



Dean of the College of Agriculture, Life & Environmental Sciences Listening Sessions Guide

The Dean of the College of Agriculture, Life & Environmental Sciences' search committee and your WittKieffer consultants look forward to hearing your thoughts about this important search, and particularly your opinions about your next Dean.. We expect that our time together will be packed with important content and thus we don't want to take up too much time with introductory remarks. In order to make our time together maximally efficient, we would like to suggest the following guidelines for the conversation.

We want you to feel comfortable guiding the conversation in any direction you feel would be instructive and germane to our understanding of this role and the greater context of your institution, but broadly, we are seeking input in three critical areas:

- Agenda items for this role: What are the most important agenda items for the next Dean of the College of Agriculture, Life & Environmental Sciences? In two to three years from now, what will you see that will tell you that the right hire was made?
- The description of the ideal candidate: What key qualities, credentials, and characteristics must the new Dean have in order to achieve the agenda items discussed and thrive at the University of Arizona?
- Top reasons a candidate to pursue this opportunity: Why should a strong candidate want this position at this moment in you institution's history? What points do you want the WittKieffer consultants emphasizing emphasize about your community to top prospects?

While we of course will be prepared to answer your questions about the search process, timeline, and our roles as your consultants, our main purpose in these conversations is to listen to you and your colleagues. The following are recommended guidelines to make this process most impactful:

- We use the information we gather in the aggregate to draft a **leadership profile** for the search. This is our principal marketing document and is shared broadly with potential candidates. It is a public document that is available openly on our website and yours. It also serves as the tool that the search committee will use to evaluate the candidates. The leadership profile is a critical resource for the search and is crafted based on your thoughts and comments.
- All of the information we gather in the listening sessions is "grist for the mill." We do not pass along or attribute the input we receive from individuals. What is said in the meeting stays in the meeting.
- We do not seek to build consensus in any of the conversations but rather are interested in your individual opinions. Please feel free to build on one another's comments or contradict them - whatever you think is warranted. We learn from all of the above. Obviously, as in any meeting, feel free to quickly say you agree with X,Y, or Z comment which offers more time for original thoughts.
- To use our time wisely, please be prepared to introduce yourself when you first speak to include your role at the institution and how long you have served at the University of Arizona. We will do our best to ensure that everyone has an opportunity to be heard.

We hope that these simple guidelines will make for a pleasant and productive conversation. We are very much looking forward to getting to know you and learning more about the University of Arizona.