

Strategic need:

The _____ Department has been a national leader in the discipline for many years, culminating with 2013 recognition from the National Science Council as the top ranked _____ Department and tenth ranked _____ science department among all _____ science departments in the US. Since that time the faculty of the department have been targeted for recruitment by other universities and industry. Successful recruitments away from our department, along with retirements, have led to a loss of five faculty members in the last 18-24 months. Four of those faculty members were tenured full professors and the fifth is a research-track associate professor with no teaching responsibility, but substantial involvement with undergraduate research and advising to the graduate student club. The losses have caused the department to redistribute teaching four graduate-level classes or decline to teach some advanced classes. We have doubled up teaching load on the remaining faculty to bridge one critical class and plans are in place to cover two other classes with temporary solutions. One other class remains with no good solutions and will be placed on hiatus until a qualified instructor can be found. The five individuals that have departed were all well-established professionals with strong grantsmanship and publication records. As a result, we are no longer the same department that received that top ranking in 2013. Nevertheless, we remain a very strong department and offer this strategy as a part of the plan to return to the prominent status we held very recently. Our commitment to provide a comprehensive education in _____ is becoming unique among departments of _____ in the US. That spectrum and scope of the science will support us in our quest to be the best. Many other _____ departments, including those at some universities with strong reputations in the science have recently discontinued the practice of full spectrum science and eliminated courses. However, our faculty are committed to the principle of producing ' _____ ' rather than specialists within certain sub-specializations of organismal biology.

Consideration for need:

The faculty responded to a survey and participated in a retreat on Feb 13 to reassess the needs of the department to balance the research needs of stakeholders in the state. Further, the positions selected and ranked in this document address better coordination of our research and improved understanding of the infection process in _____ and management methods reduce losses.

Current search status:

We are not currently in the search process for any positions. Our most recent hire started on January 1, 2017. He is essentially a backfill for the loss of _____ about ten years ago. The search to fill that position was completed in spring of 2016.

We have an immediate need for three positions and within the fiscal year will need to fill the fourth position linked to an impending retirement. The next two positions will be needed in the immediate period following. The positions below are listed in rank order to address our current shortcomings.

Tier One Positions (immediate and pressing need):

Position 1a - Applied _____ at the Assistant Professor level.

- This position will be a research and teaching split. The breakdown will depend on the successful candidate and their strengths to fit in our teaching needs. Potential classes include Introductory _____ or _____. The research focus will be on _____ and will be closely coordinated with the extension specialist and basic researchers with relevant research. Further, collaborations

are expected with the _____ program in the _____ Department and in screening materials from the _____ program.

- ***This position ranks in our department strategic plan as a top need.*** Like all of the positions listed, it is a critical cog to the national ranking of the department and the college. It is further critical to the relevance of the _____ research program to the state. This position will help spread the teaching load to develop the student human capital, but most critically it will support the _____ commodity in the state, improving the productivity and economic and community vitality. This position is critical to departmental goals to maintain external grant funding of \$6-9M/yr and a national ranking in the top three in the country. This position has a high potential for publications and applied funding through a number of sources.

Position 1b - _____ at the Assistant Professor level.

- This position will be a research and teaching 80:20 split. The teaching assignment includes two graduate level classes. The research focus for the position will be molecular biology involving _____ pathogens. Recently, a study showed that _____ diseases are consistently causing substantial losses in local _____, with less influence of environment than _____ pathogens, emphasizing the need for research on the topic. The successful candidate will also participate in the project initiated by Dr. _____ with _____ Commission support. Dr. _____ will be overseeing that project for the interim. The _____ project also provides service to the _____ program.
- ***This position ranks in our department strategic plan as a top need to conduct critical research and teach a core course in our curriculum.*** Like all of the positions listed, it is a critical cog to the national ranking of the department and the college. It is further critical to the relevance of the plant pathology research program to the state of Kansas. This position will help develop student human capital, but most critically it will support the wheat commodity in the state, improving the productivity and economic and community vitality of the state. This position is critical to departmental goals to maintain external grant funding of \$6-9M/yr and a national ranking in the top three in the country. This position has a high potential for publications and applied funding through a number of sources.

Position 1c - Lecturer/Instructor

- Providing teaching support in the principles course and all other lab courses.
- At this point, we are struggling to teach the introductory class, _____, and the labs for other advanced classes. Researchers are underwriting the cost of teaching by using their technical staff to prep classes. Some faculty have decided to discontinue lab activities in their upper division courses because of the time required to prep and the loss of their technician's time from their research. Students are the losers in this arrangement in that they do not gain experience working with the organisms in relevant real world situations.
- ***This position ranks in our department strategic plan as a top need to teach the most time demanding course and add value to all other courses with labs,*** potentially helping add back labs in some courses that have discontinued the practice. One other peer institution (Ohio State) has used this approach to great success. The key contribution of this position is improved student success. It will contribute to the development of student human capital, enhancing the current teaching and learning experience.