Dr. John Ruberson  
Search Committee Chair  
18 September 2018

Dear Dr. Ruberson:

Please consider this a letter of application for the position of Interim Department Head for Horticulture and Natural Resources. I believe that I am well-qualified for the position as I have worked closely with faculty from all three program areas in the department (Horticulture, PMC, and WOEM), and have been very successful in all 3 mission areas of Extension, Teaching and Research. I have desired for some time to try on an administrative leadership role, and this appears to be the ideal opportunity for me to do so. The interim head will be responsible for filling 3 key faculty positions, which is unusual. However, my past experiences on search committees and chairing them will prove helpful for these tasks.

Below and on the following pages, I provide statements on my administrative philosophy and qualifications to lead the department. As separate documents, please find my curriculum vita and contact information for 3 references. On the first page of my c.v. I list the supervisory leadership experience and training I have received.

Administrative Philosophy

I will strive to be a Democratic Leader. This means I will share major decision making responsibilities with members of the department whenever practical. In addition to the program leaders for Extension, Graduate, and Undergraduate areas, I will reconstitute the DCOP group to serve as an integrated board of directors. I also have some Servant Leader tendencies, as evidenced by my continuous leadership of the department Social Committee since 2005.

To be an effective department head requires one to wear many different hats. A key role would be as an advocate for the department and it’s programs. Another is as a recruiter of new faculty and students, which will be especially important as we move into a new budget model. Another is as a collaborator, both on campus, and with our affiliated industries and agencies. Being a facilitator of innovation will be important for moving the department to develop strongly recognized programs that are vital to the university, state, and region.

Qualifications

I have successfully performed many of the duties and responsibilities that are highlighted in the position description. During my current term as Faculty Affairs Committee co-chair I have been directly involved in setting University policy in several key areas. I am most proud of protecting faculty privileges during the recent revision of the sabbatical rules (Section E), by negotiating directly with the Provost’s office and General Counsel on use of travel funds and responsibilities during the sabbatical. Also, I worked closely with the office of the Vice President for Research to update the rules for Integrity in Research Scholarship (Appendix O), to meet current federal regulations, while not over reaching to become onerous.
In my position on the Faculty Senate Leadership Council, I participate in small group meetings monthly with the President and Provost. From these meetings I have learned much about how the university is run and K-State’s relationship with the state legislature and Board of Regents. We also pass on directly to the university leadership concerns we have from a faculty perspective.

I also gained considerable leadership and administrative experience serving my professional societies, and in particular on the board of directors for the Kansas Alliance for Wetlands and Streams (KAWS). I served on the board of the conservation nonprofit since 2001, and was elected chairman of the board for the term-limit maximum of 4 years. KAWS typically has an annual budget of approximately $1 million. During my time as chairman, I steered the organization from having a part-time coordinator to hiring a full time executive director. I led the search committee with no assistance from an H.R. department, conducted interviews, checked references, and negotiated the salary and benefits package with the successful candidate.

I have strong credentials in promoting diversity, multiculturalism and international activities. I was selected to participate in the multi-session Intercultural Development Inventory training. Many of my projects have been done in collaboration with Haskell Indian Nations University, and I have conducted field research and Extension education programs for many years on the Kickapoo and Potawatomi reservations. I serve as the North Central Extension tribal college liaison, and have recently organized two regional conferences to promote collaboration between state land grant universities and tribal colleges.

I led a study tour in 2012 for KSU faculty to Zamorano University in Honduras, and met with USDA AID and Organization of American States leaders. I have maintained a strong relationship with Zamorano through biannual trips to recruit interns and grad students, and to follow up with previous grads from my program. I was a co-advisor of the Zamorano Alumni at K-State, and was nominated for the International Educator of the Year in 2016.

While at K-State I have led several interdepartmental and multi-university teams, while implementing over $1.5 million of competitively-funded Extension and research projects. I excel at leading and contributing to interdisciplinary teams, which is clearly the future for successful large grant proposals. An exciting synergy can emerge from these teams, if they are built and nurtured well. I have served as co-PI on numerous substantial grants (> $100,000) with faculty in Biological & Agricultural Engineering, Animal Science and Agronomy at K-State, and with faculty at 4 other universities across the region.

I look forward to hearing about the status of my application.

Sincerely,

/Charles J Barden/
Professor
Charles J. Barden

2021 Throckmorton-HNR
Kansas State University
Manhattan, KS 66506

phone (785) 532-1444
email cbarden@ksu.edu

Experience

Professor of Forestry and Research Center Director, Kansas State University, 2009-present.

Associate Professor and State Extension Forester, Kansas State University, 1998-2009.


Area Extension Forestry Specialist, Oklahoma State University, 1989-1994.

Education

Ph.D., December 1989, Pennsylvania State University, School of Forest Resources.

M.S., March 1987, Virginia Tech, School of Forestry and Wildlife.

B.S., May 1984, University of Rhode Island, College of Resource Development.

Leadership Experience

Co-chair Faculty Affairs Committee 2016 - present
Co-advisor, Zamorano Alumni at KSU 2014 - 2017
Faculty Senator, KSU 2013 - present
Tribal College Liaison, NC Region Extension Water Network 2016 - present
Chair- Kansas Chapter, Black Walnut Council 2013 - present
Chairman of the Board of Directors: Kansas Alliance for Wetlands and Streams (KAWS). 2007 - 2011
KAWS Board of Directors member 2001 - 2018
President- Plains and Prairie Forestry Association 2003 - 2004
Chair- HNR Social Committee 2005 - present

Supervisory and Leadership Training

Intercultural Development Inventory (IDI) 2017
ALICE Active Shooter 2016
Anti-Discrimination Training 2014
Recognizing and Reporting Discrimination 2014
Respectful Work Relationships 2011
Time of Your Life 2006
Leadership Academy, SAF 2004
How to Recognize Sexual Harassment 2002
Selected Honors and Awards

Friend of Extension Master Gardeners Award. 2016
Outstanding Alumni from the Penn State School of Forest Resources Alumni Group. 2013
Outstanding Faculty Mentor for K-State Research and Extension. 2010
Fellow- Society of American Foresters. 2009
Diversity Award from K-State Research and Extension, in recognition of working relationships developed with the Kansas Native American community. 2007

Professional Service

Proposal evaluator for USDA NIFA Tribal Colleges Extension Grants 2018
Manuscript reviewer for Environmental Management 2016 - present
Manuscript reviewer for the Journal of Forestry 2005 - present
Manuscript reviewer for Agroforestry Systems 2006 - present
Manuscript reviewer for Applied Engineering in Agriculture 2009 - present
Proposal evaluator for the USDA Value-Added Producer Grants program. 2004 - 2008

Research Publications Career Totals: Refereed = 13, Proceedings = 11, Abstracts = 42
Extension Publications Career Totals: Factsheets = 13, Bulletins = 11
Extramural Funding KSU Career Total = $1.5 million

Refereed Publications


Book Chapters


Extension publications, factsheets and bulletins


**Barden, C.J.** et al. 2003. Assessing the Effectiveness of Various Riparian Buffer Vegetation Types. Keeping Up With Research #137. AES# 03-305.


**Conference Proceedings Edited**


Recent Conference Proceedings


Morales, B.M. et al. 2012. Improving Germination of Red Elm (Ulmus rubra), Gray Alder


Ricci, N., C.J. Barden, and M. Kennelly. 2011. New Disease Threatening Kansas Walnut

