

# DEPARTMENT HEAD OF FOOD SCIENCE AND NUTRITION

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**CFANS** COLLEGE OF FOOD, AGRICULTURAL  
AND NATURAL RESOURCE SCIENCES

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. *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, go to [z.umn.edu/CFANSfoodsciencenutrition](https://z.umn.edu/CFANSfoodsciencenutrition) and enter 325020 in “Keywords” and click on “Search.”**



UNIVERSITY  
OF MINNESOTA



## OVERVIEW & RESPONSIBILITIES

### Department of Food Science and Nutrition

Established in 1972, the Department of Food Science and Nutrition is a nationally recognized department offering highly ranked programs of study at the undergraduate, master of science, and doctorate levels. The department has a distinguished faculty who have won numerous university and national awards for quality teaching, outreach, and published research. The nutrition faculty work in a variety of fields including molecular biology, biochemistry, microbiology, physiology, and clinical nutrition. Their research includes clinical and community nutrition, as well as biochemical and physiological nutrition. Food science research and work areas include food chemistry, food safety, food microbiology, dairy science, food sensory, and flavor research.

The department has several affiliations with university-level centers and institutes that enhance the strength and scope of departmental programs. These affiliations include the Healthy Foods, Healthy Lives Institute; the Midwest Dairy Foods Research Center; the Minnesota Obesity Center; the Food Protection and Defense Institute; Sensory Center, School of Public Health and Academic Health Center. These affiliations extend the reach of CFANS Food Science and Nutrition research and education activities more broadly across the university, industry, and other institutions, such as the U.S. Department of Veterans Affairs Medical Centers and Mayo Clinic, within Minnesota and beyond.

Additionally, the department has active University of Minnesota Extension programs collaborating with other collegiate units, regional outreach centers, government agencies and private industry. The department's extension programs deliver state-of-the-art applied research and education on issues such as processing, handling and preparation for food safety, improved nutrition in native communities, and improved eating behavior among children, adults and families.

### Responsibilities

The department head provides administrative leadership to the Department of Food Science and Nutrition. This position provides strong support and leadership to the teaching, research, extension and outreach activities, including the work of affiliated centers. This position represents the department within the college and university, and to the broader state, national and international communities served by its faculty. The head actively supports the securing of adequate resources for the department to strengthen and broaden its mission, nurture linkages with other units in the university, and advance its already strong international reputation. The head is also responsible for faculty hires, and is expected to develop a strategic faculty hiring plan with the goal of attracting field-shaping, diverse faculty in a nationally recognized food science and nutrition program.



## QUALIFICATIONS & LEADERSHIP

### Qualifications Required

Candidates must have an earned doctorate in food science, nutrition, or a closely related field.

Record of excellence in teaching/research/discovery as well as engagement/outreach productivity that meets the criteria for rank of full professor in the department. Candidate must meet qualifications for tenure at the rank of full professor in the department of food science and nutrition.

Minimum of eight (8) years of professional experience after the completion of the doctoral degree.

Record of administrative experience including experience in fiscal management.

### Leadership

#### THINKS STRATEGICALLY

Has a compelling vision for excellence in teaching, research, extension, outreach, and center activities. Understands and considers trends when setting priorities. Identifies actions that further the objectives, priorities, and vision of the department. Anticipates and addresses issues to best position the department for success.

#### ALIGNS RESOURCES

Ensures strategies, major change initiatives, and key decisions are translated into realistic plans with action steps, timelines, and owners. Aligns plans with university-wide goals and priorities. Ensures that others have the resources, information, authority, and support needed for success.

#### ORGANIZATIONAL SAVVY

Is attuned to external and institutional politics. Successfully navigates university cultures to build and sustain a broad base of support for important initiatives. Cultivates positive relationships with alumni and internal and external stakeholders. Builds alliances to further the goals of the department. Fosters linkages with other disciplines and builds program partnerships.

#### ADVOCACY

Promotes the department on national and international stage. Advances all aspects of the teaching programs, curriculum development, and student issues through effective advocacy within the university and the general community. Secures adequate resources for the department to strengthen and broaden its mission. Communicates complex issues clearly and credibly with widely varied audiences.

#### COLLABORATES

Builds consensus. Works collaboratively with faculty, staff, and stakeholders to set vision and direction. When faced with conflict, finds a productive way forward. Knows when to talk and when to listen. Creates an environment for open dialogue, meaningful collaboration, and teamwork.

#### SELECTS AND DEVELOPS TALENT

Develops and executes a strategic faculty hiring plan to attract field-shaping, diverse faculty and nurture signature areas. Provides clear performance expectations. Ensures that others receive timely, actionable, and constructive feedback and coaching

#### MOTIVATES AND INSPIRES

Cultivates a feeling of energy, unity, and optimism in the department. Helps others understand how their work is connected to broader goals. Inspires commitment to the university's academic mission. Fosters an environment that recognizes and rewards strong performance. Ensures others feel valued regardless of their background.

#### ADMINISTRATIVE/FISCAL MANAGEMENT

Manages the budget to ensure the optimal use of resources. Makes appropriate financial trade-offs. Stays on top of administrative details doesn't let things fall through the cracks.

## EXPECTATIONS & APPOINTMENT

### During the interview process

Applicants will be asked to summarize diversity and inclusion accomplishments during their career, as well as their commitment, experience and approach to teaching and working with students, colleagues and constituents from diverse populations.

### Nature of Appointment

Academic and administrative appointment will be on a twelve-month basis as head and tenured faculty position as full professor. The initial administrative appointment is for three years with annual performance reviews. Subsequent annual reappointment is dependent on performance and outcome of administrative reviews conducted every three to five years. Salary is commensurate with experience and achievement, and carries an administrative salary augmentation. 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.

### Timeline

Review of applications will begin November 1, 2018. The position will remain open until filled. Interviews are tentatively scheduled for mid-January 2019. The desired starting date is fall 2019 or as soon thereafter as possible.

### Application Procedure

Applicants should submit the following materials: curriculum vitae, a one- to two-page statement of interest in the position, a one- to two-page statement of your vision for the department, and the names of three references with contact information. References will be contacted only of those applicants considered finalists for the position.

All applications must be submitted online. To apply, go to **[z.umn.edu/CFANSfoodsciencenutrition](http://z.umn.edu/CFANSfoodsciencenutrition)** and enter **325020** in "Keywords" and click on "Search." You will have the opportunity to complete an online application for the position and attach a cover letter and resume. Additional documents may be attached after application by accessing your "My Activities" page and uploading documents there.

If you have any questions, please contact Ms. Angie Nalezny, Director of Human Resources, at **612.301.2466** or **[nalezny@umn.edu](mailto:nalezny@umn.edu)**

For more information about CFANS, view: [www.cfans.umn.edu](http://www.cfans.umn.edu)

*The University of Minnesota (UMN) 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. As an institution committed to demonstrating excellence through diversity, the College of Food, Agricultural and Natural Resource Sciences and UMN are committed to hiring a diverse faculty and staff, and strongly encourage candidates from historically underrepresented groups to apply. We welcome you to visit our college's diversity and inclusion web page at: <http://www.cfans.umn.edu/diversity>*