

**Greenwood  
Asher &  
Associates®**

# **MONTANA**

**TECHNOLOGICAL UNIVERSITY**

## **CHANCELLOR POSITION DESCRIPTION**



# THE OPPORTUNITY

The Montana University System leadership and the Montana Technological University Search Advisory Committee invite applications and nominations for the position of Chancellor. The search advisory committee seeks to identify an inspired, transformational leader committed to carrying forward the university's Special Focus as a science and engineering institution. The Chancellor will provide stable, thoughtful leadership, serving as the trusted voice and vision of Montana Tech for the long-term and working effectively as part of the Montana University System. The successful candidate will follow the distinguished leadership of Dr. Les Cook, who has served Montana Tech since 2019.

Established in 1900 as the Montana State School of Mines, Montana Tech is comprised of the College of Letters, Sciences & Professional Studies, the Lance College of Mines & Engineering, Highlands College, and the Graduate School. An accomplished faculty and staff serve a population of 2,300 undergraduate and graduate students. Montana Tech's fiscal year 2024 budget totaled \$74 million. The current unrestricted totaled \$29.1 million consisting of \$16.9 million in state appropriation and millage and \$11.2 million in tuition and fees. Other funds include \$23.6 million restricted (with \$16 million research related), and \$7.6 million plant funds. The remainder comes from designated and auxiliary funds.

The Montana Tech Orediggers compete in six intercollegiate sports as members of the NAIA Frontier Conference. Montana Tech is accredited by the Northwest Commission on Colleges and Universities.

This is an exciting opportunity for an inspiring, innovative leader to build on the strengths of Montana Tech and help the University take its place as a premier science, technology, engineering, and mathematics institution in the nation. The Chancellor is expected to be a strong team leader and fair team player for the University. In keeping with the Montana Tech mission, the Chancellor will be a vocal, vigorous advocate, working on behalf of the University. Leadership will support the University's strategic plan addresses student success, programs of distinction, and a healthy and vibrant campus ecosystem.

# EXPECTATIONS

The new Chancellor will demonstrate an admirable work ethic, authenticity, and integrity. This leader must also respect and embrace the great history of the university and its city.

The successful candidate will demonstrate the following characteristics:

- Commitment and capability to establish a bold future vision for Montana Tech and the leadership skills to make the vision a reality.
- Significant involvement in fiscal management of organizations of equal complexity with knowledge of strategic diversification of revenue sources and creative allocation and resource generation, including fundraising.
- Engaged commitment to all students with a focus on access, achievement, retention, and success, making Montana Tech the school of choice.
- Understanding of sound strategic planning and clear decision-making based on regional, national, and global trends in higher education.
- Demonstrated organizational and management experience in leading, developing, and building consensus in a complex and competitive environment.

- Determination to create a campus environment with shared government leading initiatives among students, faculty, and staff
- Profound appreciation for the contributions of staff, faculty, and administrators with a commitment to professional development and transparency with clarity.
- Familiarity and respect for labor management and collective bargaining matters.
- Experience in bridge-building with diverse constituencies, including government leaders, other MUS institutions, K-12, businesses, foundations, and the city of Butte.
- Passionate engagement in improving outreach, including recruiting, expanding industry partnerships, and driving philanthropic interest in Montana Tech.
- Capacity to recognize and invigorate the potential of 16,000 alumni worldwide.
- A high level of emotional intelligence, supported by strong spoken, written, and listening skills in a welcoming environment.

## EXPERIENCE AND EDUCATION

Leadership experience in higher education or comparable executive experience in a science, technology, engineering and mathematics (STEM) field or industry is required. A Ph.D. or terminal degree is preferred but not required. Experience at a special focus STEM institution of higher education is also preferred but not required. Most important is an outstanding record of leadership, which can come from the academic world, private industry, or both.

## ABOUT MONTANA TECH

Opening in 1900 as the Montana State School of Mines, Montana Tech's funding and land came from the Enabling Act of 1889, which admitted Montana to the Union and allocated 100,000 acres of public land to establish a state school of mines. The School of Mines opened its doors with only one building, Main Hall, which held 21 students and offered two degrees: mining engineering and electrical engineering.

Today, Montana Technological University is one of the leading Science, Technology, Engineering and Mathematics (STEM) institutions in the Rocky Mountain West. The University was founded to help fill the growing need for resource managers and engineers. It has stayed true to that objective throughout its long history and has evolved into a dynamic institution that connects focused students to a network of people, opportunities, and experiences that empower them to change the world.

Along with world-class offerings in resource engineering, Montana Tech offers programs in other areas of engineering, the sciences, nursing, mathematics, computation, health, and business. They offer certificate programs, associate, bachelor, and master's degrees, and doctoral degrees in Materials Science and Earth Science & Engineering. Highlands College of Montana Tech offers career-ready and transfer programs which includes automotive technology, civil engineering technology, construction technology – carpentry, computer networks and cybersecurity, pre-apprentice line program, radiologic technology, web development and administration, and welding technology.

# STRATEGIC PLAN

Montana Tech's Strategic Plan, *Deliberately Distinct: Positioning Montana Tech for Future*, provides a platform for fulfilling their special focus on meeting the needs of students, the state of Montana, and humanity as a whole. With a long history of success, this plan positions Montana Tech for the future and accelerates its commitment to students, distinctive programs, and a robust and healthy campus culture.

## AWARDS AND RECOGNITION

- Montana Tech is home to nationally and regionally ranked programs in engineering, sciences, and health care.
- Top 50 Best Value Public College (*Princeton Review, 2024*)
- #1 in Montana for Salary Potential (*PayScale, 2023*)
- 98% Participation in high-impact practices like internships, research, and service that provide real-world experience (*NSSE, 2022*)
- Over 90% career outcomes rate for over a decade (*Montana Tech Career Services*)
- #1 Bachelor's Program in Montana (*University HQ, 2024*)
- #1 College in Montana (*Niche.com, 2024*)
- #1 RN program in Montana (*RegisteredNursing.org, 2024*)
- 96% NCLEX-RN pass rate (*AY 22/23*)

## QUICK FACTS

**Location:** Butte, Montana

**Mascot:** Orediggers

**Head Count (fall 2023):** 2,321

**Total Degrees and Certificates (2022-2023):** 515

**Student-to-Faculty Ratio:** 14/1

**Endowment Value:** \$84,604,081

**Sponsored Program Awards FY23:** 75 awards totaling \$21.8M

**Sponsored Project Total Expenditures:** \$13.8M

[www.mtech.edu](http://www.mtech.edu)



# COLLEGES WITHIN THE UNIVERSITY

- The Lance College of Mines & Engineering has a century-long history of educating graduates to solve some of the world's most challenging and complex problems. All of Montana Tech's engineering programs are accredited by the Accreditation Board for Engineering and Technology (ABET). The University offers top programs in engineering and other in-demand STEM fields of study. Montana Tech is one of only 14 universities in the United States offering a bachelor's degree in mining engineering and one of 20 in the nation offering an undergraduate degree in petroleum engineering. The metallurgical and materials engineering program is one of four programs in the nation that emphasizes mineral processing and extractive metallurgy in its curriculum and research activities. Montana Tech also offers the more traditional engineering programs including civil, electrical, environmental, geological, and mechanical engineering.
- College of Letters, Sciences & Professional Studies houses a diverse number of programs that include biological sciences, business, chemistry, data science, exercise & health science, geochemistry, interdisciplinary arts & sciences, mathematical sciences, and nursing. Each program in the College has options that have been carefully developed to meet student, workforce, professional, and graduate school needs. The nine pre-professional programs include pre-dentistry, pre-law, and pre-medicine. Graduates of these pre-programs often go on to prestigious and highly competitive schools.
- The Montana Tech Graduate School offers programs tailored for remote learners, as well as an accelerated MS for current undergraduate students. Montana Tech graduate students bring cutting-edge technology to environmental, health, and engineering challenges. They work to solve transdisciplinary endeavors that have immediate local, regional, national, and global impacts. Montana Tech's graduate programs equip students with the 'hands-on' know-how that will be essential to solving the vast societal challenges in energy, environment, materials, and health.
- Highlands College of Montana Tech specializes in career-focused technical education programs that produce workforce-ready graduates for in-demand professions in the trades, technology, and healthcare. From one-semester certificates to two-year associate degrees, Highlands programs deliver hands-on training from industry-experienced faculty.

## RESEARCH

Montana Tech's commitment to research has resulted in significant growth. Over the past few years, approximately \$18 million annually has come from local, state, and national agencies and the private sector. Research specialties emphasize natural resources engineering, advanced materials design & manufacturing, biomedical science & biotechnology, rare earth elements, geosciences and water, restoration ecology, environmental engineering, and health and bioscience. Our distinctive research infrastructure includes the Center for Advanced Mineral Processing (CAMP) materials research center, the Center for Environmental Remediation and Assessment (CERA), a nanotechnology clean room, state-of-the art Schweitzer Engineering Laboratory Power-Systems Labs, and the Montana Bureau of Mines and Geology. Projects involve both undergraduate and graduate students working closely with faculty.

# ABOUT BUTTE

Butte is one of Montana's most iconic cities, known for its rich history, beautiful architecture, and the friendliest people you will find in the state. Butte is in the heart of an outdoor paradise, with world-class recreation nearby in every direction, regardless of season or your interest. From a simple stroll on a beautiful trail to the thrills of mountain slopes and fast water, we deliver memorable experiences whenever you want to experience true Montana. Located amid mountains at the intersection of two major interstate highways, Butte is home to a wide range of food, recreation, culture, and fun. For example, Butte has:

- The Montana Folk Festival, the An Ri Ra Irish Festival, the SNÖFLINGA winter festival, and many other festivals to enjoy.
- A vibrant arts scene with many galleries, music venues, and theaters in historic uptown Butte.
- A growing economy is being reinvented for the future, with affordable living and a quality of life.
- Historic ethnic diversity fosters a fascinating range of food options. Nearly every corner of the world and home cooking are represented throughout the city.
- Hundreds of miles of trails, some only minutes from campus - including the Continental Divide Trail and some of the best and most accessible mountain biking trails in Montana.
- World-class fly-fishing just 15 minutes from campus.
- Exceptional skiing, including Discovery Ski Area, only 45 minutes away, and unlimited backcountry and cross-country skiing around Butte.
- Outstanding hunting opportunities on thousands of acres of surrounding public land.



# NOMINATIONS AND APPLICATION PROCESS

## COMPENSATION

Salary will be competitive and commensurate with qualifications and experience.

## HOW TO APPLY

Applications should be received by February 21, 2025, to ensure the best consideration. The application should include a two to four-page letter of interest specifically addressing the applicant's background in relationship to the expectations described; a current resume or curriculum vitae; and the names of at least five professional references with each person's position, office or home address, e-mail address, and telephone numbers. References will not be contacted without prior authorization from the applicant. The new Chancellor will assume office by or before July 2025.

The Chancellor of Montana Technological University reports to the president of the University of Montana, Seth Bodnar. The search is being assisted by Greenwood Asher & Associates:

Jim Johnsen & Maggie Mayes with Greenwood Asher & Associates® are assisting Montana Tech in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and continue until an appointment is made.

### **Please direct inquiries, nominations, and application materials to:**

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Additional information may be found at [www.greenwoodsearch.com](http://www.greenwoodsearch.com)



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Each campus of the Montana University System is committed to providing a working and learning environment free from discrimination. As such, the University does not discriminate in the admission, access to or conduct of its educational programs and activities nor in its employment policies and practices on the basis of race, color, religion, national origin, ethnicity, creed, service in the uniformed services (as defined in state and federal law), veteran status, gender, age, political beliefs, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation or preference. In support of the University's mission to be inclusive and diverse, applications from qualified minorities, women, veterans and persons with disabilities are highly encouraged. Montana Tech makes accommodation for any known disability that may interfere with an applicant's ability to compete in the hiring process or an employee's ability to perform the duties of the job. In compliance with the Montana Veteran's Employment Preference Act, Montana Tech provides preference in employment to veterans, disabled veterans, and certain eligible relatives of veterans.