

Associate Dean for Extension and Diversity, College of Agriculture, Health and Natural Resources, University of Connecticut [{Link to posting}](#)

The College of Agriculture, Health and Natural Resources (CAHNR) at the University of Connecticut (UConn) invites applications for the position of Associate Dean for Extension and Diversity with appointment as Full Professor with tenure in a CAHNR Department related to the candidate's academic discipline. We are seeking an inspirational, dynamic, and visionary individual to provide exemplary College-level leadership in two important areas: Extension, and JEDI (Justice, Equity, Diversity, and Inclusion), in alignment with the College and University strategic vision. This is a full-time, 12-month appointment, with approximately 70% effort related to Extension leadership and 30% effort related to JEDI leadership.

The CAHNR Associate Dean for Extension and Diversity will provide innovative leadership in planning, facilitating, supporting, and evaluating statewide Extension programs and JEDI initiatives across the College. CAHNR has nine Departments, including a Department of Extension. The departments incorporate a wide range of disciplines within traditional agriculture, as well as health, the environment, and natural resources. The College includes 189 tenured, tenure-track, and teaching faculty, 97 staff, 473 graduate students and 2,036 undergraduate students. The Associate Dean for Extension and Diversity plays a key role in the daily functions of the College as a member of the CAHNR leadership team. The Associate Dean reports directly to the Dean.

The Cooperative Extension System (CES) in CAHNR has provided research-based education to families, communities, and businesses across the state and the region for more than a century. CAHNR Extension is a cornerstone of UConn's land grant mission, to create and disseminate knowledge that improves the lives of people locally, nationally, and internationally. The successful candidate will improve programmatic excellence by expanding and supporting JEDI in our programs and among our faculty, staff, students, and Extension volunteers. Approximately 100 CAHNR Extension faculty and staff are located across nine offices throughout the state including the Storrs and Avery Point campuses.

CAHNR is actively working to expand JEDI throughout the College through intentional efforts to eliminate structural racism. A standing Diversity, Equity, and Inclusion committee provides training, workshops, and other resources to expand diversity within the College. A CAHNR Working Group on Structural Racism was recently formed to explore how the college can break down barriers in teaching, research, and Extension. This work is integral to the CAHNR Strategic

Vision. The Associate Dean for Extension and Diversity provides leadership for these College-wide initiatives.

CAHNR has developed and implemented a Strategic Vision to guide the development and focus of our teaching, research, and Extension programs in the years 2020-2025. The Associate Dean for Extension and Diversity will provide leadership in advancing the implementation of CAHNR's five strategic priorities (<https://cahnr.uconn.edu/visionandvalues>).

- Ensuring a vibrant agricultural industry and sustainable food supply
- Enhancing health and well-being locally, nationally, and globally
- Dismantling structural racism and fostering environments that advance racial equity, inclusion and belonging by advocating for antiracist policies, practices, and norms.
- Fostering sustainable landscapes across urban-rural interfaces
- Advancing resilience and adaptation in a changing climate

Founded in 1881, UConn is a Land Grant and Sea Grant institution and member of the Space Grant Consortium. It is the state's flagship institution of higher education and includes a main campus in Storrs, CT, four regional campuses throughout the state, and 13 Schools and Colleges, including a Law School in Hartford and Medical and Dental Schools at the UConn Health campus in Farmington. The University has approximately 10,000 faculty and staff and 32,000 students, including nearly 24,000 undergraduates and over 8,000 graduate and professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution and is ranked among the top 25 public universities in the nation.

The University serves as a beacon of academic and research excellence as well as a center for innovation and social service to communities. The University and CAHNR prioritize scholarship in areas that impact quality of life, including human, animal, plant and environmental health and sustainability. We encourage and provide support for cross-disciplinary, collaborative scholarship across the College, University, nation, and globe. UConn is committed to Life Transforming Education for students and Extension audiences. UConn is recognized as one of the most sustainable and environmentally friendly campuses by the Sierra Club. Through research, teaching, service, and Extension, UConn embraces diversity and inclusion, and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni.

Duties and Responsibilities

EXTENSION (~70%)

- Provide visionary leadership to the CES

- Work with Extension faculty and staff from all nine departments in CAHNR to develop and communicate program goals and impacts to internal and external audiences
- Coordinate programming, reporting, and collaboration with UConn Office of Public Engagement
- Oversee the Smith-Lever budget and program funding in coordination with the CAHNR Business Office, and coordinate reporting for capacity funds (Smith-Lever, Hatch, McIntire-Stennis, Animal Health) with CAHNR Research, Storrs Agricultural Experiment Station, and the Connecticut Agricultural Experiment Station
- Provide leadership in creating innovative programming with internal and external partners, such as Sea Grant, CT Agricultural Experiment Station and state, regional and federal partners.
- Represent CAHNR Extension on statewide committees
- Engage with stakeholder groups, Extension specialists and volunteers to capture input and coordinate Extension programs

JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (~30%)

- Explore partnerships across the state to promote justice and equity in CAHNR
- Provide leadership to, and coordinate with, the CAHNR JEDI Committee
- Empower and assist the CAHNR Strategic Vision Implementation Team related to Anti-racism
- Collaborate and coordinate initiatives with the University Office of Diversity and Inclusion

Minimum Qualifications:

- Doctoral degree in a discipline that aligns with CAHNR areas of interest
- Extension or other outreach program experience
- Faculty-level disciplinary expertise in higher education related to one of the CAHNR disciplines
- Demonstrated leadership skills
- Excellent communication and interpersonal skills
- Demonstrated interest and involvement in Justice, Equity, Diversity, and Inclusion
- Experience and success in grantsmanship
- Supervisory experience

Preferred Qualifications:

- Leadership experience in Extension programming
- Departmental, Center, or similar leadership experience in higher education

- Demonstrated leadership in promoting Justice, Equity, Diversity, and Inclusion within the workplace
- Leadership and depth of understanding of USDA Capacity funding process

APPOINTMENT TERMS

This is a full-time, 12-month position with an anticipated start date of August 23, 2022. Salary will be commensurate with qualifications and experience.

To Apply

Please apply online to Academic Jobs Online (Insert Link) and submit the following application materials:

- A **cover letter** summarizing how your qualifications and experience meet the position requirements (maximum two pages).
- **Curriculum vitae.**
- **Leadership statement** summarizing how you will provide visionary and strategic leadership for CAHNR Extension and JEDI (maximum two pages).
- **A statement of academic disciplinary interests:** summarize how your professional accomplishments will contribute to the college's success in achieving its Strategic Vision (maximum one page).
- **Statement on experience and commitment to diversity, equity and inclusion** including broadening participation, integrating culturally-sustaining approaches in instruction, research, and extension. Promoting equity through scholarship and community engagement, and pedagogical techniques to meet the needs of diverse learning styles, etc. (maximum one page).
- Names **and contact information for at least three references.**

Link to Posting: <https://academicjobsonline.org/ajo/jobs/20554>

Review of applications will begin on January 2, 2022 and continue until a successful candidate is selected. Inquiries should be sent by email to Ms. Virginia White (virginia.white@uconn.edu).

The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty, and staff. The diversity of students, faculty, and staff continues to increase, as does the number of honors students, valedictorians, and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural, and diverse University community. As

an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities, and members of traditionally underrepresented populations. All UConn employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.