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The University of Tennessee Institute of Agriculture (UTIA) and University of Tennessee, Knoxville, seek a Dean of the College of Veterinary Medicine (CVM) to provide leadership, vision, and direction for all aspects of CVM, including the operations of the Veterinary Medical Center, a fully functional teaching hospital providing around-the-clock emergency, specialized, and general care serving pet owners and the livestock industry. With a workforce of 500 faculty and staff, and an annual operating budget of \$70M, CVM strives to educate talented biomedical scientists and veterinarians, protect public health, enhance medical knowledge, and generate economic benefits to the state and the nation, while also generating revenues of \$24M annually through clinical care.

As a direct report to the UTIA Senior Vice Chancellor and Senior Vice President, and a member of the UTIA Executive Council and the UT Knoxville Dean's Council, the CVM Dean contributes to the achievement of UTIA's strategic goals and actively supports critical working partnerships with various internal and external constituents.

The CVM Dean will join UTIA at a time of enormous opportunity and potential impact as CVM is positioned for enrollment growth and academic program enhancement over the decades to come. Information about CVM programs and personnel may be found at **vetmed.tennessee.edu.**

As part of UT Knoxville, Tennessee's flagship landgrant university, UTIA provides Real. Life. Solutions. to some of society's most pressing issues. UTIA is creating a global impact through its statewide presence and international work. In addition to CVM, UTIA is home to the Herbert College of Agriculture, UT AgResearch and its ten AgResearch and Education Centers across the state, and UT Extension which has a presence in all 95 Tennessee counties. UTIA also includes the Smith Center for International Sustainable Agriculture as well as the State Botanical Garden of Tennessee. Through teaching, research, and outreach, UTIA seeks to support food, fiber, and energy systems; enrich the economy; enhance biodiversity and environmental quality; develop the workforce; and strengthen the health of humans and animals.



COLLEGE OF VETERINARY MEDICINE

Improving animal, human, and environmental health.

MISSION

The CVM mission is focused on advancing animal, human, and environmental health. The mission is accomplished through educating students in the art and science of veterinary medicine and related biomedical sciences; discovering and disseminating new knowledge to veterinarians and others, and providing exceptional veterinary care to animals. Through these acts, CVM supports our stakeholders (e.g., students, alumni, veterinarians, producers, animal enthusiasts, Tennesseans, and others) through outreach activities and life-long learning.

VISION

The CVM vision is to create and sustain a college environment supportive of each individual's professional and personal growth, where all students, staff, and faculty are encouraged to expand their knowledge, to deliver exceptional service, and to enjoy life beyond the work environment.

VALUES

Professionalism Inclusiveness
Quality Creativity
Respect Commitment

STRONG GRADUATE
STUDENT ENROLLMENT

338 DVM STUDENTS

14 MASTER'S STUDENTS

39 PHD STUDENTS

VETERINARY MEDICINE CASELOAD (2022-2023)

21,947 SMALL ANIMALS
2,022 EXOTIC ANIMALS
3,374 LARGE ANIMALS
9553 FIELD SERVICE ANIMALS

FY22 FINANCIAL SUMMARY

STATE

\$24,975,156

FEDERAL

\$1,671

SPONSORED

\$6,209,739

SALES

\$22,782,462

TUITION

\$13,279,826

GIFTS

\$1,439,133

TOTAL

\$68,687,987



THE

ROLE

Primary responsibilities of the Dean are to carry out visionary leadership, administration, and advocacy; promote excellence and innovation in veterinary educational programs and initiatives that meet needs of the people of Tennessee; promote the recruiting, retention, and professional development of qualified faculty and staff; manage and oversee finances and assets of the college as a whole; provide leadership in securing funds and other resources from multiple sources (sponsored and philanthropies); nurture productive relationships with a variety of entities across the Institute of Agriculture and the broader University community as well as with the Tennessee Legislature, County Executives, Tennessee Department of Agriculture, Tennessee Department of Health and Human Services. Tennessee Department of Education, United States Department of Agriculture, veterinary educational practices in other states, and other constituents external to the University of Tennessee; promote a workplace environment that values access and engagement and is based on teamwork, inclusive decision-making, and a sense of shared community within CVM and across UTIA and the University.

The CVM Dean will exhibit qualities of integrity, emotional maturity, genuineness, confidence, judgment, fairness, creativity, discretion, decisiveness, political savvy, diplomacy, tact, resiliency, adaptability, practicality, courage of convictions and tolerance for ambiguity.

Demonstrated behavioral expectations include:

Uncompromised honesty, integrity, and trustworthiness;

Demonstrated commitment to excellence:

Recognition of the value of all people, roles, and positions as well as the ability to demonstrate respect and honor the dignity of others;

Ability to build relationships, collaborate, problem-solve, and promote teamwork;

Capacity to communicate effectively to broad audiences;

Unfailing commitment to transparency;

Commitment to CVM's mission and strategic vision, as well as the missions and strategic visions for UTIA, UT Knoxville, and the University of Tennessee System;

Ability to make sound, consistent, and fair data-informed decisions.



QUALIFICATIONS

EDUCATION

Candidates must have earned a terminal degree in veterinary medicine and evidence of scholarly, professional, or creative achievement sufficient to qualify for tenure as a full professor in the College of Veterinary Medicine.

EXPERIENCE

Previous professional experience in veterinary medicine and hospital operations as well as a working knowledge of and appreciation for effective veterinary education programs.

Supervisory and leadership experience in a complex organization.

Direct experience with the preparation of, participation in, and response to successful accreditation reviews.

Experience leading large-scale project implementation in a multi-department, operational hospital environment, including budget development and execution.

Experience with enterprise resource planning (ERP) system (e.g., SAP, Oracle, Workday) and medical records and patient data systems.

Commitment to the importance and applicability of access and engagement in all aspects of the operation including the workplace, constituent services, and vendor contracts.

REQUIRED KNOWLEDGE, SKILLS & ABILITIES

The communication and public relations skills and other personal attributes necessary to motivate and decisively lead CVM.

Demonstrated knowledge of and commitment to sustaining an inclusive and accessible working and learning environment for all students, staff, and faculty.

Demonstrated ability to administer budgets.

Demonstrated ability to resolve complex, controversial and/or unprecedented issues and challenges.

Ability to lead effectively across units relying on stakeholder input, collaboration, influence, and strategic communication practices to guide broad decision-making.

Ability to lead and work with cross-functional and diverse teams and to foster teamwork across complex organizations.

Demonstrated interpersonal relationship skills including excellent listening skills, inclusive communication (oral and written), creative problem-solving, and the ability to work effectively with a wide range of constituencies in a diverse community.

PREFERRED QUALIFICATIONS

Land-grant university experience, particularly in Colleges of Agriculture, Natural Resources, and/or Veterinary Medicine. Experience in statewide and or national veterinary medicine organizations, professional associations, and advisory boards. Financial oversight in responsibility-centered management (RCM) budget models.

APPLICATION PROCESS

For full consideration, candidates should apply electronically using the link below by January 1, 2024, and include:

- Cover letter addressing their interest in and qualifications for the role
- Curriculum vitae with a summary of accomplishments for each leadership role
- List of five professional references

Applications will be accepted until the position is filled.

Apply here.

To express interest, schedule a confidential conversation, or to nominate a candidate, please contact Brooke Swart (bswart@utk. edu), Executive Recruiter for the University of Tennessee, Knoxville.

COMPENSATION AND BENEFITS

Compensation for the position will be competitive and commensurate with qualifications and experience. The University offers a comprehensive benefits package that includes excellent healthcare and tuition benefits for employees and their families, generous retirement benefits, a wide variety of professional development opportunities, supportive work and family benefits and much more.

Additionally, Tennessee residents do not pay a state income tax. For more information on the University of Tennessee's benefits, visit **hr.tennessee.edu/benefits.**





ABOUT THE INSTITUTE

The UT Institute of Agriculture (UTIA) provides Real. Life. Solutions. to some of society's most pressing issues. We serve all Tennessee citizens and beyond through the work of world-renowned researchers, teachers, and experts.

The Institute began in 1968, when three agricultural units operating under the auspices of the University of Tennessee System were brought together to focus on Tennessee and its citizens. The units were the College of Agriculture (now the Herbert College of Agriculture), the Agricultural Experiment Station (now AgResearch), and the UT Agricultural Extension Service (now UT Extension), which has offices in all ninety-five counties in Tennessee. In 1974, the Tennessee legislature established the UT College of Veterinary Medicine as a fourth unit. Having this college incorporated into the structure of the Institute made it fully integrated into the food animal production and health system, further filling out UTIA's land-grant driven outreach, education, and research mission.

We also fulfill the land-grant mission through our Smith Center for International Sustainable Agriculture, which provides learning opportunities for students and outreach around the world, and our nationally recognized State Botanical Garden of Tennessee.

The state is our campus, and our vision, mission, and values are at the core of the work we do.

OUR VISION

Over the next decade (2018-2028), we will excel as an Institute by developing solutions and services that advance agriculture, education, natural resource management, human and animal health, and our communities.

To accomplish our vision, we will

- Connect across strengths within UTIA and with partners.
- Focus on grand challenges and established priorities.
- Help people and communities adapt to an ever-changing world.

OUR MISSION

As a land-grant Institute, we provide Real. Life. Solutions. through teaching, research, and outreach.

OUR VALUES

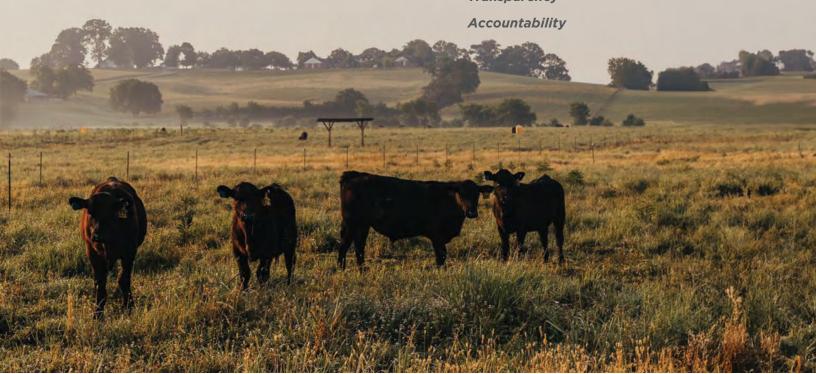
Respect

Science-based solutions

Diversity

Responsiveness to constituent needs

Transparency



STRATEGIC GOALS

1 DRIVE DISCOVERY

Cultivate innovation and invention to meet the grand challenges of tomorrow by collaborating within our organization and with outside partners and by building on existing strengths.

2 EXPAND REAL LIFE LEARNING

Develop students and professionals to be lifelong learners and leaders in agriculture, natural resources and public and animal health industries.

3 RAPIDLY DEPLOY SOLUTIONS

Rapidly deploy practical, cutting-edge solutions through effective use of innovative educational and outreach methods across a variety of platforms.

4 DELIVER PROGRAMS THAT IMPROVE LIVES

Deliver programs that improve health and well-being, conserve natural resources and help Tennesseans adapt to a rapidly changing world.

5 GROW AND DIVERSIFY RESOURCES

Strengthen our relationship with funding partners by demonstrating relevant impact; diversify our sources of funding through entrepreneurship and new partnerships.

6 IMPROVE INSTITUTE EFFECTIVENESS

Reinforce a positive work culture, increase efficiency and productivity, and simplify administrative processes.







HERBERT COLLEGE of AGRICULTURE

Preparing tomorrow's leaders for careers in agriculture and natural resources. The college offers BS, MS, and PhD degrees provided in an experiential learning environment.

> 1,632 undergraduates 245 master's students 109 PhD students

COLLEGE of VETERINARY MEDICINE

Improving animal, human and environmental health.

Strong graduate student enrollment

338 DVM students 14 master's students 39 PhD students

Veterinary Medicine caseload continues to grow

21,947 small animals
2,022 exotic animals
3,374 large animals
9.553 field service animals

UT GARDENS

Named the official State Botanical Garden of Tennessee in 2013.

Locations in Knoxville, Crossville and Jackson Research and education spaces for faculty and students More than 100,000 visitors each year







UT EXTENSION

Delivering science-based information to our communities.

Located in all 95 counties in Tennessee

Provides evidence-based knowledge in areas of agriculture and natural resources, family and consumer sciences, 4-H youth development, and community development

Home to the largest 4-H club program in the US with approximately 138,000 members

For every \$1 in public funds invested in UT Extension programs, an estimated \$8.29 is returned to the people of Tennessee

UT AgRESEARCH

Creating knowledge through basic and applied research programs.

10 AgResearch and Education Centers located across the state

Partnership with UT Knoxville and Oak Ridge National Laboratory

New discoveries are improving crop and livestock yields, minimizing weed and pest impacts, reducing water demand and ensuring a safe food supply

Two new research centers (Genomics and Synthetic Biology) established for the advancement of agriculture

SMITH INTERNATIONAL CENTER

Advancing international engagement by empowering our faculty and staff to think and act globally.

\$7 million Smith Family endowment

\$1.75 Million USAID/Rwanda and Africa Sustainable Agriculture Project Foundation

Record numbers of students studying abroad—more than 20 percent of the graduating class

KEY COLLEAGUES



Keith Carver

Senior Vice Chancellor and Senior Vice President University of Tennessee Institute of Agriculture

Keith Carver is the senior vice chancellor and senior vice president of the University of Tennessee Institute of Agriculture. In this role, he oversees the Institute's four units – UT Extension, UT AgResearch, Herbert College of Agriculture and the College of Veterinary Medicine. The Institute carries out the land-grant mission of serving the citizens of Tennessee and beyond through teaching, research and outreach.

His career within the University of Tennessee System of campuses and institutes has spanned twenty-six years, most recently as chancellor at UT Martin. Prior to his appointment as chancellor, he served as executive assistant to then UT President Joe DiPietro for six years. He has held

leadership positions in Knoxville, Martin and Memphis, including interim vice chancellor for development and alumni affairs at the UT Health Science Center in Memphis, assistant vice chancellor for development at UT Martin and director of development and alumni affairs for the UT College of Law in Knoxville.

Carver earned a bachelor's degree from Memphis State in 1992. However, the rest of his academic career has been with the University of Tennessee. He earned his master's degree in college personnel and educational leadership in 1995 and his PhD in higher education administration in 2009 from UT Knoxville. A lifelong learner, Carver has completed numerous leadership development programs including Leadership Tennessee, Leadership Knoxville and the UT Leadership Institute.

He has actively contributed to governance at UT, including serving on the UT Foundation Board, the UT Martin Chancellor's Advisory Council and the UT Alumni Association Strategic Planning Steering Committee. He also serves on the board of directors for the Mid-South American Red Cross of Tennessee, Discovery Park of America. Governor's Task

Force for Rural Education, Tennessee Farm Bureau Federation and the 4-H Foundation.

Carver and his wife,
Hollianne, are the proud
parents of daughter Carson
(husband Michael) and
two sons, Jack Thomas
(J.T.) and Britton. The
Carvers welcomed their first
grandchild, Wilson, in June.





Ashley StokesDean of UT Extension

Ashley Stokes is the first woman to serve as dean of University of Tennessee Extension, which has been providing service to Tennesseans for more than 100 years. She leads nearly 1,000 Extension professionals across Tennessee with offices in all 95 counties, four Youth Development and 4-H Centers, and Extension specialists located at UT AgResearch and Education Centers. Stokes holds a bachelor's degree from the University of Alabama, a DVM and PhD from Louisiana State University School of Veterinary Medicine where she also served on the faculty in veterinary clinical sciences, and an MBA from Colorado State University with a focus on marketing and communications. She spent six years at the University of Hawai'i conducting veterinary research while teaching pre-veterinary and animal science courses.



David WhiteInterim Dean of the Herbert College of Agriculture

David White is the current interim dean for the Herbert College of Agriculture at the University of Tennessee. He is also a professor of food science and took on the role of interim department head in 2019 and most recently was associate dean for research and associate director of AgResearch. Prior to his current position, White served in several positions in the US Food and Drug Administration Office of Foods and Veterinary Medicine including Chief Science Officer/Research Director and Acting Director of the Office of Resource Planning and Strategic Management. He received his bachelor's degree from the University of Vermont, his master's degree from the University of Kentucky and his Ph.D. from Pennsylvania State University.



Hongwei XinDean of UT AgResearch

Hongwei Xin is the dean of UT AgResearch and director of the Tennessee Agricultural Experiment Station at the University of Tennessee Institute of Agriculture. He oversees the research programs of more than 145 scientists and 400 specialized staff located on campus and at 10 strategically-located AgResearch and Education Centers across Tennessee. Prior to joining UTIA, Xin was assistant dean for research of the College of Agriculture and Life Sciences at Iowa State University, where he was also a Charles F. Curtiss Distinguished Professor in the Departments of Agricultural and Biosystems Engineering (ABE) and Animal Science. He was also director of the Egg Industry Center and was recently honored with a legacy award.

ADDITIONAL EXECUTIVE COUNCIL MEMBERS

Doug Bohner

Chief Operating Officer

Chris Clark

Associate Vice Chancellor, Faculty Affairs

Charley Deal

Vice Chancellor, Advancement

Angela Gibson

Chief Information Officer

Tom Gill

Chair, Smith International Center

Steve Glafenhein

Director, Facilities

Bill Jackson

Director, Human Resources

Ron Maples

Interim Associate Vice Chancellor, Business and Finance

Lisa Stearns

Vice Chancellor, Marketing and Communications

Hannah Wright

Stakeholder Engagement

EXECUTIVE COUNCIL

STANDARDS

We work together toward shared priorities and vision, reflecting an attitude of "Institute first."

We commit to a fresh start, focusing on making the best better.

We adhere to a culture of utmost integrity, respect, and trust.

We listen first.

We bravely ask the hard questions.

We commit to timely, transparent communication and decision-making.

As leaders of the UT Institute of Agriculture, our work is guided by service to each other and the people of our state, the nation, and the world.

We move beyond teamwork and collaboration to help one another thrive in reaching our goals.

We ask ourselves, "What am I going to do to make the University of Tennessee better today?"

We strive to provide Real.
Life. Solutions., equipping
our citizens and stakeholders
with data-driven information
and the skills necessary to
meet the challenging needs of
diverse communities and our
ever-changing world.



Knoxville Community

Nestled in the heart of the scenic Tennessee Valley, Knoxville effortlessly combines southern charm with vibrant urban living. As the third-largest city in the state, Knoxville offers a rich blend of history, culture and natural beauty. With a thriving economy, robust education system and diverse recreational opportunities, Knoxville has become a prime destination for both residents and visitors alike.

Historical Significance: Founded in 1791, Knoxville once served as the capital of Tennessee, playing a pivotal role in the nation's history. It witnessed significant events during the Civil War and the civil rights movement. Today, historic sites like James White's Fort, the Blount Mansion and the East Tennessee History Center offer a captivating glimpse into the region's past

Cultural Vibrancy:

Knoxville stands as a thriving cultural hub, celebrating the arts in all their forms. The historic Tennessee theatre, located in downtown Knoxville, hosts Broadway shows, concerts and film screenings. The Knoxville Museum of Art showcases an

As the third-largest city in the state, Knoxville offers a rich blend of history, culture and natural beauty.

impressive collection of regional and contemporary art, while the East Tennessee Historical Society hosts thought-provoking exhibitions. Festivals like the Dogwood Arts Festival and the Big Ears Festival further enhance the city's cultural tapestry.

Natural Beauty: Knoxville's breathtaking natural surroundings attract outdoor enthusiasts. Situated at the foothills of the Great Smoky Mountains, the city offers access to stunning hiking trails, scenic drives and camping adventures. The Tennessee River, located nearby, provides opportunities for boating, fishing and water-sports. Urban green spaces like World's Fair Park and Ijams Nature Center offer peaceful retreats within the city limits.



State of Tennessee

Tennessee is a state with more than 6.9 million people, four large metropolitan areas, two time zones, and an economy ranked* 16th-largest in the United States. While more Tennessee jobs and economic activity today are industrial or knowledge-based agrarian than farming and agriculture, production remains fundmental to the state's economy. Major outputs include textiles, cotton, cattle, and electrical power thanks to being home to Tennessee Valley Authority (TVA).

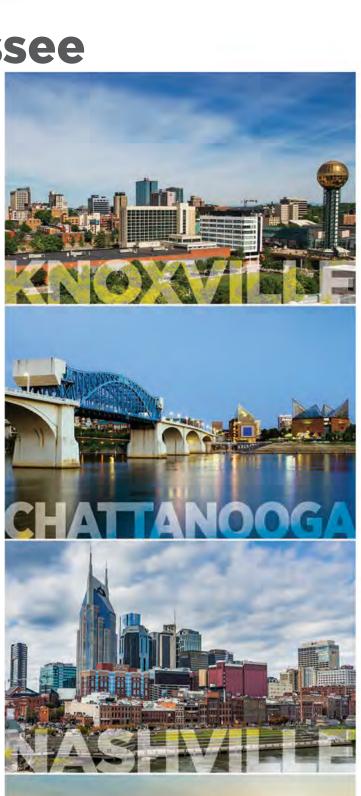
From the Appalachian Mountains on the eastern border, to the Mississippi River on the western border, Tennessee spans a distance of more than 400 miles. Major geographic and cultural diversity are evident from the mountainous landscape of East Tennessee to the rolling hills surrounding Nashville in middle Tennessee to the delta and farming areas of the west.

The state's four largest cities are Nashville, metropolitan area population: 1.95 million; Memphis, metropolitan area population: more than 1.3 million; Knoxville, metropolitan area population: almost 870,000; and Chattanooga, metropolitan area population: about 550,000.

Major corporations headquartered in Tennessee include TVA, Flying J/Pilot Corp., and Regal Entertainment Group based in Knoxville; Eastman Chemical based in Kingsport; Nissan's North American headquarters in Franklin; the headquarters of Caterpillar Financial, Bridgestone-Firestone, Dollar General and HCA Healthcare, all based in Nashville, and FedEx, AutoZone, International Paper, all based in Memphis.

The University of Tennessee, draws students from and boasts alumni in each of Tennessee's 95 counties. Collectively, the entire state is the campus, and overseeing all UT enterprises and maintaining relationships with the University's numerous constituencies statewide is the responsibility of the UT System president.

*Source: U.S. News and World Report Economy Rankings







All qualified applicants will receive equal consideration for employment and admission without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, and parental status, or any other characteristic protected by federal or state law. In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the university. Requests for accommodations of a disability should be directed to the Office of Equity & Diversity, 1840 Mel rose Avenue Knoxville, Tennessee 37996-3560 or oed@utk.edu or (865)974-2498. Inquiries and charges of violation of Title VI (race, color and national origin), Title IX (sex), Section 504 (disability), the ADA (disability), the Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Investigation & Resolution 216 Business Incubator Building 2450 E.J. Chapman Drive Knoxville, Tennessee 37996 or (865)974-0717 or investigations@utk.edu.