

Attachment A.

POSITION ANNOUNCEMENT (long version)

Assistant Professor of Molecular Breeding for Small Grains Crops

Department of Plant Sciences, University of California, Davis

As part of UC Davis' commitment to hire leading research faculty with an outstanding commitment to teaching, research and service that will promote the success of historically underrepresented and marginalized student communities and address the needs of our increasingly diverse state and student population, the Department of Plant Sciences in the College of Agricultural and Environmental Sciences at the University of California, Davis is recruiting an Assistant Professor of molecular breeding of small grains crops. This is an academic-year (9-month), tenure-track position with teaching, research, outreach/engagement, and service responsibilities. The appointee is expected to conduct mission-oriented research and outreach/engagement activities relevant to the California Agricultural Experiment Station (<https://caes.ucdavis.edu/research/aes>). This is an outstanding opportunity to lead the prestigious small grains breeding program of the University of California. We seek an exceptional candidate for this role, from either academia or industry, who is committed to developing and deploying cutting-edge plant breeding technology to ensure the continued development of successful commercial varieties with enhanced quality, yield, disease resistance and resilience to the changing climate.

As one of the country's leading R1 institutions, UC Davis seeks candidates with exceptional potential for research, teaching, and inclusive excellence. In addition, the successful candidate will demonstrate an understanding of the barriers preventing full participation of members from historically underrepresented and marginalized student communities in higher education, such as (but not limited to) women, underrepresented minorities, individuals self-identifying as LGBTQIA+, veterans, individuals with disabilities, economically disadvantaged groups, first-generation, undocumented students, or students with any intersections in between. Successful candidates will help advance UC Davis' strategic goal of improving access and building an inclusive community for all marginalized populations. The successful candidate also will have an accomplished track record (calibrated to career stage) of teaching, research, or service activities addressing the needs of underrepresented minorities, and a clearly articulated vision of how their work at UC Davis will continue to contribute to the University's mission of serving the needs of our diverse state and student population. Applicants' track record of engagement and activity related to diversity, equal opportunity, and inclusion as well as their plans for future engagement will be a significant part of the overall evaluation of the candidate's qualifications for a faculty appointment.

This is an academic year (9-month), Assistant Professor tenure-track position with teaching, research, outreach/engagement and service responsibilities and includes the expectation that the appointee will conduct mission-oriented research and outreach/engagement of relevance to the California Agricultural Experiment Station (<https://caes.ucdavis.edu/research/aes>).

Responsibilities:

The Department of Plant Sciences is seeking applicants that focus on fundamental and applied plant breeding, genomics, and genetics to enable continued success of the small grains breeding program.

The appointee is expected to lead the small grains breeding program through competitively funded research that will increase our understanding of crop genomics and genetics and ensure the program continues to release successful varieties. The appointee will be responsible for teaching all or part of undergraduate and graduate classes in plant breeding, genetics, statistics, crop agronomy or quantitative genetics as assigned by the department chair, depending on the interests of the candidate e.g., BIT 001 (Introduction to Biotechnology), PLS 1 (Agriculture, Nature and Society), PLS 111 (Principles of Agronomic Crop Production Systems), PLS 49 (Introduction to Organic Crop Production), PLS 206 (Applied Multi-variate Modeling in agricultural and

Environmental sciences). The typical teaching load is equivalent to two undergraduate courses per year (on a quarter system). The appointee will contribute to graduate student mentoring and teaching. Participation in and development of outreach/engagement programs, and performance of departmental and university service are expected. This hire is of key strategic importance to the department and campus, with significant out-facing interactions with multiple stakeholders in California and globally, across the small grains industry.

Qualifications:

A Ph.D. or equivalent in plant science, breeding, genetics, genomics, physiology, developmental biology, or related field at the time of appointment; evidence of leadership and organizational skills relevant to the development of a successful research, teaching and outreach program in plant breeding; a strong commitment to teaching and mentoring undergraduate and graduate students; and interest, understanding, and commitment to contributing to diversity, equity, and inclusion. Preferred qualifications include post-doctoral experience, demonstrated ability or potential to obtain extramural support for research activities, demonstrated ability to contribute to diversity and inclusion of groups that are underrepresented in academia through extension education, research, teaching and/or service; evidence of communication skills and collegiality consistent with effective departmental, campus and professional citizenship; interest, understanding, and commitment to the objectives of a land-grant university and the Agricultural Experiment Station including mission-oriented research and a substantive outreach engagement programming.

Salary:

Commensurate with qualifications and experience.

Applications:

Application materials must be submitted via the following website: <https://recruit.ucdavis.edu>. The position will remain open until filled. To ensure consideration, applications should be received by February 24, 2023.

Required application materials include: 1) curriculum vitae including publication list, 2) up to three publications, 3) transcripts if the applicant is within five years of Ph.D. degree, 4) statement of past research accomplishments and future research plans relevant to small grains molecular genetics and breeding, 5) statement of teaching accomplishments and philosophy, 6) Statement of Contributions to Diversity, Equity and Inclusion, and 7) the names, addresses, including e-mail, of four professional references not at UC Davis (they may also provide two additional references, who may be from within UC Davis, if they wish) and 8) an [Authorization to Release Information form](#). Additional inquiries should be directed to Dr Pat J Brown, chair of the search committee, pjbrown@ucdavis.edu or Dr. Gail Taylor, chair of the Department of Plant Sciences, gtaylor@ucdavis.edu.

Initial review of applications will be conducted using anonymized versions of the Statement of Research Accomplishments and Interests and the Statement of Contributions to Diversity, Equity, and Inclusion. Applications demonstrating sufficient potential based on this review will be advanced to full review.

The University of California is committed to creating and maintaining a community dedicated to the advancement, application, and transmission of knowledge and creative endeavors through academic excellence, where all individuals who participate in University programs and activities can work and learn together in a safe and secure environment, free of violence, harassment, discrimination, exploitation, or intimidation. With this commitment, UC Davis conducts a reference check on all first-choice candidates for Academic Senate Assistant Professor or Lecturer with Potential for Security of Employment, Steps 4, 5, or 6, or Acting Professor of Law positions. The reference check involves contacting the administration of the applicant's previous

institution(s) to ask whether there have been substantiated findings of misconduct that would violate the University's Faculty Code of Conduct. To implement this process, UC Davis requires all applicants for any open search for assistant professor to complete, sign, and upload the form entitled "Authorization to Release Information" into RECRUIT as part of their application. If an applicant does not include the signed authorization with the application materials, the application will be considered incomplete, and as with any incomplete application, will not receive further consideration. Although all applicants for faculty recruitments must complete the entire application, only finalists considered for Academic Senate Assistant Professor or Lecturer with Potential for Security of Employment, Steps 4, 5, or 6, or Acting Professor of Law positions will be subject to reference checks.

UC Davis is an affirmative action/equal employment opportunity employer and is dedicated to recruiting a diverse faculty community. We welcome all qualified applicants to apply, including women, minorities, veterans, and individuals with disabilities.