

## **Dean of the Agricultural Research Division (ARD) & Director of the Nebraska Agricultural Experiment Station**

The University of Nebraska-Lincoln invites nominations and applications for the position of Dean of the Agricultural Research Division (ARD) and Director of the Nebraska Agricultural Experiment Station (hereafter referred to as ARD Dean). The university is seeking an innovative, dynamic, collaborative and entrepreneurial person who will provide intellectual and strategic leadership for ARD. We are looking for a strong leader who understands the importance of research in higher education and who will help us reach higher to achieve bold goals in realizing our potential and maximizing our impact. The successful candidate will be one who appreciates the unique contributions of agricultural, natural resources, and human sciences research and how researchers and external stakeholders within each of these domains can work together to address the most important challenges facing society and agriculture. The successful candidate will be committed to excellence wherever it is on the discovery-to-practice continuum. The dean will be someone comfortable operating beyond functional silos and excited by boundary-spanning opportunities within and outside of the university. The incumbent will be a collaborative and inspiring dean who will hold fast to the university's core values of accountability, diversity, integrity, respect, and social responsibility.

Recognizing that diversity within a context of inclusivity enhances creativity, innovation, impact, and belongingness, the Institute of Agriculture and Natural Resources (IANR) and ARD are committed to creating research, learning, programming, and work environments that are inclusive of all forms of human diversity. We actively encourage applications from and nominations of individuals from underrepresented groups.

The dean will be appointed to a five-year renewable term, subject to annual reviews by the Vice Chancellor/Vice President and a satisfactory formal reappointment review.

### **Position Overview**

The ARD Dean reports to the IANR Vice Chancellor/University of Nebraska Vice President for Agriculture and Natural Resources. The dean is a member of the IANR senior leadership team (SLT) who partners and collaborates with colleagues to ensure IANR and UNL are coordinating and promoting all aspects of our land-grant mission. The incumbent provides leadership and oversight of all ARD programming and initiatives, including oversight of our three Research, Extension and Education Centers and associated research sites throughout the State.

With over 300 regular faculty members with research appointments through ARD, the ARD Dean fosters an inclusive culture in which all contributions to the team are appreciated and recognized, collaboration and innovation are encouraged, and the abilities of all are engaged to fully realize the potential of the team and of each team member. The incumbent manages financial and physical resources responsibly to maximize the effectiveness of those resources, exhibiting fiscal discipline and transparency, and using best fiscal management practices. The ARD dean ensures opportunities are open to all, programs are inclusive of all constituencies, and efforts are made to engage diverse audiences, especially those that are traditionally underrepresented. They synthesize a vision for ARD with input from faculty, staff, and stakeholders that encompasses all research areas, seeks and deploys personnel and financial resources strategically, and ensures that the strategic vision is continuously examined for relevancy and refreshed as needed.

### **Qualifications for the Position**

To be considered for the position, candidates must have:

- A record of excellence in research evidenced by a portfolio of publications, extramural funding, and collaboration that demonstrates the skills and abilities to accelerate and maximize research impact.
- Accomplishments commensurate with a tenured faculty appointment in an IANR unit at the rank of full professor.
- Demonstrated ability to provide visionary leadership for complex organizations and/or initiatives.
- Demonstrated ability to lead multidisciplinary teams and align resources to achieve strategic outcomes.
- A record of leadership and outcomes that demonstrate an abiding commitment to practices that are

inclusive of diversity.

- Exceptional skills in communication and interpersonal relations.

Preference will be given to candidates who demonstrate:

- Documented success in a senior/executive-level leadership role in a complex and decentralized system (e.g. higher education, industry, or government).
- An ability to collaborate effectively with a broad range of constituencies.
- Evidence of using data and/or fact-based information to navigate complex situations and make strategic decisions.
- Demonstrated understanding of systems and networks that encourage and support entrepreneurial activities and the success of entrepreneurs, founders, or start-ups.
- Success in establishing mutually beneficial affinity partnerships with industry partners.
- Documented international programming/partnering experience related to agriculture, natural resources or the interplay of the global food, energy, water and societal systems.
- Sensitivity to the perspectives and values of faculty, staff, and students.

### **Application**

IANR invites inquiries, nominations, and applications for the position of Dean of the Agricultural Research Division. We actively encourage applications from and nominations of persons underrepresented groups.

The Search Advisory Committee will continue to receive applications until the dean is selected. To ensure full consideration, nominations and applications should be submitted before May 2, 2022.

Applicants should go to <https://employment.unl.edu>, requisition F\_220050. Click "Apply to this Job," complete the information form and attach a) a letter of interest that describes your qualifications for the position, anticipated contributions, and vision; b) a statement of the value you place on diversity and your anticipated contributions to creating inclusive environments in which every person and every interaction matters (2 page maximum; see <https://ianr.unl.edu/ongoing-searches> for guidance in writing this statement); c) a detailed curriculum vitae; and d) the names of 3-5 professional references. References will be requested only of candidates who make the short list. All candidate information will be held in strict confidence until the final stage of the search at which time the express permission of finalists will be obtained before making their candidacy public. Candidates are urged to review all information and documents posted on the search web site.

For questions and assistance with submitting the application contact Ms. Jodi Mackin, Faculty HR Specialist at [jmackin1@unl.edu](mailto:jmackin1@unl.edu).

Questions and nominations can be directed in confidence to:  
Dr. Tiffany Heng-Moss, Search Advisory Committee co-Chair  
Dean, College of Agricultural Sciences and Natural Resources (CASNR)  
[thengmoss2@unl.edu](mailto:thengmoss2@unl.edu)  
402-472-2707

Dr. Edgar Cahoon, Search Advisory Committee co-Chair  
George Holmes Professor  
Director, Plant Sciences Innovation  
[ecahoon2@unl.edu](mailto:ecahoon2@unl.edu)  
402-472-5611

UNL offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience.

The University of Nebraska is committed to creating a diverse and inclusive work and learning environment free from discrimination and harassment. UNL is dedicated to creating an environment where everyone feels valued, respected and included.

As an EO/AA employer, qualified applicants are considered for employment without regard to race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation.

See <https://www.unl.edu/equity/notice-nondiscrimination>.