



Idaho State  
University

# GRADUATE SCHOOL *DEAN*

2025



# ABOUT IDAHO STATE UNIVERSITY



Idaho State University is a Carnegie-classified R2 high spending, doctorate-granting research university. ISU offers academic opportunities in more than 250 programs across seven colleges, and its faculty and students break new ground in fields ranging from health, to technology, to the performing arts. Founded in 1901 on the traditional lands of the Shoshone and Bannock peoples in Pocatello, the University extends educational access to a diverse population, and strives to build an inclusive community among students drawn to its five campuses from around the region and the world. ISU engages students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of its communities.

ISU enjoys extensive partnerships that extend its research and academic presence across Idaho and the intermountain region. For example, the Idaho Falls campus supports the Critical Materials and Energy Innovation Center at the Idaho National Laboratory in Idaho Falls. ISU is an academic and research partner with the private Idaho College of Osteopathic Medicine, Idaho's only medical school, which is adjacent to ISU's Meridian campus (home of the Sam and Aline Skaggs Health Science Center). ISU is the state's designated lead institution in health professions, medical education, and biomedical research. The Twin Falls campus partners with the College of Southern Idaho to prepare career-ready graduates, and a campus in Anchorage, Alaska, extends the reach of ISU's pharmacy program. ISU's main campus in Pocatello serves as an academic and research hub for national and global students while also serving local schools and tribes to extend the educational horizons of local youth.

Centers, Institutes, and several core research facilities support research and academic programs on the main Pocatello campus. These include facilities such as the Center for Ecology Research and Education (CERE), the Idaho Accelerator Center, the Molecular Research Core Facility, the GIS Training and Research Center, the ISU Animal Care Facility, a number of college-supported labs for water, structure and cybersecurity, to name a few. ISU is also home to a 5-watt AGN-201 reactor in the Nuclear Engineering Laboratory.



To read about ISU in the news, go to [isu.edu/news](https://isu.edu/news)



# ABOUT IDAHO STATE UNIVERSITY



**13:1 STUDENT-TO-TEACHER RATIO** allows students to enjoy personal connections with faculty. As a state leader in health sciences, ISU offers hands-on experiential learning for students and widespread health services to the community at more than a dozen clinics across the state.



Education at Idaho State is augmented with **REAL-WORLD EXPERIENCES**; the \$2.3 million Career Path Internship program advances the career goals of hundreds of students by pairing them with paid on- and off-campus internships and research experiences.



As an **NCAA DIVISION 1 SCHOOL**, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf and soccer.



**WITH SO MUCH TO EXPLORE**, students can get involved in more than 150 student organizations or explore Idaho with whitewater rafting and backcountry experiences led by the Outdoor Adventure Center. Quick day trips to Craters of the Moon National Monument or Yellowstone National Park are a short drive away.



**THE L.E. AND THELMA E. STEPHENS PERFORMING ARTS CENTER** on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals and art performances.

## UNIVERSITY TRADITIONS

From an annual day of service to a weekly showcase of school spirit, Idaho State proudly celebrates a number of University traditions. We encourage all faculty and staff to join our students and alumni in taking part in all of our longstanding University traditions.

One tradition that we widely encourage is Bengal Wednesday. Walking across campus, or wherever Bengals are in the world, we stand united as fellow Bengals and proudly wear orange and black on Wednesdays.

# ABOUT IDAHO STATE UNIVERSITY

## ACCREDITATION

The Northwest Commission on Colleges and Universities (NWCCU) is ISU's institutional accreditor. The NWCCU is an independent, non-profit membership organization recognized by the U.S. Department of Education as the regional authority on educational quality and institutional effectiveness of higher education institutions in the seven-state Northwest region of Alaska, Idaho, Montana, Nevada, Oregon, Utah, and Washington. It fulfills its mission by establishing accreditation criteria and evaluation procedures by which institutions are reviewed.

### Specialized Accreditation for Colleges and Programs

Many undergraduate and graduate programs maintain specialized professional accreditation. The Office of Institutional Research maintains the most up-to-date list of over 80 ISU programs with specialized accreditation.



To learn more about accreditation, go to [isu.edu/accreditation](https://isu.edu/accreditation)

## RESEARCH AT IDAHO STATE

Trending upward year after year, research at ISU is a driver of growth and development, and solidifies Idaho State's classification as a Carnegie-classified High Research Activity institution.

In FY25, ISU received over **\$45 million** in external research awards. This represents a **45%** increase in research awards and a **200%** increase in research funding since 2018.

Last year, ISU students also received just over **\$4 million** in externally-sponsored wages, fellowships and stipends to participate in research and creative scholarship activities.



To learn more about research at ISU, go to [isu.edu/research](https://isu.edu/research)



# STRATEGIC PLAN



## MISSION

We engage students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of our communities.

## VISION

We inspire a passion for knowledge and discovery.

## VALUES

**Integrity:** Honesty in our actions and words

**Community:** Fostering connections

**Inclusivity:** Valuing all and building a culture of belonging

**Teamwork:** Collaborating with compassion and respect

**Shared Responsibility:** All contributing to our success

**Learning:** Continuous growth and development

## GOALS

**Increase** student access, opportunity, and success

**Strengthen** programmatic excellence

**Cultivate** external partnerships

**Expand** research, clinical and creative activities

**Energize** the Bengal community



To learn more about accreditation, go to  
[isu.edu/strategicplan](http://isu.edu/strategicplan)

# CAMPUS LOCATIONS



## POCATELLO

*Idaho State's main campus is located in Pocatello. This campus is home to administrative offices, student housing, and Bengal athletics. The University has been located on this site since it was founded in 1901.*

**921 S. 8th Avenue  
Pocatello, Idaho 83209**

**[isu.edu/about](https://isu.edu/about)**



## MERIDIAN

*Idaho State's Meridian campus offers more than 30 undergraduate and graduate programs in the Sam and Aline Skaggs Health Science Center. Approximately 1,000 students take classes in Meridian and support community-facing health clinics.*

**1311 E. Central Drive  
Meridian, Idaho 83642**

**[isu.edu/meridian](https://isu.edu/meridian)**



## IDAHO FALLS

*Located adjacent to the Snake River, the Idaho Falls campus provides opportunities for students to complete associate's, bachelor's, master's and doctoral degrees. The campus is jointly operated with the University of Idaho.*

**1784 Science Center Drive  
Idaho Falls, Idaho 83402**

**[isu.edu/idahofalls](https://isu.edu/idahofalls)**



## TWIN FALLS

*Located on the College of Southern Idaho campus, Idaho State's presence in the Magic Valley offers a number of bachelor's- and doctoral-level programs, mostly through the College of Education.*

**315 Falls Avenue  
Twin Falls, Idaho 83303**

**[isu.edu/twinfalls](https://isu.edu/twinfalls)**

The University also operates outreach centers in American Falls, Blackfoot, and Anchorage, Alaska.



# UNIVERSITY LEADERSHIP

Robert W. Wagner, Ph.D., began serving as Idaho State University's fourteenth president in January 2024. Before coming to ISU, he served as the Executive Vice President and Chief Operating Officer at Utah State University (USU). He also previously served as the Vice President for Academic and Instructional Services, a unique organizational blend of student, faculty, operational, innovation, and academic programming responsibilities.

President Wagner has positioned ISU for a bold future, driving growth, innovation, and impact, to push boundaries and expand institutional reach, focusing on five key areas:

1. Enrollment Growth and Student Success
2. Academic and Research Enterprises
3. Advancing/Enhancing Physical Infrastructure
4. External Relations and Partnerships
5. Employee Engagement, Empowerment, and Connection

President Wagner is committed to driving meaningful impact through a dedication to research, creative works, and community engagement. Under his leadership, Idaho State University is focused on affordability, relevance, and collaboration to deliver high-caliber education that opens doors to transformational opportunities.



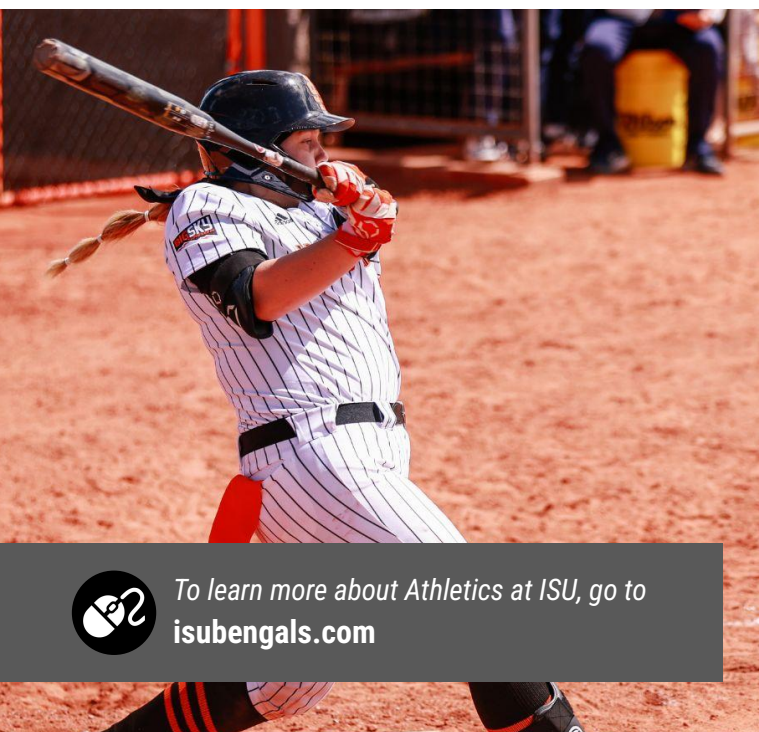
# UNIVERSITY CULTURE



At Idaho State, we strive to serve our students through an intentional focus on energizing our Bengal community and enhancing our University culture. We are committed to building a University culture where positivity, productivity, and job satisfaction all intersect.

We are on a journey to integrate strengths-based philosophies into our work environment, designed to celebrate individual contributions and promote growth and development for each member of our campus communities, based on their innate talents. Building on the strengths of our faculty, staff, teams, and institution, we want others to hear us ROAR!

- Strengthening our Bengal communities through access, impact, collaboration, and bold action.
- Celebrating individuals by valuing talents, individual perspectives, backgrounds, experiences, and ideas in an environment where growth and development is supported.
- We believe in leading through shared governance. Listening to problems and concerns and then seeking collaborative solutions with our faculty, staff, and students makes Idaho State stronger.



## ATHLETICS AT IDAHO STATE

As a member of the Big Sky Conference (BSC), Idaho State has 15 NCAA Division I sports. As of 2023, full member institutions are located in the states of Arizona, California, Colorado, Idaho, Montana, Oregon, Utah, and Washington.

### Women's Sports:

Basketball  
Cross Country  
Golf  
Indoor Track and Field  
Outdoor Track and Field  
Tennis  
Soccer  
Softball  
Volleyball

### Men's Sports:

Basketball  
Cross Country  
Golf  
Indoor Track and Field  
Outdoor Track and Field  
Tennis  
Football



To learn more about Athletics at ISU, go to [isubengals.com](https://isubengals.com)



# THE GRADUATE SCHOOL



The Graduate School at Idaho State University has been advancing graduate education since 1954, fostering an environment where scholarship, research, and creative work flourish. Guided by values of integrity, collaboration, inclusiveness, innovation, and lifelong learning, the school is dedicated to preparing students for professional excellence and leadership in their chosen fields.

With more than 100 master's, doctoral, certificate, and accelerated programs, ISU offers a wide range of opportunities across disciplines, including health sciences, engineering, education, business, the arts, and humanities. Of the 2,200 graduate students, many take advantage of flexible online and hybrid options designed to meet the needs of working professionals and diverse learners.

The Graduate School complements academic study with robust support for research and professional development. Students benefit from access to faculty mentors, library and research resources, and funding opportunities that promote innovation and scholarly achievement. Community and collaboration are also central to the ISU experience, with signature events such as the Three Minute Thesis competition and the Research and Creative Works Symposium highlighting student accomplishments and encouraging interdisciplinary engagement.

Combining the strengths of a research-driven institution with the supportive atmosphere of a student-focused community, the Graduate School at Idaho State University provides the knowledge, resources, and experiences that empower graduates to excel in their careers and make meaningful contributions to their professions and communities.



To learn more about the Graduate School, go to [isu.edu/graduate](https://isu.edu/graduate)

# THE OPPORTUNITY

The Dean of the Graduate School reports directly to the Provost and Vice President for Academic Affairs and is a member of the Academic Deans Council. The Dean provides academic leadership and executive management of the [Graduate School](#). The Dean supervises a staff of 10, including an Associate Dean, Graduate Program Managers, a CRM Database Manager, a Communications Coordinator, an Application Analyst, a Graduate Council Administrator, a Management Assistant, a Customer Service Coordinator, and a Records Management Coordinator.

The Dean of the Graduate School is also responsible for providing overall administrative leadership to the University's graduate academic programs. The Graduate School at Idaho State University currently offers over 100 programs and certificates in a wide variety of disciplines that serve the state and beyond. The Dean monitors, develops, and implements policies, procedures, and practices designed to ensure the effective delivery of those academic programs at the certificate, master's, and doctoral levels. The successful candidate will articulate and establish a clear, forward-thinking strategic vision in terms of redefining and reinvigorating the role of graduate education in the 21st century. Of ISU's nearly 13,000 students, over 2,200 are enrolled in postgraduate programs.

ISU is a collegial and collaborative campus, where the faculty and staff take a genuine interest in advancing the success of their students. The next Dean of the Graduate School will build upon a strong foundation of forward-looking programs, a talented and resourceful staff, and an engaged graduate council, while working with faculty, staff, students, alumni, and administrators across the university to accomplish the following responsibilities:

## Key Responsibilities:

- Provide vision and leadership and demonstrate a record of innovation and accomplishment in growing graduate student education.
- Implement a short- and long-term strategic enrollment plan that leads the Graduate School to further regional and national recognition and aligns with broader university strategic goals and priorities.
- Monitor and assess the University's graduate programs in student recruitment, retention and graduation.
- Demonstrate strong and welcoming management skills, working with faculty across campus and the staff of the College to further the graduate programs of the University.
- Coordinate the development, implementation, and dissemination of all policies and regulations related to graduate studies.
- In tandem with the Graduate School staff, resolve or coordinate the resolution of graduate student problems, grievances, and academic appeals with the appropriate university unit or committee.
- Ability to serve international students and demonstrate an aptitude for addressing concerns specific to the international student community.
- Support research and demonstrate experience obtaining external support for graduate programs and students.
- Supervise the graduate assistantship support budget and allocations to the graduate programs of the university.
- Collaborate and work closely with the Graduate Council to develop and oversee policies and procedures for graduate education, including program approval.
- Monitor and support the various online, in-person, and hybrid delivery methods that allow current and future ISU graduate programs to thrive in ways that fit both students and faculty at all the ISU campuses.
- Aid in the marketing and promotion of current and future graduate programs to support enrollment and assist in filling the needs of state and national workforce trends.
- Provide careful financial management and stewardship of the operating budget of the Graduate School.
- Work with the University advancement team to establish and achieve philanthropic goals and build relationships that advance the goals of the Graduate School.
- Perform other related duties as assigned by the Provost.



## PROFESSIONAL QUALIFICATIONS

### Minimum Qualifications:

- Terminal degree in one's field.
- Demonstrated scholarly and professional achievement sufficient to merit appointment to graduate faculty status at the rank of a tenured associate or tenured full professor in their discipline.
- A record of progressively responsible leadership in a campus setting, as evidenced by success in working with both faculty and administration in developing and implementing successful programs that have cross-campus impact.
- Demonstrated ability to constructively facilitate teamwork and foster the trust of graduate programs, faculty, staff, and students; commitment to transparency and shared governance.
- Significant experience working directly with graduate students (teaching, mentoring, and/or supervising) and an understanding of the unique needs involved in supporting graduate students.
- Experience with graduate programming and curriculum development.
- Strong communication skills with the ability to articulate the value proposition of graduate education at ISU to students, parents, and other community members.
- Proven ability to work with and support a broad array of faculty disciplines and methods of teaching delivery.

### Preferred Qualifications:

- Knowledge of current higher education trends, challenges, and demands as they may relate to graduate education and scholarly activity at ISU, and of how to advocate for ISU as a graduate institution.
- Demonstrated success and commitment to enrollment growth through implementation of effective initiatives that support student recruitment, retention, and achievement.
- An understanding of the support needed for graduate program faculty and departments.
- Demonstrated ability to communicate clearly and effectively with a wide range of constituencies.
- Willing to become or already an enthusiastic and successful fundraiser, working closely with University Advancement as well as College and University advisory boards.
- A leadership style that invites engagement and information sharing, with the ability to welcome new ideas and graciously accept criticism.
- Experience operating successfully with a wide variety of stakeholders across multiple campuses.
- Experience supporting a wide variety of traditional and non-traditional students pursuing certificate or graduate programs, including international students, adult learners, etc.
- A commitment to the use of leading-edge methods and technology as it applies to teaching and learning, academic research, and operations.

## PRIORITIES AND EXPECTATIONS FOR LEADERSHIP

### **Be a Visionary and Diplomatic Team Player**

Graduate programs are housed in the various schools and colleges that make up Idaho State University. Graduate faculty are attached to those units and report to their respective deans. The graduate Dean works through a number of program managers and coordinators across the University, and will work to support the collection of quality programs, talented faculty, and student body, none of which are under the direct control of the Dean. The next Graduate School Dean will demonstrate the ability to help envision new programs and support faculty and students through their successful completion by employing a collaborative, trustworthy, engaging, and empathetic leadership style. An inclusive leader is trusted to listen carefully to faculty, staff, and students, and who will be seen as fair and impartial when decisions are made. The new Dean will be expected to ensure that communication is timely, and that the University community is well-informed.

### **Advance the Quality of Academic Programs**

ISU prides itself on the quality of its academic programs. It is expected that students will be exposed to state-of-the-art concepts and best practices in technology and teaching pedagogy. In a tough, competitive environment where ISU hopes to continue to compete on a national scale, continuous improvement and adaptation to the changing educational climate are required. A strong commitment to innovation and an assessment mindset will be critical to evaluating and updating the curriculum as needed.

### **Support Faculty Development and Teaching**

To stay at the cutting edge of graduate education, it is imperative that faculty have opportunities to further develop teaching and learning approaches that are aligned with the needs of current and future students. The Dean will work to provide opportunities for faculty to explore and test new teaching modalities while assessing their impact. Through this approach, new teaching and learning approaches can be evaluated for scalability and sustainability.

### **Increasing Graduate Enrollment and New Program Development**

The new Dean will be tasked with working across the curriculum to evaluate the current mix of graduate programs with the expectation of working with the individual colleges to propose, design, and implement new, innovative programs that align with the needs of 21st-century learners and emerging workforce demands both locally and nationally. The Dean will serve as an advocate for the Graduate School and those of the Graduate School community, including the different campus locations, driving collaborative partnerships that promote the school on and off campus. They will represent the Graduate School in partnerships with other Idaho institutions, local organizations, the Idaho National Laboratory, and other school initiatives. The next Dean will work collaboratively with University leadership, other academic deans, directors and department chairs to ensure integration of graduate programs, planning, marketing, and enrollment into overall academic planning for the school.

### **Fiscal Responsibility**

The new Dean will be an effective champion for the fiscal needs of the Graduate School and will be prepared to successfully maintain a budget by being innovative and by adopting new revenue-generating models. The Dean must be prepared to support innovation and creativity while achieving operational efficiencies. The successful Dean will be an adept manager of human capital and other resources. In addition, in collaboration with University Advancement, the Dean will actively build and maintain relationships with current donors and cultivate new relationships with potential donors.

### **Planning the Way Forward**

In his State of the University address earlier this year, President Wagner pointed to the successes of the past year, among them achieving the highest enrollment at Idaho State University in 10 years. He also shared the priorities of his Bold Path Forward initiative, which include further enrollment growth and student success, academic and research focus, enhancing physical infrastructure, external relationships and partnerships, and employee engagement and connection. The Graduate School will have a major role to play in each of those metrics.



## PROCEDURE FOR CANDIDACY

Review of applications for the Dean of the Graduate School will begin immediately and continue until an appointment is made. To assure full consideration, applications should be received by October 24, 2025, and must include:

- A letter of interest addressing the priorities and expectations for leadership and the qualifications identified in the profile;
- A current curriculum vitae; and
- The contact information (email and phone) for five professional references, including their relationship to the candidate.

Idaho State University is being assisted by AGB Search. Application materials should be submitted through the AGB Search portal system here: [Idaho State University Dean of the Graduate School](#).

Please direct nominations and expressions of interest or any questions regarding the application process to: [ISUGradDean@agbsearch.com](mailto:ISUGradDean@agbsearch.com)

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Idaho State University is an Equal Employment Opportunity employer, including Veterans and individuals with disabilities.

ISU follows Executive Order 11246 Pay Transparency Nondiscrimination Provision. Upon request, reasonable accommodation in the application process will be provided to individuals with disabilities. Please call Disability Services at (208) 282-3599 or email [disabilityservices@isu.edu](mailto:disabilityservices@isu.edu).

# POCATELLO & SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Eastern Idaho is frequently ranked as one of the nation's best locations for outdoor recreation, providing opportunities for mountain biking, hiking, kayaking, fishing, camping, skiing, and rock climbing.

The City of Pocatello is located along the historic Oregon Trail in the western foothills of the Rocky Mountains. At an elevation of 4,448 feet, Pocatello has an unusually desirable four-season climate where clear, sunny, and dry weather is the norm. Known as the "Gate City," Pocatello is home to more than 55,000 residents, and the metropolitan area of Pocatello-Chubbuck has a population of about 80,000. ([visitpocatello.com](http://visitpocatello.com))

Pocatello's economy is centered around education, healthcare, energy, and high-tech manufacturing. Pocatello is home to LA Semiconductor's manufacturing facility and ON Semiconductor's design facility, and 50 miles away Idaho National Laboratory employs over 6,000 scientific, engineering, and other staff. Pocatello is also home to Portneuf Medical Center, a regional Level II trauma center with state-of-the-art cardiology and neurosurgery programs. Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, over 1,000 miles of bike and hiking trails, Pocatello Junction, a skate park, Zoo Idaho, and ISU's Stephens Performing Arts Center.

Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is ranked one of the lowest in the nation. The FBI ranks Idaho's crime rate as the lowest in the West.

