



**Working Title:** Extension Educator – Integrated Pest Management (IPM)  
**Appointment:** Full-time, Assistant Extension Professor (9623)  
**Location:** Extension Regional Office, To Be Determined  
**Program Area:** Extension Agriculture, Food and Natural Resources (AFNR)  
**Reports To:** Program Leader, AFNR  
**Apply By:** **June 25, 2020 initial deadline;** Open until filled

### **ABOUT THIS POSITION**

This Extension Educator (EE) position will develop and deliver educational programming on IPM issues for production agriculture and/or horticultural audiences. This position will work with numerous Extension educators and Extension specialists addressing current and future IPM-related issues. In addition, this EE will provide leadership in the administration of Minnesota's federal USDA-NIFA-IPM grant.

The IPM program provides statewide education and leadership for all aspects of pest management related topics, including the current national and state goals to reduce the economic and environmental risks of agronomic and horticultural crop production. Specific IPM challenges currently include both endemic and invasive plant pathogen, insect/mite and weed pests of agronomic and horticultural crops. Multifaceted IPM programs are developed based on needs assessments and faculty and team-based applied research. Programs are delivered via educational meetings, field days, newsletters, podcasts, webinars and supporting web sites. The IPM program builds partnerships with EEs, Extension Specialists and collegiate research faculty to participate in numerous annual and recurring educational programs – primarily focused on the needs of growers and agricultural professionals working with field and horticultural crops. Educators and faculty also maintain an active partnership with the Pesticide Safety and Environmental Education program, which reaches thousands of private and commercial pesticide users each year.

The IPM program is seeking an individual with strong pest discipline education and training as well as strong communication and leadership skills necessary to work well with University colleagues, state agencies, and federal partners to achieve national and state IPM goals. The successful candidate will have previous experience in one or more pest disciplines that builds on the technical foundation of the program, its staff, and partners. This position is accountable to a Program Leader who supervises a team of EEs and sets program vision and goals as well as performance evaluation and career cycle issues.

### **RESPONSIBILITIES**

#### **Educational Development, Implementation and Leadership (80%)**

- Provide leadership and management for educational curriculum and programming in context of IPM issues
- Utilize current and appropriate technology for educational program design, development, delivery, reporting, communication and marketing
- Develop and maintain effective partnerships with Extension county, regional, campus and other university faculty and staff in the development and delivery of IPM education
- Ensure that Extension programs, facilities, committees and employment opportunities are accessible to new, diverse and historically underserved audiences to the extent necessary in this position
- Establish and maintain cooperative relationships and be a resource for educational expertise, content and curriculum with Minnesota Department of Agriculture, other government agencies, industry associations and other organizations involved with IPM for the people of Minnesota

### **Program Direction and Administration (15%)**

- Provide oversight and guidance in business/fiscal sustainability of this program, which includes preparing 3-year USDA-NIFA grant application and seeking other funding opportunities as appropriate in accordance with IPM's educational goals
- Represent the IPM program at state, regional, and national meetings
- Ensure that annual reports, impact statements, and other regular reporting are completed in a timely manner

### **Individual Professional Development, Scholarly Work and Service (5%)**

- Continue professional development in scholarship, program development and delivery via conferences, self-directed study and/or other appropriate means of maintaining a high level of expertise
- Participate and advance in professional performance through annual performance reviews, professional plan of work and the six promotion criteria--program leadership, extension teaching, scholarship, engagement, program management and service
- Participate in service activities such as committees, projects and other efforts in Extension, at the University and with state or national organizations and professional societies.

## **QUALIFICATIONS**

### **Required Qualifications**

- Master's degree in pest management (plant pathology, entomology, weed science) or related subject areas (agronomy, horticulture, applied ecology)
- Professional or other work experience (paid or unpaid) and/or educational specialization related to one or more of the following: extension education or other forms of adult education; communications; pest/production systems management in horticulture or agriculture
- Demonstrated educational leadership and project management skills and experience
- Strong formal and interpersonal verbal, written, social media or other communication skills
- Ability to work constructively with audiences and colleagues with diverse backgrounds, demographics, educational levels, etc.
- Familiarity with the use of educational software and technology including webinars, internet conferencing, social media or on-line course management
- Able to travel to workshops, have a valid driver's license, a reliable vehicle, and applicable insurance;
- Use of personal cell phone.

### **Preferred Qualifications**

- Two years of post-degree professional experience related to this position
- Fiscal/budget management experience
- Grant management and/or grant writing experience
- Previous experience in one or more pest disciplines that builds on the technical foundation of the program, its staff, and partners.
- Experience in Extension, adult or other non-formal education settings
- Proven ability to work independently in educational program design, development and delivery
- Demonstrated ability to work in a changing environment and with changing work responsibilities
- Experience with integration of research-based and technical information from scientific and educational literature and from subject matter experts across academic disciplines, industries and professions to produce effective learner-focused educational materials
- Demonstrated ability to utilize principles of adult education in the development of educational materials or courses
- Demonstrated ability and commitment to work with new, diverse and historically underserved audiences, as well as with diverse staff, volunteers, community leaders, and elected officials.

## BENEFITS/APPOINTMENT

- This is a full-time, 12-month, Extension Educator position with an annual University Academic Professional (P&A) appointment at the level of Assistant Extension Professor, Job Code 9623.
- The appointment will be annually renewable with continuation dependent on performance, results, availability of funds, and program needs.
- The position carries Extension academic rank. Rank is assigned at hire contingent on education and professional experience and accomplishments. Successful advancement in rank is expected and contingent on accomplishments as an Extension Educator as governed by Extension's promotion system policies and procedures.
- University of Minnesota appointment and benefits, including health and life insurance, <https://humanresources.umn.edu/new-employees/benefits-summaries>
- Reimbursement for travel and subsistence is available in accordance with University policy.
- Salary commensurate with education and experience.

## ABOUT EXTENSION and IPM

University of Minnesota (U of M) Extension is a major outreach arm of the University of Minnesota, a land-grant institution with a mission to serve the public through applied research and education. The mission of Extension is to make a difference by connecting community needs and University resources to address critical issues in Minnesota. Learn more at [www.extension.umn.edu](http://www.extension.umn.edu).

The U of M Extension integrated pest management (IPM) program was established in the early 1970s, within the land grant university and Extension organizations in every state through federal Congressional funding, with primary funding through USDA-NIFA. The program works with numerous Extension Educators (EEs) across the state, as well as campus faculty in the College of Food, Agricultural and Natural Resources Sciences. The program also works within the University to build a workforce knowledgeable about IPM and to advance IPM goals to key clientele groups, including producers of agricultural and horticultural crops, organic growers, crop consultants, and agricultural professionals who advise producers.

## TO APPLY

Please apply at: <https://extension.umn.edu/about-extension/careers>

**Job Opening ID: 336346**

## Special Notice for COVID-19 Hiring

The University of Minnesota has suspended hiring for most positions. However, we will continue hiring for positions critical to the University's mission and operations. **Applications are being accepted for this position**, and you are encouraged to apply. In-person interviews are suspended indefinitely and will be replaced by interviews in a virtual format. Thank you for your continued interest in working at the University of Minnesota.

***(Please note, this position is not eligible for H-1B or Green Card sponsorship.)***

Applications must be submitted online. To be considered for this position, please click on the Apply button and follow the instructions. You will be given the opportunity to complete an online application for the position. Please include the following attachments with your online application:

1. Cover letter
2. Resume/Vitae
3. Three professional references and contact information (including at least one from a supervisor, during the past 5 years) would be requested if invited for an interview.
4. Transcripts for all college/graduate work (unofficial transcripts are acceptable) must be submitted at the time of application.

Additional documents may be attached after the application by accessing your “My Job Applications” page and uploading documents in the “My Cover Letters and Attachments” section. Full instructions can be found at, <https://humanresources.umn.edu/find-job/using-job-app-system>.

To request an accommodation during the application process, please email [employ@umn.edu](mailto:employ@umn.edu) or call 612-624-UOHR (8647).

**For questions about the position, please contact:**

Angie Peltier, Extension Educator – Crops, and Search Committee Chair, [apeltier@umn.edu](mailto:apeltier@umn.edu).

**For questions about applying online, please contact:**

Tiffany McMillan, Extension Human Resources, [tiffmcm@umn.edu](mailto:tiffmcm@umn.edu).

Any offer of employment is contingent upon the successful completion of a background check.

*The University of Minnesota Extension shall provide 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.*