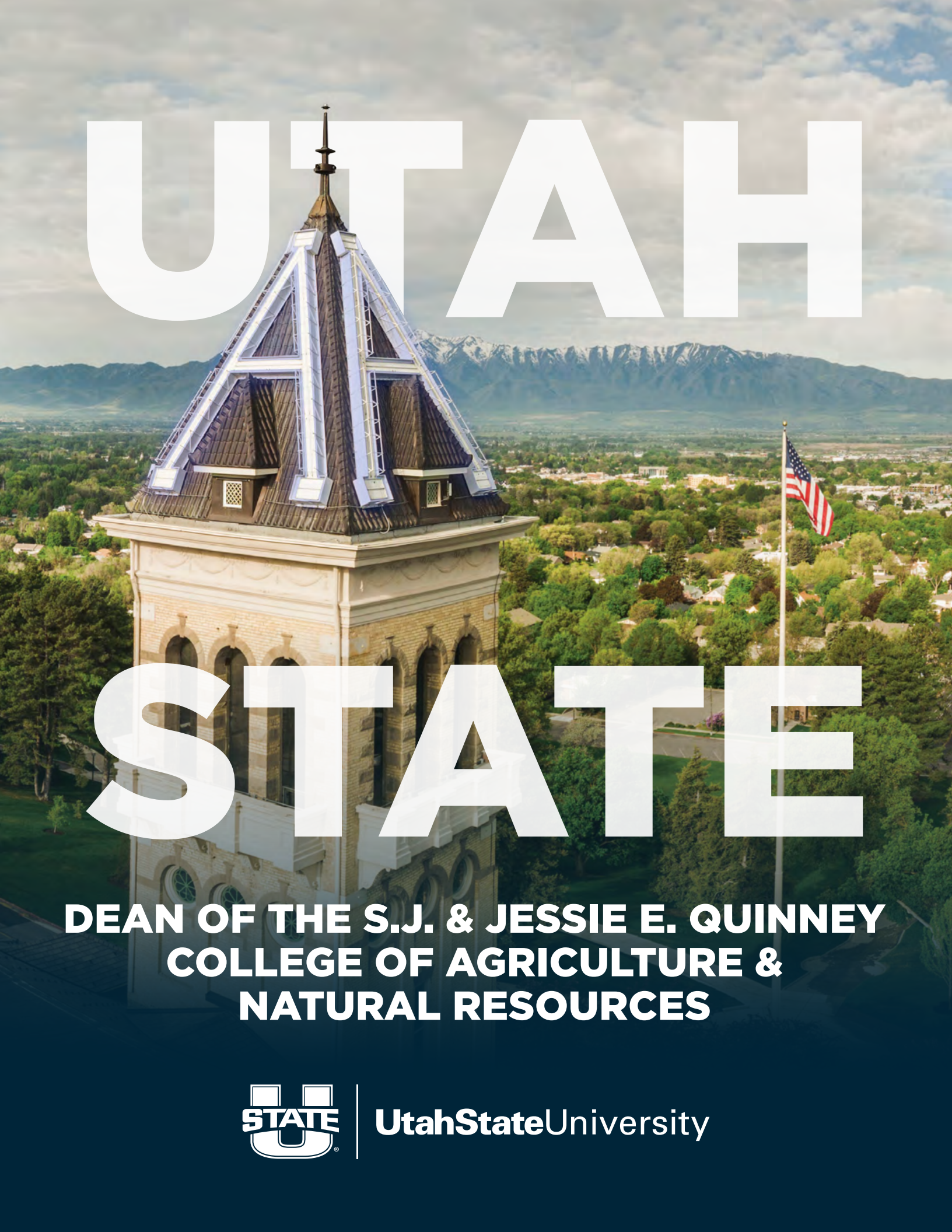




UTAH

STATE

**DEAN OF THE S.J. & JESSIE E. QUINNEY
COLLEGE OF AGRICULTURE &
NATURAL RESOURCES**



UtahStateUniversity



Utah State University invites nominations and applications of individuals to provide outstanding leadership and a dynamic vision as the inaugural Dean of the newly formed S.J. & Jessie E. Quinney College of Agriculture and Natural Resources.

Utah State University (USU) is a Carnegie-recognized R1 institution, and Utah's land-grant and space-grant university recently reporting more than \$450 million in annual research expenditures. Utah State enrolls nearly 30,000 students including more than 3,000 graduate students and over 8,000 students at its eight statewide campuses, 22 education centers and online programs. The university's land-grant research dates back to the establishment of the Utah Agricultural Experiment Station in 1888. The S.J. & Jessie E. Quinney College of Agriculture and Natural Resources (QANR) is the most recent iteration of the college that now encompasses agriculture and natural resources, and also a broad range of degree and certificate programs at the university's main campus in Logan and through USU's statewide campus system. QANR embodies aspects of the land-grant mission in developing education and training opportunities for people in communities statewide that serve local needs, strengthen the state's workforce, and offer multiple paths to education and building skills.

AGB Search is pleased to assist Utah State University with this search. For best consideration, applications should be submitted by **December 18, 2025**, to the **AGB Search Portal**:

[Utah State University Dean, S.J. & Jessie E. Quinney College of Agriculture and Natural Resources.](#)

Candidates are requested to submit the following:

1. A curriculum vitae or resume.
2. A letter of interest that addresses the leadership opportunities and desired experiences and attributes in this profile.
3. Contact information for five references to be contacted at a later date with candidate's permission.

Inquiries, nominations and expressions of interest in the Dean, S.J. & Jessie E. Quinney College of Agriculture and Natural Resources position are encouraged. Please direct them to UtahStateQANR@agbsearch.com or to the AGB search consultants listed below:

- Laura Woodworth-Ney, Ph.D., Principal, laura.woodworth-ney@agbsearch.com
- Kim Bobby, Ed.D., Principal, kim.bobby@agbsearch.com
- Anne Hoffman, Executive Search Associate, anne.hoffman@agbsearch.com

Endowed Deanship

Utah State University recently announced the establishment of the Janet Q. Lawson Endowed Deanship in the newly merged S. J. & Jessie E. Quinney College of Agriculture and Natural Resources. This milestone brings together two of USU’s most historic and impactful academic units — the College of Agriculture and Applied Sciences and the S. J. & Jessie E. Quinney College of Natural Resources — into a single, dynamic college. The endowed deanship, made possible by the Quinney and Lawson families, will strengthen interdisciplinary collaboration, expand academic programming, and amplify the university’s ability to address complex global challenges. In doing so, it ensures that the Quinney and Lawson legacy not only honors the past but also builds a powerful path forward for generations to come.



Position Description

The **S.J. & Jessie E. Quinney College of Agriculture and Natural Resources (QANR)** has more than 250 faculty who provide outstanding educational opportunities in more than 200 degree and certificate programs across the Logan and statewide system. Offerings in the college are unusually diverse for a single college, but a common commitment to offering student innovative experiential learning opportunities is part of every department’s guiding principles. In Fall 2025, QANR enrolled about 4,200 students: about 3,200 on the Logan campus and 1,000 at statewide campuses or online. Of the total, about 3,600 are undergraduates and 600 are graduate students. Enrollment has steadily increased in the past decade along with consistent growth in graduation rates.

The college is composed of twelve academic departments.

QANR DEPARTMENTS	
Animal, Dairy & Veterinary Sciences	Applied Economics
Applied Sciences, Technology & Education	Aviation Technology
Environment & Society	Geosciences
Landscape Architecture & Environmental Planning	Nutrition, Dietetics & Food Sciences
Plants, Soils & Climate	Technology, Design & Technical Education
Watershed Sciences	Wildland Resources

The college’s advancement goals and successes have been extraordinary with donations topping just under \$13.5 million last year. Likewise, research funding has grown impressively, exceeding \$45 million in new awards in the past year with significant grants funded by the USDA-NIFA, NIH, US Department of Interior (BLM), Utah’s Governor’s Office of Economic Development, and Central Utah Water Conservancy District, plus many other sources.

Departments and faculty in the college are located in 15 buildings on the Logan campus and in additional facilities at Statewide Campuses. Other facilities that are part of the college include the university’s Center for Integrated BioSystems,

research and teaching greenhouses, Utah Climate Center, Aggie Chocolate Factory, Aggie Creamery, Caine Dairy Teaching and Research Center, Sam Skaggs Family Equine Education Center and airports in Logan, Price, and Brigham City.

The dean also serves as director of the Utah Agricultural Experiment Station (UAES), a vital component of Utah State University’s land-grant mission established under the Hatch Act of 1887. With a FY25 budget of \$19.5 million and a 6:1 state funding match, the UAES supports over 200 research projects annually, addressing critical issues such as water management, rangeland sustainability, food safety, nutrition, and community development. The UAES operates a network of research farms – primarily near the Logan campus and at other strategic locations across Utah – that function as outdoor laboratories for studies in crop science, irrigation, soil improvement, cultivation techniques, and climate resilience. These farms also provide essential feed for large animals used in teaching and research. The new Dean and Director will have a significant opportunity to shape the research future for QANR while positioning Utah State as a leading research institution in the West.

As chief academic officer for the S.J. & Jessie E. Quinney College of Agriculture and Natural Resources, the dean will report directly to the Provost and Executive Vice President. In addition to a strong academic background and credentials sufficient for appointment to the rank of full professor, the ideal candidate must be a visionary, servant-leader with academic credibility, proven administrative experience, and the human character to unify and inspire. They will honor past planning efforts while guiding the College through cultural and fiscal transitions with clarity, compassion, and courage. With strong communication, advocacy, fundraising, and decision-making skills, this leader will uphold the land-grant mission, cultivate belonging, and position the College as a trusted and innovative force in higher education and society. The ideal candidate will possess a broad and interdisciplinary perspective across agriculture, natural resources, and environmental sciences, and capacity to understand and support growth in technical and professional programs that serve people across the state in innovative ways.

Desired Leadership Attributes

Successful Administrative Leadership

The dean must be an experienced administrator with a proven record of success as a department head, associate dean, or dean leading large, complex teams of faculty and staff, in some cases, who are located across the state. They should be a forward-looking, strategic visionary who honors past efforts, including the extensive strategic planning and reorganization already undertaken, while positioning the College for continued momentum. Skilled in leading through transitions, this individual must bring expertise in managing cultural change, addressing budget reforms such as HB 265 which required administrative efficiency and academic program reductions, and guiding the community through 21st century challenges. They will be comfortable delegating authority and trusting department heads, staff leaders, and advancement teams to execute effectively. They must demonstrate experience providing stability, clarity, and alignment during times of change, sustaining momentum on strategic initiatives.

Communication and Advocacy

The dean will be a clear, transparent, and accessible communicator who engages effectively with all stakeholders. As an advocate and defender of the College, this leader must credibly represent its impact to university leadership, legislators, alumni, and donors. Equally important is the ability to be a storyteller, articulating the “why” behind decisions, communicating the essential role of extension, and representing the breadth of the College’s diverse programs. The dean must build credibility, foster internal trust and buy-in, and generate strong external support. With an established record in teaching, research, and extension, the dean will successfully position the College as a leader in delivering the full land-grant mission while honoring its roots and strengths. The dean is expected to maintain a strong marketing and communication strategy, in collaboration with University Marketing and Communications, that informs constituencies and partners external to the College and which also facilitates frequent, open, and honest communication within the College and institution.

Servant Leader

The dean will embody a servant-leader mindset: approachable, humble, and genuinely invested in the success of students, faculty, staff, and the communities the College serves. They will be a



consensus builder who listens actively, balances diverse perspectives, and channels feedback into shared solutions. Creating a unifying and inclusive culture where people feel valued, respected, and motivated to contribute will be a key indicator of success.

Student-Centered Commitment

The College requires a dean who is a strong advocate for students, consistently prioritizing their needs, success, and engagement. This leader will recognize the essential role of high-quality teaching alongside research and outreach and will work to elevate all aspects of the student experience. With empathy and accessibility, they will understand the complex challenges faced by today’s students and ensure the creation of a culture of belonging. As a result, students will thrive academically, professionally, and personally in an environment that supports their full development.

Resource Development and Stewardship

The dean will bring demonstrated fundraising acumen, including experience in donor relations, legislative advocacy, and cultivating research opportunities. They must also possess strong fiscal expertise, capable of managing complex budgets, balancing competing priorities, and aligning resources with institutional strategy. Equally important is the recognition that staff play a foundational role in research, teaching, and extension success. By valuing the contributions of faculty and staff, and stewarding resources wisely, the dean will ensure the College’s financial sustainability and maximize resources in pursuit of shared goals.

Innovation, Vision & Adaptability

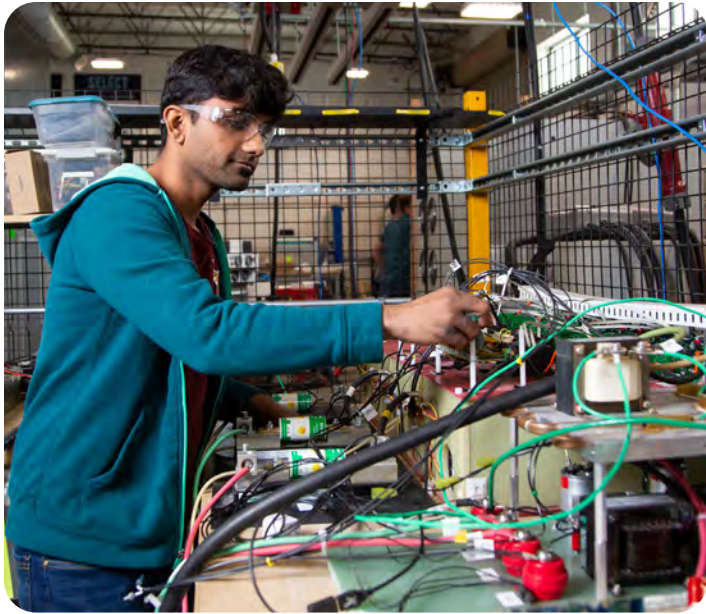
The S.J. & Jessie E. Quinney College of Agriculture and Natural Resources seeks a dean who is both forward-thinking and grounded in the strengths of its past. This leader will reimagine the future of the College with creativity and optimism, ensuring that innovation and tradition are not seen as opposing forces but as complementary strengths. Decisions will be guided by data and evidence, including self-studies and assessments that ensure transparency and accountability. In times of external change, the Dean will embrace adaptability, identifying new opportunities, and responding effectively to emerging challenges.

Inspire Confidence

The Dean must bring human qualities that inspire confidence. Optimism, energy, and enthusiasm will help the College move forward. With charisma and presence, this leader will cultivate pride and a sense of shared purpose across the institution and among external stakeholders. Above all, the dean must be personable and authentically people-focused, able to connect with diverse groups across Utah and beyond. The ideal candidate will foster a culture of confidence, collaboration, and collective achievement.

Integrity, Ethics & Character

Integrity will be a defining attribute of the Dean. They must be transparent, consistent, and principled in decision-making, earning the trust of those they lead. High emotional intelligence is critical—demonstrating compassion, discernment, and empathy even when making difficult choices. The ideal leader will exhibit a combination of fairness, empathy, and courage, which will inspire trust, foster loyalty, and cultivate a culture that prioritizes students and the community above all.



QUALIFICATIONS



Qualifications

The Dean will possess proven and excellent leadership ability, articulate a broad and comprehensive vision of the College based on its strengths and values, and embrace the land-grant mission of the university that places high importance on educational access, community partnerships, and outreach. In addition, the successful candidate will value the diversity of scholarly disciplines within the College, effectively promote innovative growth in research and teaching, as well as enhance the infrastructure to support and expand the College’s thriving external research funding base.

Utah State University’s main campus is located in the city of Logan in northern Utah’s beautiful Cache Valley and is within an easy day’s driving distance of six national parks. The surrounding Wasatch Mountains, including ski resorts, trails, lakes and rivers, locates Utah State University in one of the finest recreational environments in the nation. The university is a place of diverse thought, where first-rate cultural offerings by local and visiting artists benefit thousands of students and members of the community. Logan is an attractive, affordable, and welcoming mountain west community that provides an outstanding living-learning lifestyle.

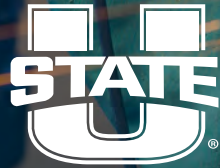
Benefits

To help build a great quality of life environment a generous package is offered that includes a comprehensive Blue Cross Blue Shield healthcare program, a day one 100% vested 401(a) retirement

plan, 176 hours of paid leave plus 12 paid holidays, 96 hours of paid sick leave, life and disability insurance, as well as many other benefits. Click here to learn more: <https://www.usu.edu/hr/benefits/>

Disclaimer

This position description indicates the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive list of all duties, responsibilities, and qualifications required of employees assigned to the position.



OPPORTUNITIES

The Dean of the S.J. & Jessie E. Quinney College of Agriculture and Natural Resources will successfully leverage these seven core opportunities:

- 1. **Unify and Strengthen the Inaugural College:** The S.J. & Jessie E. Quinney College of Agriculture and Natural Resources spans foundational land-grant disciplines alongside natural resources, applied sciences, aviation, and geosciences. In addition, the College's programs thrive in multiple locations and campus sites throughout the vast geography of the state of Utah. The dean must articulate a clear and compelling identity for this unique portfolio, one that honors the distinct strengths of each diverse program while communicating a unifying vision. This includes engaging faculty, staff, and students in shaping a shared future while ensuring that the College reflects the full vitality of Utah State University and stands out as a marquee land-grant unit.
- 2. **Advance Research Excellence:** As federal funding landscapes shift and competition intensifies, the new dean will play a critical role in sustaining and expanding the College's stellar research enterprise. This includes understanding federal capacity funds, fostering interdisciplinary collaborations, working with the faculty to increase annual research expenditures, and seeking innovative approaches to support new sources of funding. By strengthening the visibility and impact of research and seizing upon the new synergies created by the merger, the dean can continue and grow the College's role as a main driver of USU's R1 research status.
- 3. **Expand Enrollment and Community Impact:** The new dean will have the opportunity to work with the College faculty and staff to strategically increase undergraduate and graduate enrollment while continuing to build upon a history of academic excellence and enrollment growth. This includes partnering with other colleges and across campus for program and initiative development and to evaluate academic programs for growth potential, partnership opportunities, and community needs. Extension remains a cornerstone of the land-grant mission, and the dean has an opportunity to deepen its impact across the state. By supporting joint research with faculty, engaging with both rural and urban communities, and making the work of the College more visible, the dean can highlight the value of USU as Utah's land-grant university. A willingness



to connect directly with branch campuses and rural communities will strengthen relationships and demonstrate the College's commitment to serving the entire state.

- 4. **Lead Through Change and Fostering Innovation:** The inaugural College of Agriculture and Natural Sciences is poised for growth and creativity. The dean has the chance to reset, examine current practices, and lead with innovation. This includes seizing opportunities for restructuring where beneficial, implementing change management practices that build trust, and encouraging new ways of working across disciplines. The new dean will need to unify the College while steering it toward growth and resilience in an evolving higher education landscape.
- 5. **Strengthen Student Success and Workforce Preparation:** From technical education to advanced natural sciences, students in the College pursue very different academic pathways. The new dean will be committed to elevating student success across this spectrum by leading new experiential learning, internships, and undergraduate research opportunities. Ensuring that students graduate prepared for meaningful careers in natural resources, agriculture and beyond will not only serve Utah's workforce needs but also demonstrate the ongoing value of higher education in today's national conversation.
- 6. **Grow Advancement and External Partnerships:** Financial stewardship and advancement will be central to the dean's role. The College benefits from an established, named endowment which provides unique opportunities. The dean has the opportunity to build on this foundation

to increase donor relationships, educate stakeholders, connect with legislators, and position the College as a worthy investment for alumni, industry partners, and the state. By growing and strategically deploying these resources, the dean can ensure the long-term vitality of programs and facilities.

- 7. **Amplify the College's Voice and National Leadership:** The dean will serve as the chief advocate for the Quinney College of Agriculture and Natural Resources at USU and beyond. This includes effectively communicating the College's value to the university administration, the legislature, and the public, as well as embracing national conversations about the role of higher education and land-grant institutions. Through strategic marketing and clear messaging — especially around the highly visible and applied work of the College — the dean can elevate the College's profile and position it as a national leader in addressing pressing agricultural, environmental, and societal challenges.





INSTITUTIONAL OVERVIEW



Students at a USU Football Game

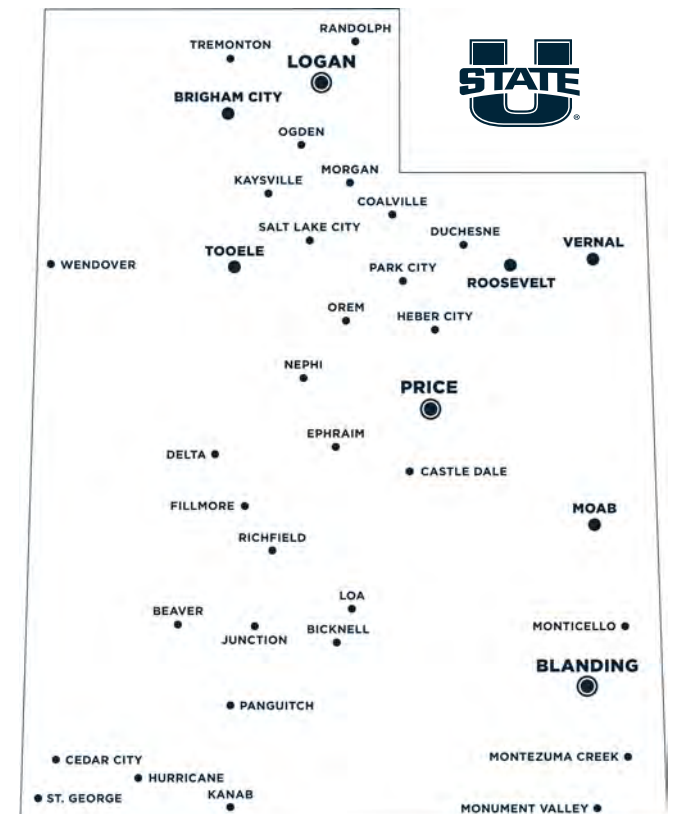
Utah State Leading the Way

Utah State University has successfully fulfilled its three-fold mission as the state's land-grant institution since its founding in 1888. The university provides access to higher education for Utahns, researches critical issues affecting the state, and provides Extension and outreach efforts to improve Utah communities and families. With over 28,000 students across three residential campuses, five non-residential campuses, and 22 statewide education centers, we proudly – and accurately – call ourselves **“Utah’s state university.”**

Utah State is uniquely suited to meet students where they are in life—geographically, socially, or economically—and help them become successful. We are ranked No. 18 among all public universities in the Washington Monthly 2023 National University Rankings, which focuses on contributions to the public good in social mobility, research, and promoting public service. Our Statewide Campuses have seen strong 15.1 % enrollment growth over the past three years, and across the Utah State system.

As a top-tier R1 university with \$495 million in sponsored awards during FY2024, Utah State research makes significant positive impacts in Utah, the nation, and throughout the world. Expert researchers are driven to solve the grand challenges of our time, especially in critical areas such as space, transportation, climate, land, water, air, education, and health and well-being. Utah State’s undergraduate research program is the second oldest in the nation and has been recognized as a

national leader in providing high-quality research experiences to students with many participating in world-class research activities as early as their first year.



METRICS



6
COLLEGES



346
DEGREES &
CERTIFICATES
OFFERED



11,438
EMPLOYEES



Jaynee Chee, First Generation Student, USU Blanding



1,201
FACULTY



7,938
DEGREES AWARDED
IN FY24



TOP 10%
IN THE NATION FOR
ONLINE BACHELOR'S
(U.S. News & World Report, 2024)



Mackenzie Holmes, Air Quality Undergraduate Researcher



#18
PUBLIC UNIVERSITY
IN THE NATION
(Washington Monthly, 2023)



First-year Student Luminary

BEST
EMPLOYER
IN UTAH
Forbes
(Forbes, 2023)



Employee Appreciation Day

38
GOLDWATER
SCHOLARS



Sophia Hessami
2024 Goldwater Scholar

24%
OF UNDERGRADS ARE
FIRST-GENERATION
STUDENTS



Undergraduate Biological Engineering Lab

2ND
OLDEST RESEARCH
UNDERGRADUATE
PROGRAM
IN THE NATION
(Since 1975)

Aggie Action 2028

Utah State University’s strategic plan, Aggie Action 2028, helps ensure we meet the expectations of future students and fulfills its service and outreach mission as a land-grant, R1 institution. This plan guides how the university invests resources in programs and initiatives, positioning the university to tackle challenges affecting the state like never before, including in the areas of land, water, air, mental health, and quality of life.

Mission

Utah State University is a premier land- and space-grant institution committed to excellence, access, and inclusion.

Vision

We empower all people to lead successful lives of involvement, innovation, and impact.

Strategic Direction

We champion exceptional education, research and discovery, and community contribution.

Pillars

Aggie Action 2028 comprises four pillars that highlight Utah State’s areas of focus over the next half-decade. Each pillar includes priority objectives and specific outcomes to be achieved.

- 1. Deliver an exceptional learning experience.
- 2. Drive impactful research and creative excellence.
- 3. Build prosperous local and global communities.
- 4. Cultivate Utah State community and culture.

Academics

Utah State offers 121 undergraduate degrees, as well as 96 master’s degrees, and 38 doctoral degrees – including technical education with more than 90 certificates and licensures to help students at every step of their career. With the approval of the new College of Veterinary Medicine in 2022, the university now has six academic colleges. In 2021, Utah State tied for the best undergraduate research program in the U.S., and USU Online ranked in the nation’s top 25 online bachelor’s programs. Utah State boasts 38 Goldwater Scholars and 15 honorable mention recipients since 1998, numbers that rival other top universities across the nation.

Colleges

- S.J. & Jessie E. Quinney College of Agriculture and Natural Resources
- College of Arts and Sciences
- Jon M. Huntsman School of Business
- Emma Eccles Jones College of Education and Human Services
- College of Engineering
- College of Veterinary Medicine

Inclusive Excellence

At the core of Utah State University’s land-grant mission is a commitment to excellence, access, and inclusion for all members of our Statewide Campus community.

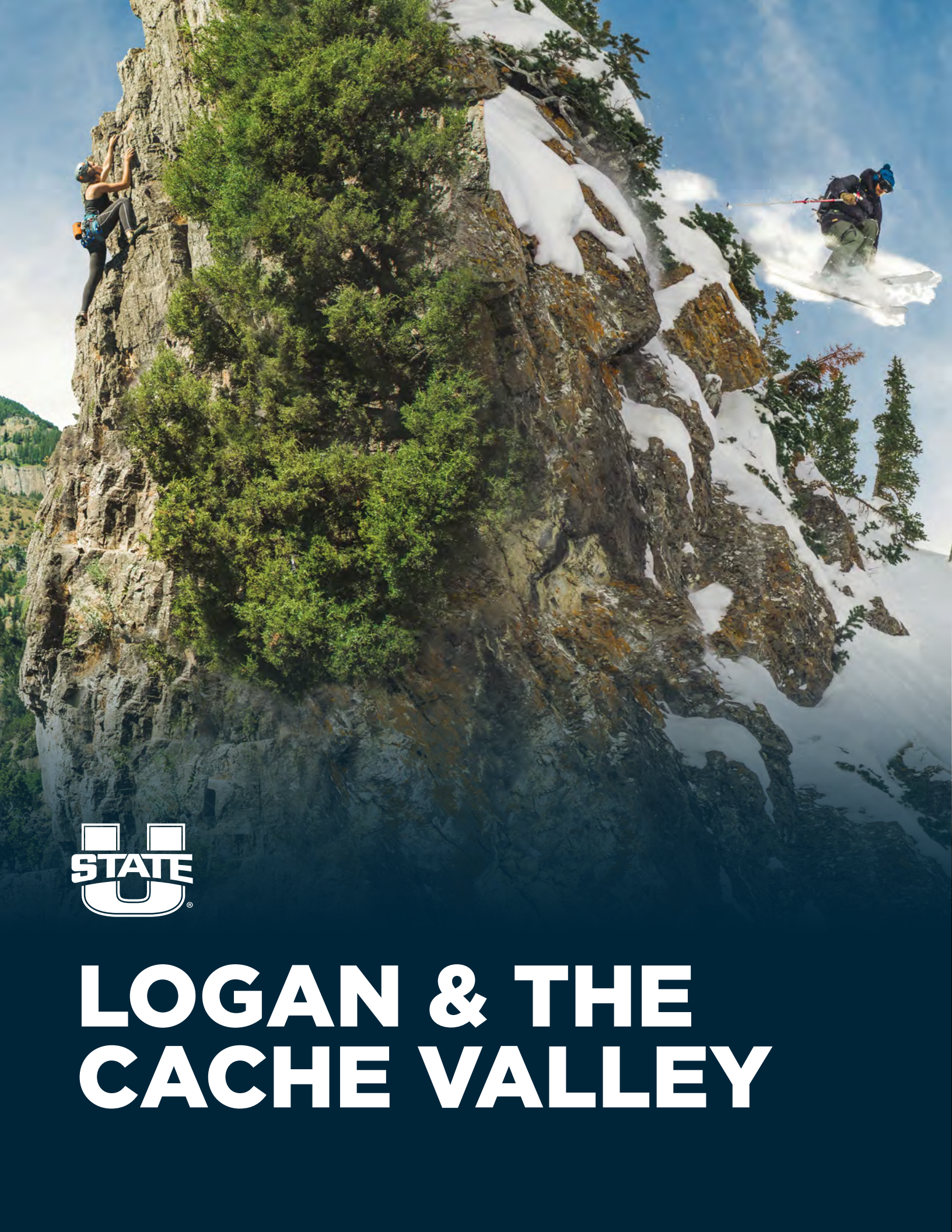
Inclusive excellence at Utah State is an ongoing practice to expand access to higher education and outreach programs, support academic success and individual readiness for post-graduation endeavors, facilitate engagement in scholarly activities, encourage respectful dialogue and the exchange of diverse viewpoints, and foster a campus climate conducive to belonging. All practices are anchored in our Principles of Community. With an integrated network of support and partnership across colleges and community members, our collaborative efforts can contribute to a campus culture that values every individual in all academic and community-life aspects.

Athletics

The Utah State University Aggies compete at the NCAA Division I level in 16 sports. The Aggies are currently members of the Mountain West Conference and will join the Pac12 Conference July 1, 2026. They have won ten conference championships over the past five years in football, men’s basketball, men’s cross country, women’s volleyball, and men’s tennis, as well as winning the Mountain Rim Gymnastics Conference title in women’s gymnastics. In 2024-2025, Utah State student-athletes combined to earn a school-record 481 total academic awards, ranking as the second-most in the Mountain West.

At Utah State Eastern in Price, 10 teams compete in the Scenic West Athletic Conference at the NJCAA level. The women’s volleyball team placed 10th in the NJCAA National Tournament in 2022.





LOGAN & THE CACHE VALLEY



Utah State University: Utah's Top Employer

In 2023, Forbes ranked Utah State as the #1 place to work in Utah. And, for two years straight, U.S. News & World Report has **ranked Utah first** for its strong economy, fiscal stability, education, and healthcare. Outstanding outdoor recreational opportunities abound throughout the state, including five national parks, 43 state parks and recreation areas, and 15 alpine ski resorts.

The Cache Valley sits **80 miles northeast of Salt Lake City**, between the Wellsville Mountains and the Bear River Range. While the valley stretches from northeastern Utah into southeast Idaho, the term "Cache Valley" is often used to describe the Logan metropolitan area—a fast-growing region that has gained national attention in recent years for its economic vitality.

Logan and the Cache Valley have long been known as an ideal destination for outdoor enthusiasts, with year-round natural beauty and an incredible variety of recreation opportunities. There are two ski resorts less than an hour from campus and miles of trails for hiking and mountain biking. The 40-mile drive on the Logan Canyon Scenic Byway winds along the Logan River through dramatic cliffs, thick forests, and open meadows before arriving at Bear Lake, known throughout the west for its Caribbean-blue waters. And the local scenery is just the beginning: Logan is within a day's drive of six national parks, from the deserts of Arches and Zion to the mountains of Yellowstone and Grand Teton.

Utah State University is central to the community of Logan and has played an important role in helping this small city build a large arts presence. Historic downtown theatres produce plays, musicals, and operas year-round, and art galleries and concerts can be found throughout the area. For decades, the Logan area has enjoyed a historically low rate of unemployment, and its projected job growth over the next decade is higher than that of the national average. The metropolitan area of 130,000 includes nearly 30 smaller communities that help power a robust economy that includes a growing tech sector. The majority of residents in the area work in healthcare, educational services, high-tech manufacturing and research, and food processing and business services.

The Logan metro area claimed the top spot in the Milken Institute's 2022 ranking for best-performing small cities in the nation and remained in the top five small cities in their 2023 rankings.



Title IX

In its programs and activities, including in admissions and employment, Utah State University does not discriminate or tolerate discrimination, including harassment, based on race, color, religion, sex, national origin, age, genetic information, sexual orientation, gender identity or expression, disability, status as a protected veteran, or any other status protected by University policy, Title IX, or any other federal, state, or local law. The following individuals have been designated to handle inquiries regarding the application of Title IX and its implementing regulations and/or USU's non-discrimination policies:

Executive Director**Civil Rights & Title IX Office**

Matthew Pinner

matthew.pinner@usu.edu

1475 Old Main Hill, Rm. 405

Logan, UT 84322-1475

435.797.1266

Title IX Coordinator

Cody Carmichael

cody.carmichael@usu.edu

1475 Old Main Hill, Rm. 405

Logan, UT 84322-1475

435.797.1266

For further information regarding non-discrimination, please visit equity.usu.edu/, or contact:

U.S. Department

of Education

Office of Assistant

Secretary for Civil Rights

800.421.3481

OCR@ed.gov

U.S. Department

of Education

Denver Regional Office

303.844.5695

OCR.Denver@ed.gov



UtahStateUniversity