



**Dean Charge to the members of the
MU College of Agriculture, Food & Natural Resources (CAFNR)
Associate Dean for Research and Director of the Missouri Agricultural Experiment Station
Search Committee**

Delivered by University of Missouri CAFNR Vice Chancellor and Dean Christopher Daubert

Criteria for Consideration

The Associate Dean for Research and Director of the Missouri Agricultural Experiment Station in the College of Agriculture, Food & Natural Resources at MU serves as a leader of our academic and scholarly work, an enabler of the discovery and dissemination of knowledge, and a key collaborator to me as Dean.

I charge you to evaluate them against the criteria contained in the position profile and job description and apply those criteria equitably to all candidates. I request the Committee analyze, at a minimum, a candidate's strengths in the following areas:

- (1) Innovation
- (2) Entrepreneurship
- (3) Employee management and relations
- (4) Relationships with funding agencies, national labs, and industry
- (5) Research programs and reputation
- (6) Leadership experience in developing research opportunities for others
- (7) Federal and state partnering
- (8) Farm Bureau and Ag department experiences
- (9) Commodity association involvement
- (10) Budget management and oversight experience
- (11) A deep commitment to creating an environment that promotes and values diversity and inclusion.

These attributes, among others, are what I am most focused on in this search. We need someone who will help us build the stature of our programs and faculty. Someone who can talk to farmers and federal funding agencies alike. Someone who can help us build on our current AAU standing and our commitment to the land-grant mission.

Committee Activity

Relative to this search, I ask the committee to provide me the following to complete its activities:

- The names of 3-5 finalists (unranked), who the committee believes offer the strongest set of experiences, competencies and attributes to serve as the Associate Dean for Research for CAFNR.
- Serve as hosts to the final candidates when they are here for on-campus interviews.
- Provide your assessment of each finalist's strengths and weaknesses. I will meet with the committee after the campus interviews to gain your perspectives as a group.

If an acceptable candidate is named to the position, these final tasks will conclude the committee's formal activities.