

March 2, 2015

Dear Colleagues:

Dean Fred Poston has served the College of Agriculture and Natural Resources since January 2013 and plans to retire at the end of 2015. The process for selecting his replacement is a shared responsibility of the CANR faculty -- represented by the College Advisory Council (CAC) -- and the Provost. I am pleased to announce that we have recently concluded agreement on the procedures and search committee composition. There are a couple of minor details yet to be finalized, but I am sharing the following information with you, as we are soon to commence the search process.

The CAC's negotiation with the Provost on search procedures was based on the guidelines established in the revised CANR Bylaws for Academic Governance, which were approved in May 2014. These guidelines may be found in Appendix A of the Bylaws document, available at: http://www.canr.msu.edu/faculty_staff/governance. As stipulated by these guidelines, the committee will be composed of nine faculty members (seven selected by the CAC from unit nominations; two selected by the Provost), one member of the CANR Chairs and School Directors group, one MSUE Educator, one staff representative, one graduate student, one undergraduate student, one MSU College Dean, and the Associate Provost/Associate Vice President for Academic Human Resources (member with voice only).

The CAC and Provost Youatt agreed to two minor modifications to the guidelines that will affect the search committee composition. 1) There will be two additional distinguished, non-voting members that will be added to provide a national/international perspective; one member will be from the agri-business sector and one from a government agency or foundation with interests in agriculture and natural resources. 2) The Chair of the Stakeholder Advisory Council (a group of alumni, stakeholders from commodity groups, professional organizations, and state agencies) will serve as a search committee member with voice only. These three members will provide important advisory input for the search process. The CAC and the Provost believe these modifications are consistent with the guidance and spirit of the procedures prescribed in the Appendix A of the Bylaws.

The members of the search committee and their affiliations follow.

Members of the CANR Dean Search Committee

CANR Faculty Members

1. Rique Campa (FW) – Search Committee Chair
2. Deb McCullough (ENT/FOR)

3. Gale Strasburg (FSHN)
4. Mary Hausbeck (PSM)
5. Pat Norris (CSUS/AFRE)
6. Randy Beaudry (HRT)
7. Sinem Korkmaz (SPDC)
8. Laurant Matuana (PKG)
9. Jianguo Lu (FW)

Chairs and School Directors Representative

10. Janice Swanson (ANS)

Staff Advisory Committee Representative

11. Terri Badgley

MSU Extension Representative

12. Dennis Pennington

Student Representatives

13. Emmalee Blough: Undergraduate student (FSHN)
14. Deborah Velez-Irizarry: Graduate student (ANS)

Dean Representative

15. John Baker (CVM)

Chair of the Stakeholders Advisory Council

16. Philip Korson (President - Cherry Marketing Institute)

External Advisory Members

17. Al Bolles, ConAgra Foods (agri-business sector representative)
18. To be determined

The search committee will be working with an executive search firm, Korn Ferry, to assist in identifying and recruiting candidates to apply for the position. They have recently completed Agriculture Dean searches at Penn State and Ohio State, among others.

We recognize that the process is getting started rather late in the current academic year. This was an outcome of extended negotiations on the search procedures. The CAC recognizes that the procedures (particularly with respect to search committee composition) defined by the CANR Bylaws represent a significant change from the ways in which MSU dean searches have been conducted. The CAC expresses its sincere appreciation to Provost Youatt for her deep understanding of the complexity and unique nature of our college, and for her respect for the CANR faculty principles on this important matter. I also wish to take this opportunity to extend my gratitude to my colleagues on the CAC, and to Associate Deans Suzanne Lang and Kelly Millenbah for their hard work and thoughtful participation in these deliberations. This has been a strong team effort. Although it would have been desirable to have an agreement earlier, we believe that we

now have a process that is consistent with the CANR Bylaws and that is likely to attract an outstanding pool of candidates resulting in a successful outcome.

Sincerely,
Gale Strasburg

Chair, CAC