

**Associate Dean for Extension
and
Director of the Kentucky Cooperative
Extension Service**



The Opportunity

The University of Kentucky (UK) Martin–Gatton College of Agriculture, Food and Environment invites nominations and inquiries for an exceptional engagement and academic leader to serve as **Associate Dean of Extension and Director of the Kentucky Cooperative Extension Service (KCES)**. The Associate Dean reports directly to the Vice President for Land–grant Engagement and Dean of the Martin–Gatton College of Agriculture, Food and Environment.

The Associate Dean provides statewide leadership for the Kentucky Cooperative Extension Service (KCES), which is dedicated to taking the University of Kentucky to the people of the Commonwealth by delivering research–based educational programs designed to improve their quality of life and economic well–being. KCES is central to the University of Kentucky’s outreach mission in that it provides and facilitates quality educational, research, and technical services for people, groups, and organizations in Kentucky. These activities support and promote individual well–being, professional and organizational development, social and cultural enrichment, economic opportunity, and regional development.

The Associate Dean is expected to show initiative and self–discipline, with confidence to lead, encourage and enable a team and work collaboratively with both internal and external stakeholders. The Associate Dean must demonstrate an ability to influence people positively, be a catalyst for progress, and make a decisive impact. The Associate Dean must advance the organization by refining, enhancing and innovating the mission and purpose of the Cooperative Extension System. The Associate Dean must be able to communicate a vision of how the organization’s operations and opportunities enhance the community’s resources for education, economic development, civic, and cultural programs. The Associate Dean will promote a culture of customer service and the capacity to incorporate this philosophy to advance positive impact upon clientele and all stakeholders.

Because of the strong alignment with university programs, the Associate Dean will be eligible for an “at will” secondary appointment as the University of Kentucky’s Associate Vice President for Land–grant Engagement. In this supplemental role, the position will report to the Vice President for Land–grant Engagement and Dean of the Martin–Gatton College of Agriculture, Food and Environment. The mission of this office is to bring the tripartite university mission to the people and places of the state. The current University strategic plan, [Our Purpose](#), call for the University of Kentucky (UK) to advance Kentucky as we expand and enhance the land–grant engagement mission to include the entire campus community and leverage community–based resources to accelerate health, workforce and economic development across the Commonwealth. To that end, the Vice President of Land–grant Engagement works with our campus and community partners to strengthen our role as the university for, by and with the people of Kentucky.

Roles & Responsibilities

Visionary leadership

- ❖ Provides future-oriented, transformative leadership, focus, and strategic initiative to lead KCES into the future through progressive, positive change.
- ❖ Positions KCES to address the challenges and opportunities associated with Kentucky's diverse food and agricultural systems; natural resources; changing and expanding human population; and globalization of markets for agriculture and other products.
- ❖ Oversees a dynamic, robust program development process with dual focus in rural and urban opportunities that is built on an iterative, local, constituent-based foundation.
- ❖ Provides innovative leadership in planning, implementing, and evaluating KCES programs and communicating these goals to internal and external audiences.
- ❖ Administers and promotes statewide KCES programs with vision and an ability to successfully engage, motivate and lead field staff and constituents.
- ❖ Continually assesses and adapts to meet the ever-changing needs of the people of Kentucky.

Fiscal and Human Resources Oversight

- ❖ Works with the KCES Director of Financial Operations and the KCES Director of Human Resources to create effective financial resources and human resources management systems that meet all applicable state, federal, and funder-required criteria and establish a culture of compliance and accountability at every level of KCES.
- ❖ Ensures appropriate mechanisms, organizational alignments, structures, and procedures are in place to support the vision, mission and goals of KCES.
- ❖ Administers programs, budgets and all related functions in accordance with policies and procedures of the University of Kentucky, and in compliance with the Smith-Lever Act, the U.S. Department of Agriculture, and all applicable federal and state laws relating to the operations of KCES.
- ❖ Ensures a human resources system that recruits and employs an impactful workforce and assures rewards for high performing, team-oriented individuals in all employee categories.
- ❖ Organizes and streamlines operations to achieve financial and service objectives with maximum efficiency but without compromising compliance.

Collaboration

- ✦ Works in a multi-disciplinary capacity with university administrators and faculty, state and local agricultural leaders, industry organizations, government agencies and other institutions of higher education to assess and meet the needs of the citizens of the Commonwealth.
- ✦ Fosters productive working relationships with state and county governments.
- ✦ Work cooperatively and serve as the primary liaison with the 1890 Extension Program at Kentucky State University.
- ✦ Initiates and develops effective relationships, partnerships, collaborations, and agreements with a wide array of colleges and units within the University, and external groups, organizations, and agencies, both federal and state, with compatible visions, missions, and goals.
- ✦ Interact closely with the Director of the Agricultural Experiment Station and other administrators within the University and at Kentucky State University to develop multistate extension activities and integrated research and extension activities.
- ✦ Provides leadership in encouraging collaboration amongst specialists, agents, internal, and external stakeholders.
- ✦ Develops productive relationships with legislators, local and state government officials, and industry partners.

Communication

- ✦ Communicates the KCES mission to a variety of audiences and ensures understanding and commitment, internally to KCES and externally, to the vision, mission, direction, and goals of KCES.
- ✦ Facilitates and nurtures effective communications in keeping all key stakeholders apprised of organizational endeavors.
- ✦ Works collaboratively with community leaders to effectively align and leverage the resources of KCES in such a way as to maximize the desired impact for success for the community residents at large.
- ✦ Communicates effectively within KCES to ensure that administrators and field staff receive a uniform message and adhere to organizational priorities.
- ✦ Represents KCES in building partnerships, collaborations, joint ventures, and other relationships at the local, state, regional, national, and international level.

- ✦ Advises the Martin–Gatton College of Agriculture, Food and Environment Dean on policy, programming and related issues affecting the functioning of KCES.
- ✦ Possesses working knowledge of current communications and information systems technologies utilized in advancing KCES programs.
- ✦ Understands the changing nature of technology and digital communications and their growing role in delivering Extension programs.
- ✦ Communicates KCES mission and program impacts verbally and in written form internally and externally.

Fundraising

- ✦ Leads the development and growth of a dynamic revenue stream to KCES with emphasis on traditional sources as well as new, innovative, entrepreneurial sources.
- ✦ Develops and implements a comprehensive strategic plan for fundraising, in collaboration with and approval of key constituents.

Kentucky Cooperative Extension

The University of Kentucky Cooperative Extension Service is the trusted, local resource for every Kentuckian. We connect residents, businesses and communities with resources, research and innovative solutions to set them up for success. With local, grassroots programming, we have agents and staff based in your county ready to find solutions for you. We bring the university to you, no matter where you are in Kentucky.

Mission: University of Kentucky Extension engages with Kentuckians to connect them to resources, research and innovative solutions.

We improve the lives of Kentuckians by:

- ✦ **Strengthening** Kentucky's farms, food systems and natural resources through innovative research, education and collaboration to improve profitability and sustainability.
- ✦ **Building** the health and well-being of Kentuckians – physically, mentally and economically – to improve quality of life and ensure bright futures for all.
- ✦ **Engaging** communities to build vibrant economies by connecting businesses and people with Extension.

For more information, please see the [Community Needs Assessment](#).

Martin-Gatton College of Agriculture, Food and Environment

The University of Kentucky Martin–Gatton College of Agriculture, Food and Environment was founded as, and remains a land–grant institution, committed to improving the quality of life for Kentuckians. The college that became the University of Kentucky was founded in 1865, following the passage of the Morrill Act that established land–grant institutions. Our research, teaching, and extension programs are part of a national system that maintains a statewide presence and links local, state, and global issues. Agriculture, food, and environmental systems are key components of Kentucky's economic future, and the college is playing a prominent role in those areas with its programs. For more information about our [history](#) and [organizational structure](#).

Academic Programs

In fields to board rooms, public spaces, offices, homes, laboratories, clinics, studios and kitchens, the college's graduates are improving lives across the Commonwealth and around the world. The college's students are tackling the challenges of today and opportunities of tomorrow through careers and advanced study in agriculture, food, and environmentally based disciplines.

The college's academic offerings are coordinated, mutually supporting programs of undergraduate and graduate education. Teaching is closely related to the other research and extension activities, thus providing students with unique opportunities to broaden their backgrounds to contribute to society. [Learn more](#) about the exciting online, [education abroad](#) experiences, internships and residential [offerings](#) in the college.

Research

Research is central to the college's mission. Research programs are built on passion, purpose and creating accessible pathways. Transformative research and creative innovations happen through engaging communities and translating discovery into practice. Through collaboration and innovation, the Martin–Gatton College of Agriculture, Food and Environment advances methodology and practice as the catalyst of positive change. College researchers address problems of agribusiness, consumers, international trade, food processing, nutrition, community development, soil and water resources, landscape architecture and the environment with more than 300 externally funded projects. The research continuum reaches from basic to applied sciences with new fundamental and applied knowledge, which impacts the lives of Kentuckians and people around the world. Researchers in the college lead initiatives and collaborate in transdisciplinary discovery across the university. [Learn more](#) about the transformative [research and creative activities](#) in the college.

About the University of Kentucky and Regional Environment

The [University of Kentucky](#) is one of only eight institutions in the country with the full complement of liberal arts, engineering, professional, agricultural and medical colleges and disciplines on one contiguous campus. UK is also home to a world-class academic medical center on its campus. The university is home to nearly 34,000 students. The university is reaching historic rates for enrollment and graduation, with six-year graduation rates that rank among the best in the country, according to the most recent available data. UK's research enterprise is diverse and innovative, with more than \$475 million in external grants and contracts. With more than 26,000 employees, including more than 3,400 faculty, UK is Kentucky's flagship university and a land-grant institution, as well as one of the state's largest employers. UK has a university commitment to improve the lives of Kentuckians and beyond, and that is why environmental stewardship and sustainability are core parts of the institution's legacy. The college is recognized as a [Tree Campus USA by the Arbor Day Foundation](#), a [Gold-level Friendly University by The League of American Bicyclists](#), and has been given a [STARS \(Sustainability Tracking, Assessment and Rating System\) Silver Rating](#) by the [Association for the Advancement of Sustainability in Higher Education](#). The university is geographically near downtown Lexington, which offers the vibrancy of an urban location while being near working landscapes and recognized wilderness areas. Lexington is in the Bluegrass Region, an internationally acclaimed cultural landscape and agricultural region.

The Lexington Region is a wonderful place in which to live, work, play, and study. Lexington has appeared on *USA Today's* list of the top cities in which to live, *Vogue's* list of destinations to visit and *Forbes'* Top 20 Cleanest Cities. There are numerous [awards and rankings](#) indicating why Lexington is an attractive community. With a population of roughly 323,000, anchoring a metropolitan area of more than 517,000 people, Lexington offers both the warmth and hospitality of a small city, alongside the amenities typically found in a large city. Lexington describes itself as having "a fortified economy, strong in manufacturing, technology and entrepreneurial support, benefiting from a diverse, balanced business base." Leading employers in the metro region include Amazon, IBM, Lexmark, Lockheed-Martin, Toyota Manufacturing of Kentucky and UPS. Approximately 70 miles from Cincinnati and Louisville, Lexington is an important part of Kentucky's "Golden Triangle," a region of the state noted for its healthy economy and outstanding quality of life with easy access to a wide variety of arts, culture, sporting events, educational opportunities and entertainment. Lexington also has a convenient [Bluegrass Airport](#) minutes from campus.

Lexington is also home to great sporting traditions, including Kentucky collegiate sports and horse racing at [Keeneland](#). The Kentucky Derby, run in nearby Louisville, is known as one of the world's premier racing events. The region also boasts excellent parks and natural wonders,

including US Forest Service's [Red River Gorge Geological Area](#) and National Park Service's [Mammoth Cave National Park](#), the world's longest known cave system.

The local food scene is filled with Kentucky originals, southern classics, and creative fusion. Residents benefit from a great local farm-to-table food environment with re-imagined southern staples coupled with inventive bourbon-infused creations. In the heart of bourbon country, one of Lexington's most exciting hotspots, the Distillery District, offers creative cuisine, craft beers, local bourbons, and premium ice cream on a revitalized 25-acre historic property.

Lexington has a vibrant arts scene with offerings in music, dance, theater, visual and literary arts. The Lexington Philharmonic Orchestra provides annually more than 100 concerts, educational events and community programs. The Lexington Opera House is a premier cultural destination in downtown Lexington that serves an average of 85,000 patrons every year, offering ballet, opera, children's productions, family shows, comedy, music and professional national Broadway tours.

Lexington has a rich cultural diversity. The international population grew by 300 percent in the last decade and more than 150 languages are spoken in Lexington. International investment, students, academics, and visitors from around the world bring a wealth of economic and cultural diversity to Lexington.

The true charm of Lexington lies in the fact that it has all the amenities of a big city, while maintaining that special small-town feel. In mere minutes, you can pass spectacular horse farms, through downtown and back to rolling countryside. While many cities insist on saying it, Lexington truly offers something for everyone. For more information, see [VisitLEX](#).



Required Candidate Qualifications

- ✦ Earned doctorate or appropriate terminal degree.
- ✦ Recognized achievement that would warrant appointment as a tenured professor
- ✦ Progressive and broad academic administrative leadership experience arising from an administrative role such as department chair, center director, associate dean, dean or similar.

How to Apply

Greenwood Asher & Associates® is assisting the Martin-Gatton College of Agriculture, Food and Environment of the University of Kentucky in this search. For a full application packet, please include a letter of interest clearly addressing how your experiences make you a preferred candidate and CV.

To apply, please use this link: <https://ukjobs.uky.edu/postings/578394>

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 on May 15, 2025 and continue until an appointment is made.

Nominations & Inquiries:

Nominations and inquiries are now being accepted for a **12-month faculty appointment at the rank of professor in the Extension Title Series with tenure eligibility and the faculty appointment in an academic unit of the college**. Inquiries, nominations should be directed to Julie Schrodtt and/or Jeremy Duff from Greenwood Asher & Associates.

Julie Schrodtt, Senior Executive Search Consultant

E-mail: julieschrodtt@greenwoodsearch.com

Jeremy Duff, Vice President of Executive Search

E-mail: jeremyduff@greenwoodsearch.com

Compensation

Salary will be competitive and commensurate with qualifications and experience. The position is available to be filled as early as July 1, 2025, though a later start date is feasible to meet mutual considerations.

You will be eligible for a generous benefits package as a University of Kentucky faculty member with diverse rewards, focusing on your total well-being. Current benefit options include health, dental, and vision insurance and are subject to change. Employees receive term life insurance equal to their annual salary and may purchase additional amounts at favorable group rates. In the University retirement plan, the individual contribution of 5% of salary is matched by a 10% contribution by the university, with a 3-year vesting period. The university offers a variety of wellness and well-being programs. Additional information and updates to benefits can be found at: www.uky.edu/HR/benefits. As a 12-month faculty member you receive 22 vacation days each year at the start of each fiscal year (prorated this first year based on your start date).

An employment offer will be contingent upon successful completion of all pre-employment screening requirements and completion of final references. These requirements are comprised of a national background check and/or drug screen. Additional requirements could include health screening measures and/or a motor vehicle record check depending on your job responsibilities. Materials must represent and confirm that you are not aware of any threatened, ongoing, or past misconduct proceedings of any kind (including but not limited to research/scientific, financial, harassment, or other allegations) related to you or your activities. An offer is contingent upon and subject to this representation, and a failure of this representation will enable the University, at its sole discretion, to revoke the offer made. When warranted, offers of employment are contingent upon you securing and/or maintaining valid immigration/work authorization status throughout your employment. We also value the well-being of each of our community members and are dedicated to creating a healthy place to work, learn, and live. In the interest of maintaining a safe and healthy environment for our students, employees, patients, and visitors, the University of Kentucky is a Tobacco & Drug Free campus. The University of Kentucky is an equal opportunity university. We encourage applications from women, minorities, and all interested and qualified people. Our coordinator is Tim West, S-105 Agriculture Science North, University of Kentucky, Lexington, KY 40546-0091.

Educational programs of Kentucky Cooperative Extension serve all people regardless of economic or social status and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, age, veteran status, physical or mental disability or reprisal or retaliation for prior civil rights activity. Reasonable accommodation of disability may be available with prior notice. Program information may be available in languages other than English. University of Kentucky, Kentucky State University, U.S. Department of Agriculture, and Kentucky Counties, Cooperating. Disabilities accommodated with prior notification.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from the University of Kentucky documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.