

KELLY K. CRANE, PH.D.

LARAMIE, WYOMING

PRESIDENTIAL LEADERSHIP PROFILE

Land-grant university executive with 25+ years of experience advancing statewide engagement, supporting academic excellence, expanding research, and fostering public support. Proven Wyoming leader with established respectful, trusting, and genuine relationships across state government, community leaders, industry professionals, donors, and higher education partners. Recognized for transparent decision-making, shared governance, humility, candor, and the ability to lead through complex change while expanding institutional outcomes and strengthening UW's relevance to Wyoming.

LEADERSHIP STRENGTHS ALIGNED TO UW PRESIDENTIAL PRIORITIES

- **Vision & Institutional Excellence:** Proven ability to collaboratively develop, and implement bold, mission-centered leadership strategies; strengthen UW's areas of distinction and respond to opportunities with new academic programs and initiatives.
- **Visibility & Public Value:** Respected statewide ambassador for UW, champion of our commitment to serving the land-grant mission; trusting relationships with stakeholders across Wyoming.
- **Revenue & Resource Development:** Successful fundraiser and legislative advocate; establishes funding partner confidence and expands public investment.
- **Research & R1 Momentum:** Genuine appreciation for all aspects of academic scholarship, clear record of supporting faculty researchers through investments in positions, facilities, technical support personnel, and formal recognition of scholarly accomplishments.
- **Statewide Leadership & Partnerships:** Extensive engagement and successful collaborations with Wyoming county commissions, tribal governments, community colleges, youth serving organizations, NGO's, industry representatives, elected officials, and community members.
- **People & Culture:** Collaborative leader committed to shared governance; builds trusting relationships through genuine listening, reciprocity, and objectivity, retains talent, and strengthens morale.
- **Crisis & Change Leadership:** Demonstrated success navigating internal conflict, external challenges, uncertainty, fiscal constraint, and organizational transformation.

EXECUTIVE LEADERSHIP EXPERIENCE
UNIVERSITY OF WYOMING | Laramie, WY

Farm Credit Services of America Dean, College of Agriculture, Life Sciences, and Natural Resources (CALSNR)

2023–Present (*Interim: Dec. 2023–Oct. 2024*)

Chief executive officer for one of UW’s largest and most externally engaged colleges. Provide strategic leadership for academic programs, personnel, budget, research enterprise, statewide engagement, and advancement—while strengthening transparency, shared governance, and stakeholder trust.

Scope of Responsibility

- **\$70M+** annual budget | **443** employees (**264 faculty**) | **1,400+** students (**173 graduate**)
- **9** academic departments | **6** bachelor’s programs | **27** graduate programs | **28** minors
- **\$40M+** annual research expenditures, \$5M in federal capacity grants
- **19** endowed professorships; endowed deanship; **\$10M+** targeted legislative match
- **23-member** College Advisory Board representing the breadth of CALSNR programs
- **UW Extension:** presence and cooperative funding agreements in every county
- **WY Agricultural Experiment Station:** 4 Research & Extension Centers (14,000+ acres)
- **WY State Veterinary Laboratory:** BSL-3 diagnostics and statewide disease response
- Personnel, offices, and labs located in **7 different buildings** on the UW campus

Selected Outcomes & Accomplishments

- **Change leadership / trust restoration:** Led successful implementation of a major college reorganization amid widespread distrust; rebuilt alignment and momentum through transparency, listening, and shared governance. The reorganization is now widely viewed as having a **profoundly positive impact**, enabling new partnerships, interdisciplinary teaching, and research collaborations.
- **Resource development:** Established CALSNR as a UW leader in philanthropic giving; in partnership with the UW Foundation, secured **\$9M+** in private support in the last year.
- **Legislative advocacy:** Responded to legislative requests and secured the following: **\$10M** matching funds for CALSNR teaching, research, and engagement programs; **\$1.2M** in recurring funds for Research & Extension Center capital upgrades; and **\$860K/year** ongoing support for the Wyoming State Veterinary Laboratory.
- **Research excellence:** Led all UW colleges in total research expenditures, reinforcing commitment to faculty success, innovation, and UW's R1 momentum. CALSNR faculty lead UW's institutional research programs including INBRE, COBRE, and CEA.
- **Program innovation:** Initiated and implemented the interdisciplinary **Ranch Management and Agricultural Leadership** undergraduate program; designed with extensive stakeholder engagement; external/philanthropic support exceeds **\$15M**.
- **Endowed leadership capacity:** Secured major private investment establishing the **Farm Credit Services of America Deanship**, strengthening long-term strategic support for teaching, research, and Extension.
- **Student success focus:** Implemented departmental **Student Success Champions** and strengthened recruitment efforts through enhanced student ambassador incentives and expectations.
- **Visibility & communication:** Expanded administrative transparency and stakeholder engagement via a comprehensive communications strategy increasing the frequency, quality, and relevance of college communications.
- **Statewide partnerships:** Developed academic partnerships through successful W.I.P. projects with multiple Wyoming community colleges (including Eastern, Central, Sheridan, Northwest, Gillette, and LCCC). CALSNR continues to lead and support UW's statewide engagement efforts through our legacy of service to Wyoming communities.

- **Areas of distinction:** Initiated a **\$5M** collaborative campaign with Boone and Crockett Club leaders to establish a working lands wildlife professorship and a UW center focused on wildlife management, health, and habitat. **Reenvisioned** 2 faculty positions to establish joint appointments with the UW School of Computing. CALSNR provides critical teaching and program administration to the **WWAMI** program.

UNIVERSITY OF WYOMING | Laramie, WY

Senior Associate Dean, College of Agriculture, Life Sciences, and Natural Resources June 2023–Dec. 2023

Provided executive support for academic programs, budget, personnel, external engagement, and strategic initiatives. Played key roles in stakeholder relationship-building and culture-building during reorganization.

Selected Outcomes & Accomplishments

- Leveraged UW Extension’s measurable statewide outcomes to support UW’s successful application for the **Carnegie Community Engagement Classification**.
- Strengthened relationships with legislators and advanced priorities through a clear message: institutional-level support is essential to college-level success.
- Launched the inaugural **Wyoming Partnership Summit** at Wagonhound Ranch, convening major landowners, Governor Mead, UW President Nichols, and college leadership to identify ways UW could better serve Wyoming. Outcomes included a **\$5M** endowment, multiple endowed funds, experiential learning opportunities, and student career pathways.
- Resolved long-standing conflict and legal threats with an agricultural producer organization; negotiated a functional **MOU**, restored trust, and concluded disputes amicably with key stakeholders.
- Advanced transparency and shared governance by presenting the full CALSNR budget, development priorities, and position allocation information with college leadership.
- Continued development of Ranch Management and Agricultural Leadership program, including securing a **W.I.P. grant >\$1M**, hiring an Associate Director/Lecturer, developing a strategic plan, and launching the inaugural cohort.

UNIVERSITY OF WYOMING | Laramie, WY

Associate Dean & Director, UW Extension June 2018–June 2023

Led a statewide organization through the COVID pandemic, leadership transitions (2 Deans/3 Presidents), budget reductions, and a multi-year hiring freeze. Implemented organizational transformation to increase fiscal efficiency, customer responsiveness, and public impact while strengthening public support and stakeholder trust.

Scope of Responsibility

- **\$7M+** annual budget (plus county-provided facilities/operating support)
- **148** employees | **26** offices | presence in every county and on Wind River Indian Reservation
- Negotiated annual salary agreements and **5-year MOUs** with every County Commission in Wyoming.
- **2,500+** volunteers | nearly **7,000** 4-H members | **1,300+** Master Gardeners | **130,000+** volunteer hours/year
- **4,000+** educational programs/year | **1,000,000+** direct learner contacts/year | **11,000+** instructional hours/year
- Coordinated the extension efforts of faculty Extension Specialists in five different academic departments in consideration of their teaching and research responsibilities.
- Established **Wyoming Impact Areas** (economic vitality, future leaders, natural resources, health/wellness, food/fiber/energy) as strategic objectives for UW Extension. This change in focus made better use of public funds, demonstrated program relevance, and aligned educational programs to community needs.

Selected Outcomes & Accomplishments

- **Organizational redesign:** Transitioned from a regional service model to a county-focused staffing and program delivery model to address declining county support; achieved adoption with limited acrimony through respectful engagement and trust-based leadership with stakeholders, funding partners, and UW colleagues.

- **Legislative navigation:** Successfully engaged the Legislature to avert actions that could have limited Extension employees' ability to effectively serve in Wyoming counties. Established profound support and appreciation for UW Extension.
- **Shared governance / conflict management:** Selected by EVP & Provost to lead UW Regulation 2-13 committee on academic reorganization/consolidation; guided contentious process toward positive outcomes and mutual respect.
- **Revenue & stewardship:** Secured **\$2.5M** in legislative matching funds for ranch/range management; secured and stewarded UW Extension's first **\$1M endowment** (John P. Ellbogen Foundation); established first endowed field-based Extension educator position and a **\$1.7M** endowed excellence fund for county-based programming.
- **Workforce stabilization:** Restored key Extension educator capacity during hiring suspension by securing exemptions for field-based educators; improved fiscal efficiency to sustain the functions most valued by Wyoming communities.

UNIVERSITY OF WYOMING | Laramie, WY

Associate Director, UW Extension Aug. 2011–June 2018

Supervised field-based Extension educators; led performance evaluation processes and supported peer-based promotion. Guided Extension teams and counties in program design addressing Wyoming needs; extensive engagement with county commissioners, volunteers, partners, and communities statewide.

ACADEMIC APPOINTMENTS & TEACHING / ENGAGEMENT UNIVERSITY OF IDAHO | Moscow, ID

Assistant Professor, Range Extension Specialist, Department of Forest Ecology and Biogeosciences | 2008–2011

Developed and evaluated statewide Extension programming in rangeland ecology/management; led externally funded applied research; collaborated with diverse public land stakeholders; supported interdisciplinary teaching and research at Twin Falls Research & Extension Center. Led research efforts at the Lee A. Sharp Experimental Range.

OREGON STATE UNIVERSITY – Cascades Campus | Bend, OR

Adjunct Faculty Lecturer, Department of Rangeland Resources | 2006

Developed and taught upper-division Range Analysis course (RNG 441) emphasizing assessment/monitoring methods and sustainable management strategies.

UNIVERSITY OF WYOMING | Farson / Pinedale / Laramie, WY

Extension Rangeland Specialist, Department of Renewable Resources | 1996–2003

Delivered and evaluated 200+ comprehensive educational programs statewide; led/participated in 20+ multi-year coordinated resource management processes; led the Extension outputs of senior faculty; conducted externally funded applied research; provided objective, research-based responses to public land policy issues. Represented UW and the college to address complex natural resource issues involving organizations, individuals, and public entities with diverse and often conflicting interests.

PRIVATE SECTOR LEADERSHIP

FRONTIER NATURAL RESOURCE CONSULTING, LLC | Prineville, OR

Owner & Principal Consultant | 2003–2008

Founded and led multi-state consulting firm serving private, governmental, and tribal clients across seven western states. Managed marketing, finance, compliance, proposals, HR, and client engagement. Team of up to eight professionals generated **\$1M+** in revenue through successful delivery of natural resource and applied research contracts.

EDUCATION

Ph.D., Rangeland Ecology & Watershed Management (Minor: Statistics), University of Wyoming, 2002

Dissertation: *Influence of Cattle Grazing on Feeding Site Selection by Rocky Mountain Elk*

M.S., Range Management, University of Wyoming, 1994

Thesis: *Habitat Selection Patterns of Feral Horses in South Central Wyoming*

B.S., Rangeland Resources, University of Idaho, 1990

SELECTED RESEARCH & GRANT EXPERIENCE (*abridged*)

- USDA-AFRI funded research on effects of wolves on beef cattle foraging behavior and performance (2010–2011).
- BLM-funded research evaluation of immigrant forage kochia in fuel breaks (initial award \$25,000; 2010–2011).
- Multi-agency studies and large-scale rangeland assessments for tribal nations and federal partners; secured and administered funding up to \$580,000 on Blackfoot rangelands and \$240,000 on Yakama Nation rangelands (2004–2007).
- USDA-CSREES-IFAFS proposal development and research on cattle grazing influence on elk feeding site selection (\$433,150; 1998–present).

SELECTED PUBLICATIONS (*representative*)

- Crane, K.K., et al. (2016). Elk foraging site selection on foothill and mountain rangeland in spring. *Rangeland Ecology & Management*, 69, 319–325.
- Crane, K.K., Glaze, J.B., & Shewmaker, G. (2010). Foraging behavior and grazing management. In *Pasture and grazing management in the northwest (PNW 614)*.
- Crane, K.K., Smith, M.A., & Reynolds, D.R. (1996). Habitat selection patterns of feral horses in south central Wyoming. *Journal of Range Management*, 50, 374–380. (*Additional publications available upon request.*)

PROFESSIONAL SERVICE & LEADERSHIP

- Member, Governor Mark Gordon’s working group establishing Wyoming’s Agricultural Initiative (2025–Present)
- Western Region Chair & Annual Meeting Lead, APLU Administrative Heads Section (2025)
- Chair/Secretary/Member, Western Extension Directors Association (2018–2023)
- Administrative Council Member, USDA Western SARE (2017–2023)
- Board of Trustees (two terms), Wyoming Natural Resource Foundation (2017–2023)

- Graduate, LEAD21 national leadership program (2013)
 - Chair/Member, BLM Twin Falls District Resource Advisory Council (2009–2011)
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SELECTED AWARDS & RECOGNITION

- Guardian of the Grasslands, Wyoming Stockgrowers Association (2023)
- Director Emeritus, Western Extension Directors Association (2023)
- Excellence in Extension Award (PNW 614), University of Idaho (2010)
- Excellence in Educational Materials, American Society of Agronomy (2010)
- Alumni Achievement Award, University of Idaho College of Natural Resources (2000)
- Exceptional Merit, University of Wyoming College of Agriculture (1998, 1999)
- Outstanding Range Professional, Wyoming Stockgrowers Association (1999)
(Additional awards available upon request.)