DEPARTMENT HEAD
OF ANIMAL SCIENCE

CFANS
COLLEGE OF FOOD, AGRICULTURAL
AND NATURAL RESOURCE SCIENCES

OVERVIEW
The College of Food, Agricultural, and Natural Resource Sciences (CFANS) at the University of Minnesota is made up of 12 academic departments, 10 research and outreach centers, multiple interdisciplinary centers, the Minnesota Landscape Arboretum, and the Bell Museum + Planetarium. U.S. News and World Report ranks the college #18 globally for agricultural sciences and #14 for environmental sciences. Built on a strong commitment to its land-grant legacy and on the shoulders of giants like Nobel Prize Winner Norman Borlaug, CFANS is a leader in transdisciplinary research platforms that drive innovation, improve agricultural practices, and develop science that protects the natural environment.

To apply visit https://z.umn.edu/cfans_ansci
Minnesota’s animal agricultural industry consistently ranks among the most productive not only in the nation, but the world. Minnesota’s livestock producers rank second in pork, first in turkey, seventh in eggs, sixth in dairy cows, eighth in milk production, ninth in cattle-on-feed, and fifteenth in the population of horses in the United States. This industry leadership is a result of a culture of innovation and partnership with the University of Minnesota Animal Science Department and the College of Veterinary Medicine.

We are home to and vital partners with industry leaders including Cargill, Hormel Food, Jennie-O, General Mills, Land O’Lakes, Purina Mills, Michael Foods, Sparboe, and several regional equipment and animal health companies. Several of these companies have co-located animal research facilities at which many CFANS graduate students intern or launch their careers. Additionally, several equine-related companies are headquartered throughout the state.

With the Minnesota Department of Agriculture, the state has invested nearly $5 million in the Agricultural Research, Education, Extension and Technology Transfer Program (AGREETT), which supports new faculty, technicians, and graduate students to help producers and the food and ag industries across every platform to take advantage of the technological changes that are transforming agriculture.

We are currently partnering with the dairy, turkey, and beef industry to invest in new research facilities that meet the 21st century advanced technologies emerging in animal agriculture. The next department head will have the opportunity and expectation to shape this vision to sustain Minnesota’s global innovation in animal agriculture.

The University of Minnesota’s comprehensive programs in animal science, veterinary medicine, public health, human medicine and biology offer opportunities to work in a One Health platform that integrates systems biology from animals to humans and integrating foundational science in genomics, microbiology, and metabolomics to advance applications in animal and human health. Further, our co-location with world class medical device companies such as Medtronic, Boston Scientific, and St. Jude Medical offers opportunities to expand our One Health industry connections. This positions us to be a leader in emerging areas of animal health and animal models for human medicine and health application, as well as production animal agriculture research.
PART OF THE TWIN CITIES CAMPUS

CFANS facilities are based on the St. Paul campus of the University of Minnesota. This offers our faculty and students the best of both—the larger, urban Minneapolis campus just a short shuttle ride away and the smaller, intimate St. Paul campus with a park-filled setting and warm community members. The St. Paul campus is surrounded by test crop fields, United States Department of Agriculture labs and testing facilities, display gardens, animals and barns, and natural green spaces. The St. Paul campus has the larger geographical footprint of the Twin Cities campuses, with total CFANS undergraduate student enrollment of 2,021 and 704 graduate students.

CFANS offers opportunities for students to experience production agriculture, forestry, and natural resource management at a Big Ten University located in the heart of the Twin Cities. Learning transcends the urban setting on campus and off. World-renown research scientists guide students through experiences beyond the traditional classrooms in living laboratories across the state in forests, prairies, and fields in Minnesota’s four distinct biomes. Undergraduate students can choose from 13 majors and 25 minors. There are also three pre-professional programs, majors that are specifically designed to allow the student a seamless transition into advanced study. Among the majors available are pre-bioproducts and biosystems engineering, pre-veterinary medicine, agricultural education, agricultural and food business management, animal science, bioproducts marketing and management, and plant science.
PART OF THE UNIVERSITY OF MINNESOTA

CFANS coordinates a variety of graduate study options offered by the University of Minnesota Graduate School including a complete range of degree options: master’s and doctoral degrees, interdisciplinary degrees, joint degree programs, degrees for professionals, and international experiences in 12 CFANS program areas such as land and atmospheric science, applied economics, bioproducts and biosystems science and engineering, to name a few.

CFANS has more than 240 tenured and tenure-track faculty members, including two Regents Professors and one National Academy of Sciences member. CFANS faculty members were awarded more than $58 million in research grant funding in fiscal year 2015, near the top among colleges at the U of M. Along with federal funding, the college’s research partners include the State of Minnesota, corporate, and industry group partners. The college is a key player in three of the University of Minnesota’s four MnDRIVE (Minnesota Discovery, Research, InnoVation, Economy) initiatives.
OVERVIEW OF POSITION

The mission of the Department of Animal Science is to enhance the productivity and well-being of animals to support a growing world population through education, science, and innovative technology. The Department provides lifelong opportunities for people to learn about animal biology, management systems for domestic animals, and the role of animals in a changing society and seeks new knowledge about biology, production and care of domestic animals. The extension and outreach mission of the Department is to interpret research and provide education for producers and consumers of animal products to improve their economic well being and quality of life.

The Department Head serves as the chief administrative officer of the department and represents the department at all levels of the University administration, to industry, commodity groups, non-profit citizen groups and other external stakeholders. The Department Head provides leadership to teaching, research, extension, and international activities; has administrative responsibility for faculty, staff, and students of the department; and encourages and challenges departmental personnel to excel in their respective positions. The Department Head encourages and fosters open communication, cooperation, and collaboration among departmental and external stakeholders.
RESPONSIBILITIES

I. Leadership

– Leads in establishment of department priorities, goals and areas of emphasis including those involving cross-disciplinary activities or inter-departmental programs; provides vision and direction of programs to keep relevant and competitive; ascertains how well department goals are being met; and facilitates periodic formal review of department programs.

– Fosters effective working relationships among departmental personnel to accomplish goals.

– Fosters internal and external collaborations, explores partnership opportunities and revenue sources.

– Promotes and practices principles of affirmative action and equal opportunity. Fosters a climate that respects diversity and the professional development of personnel.

– Responsible for departmental human resource management, including recruitment, development, and retention.

– Conducts departmental personnel performance evaluations; directs departmental faculty promotion and tenure process; and determines faculty salaries.

– Participates in the development of collegiate policy and collegiate strategic planning and supports these activities within the Department.

– Plans and conducts departmental personnel meetings; initiates nominations for internal and external awards; and coordinates all department committee assignments and activities.

– Supports the department’s graduate and undergraduate programs to fulfill the academic mission.

– Enhances a sense of community in the Department by promoting successes and relevance within and outside the Department.

– Works effectively with geographically dispersed faculty located at outlying Research and Outreach Centers.
RESPONSIBILITIES CONTINUED

II. Fiscal Responsibility

– Actively engages in securing adequate resources for the Department to strengthen and broaden its mission, and nurture collaborations with other units at the University; and reviews and realigns resources to support faculty and programs.

– Directs preparation and monitoring of departmental budgets and records; allocates and manages departmental funds and resources including personnel, space, and equipment; and oversees campus-based animal care facilities.

III. Communication/Transparency

– Communicates on a regular basis with departmental personnel.

– Consults with the Department’s Faculty Consultative Committee to seek faculty input into decision-making processes.

– Enhances external relations and the Department’s image within CFANS, the University and beyond.

Leadership Competencies:
The individual in this position will be a collaborative leader committed to working effectively across all leadership positions within the College. Leadership competencies are expected specifically in the following areas:

– DRIVING RESULTS
  creating a culture of innovation, accountability, high quality and service.

– VISION
  establishing direction through clear communication and aligning resources with priorities.

– ENGAGEMENT
  building, sustaining and retaining high performance individuals and teams.

– COLLABORATION
  effective at building consensus, valuing diversity and inclusion, influencing others, and problem-solving.

– ACCOUNTABILITY
  high standards for self and team, and fostering a strong culture of accountability.
QUALIFICATIONS

Required
– Has the credentials to be a tenured full professor in the Department of Animal Science in the College of Food, Agricultural and Natural Resource Sciences.
– Has the ability to articulate a vision for formulating and implementing goals and policies.
– Demonstrates a commitment to strong disciplinary and interdisciplinary teaching and learning, research and discovery, and Extension, outreach and service.
– Has a record of administrative experience, either through formal assignment or academic leadership, grant administration, or related experiences.
– Demonstrates an ability to work with people and to represent the Department within the University and to the general community.

Preferred
– Broad understanding of current and emerging areas of animal sciences.
– Evidence of visionary leadership in supporting and promoting excellence in teaching, research, Extension, outreach, and collegiate-centered activities and initiatives.
– Record of fostering the scholarly productivity of others.
– Experience in fiscal management, administration and supervision.
– Effective organizational and communication skills, including oral, written, and listening skills.
– Success in supporting curricular development and programmatic innovation in undergraduate and/or graduate education. Knowledge and skill in utilizing information technology.
– Demonstrated skill in fostering linkages with other disciplines and building program partnerships.
APPPOINTMENT OVERVIEW

Nature of Appointment:
This is a 100%-time, 12-month administrative appointment in addition to a 12-month tenured faculty position, with an initial three-year appointment period. Reappointment to annually renewable terms is contingent upon a comprehensive administrative review and evaluation following the initial appointment period. The Department Head is responsible administratively to the Dean of the College of Food, Agricultural and Natural Resource Sciences, and is a member of the college’s leadership council.

Application:
Apply online to Requisition #319841 and include a cover letter, CV, a vision statement for the Department of Animal Science, a statement addressing your leadership philosophy, and the names and contact information of three professional references. References will be contacted only of those applicants judged most qualified for the position.

The search committee will begin reviewing applications on October 20th and the position will remain open until filled.

If you have any questions regarding the application process, please contact, Ms. Lori Loberg by phone (612-624-8439) or email (theis020@umn.edu).

For further information about the position, please contact Dr. Nancy Ehlke, search committee chair, by phone (612-625-1791) or email (nancy@umn.edu).

American with Disabilities Act (ADA) Requirements:
Office environment including standing and sitting at desk, use of computer, occasional lifting of approximately 10 pounds.

Background Check Requirement:
Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work here. Criminal convictions do not automatically disqualify finalists from employment.

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The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.