the-art simulation labs in each of the five campuses—all opened in 2025 and 2026. Additionally, the College's International Programming offers opportunities for undergraduate and graduate level students to participate in service-learning projects, clinical rotations, and nursing research in countries around the world.

The Undergraduate Program consists of pre-nursing and nursing students. Pre-nursing students receive advisement each semester and through the application process to upper division (junior year). The Traditional BSN program admits 136 students each semester to one of the five campuses. The Accelerated BSN program admits 80 students annually. Completion rates for both programs are measured from the beginning of upper division course work to completion of the program in four consecutive semesters and have consistently remained above 91%. MSU College of Nursing NCLEX-RN® first time test taker pass rates have historically exceeded state and national pass rates with that rate averaging over 90% for the past 20 years. The College of Nursing has also earned national recognition for excellence in programs that support the recruitment and success of Native American nursing students.

The graduate program is fully accredited by CCNE (the nurse-midwifery program is accredited by ACME) and offers two degrees, each with two pathways to higher education: (1) Master of Nursing (MN) (BSN-MN track) and (2) Doctor of Nursing Practice (DNP) (BSN-DNP or MN-DNP track). Graduate students are prepared to take national certification exams as either clinical nurse leaders (MN degree) or nurse practitioners focused on either Family/Individual, Psychiatric/Mental Health populations, or Midwifery (DNP degree). At present 143 students are enrolled in the graduate program, and the College boasts a 100% pass rate on the certification exams. The majority of graduates remain in the state to care for Montana citizens. The graduate program is distance delivered via web-based or web-enhanced courses, teleconference, and internet video conferencing. Face-to-face classes are held in Bozeman once each year. Clinical supervision is provided across the state by board certified advanced practice faculty.

About Mark and Robyn Jones

In August 2021, Mark and Robyn Jones, the founders of Goosehead Insurance, made a historic \$101 million philanthropic investment in MSU's College of Nursing, the largest private gift to a nursing college ever made at the time. Originally from Lethbridge, the Joneses founded Goosehead in 2003. The couple, who have a home in Whitefish, Montana, were inspired to invest in MSU's nursing program after losing a friend to cancer and learning about the need for more health care professionals in Montana. Their gift funded the construction of new nursing education buildings at the five nursing campuses around Montana, established the College's first ever endowed professorships, endowed a scholarship fund for nursing students, and created Montana's only certified nurse midwifery program.

Current Strategic Goals

Drive Transformational Learning Experiences Creating Outstanding Educational Outcomes for All Students

- Broaden access for underrepresented populations and increase academic success for all students through excellence in undergraduate education.
- Expand high-quality graduate education and postgraduate education with an emphasis on rural and primary care health.
- Implement evidence-based high quality, high impact teaching and learning practices for every student.

Improve Lives and Society through Research, Creativity, and Scholarship

- The MRJCON's research and creative activity demonstrates impact on the state's and the world's pressing challenges through application of our discoveries in communities, industry, and organizations, as well as through academic indicators of the expansion of knowledge.
- The MRJCON serves a predominantly rural state and carries unique possibilities for inference, translation, and impact.
- Strengthen institutional reputation in scholarship.
- Elevate expectations for scholarship.

Expand Mutually Beneficial and Responsive Engagement for the Advancement of Montana

- Increase mutually beneficial collaborations with Tribal Nations and partners.
- Improve and develop mutually beneficial partnerships between the MRJCON and communities across Montana.
- Foster a culture of collaboration, continuous improvement, and individual growth.



Role of the Dean, Mark and Robyn Jones College of Nursing

Reporting to the Executive Vice President for Academic Affairs and Provost, the Dean of the Mark and Robyn Jones College of Nursing serves as the senior academic and administrative officer of the undergraduate, graduate, and doctoral programs in the College. The Dean provides visionary and innovative leadership. Through collaboration with faculty, staff, and administrators of the College, the Dean drives the mission, values, and strategic direction in line with the mission, vision, and values of the University. The Dean will take a leading role in representing the College to alumni and other supporters and partner with stakeholders to secure gifts to support the activities of the College.

Responsibilities

Duties of the Dean include, but are not limited to:

Leadership

- In consultation with faculty, create an environment and implement strategies to encourage exemplary research, teaching, scholarship, and service.
- Inspire confidence, motivate others for engagement and innovation, and addresses conflict constructively and fairly.
- Maintain overall responsibility for the quality of the courses, programs, activities, faculty, staff, and resources of the budget.
- Engage in strategic planning.
- Establish an environment that values collaboration and inclusiveness.
- Promote and facilitate the development of new programs.

Financial Management

- With responsibility for an all-funds operating budget of approximately \$10 million, including a salary budget of \$8.8 million, the Dean will provide leadership and support for 17 full-time faculty, 123 adjunct clinical faculty, and 25 staff in the College. Associate deans, assistant deans, faculty, and staff report to the Dean.
- In collaboration with the vice presidents, deans, and MSU Council, plan budgets and evaluate all activities originating from the College and assure all activities are in accordance with the mission and policies of the University.
- Develop and administer the College's budget and advocate for adequate resources; have ultimate responsibility for the College's budget that includes but is not limited to establishing the budget, executing the budget, and assuring activities originating from the College are done in accordance with the University mission and its policies and procedures.

Relationship Building

- Represent the College and the University at the local, state, and national levels.
- Initiate relationships that promote program growth and revenue generation and strengthen enrollment, including development and philanthropic fundraising.
- Represent the College at the Provost Leadership and President Cabinet meetings.
- Seek opportunities to establish collaborative relationships with the community.
- Build relationships with faculty and staff to foster positive collaboration and professional development.

Management

- Serve as an advocate for faculty and staff.
- Oversee the hiring process and evaluation of faculty and staff.
- Make recommendations regarding reappointments, promotion, tenure, and sabbaticals.
- Monitor the implementation of the Strategic Plan and Systematic Evaluation Plan.
- Evaluate administrators and staff.

- Develop and uphold policies and procedures of the student and faculty handbooks and guided by bylaws.

Accreditation

- Coordinate and submit required accreditation reports and documentation to the Montana Board of Nursing and the American Association of Colleges of Nursing/Commission on Collegiate Nursing Education (CCNE) as well as the Accreditation Commission for Midwifery Education (ACME) for the Nurse-Midwifery program.
- Provide strategic oversight for the development, review, and submission of reports supporting the maintenance of specialized and regional accreditation.
- Lead and oversee assessment and continuous improvement activities to ensure ongoing compliance with accreditation standards and maintain specialized accreditation for the College's educational programs.



Opportunities and Expectations for Leadership

Build a bold vision for the future and engage the support of the faculty, staff, students, alumni, and community

The Dean, in collaboration with the faculty, will articulate a shared vision for the College of Nursing that fosters a culture of innovation and service. The Dean will engage faculty and leadership within the College to develop a vision and corresponding plan for the College within the University's strategic plan that supports excellence and growth. This plan should move the College toward becoming nationally recognized among the premier nursing colleges committed to academic and clinical excellence. The Dean will promote interprofessional and interdisciplinary partnerships, collaborating with others to identify opportunities for program development and research.

The Dean will engage faculty in the process of continuous improvement of the curriculum and the identification of changes, enhancements, and additions that address both current and anticipated demand. The Dean will identify opportunities to increase student enrollment and the College's revenue and funding. This will include engaging the faculty in identifying opportunities to recruit students from beyond the immediate region and identifying programs that encourage historically excluded populations to pursue a career in nursing.

The Dean will invigorate the faculty through the creation of a vibrant vision for a distinguished and contemporary College of Nursing. The new Dean must develop a cohesive team among the faculty and staff, building an "esprit de corps" and making all members feel they are an essential part of the College by seeking their input and by continuing to advance a culture based upon respect, compassion, and trust. The Dean will set clear expectations, holding faculty and staff accountable to established measures.

The Dean will maintain a culture in which all stakeholders share a commitment to and accountability for upholding diversity, equity, and inclusion as core values, modeling fairness and respect for all. The Dean will foster a community that inspires and empowers each of its members to achieve their full potential, enabling the College as a whole to do the same.

Recruit and retain a distinguished faculty

The Dean will need to continually recruit, retain, and develop an outstanding and diverse faculty. The Dean must have the intellectual stature, interpersonal skills, and broad talents to help attract and retain outstanding new faculty members. The Dean will establish the highest standards in faculty recruitment, appointment, tenure, and promotion to support consistent excellence in teaching, research, and clinical practice. This will include identifying recruitment needs to support curriculum changes and program expansion at the junior, mid-level, and senior faculty levels; retaining and recruiting faculty with strong records in education, clinical practice, and research. The Dean will support the ongoing professional development of the faculty, in particular, mentoring junior faculty, encouraging faculty to be active and valued participants in curriculum evaluation and new program development.

Advance scholarship and research

The new Dean will establish and maintain a strong culture of scholarship and research among the College's faculty, providing a supportive environment that fosters research activity, facilitates achieving sponsored research funding, and promotes new research programs. This will include providing mechanisms to support early career investigators in developing programs of research and mentoring junior faculty in their research efforts. The Dean will identify opportunities for interdisciplinary collaboration with other colleges within the University, as well as with clinical partners and other external organizations, fostering the development of synergistic relationships that will advance MSU's research enterprise. The Dean will support faculty to engage students in research projects.

Strengthen Clinical Partnerships

The Dean will ensure strong partnerships with the leadership of the College's clinical partners, demonstrating entrepreneurship and innovation regarding how the College can help to address the health care needs of the region. The new Dean will also develop and maintain collaborative relationships with the leadership of local, regional, and national clinics, hospitals, health systems, and other health care organizations to provide sites for student clinical rotations and other experiential learning opportunities in the field.

Advocate for the College

The Dean will serve as a prominent and effective advocate for the College of Nursing within MSU, as well as within the larger community. Serving as the executive representative of the College, the Dean will foster collaborative relationships with senior leadership throughout MSU, establishing ways to align the College's priorities with those of the University. The Dean will seek opportunities to strengthen communications between the College's faculty and those of other MSU colleges and communities. It is expected that the Dean will work closely with other deans at MSU to ensure that the University's mission is met with a collaborative approach.

Act as the "face and voice" of the College

The Dean is expected to bring prominence to the College by actively participating in local, regional, state, and national healthcare and academic organizations such as local hospitals, health departments, accrediting bodies, and professional nursing organizations at the state and national level.

In addition, the Dean will be called upon to take a creative and entrepreneurial approach to diversifying and exploring new sources of revenue for the College. This includes looking strategically at the College's enrollment priorities and opportunities, pursuing new grants and funding opportunities and cultivating new donor philanthropic support. This leader must be proactive and entrepreneurial in identifying priorities for support by developing productive relationships with alumni, donors, and the external community.



Professional Qualifications and Personal Qualities

The ideal candidate will have many of the following competencies, knowledge, skills, abilities, and personal attributes.

Education/Certification

- An earned doctorate from an accredited institution with at least one graduate degree in nursing
- Eligible for nursing licensure in the state of Montana
- A record of research/scholarship accomplishments suitable for tenure as a full professor in the College of Nursing
- Record of achievement in teaching, scholarship, and service, which merits appointment as a tenured associate or full professor within the College

Knowledge and Work Experience

- A record of progressively responsible administrative experience at a university that includes a similar degree of complexity
- Minimum of five years of experience in academic nursing and higher education administration
- Demonstrated success in team building and collaborative efforts
- Demonstrated record of visionary leadership at the level of chair or above
- Excellent interpersonal communication skills, and commitment to diversity, equity, inclusion, and access
- Strong, sustained record of senior leadership and administrative experience in support of students and faculty in teaching, service, and scholarship excellence gained within an academic nursing setting
- Successful experience managing budgets in an academic institution
- Understanding of and preferably prior involvement in an active research program or history of a successful program of funded research
- Knowledge of accrediting standards pertinent to the College of Nursing and ability to interpret and implement applicable standards of accrediting bodies
- Keen insights into the range of key issues and opportunities in the nursing profession, nursing education, research, health care policy, and delivery with the ability to position the College to meet the challenges inherent in health reform
- Ability to manage an academic organization and work effectively and collaboratively with community leaders, interdisciplinary professionals, and colleagues within a university
- Ability to raise funds from interested donors for endowments to support scholarships, professorships, chairs, and programs

Personal Characteristics

- Unquestioned integrity and moral character as well as an open, articulate, engaging, and participative leadership which offers clarity of ideas and inspires respect and credibility
- Ability to make tough choices that serve the best interests of the College and University along with proven creative problem solving skills with the willingness to take the initiative in leading and managing change
- An entrepreneurial and creative thinker who has an excellent understanding of current academic and financial issues and how they affect a nursing school; skill at developing innovative approaches
- A well-organized, analytical, self-directed individual with excellent project and time management skills
- Superior oral and written communication skills, including the ability to convey business and financial issues clearly and concisely
- Demonstrated ability to build and sustain productive and collaborative relationships with a broad variety of key stakeholders across MSU and the community at large

The Community



Bozeman, Montana, is a vibrant and rapidly growing city located in the heart of the Gallatin Valley, surrounded by the stunning Rocky Mountains. Known for its picturesque setting, high quality of life, and strong ties to education, outdoor recreation, and innovation, Bozeman has become one of the most desirable places to live, work, and visit in the United States. The city's dynamic blend of natural beauty, cultural amenities, and economic opportunity makes it a hub for residents, entrepreneurs, students, and tourists alike.

Bozeman's economy has experienced rapid growth in recent years, driven by key industries including technology, tourism, education, agriculture, and healthcare. The city has emerged as a center for tech startups and entrepreneurial ventures, attracting professionals and businesses in fields such as software development, renewable energy, and high-tech manufacturing. Bozeman is home to a growing number of incubators and coworking spaces that support innovation and collaboration among entrepreneurs and creatives.

Bozeman is renowned for its outdoor recreational opportunities. With easy access to world-class skiing, hiking, mountain biking, fishing, and Yellowstone National Park, residents and visitors alike enjoy a lifestyle centered around nature and outdoor adventure. The city is also known for its clean air, low crime rates, and small-town charm, offering a balance of urban amenities and a close-knit community. Bozeman was recently ranked as the No.1 college town in the U.S. by *rentcafe.com*, among the nation's top 3 college towns by *bestcolleges.com*, and among the world's greatest places by *Time* magazine. The city has a population of approximately 56,123, and the broader county has a population of 126,409.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications has begun and will continue until the position is filled. For fullest consideration, all materials should be received by December 31st, 2026.

Please direct all inquiries, nominations, and applications to Diane Smith, Megan Welch, and Eleanor Vogelsang through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "For Candidate" dropdown and then "Candidate Portal."

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Montana State University is an equal opportunity employer. MSU does not discriminate against any applicant on the basis of race, color, religion, creed, political ideas, sex, sexual orientation, gender identity or expression, age, marital status, national origin, physical or mental disability, or any other protected class status in violation of any applicable law.

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.

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