



ROCKY VISTA
UNIVERSITY

Exceptional healthcare
education begins here.



POSITION PROFILE

Dean of the College of Veterinary Medicine



The Opportunity



Rocky Vista University (RVU) invites nominations and applications for the position of **Dean of the College of Veterinary Medicine**. This is an exceptional opportunity for a visionary, entrepreneurial, and collaborative leader to shape the future of veterinary medical education as the founding dean of a new and innovative College dedicated to advancing animal health, workforce development, and community impact.

Reporting directly to the Provost and serving as a member of the President's University's senior leadership team, the Dean will lead the launch and continued development of RVU's College of Veterinary Medicine in Billings, Montana. The Dean will have the unique opportunity to build a state-of-the-art veterinary medical program from the ground up, including the development of academic programs, faculty recruitment, strategic partnerships, clinical training opportunities, and a learning environment designed to prepare graduates for the evolving needs of the veterinary profession.

The successful candidate will provide strategic leadership for all aspects of the College's academic, operational, and financial enterprise. Working closely with faculty, staff, students, university leaders, industry partners, and the veterinary community, the Dean will establish a culture of academic excellence, innovation, collaboration, and student success. The Dean will also guide accreditation efforts, oversee curriculum development and assessment, and ensure that graduates are exceptionally prepared to serve the needs of animals, owners, communities, and the veterinary profession.

This opportunity is particularly attractive for a leader who is energized by building high-performing teams, developing innovative educational models, and leveraging emerging technologies to enhance teaching, learning, simulation, and clinical training. The Dean will play a pivotal role in positioning RVU's College of Veterinary Medicine as a nationally recognized destination for veterinary education and scholarship.

WHY THIS OPPORTUNITY IS UNIQUE



Founding Dean opportunity to build and lead a new College of Veterinary Medicine from the ground up.



State-of-the-art veterinary medical facility designed to advance teaching, learning, clinical training, and research.



Ability to shape the curriculum, culture, and strategic direction of a transformative veterinary medical program.



Supportive health sciences university environment with a proven commitment to innovation and student success.



Opportunity to address critical veterinary workforce needs and strengthen community impact.



Located in Billings, Montana—one of the fastest-growing communities in the Mountain West, with unmatched access to outdoor adventure and quality of life.

Key Leadership Priorities



Lead the Launch and Growth

Guide the continued development and successful launch of the College of Veterinary Medicine and its programs.



Attract, Develop, and Retain Excellence

Recruit, develop, and retain exceptional faculty and staff who are committed to teaching, scholarship, and service.



Advance a Forward-Looking Curriculum

Lead a forward-looking Doctor of Veterinary Medicine curriculum that emphasizes workforce readiness, clinical excellence, innovation, and student success.



Ensure Accreditation and Compliance

Ensure adherence to accreditation standards and regulatory requirements and uphold the highest standards of quality.



Build Strategic Partnerships

Cultivate strong relationships with veterinary practices, industry partners, community stakeholders, and professional associations to advance the College's mission and impact.



Foster an Inclusive, Collaborative Culture

Create a supportive, inclusive, and collaborative environment where faculty, staff, and students thrive and shared success is the norm.



Leverage Innovation and Technology

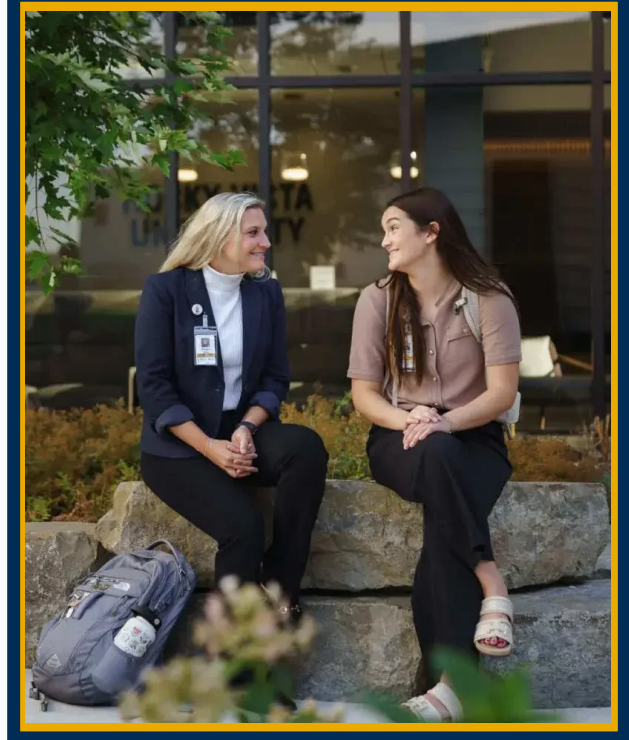
Embrace emerging technologies and innovative educational tools to enhance learning, clinical training, and research.



Elevate the College's Reputation and Impact

Position the College as a recognized leader in veterinary medical education, research, and community engagement.

- ▶ Provide leadership for the CVM's administration, education, research, budget, and service programs.
- ▶ Oversee the College's academic units, centers, and initiatives, and while working with a team of Department Chairs and Associate/Assistant Deans, to provide leadership for the planning, development, implementation, assessment, and improvement of all relevant academic programs, policies, and supporting infrastructure.
- ▶ Conduct evaluation of, and approve the CVM curriculum.
- ▶ Assess the external landscape for strategic opportunities that enhance the RVU veterinary medical program and student outcomes.
- ▶ Ensure compliance with all accreditation and regulatory requirements.
- ▶ Enhance relationships with other RVU programs to enrich the intellectual environment for faculty, staff, and students.
- ▶ Provide teaching and clinical responsibilities as necessary and/or as indicated.
- ▶ Ensure continued academic excellence through faculty and staff recruitment, development, retention, and renewal.
- ▶ Provide leadership for the strategic utilization and continued development of the new College of Veterinary Medicine facility to maximize teaching, learning, clinical training, research, and community engagement opportunities.
- ▶ Provide high levels of student support to ensure success.



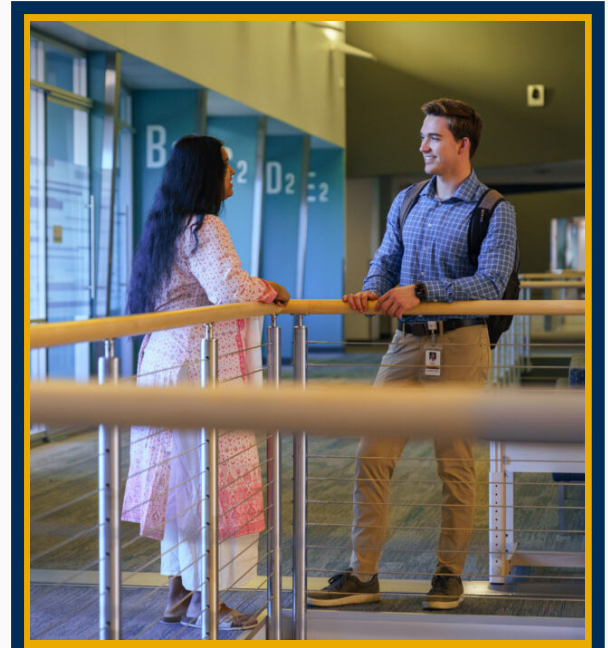


Education

- ▶ DVM degree from an accredited institution and a PhD or board certification in a veterinary specialty.
- ▶ A distinguished record as a faculty member.

Experience

- ▶ Served as an associate or full professor at a well-regarded higher education institution.
- ▶ Demonstrated administrative leadership and strong business acumen, including experience with strategic planning and budgeting.
- ▶ Succeeded in overseeing a complex academic organization, including management of academic, operational, and administrative elements, preferably in a College/School of Veterinary Medicine.
- ▶ Developed high-quality curriculum and academic programs, with a focus on the student experience and student learning outcomes.
- ▶ Demonstrated a record of attracting, developing, mentoring, motivating, and retaining high-quality faculty talent and building a high-performing team. (Preferred)
- ▶ Developed and implemented a strategic plan that prioritizes and mobilizes institutional assets to enhance student outcomes. (Preferred)
- ▶ Leveraged emerging technologies and innovative educational tools to advance teaching, learning, simulation, and student engagement across academic and clinical environments. (Preferred)





Knowledge, Skills, and Abilities



- ▶ Demonstrates intellectual curiosity and enthusiasm, innovative spirit, bold and creative thinking, and a willingness to take calculated risks within limits of authority and with appropriate support.
- ▶ Sets high academic expectations, brings forward-looking perspective to the College, assesses costs and benefits, and implements a long-range vision.
- ▶ Engages collaboratively and openly with a broad range of stakeholders, empowers faculty members, supports the distinct needs of individual units and programs, and encourages continued development and participation in cross-institutional initiatives.
- ▶ Applies an analytical, critical, and research-based approach to evaluating trends and solutions based on historical context, qualitative information, and quantitative data.
- ▶ Demonstrates strategic leadership on inclusive excellence initiatives to foster a diverse, equitable, and inclusive environment for faculty, staff, and students.
- ▶ Builds meaningful relationships and inspires confidence among faculty, staff, students, board members, and external partners with an authentic and approachable leadership style.
- ▶ Maintains strong knowledge of emerging technologies and innovative digital tools that enhance teaching, learning, operational effectiveness, simulation, and student success in higher education and clinical environments.
- ▶ Possesses excellent written and oral skills.





About RVU



Exceptional healthcare education begins here.

Rocky Vista University is a private health sciences university dedicated to educating healthcare professionals who improve the health and well-being of the communities they serve. Founded in 2006, RVU has established a strong national reputation for excellence in health professions education and currently offers programs in osteopathic medicine, physician assistant studies, nursing, biomedical sciences, and other health-related disciplines.

Guided by its mission of preparing healthcare professionals through innovative education and a commitment to service, RVU combines academic rigor with a student-centered culture and an entrepreneurial spirit. The University is known for embracing innovation, investing in advanced learning technologies and simulation environments, and fostering collaborative, interdisciplinary approaches to healthcare education.

The development of the College of Veterinary Medicine represents a significant strategic investment in RVU's future and reflects the University's commitment to addressing critical workforce needs while expanding opportunities for students, faculty, and community partners. The next Dean will have the opportunity to help define the College's identity, culture, and impact while contributing to the continued growth and success of one of the nation's leading health sciences universities.

Our Mission

Rocky Vista University provides quality healthcare education while inspiring students to serve with compassion, integrity, and excellence.

Our Vision

Achieving new heights in medical education.



RVU at a Glance



2006
FOUNDED

Private health sciences university dedicated to preparing healthcare professionals through innovative education and compassionate service.



3
CAMPUSES

COLORADO • UTAH • MONTANA

Distinctive campuses serving students across the Mountain West.



**INTERPROFESSIONAL
HEALTH SCIENCES
UNIVERSITY**

Collaborative environment that brings health disciplines together to advance education, research, and community impact.



98.87%
2026 RESIDENCY
PLACEMENT RATE

Reflecting RVU's commitment to preparing graduates for successful careers in healthcare.



100%
2025 PANCE
PASS RATE

An outstanding first-time pass rate for Physician Assistant graduates.



283
RESEARCH PUBLICATIONS
& PRESENTATIONS

Faculty and students actively contribute to scholarship, discovery, and innovation.



**SIMULATION-BASED
EDUCATION**
HANDS-ON LEARNING

Advanced simulation, clinical skills training, and interprofessional education prepare students for real-world practice.



MISSION DRIVEN
INNOVATIVE • COMPASSIONATE •
COLLABORATIVE

Preparing healthcare professionals through innovative education, relevant research, and service to communities.



College of Veterinary Medicine

Proposed College of Veterinary Medicine Mission

The mission of the Rocky Vista University College of Veterinary Medicine is to prepare competent, compassionate, practice-ready veterinarians who are life-long learners and who serve the needs of their communities through evidence-based practice, professional service, research, and innovative educational experiences.

RVU is seeking a Letter of Reasonable Assurance from the American Veterinary Medical Association (AVMA) Council on Education, which allows the College to recruit and admit its first class. A Letter of Reasonable Assurance is the first step in the accreditation process. Rocky Vista University has received approval from the Higher Learning Commission (HLC) for a College of Veterinary Medicine at our Montana campus in Billings, MT.

The proposed College of Veterinary Medicine plans to offer a Doctor of Veterinary Medicine (DVM). RVU CVM's veterinary medical program will qualify graduates to be eligible to take the North American Veterinary Licensing Examination (NAVLE).

To become a licensed veterinarian in the United States or Canada, graduates must pass the North American Veterinary Licensing Examination (NAVLE). At RVU, our innovative curriculum is designed to build the knowledge, skills, and confidence students need to succeed on the NAVLE and launch their careers in veterinary medicine.



[See Full DVM Degree Plan](#)

[Read About Proposed Admissions Processes](#)

[Meet the College of Veterinary Medicine Team](#)



The big sky awaits in Montana!

Billings, sitting along the Yellowstone River and the famous Rimrocks, is known as Montana's Trailhead because it serves as the border between western Montana's mountains and Eastern Montana's plains and badlands. Billings is an urban city offering modern amenities, exceptional views, outdoor recreation, and award-winning cuisine. Billings is the medical hub for two thirds of Montana and portions of bordering states. Although Billings is the largest city in Montana, it boasts small-town hospitality! Where you can explore recreation, dining, shopping, and events happening in Billings.





How to Apply



Greenwood Asher & Associates®

Greenwood Asher & Associates (GA&A) is assisting Rocky Vista University in this search.

Applications and nominations are now being accepted.

How to Apply:

Please submit application materials through the GA&A **[candidate portal](#)**.

Application materials should include:

- ▶ A letter of interest that clearly states the applicant's qualifications for the position
- ▶ A current resume/curriculum vitae

Submission of application materials as PDF attachments is strongly encouraged.

The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Inquiries and nominations should be directed to:

Julie Holley

Associate Vice President of Executive Search
julieholley@greenwoodsearch.com



Maggie Mayes

Senior Executive Search Consultant
maggiemayes@greenwoodsearch.com

Commitment to Inclusive Excellence: We are Rocky Vista University (RVU), a diverse, equitable, and inclusive healthcare education university that recognizes, values, and respects the commonalities and differences reflected in our students, staff, faculty, and alumni. We strive to be compassionate healthcare educators and practitioners who embrace and champion diversity, equity, and inclusion.

RVU is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.