

## **Position Description**

### **Joe Hale Chair in Regenerative Agriculture (Tenure-Track)**

#### **APPLICATION PROCESS AND HIRING TIMELINE INFORMATION**

To apply for this position, you should submit:

1. [KWU Employment Application](#),
2. Cover letter,
3. Resume/curriculum vitae,
4. Teaching Philosophy,
5. Three references, and
6. Desired salary may be included on the application.
7. Please email your application materials to [hr@kwu.edu](mailto:hr@kwu.edu).

**Preference will be given to applicants with a Ph.D., or applicants with a Master's degree with professional experience in a related field.**

In your cover letter please pay special attention to matching your actual qualifications to the required qualifications listed in this Position Description. Make sure you reference the position title on the subject line of your email. **No phone calls please.**

The timeline for filling this job is:

- Applications will be taken until the position is filled.
- Interviews will begin when qualified applicants are identified and continue until a hiring decision is made.
- The job starts as soon as possible.

**KWU is an Equal Opportunity Employer and encourages diversity in employment.** We will check references of past employers and personal references. We will acknowledge receipt of your application as soon as we receive it.

## Administrative information

**POSITION TITLE:** Joe Hale Chair in Regenerative Agriculture

**POSITION'S OPERATING GROUP:** Office of the Provost

**OPERATING GROUPS MAJOR RESPONSIBILITIES:** The Office of the Provost is responsible for the development and delivery of the entire academic program at KWU. This includes the determination and selection of all faculty, the design and delivery of all academic curriculum, the design and delivery of all academic co-curricular programs and activities, and the design and delivery of all support and information services required to maintain university accreditation and increase student success in all academic areas of the university.

**POSITION'S DEPARTMENT:** Community Resilience Hub (CRH)

**DEPARTMENT'S PURPOSE AND MAJOR RESPONSIBILITIES:** The purpose of the Community Resilience Hub is to lead the continuing development of initiatives in the areas of Education, Action and Advocacy, creating and developing a place where change agents come together, engaging urgent social issues through education, individual and collective action to nurture local and global resilience.

**POSITION'S DIRECT SUPERVISORS:** Provost and Executive VP for Student Success, and Community Resilience Hub Director

**DATE POSITION LAST REVIEWED OR ANALYZED:** August 2025

**POSITION'S EMPLOYMENT STATUS:** Faculty, Full-Time, Exempt, Salaried, Nine-Month Contract (12-month pay).

**POSITION'S FACULTY RANK:** To be determined at hiring based on the person's highest degree attained, qualifications, and experience.

**POSITION'S SALARY AND BENEFITS:** Salary to be determined at hiring based on the applicant's qualifications and experience. Please submit your desired salary with your application and supporting documents. Benefits are available for full-time employees.

## Position Information

**POSITION'S SUMMARY:** The Joe Hale Chair in Regenerative Agriculture will manage the full array of regenerative agriculture programs, both in the field and the classroom. The goal of the Regenerative Agriculture Chair is to facilitate a world-class learning environment, lead the development of educational programming in support of the Community Resilience Hub's mission, and manage the Heartland Rodale Institute's Farmer Training (RIFT) Program, including the recruitment of other faculty and staff, the marketing of the programs and recruitment of students, supporting students onboarding, teaching and assessment. This position requires a deep understanding of regenerative organic farming principles, practical experience in regenerative organic farming techniques, demonstrated teaching experience in community resilience themes, or topics closely related to community resilience. Exceptional organizational skills and excellent communication skills are expected.

**POSITION WORKS WITH:** collaborators at the student farms, the Rodale Institute, prospective students, KWU community, farmers, actual and potential donors.

**POSITION'S STAFF AUTHORITY:** supervisor of the Regenerative Agriculture Farm Instructor and adjunct instructors.

**POSITION'S BUDGET AUTHORITY:** Heartland RIFT budget

**POSITION'S PHYSICAL WORKING CONDITIONS:** indoor and outdoor work will be required.

**POSITION'S UNUSUAL HAZARDS OR WORKING CONDITIONS:**

Farm field work:

- Performing general labor outdoors and moving heavy loads
- Operating heavy equipment that may have to be serviced in the field on short notice.
- Adhering to USDA and FDA food handling regulations to ensure a food-safe product.
- Interacting with suppliers and vendors to manage farm inventory and overhead.
- Tending animals in a safe and humane manner, using best practices to humanely slaughter animals and process food products, such as meat, dairy and produce.
- Tracking input and output costs to monitor farm efficiency and balance costs.
- Plotting out and implementing efficient irrigation and fertilizer systems, tending growing crops and keeping farm buildings and equipment in serviceable condition.

Climate-controlled office:

- Standing, sitting, stooping, walking, seeing, hearing, keyboarding, filling, planning, executing plans, and other similar physical motions and activities are a usual part of the job.

**POSITION'S EQUIPMENT:** Computer, university phone and Learning Management System.

**POSITION'S WORK SCHEDULE:** Flexible, hybrid schedule (remote/campus/farms) arranged around a Monday-Friday teaching schedule. May include some evenings and weekends.

**POSITION'S TRAVEL REQUIREMENTS:** On campus presence and off-campus at the Heartland RIFT farmlands, and other state, regional, national, and international travel as approved by supervisors.

## **Position Duties and Performance Standards**

**POSITION'S ESSENTIAL DUTIES:**

**[65%]** Direct the array of CRH Educational activities, by:

- **Managing** the Heartland RIFT program.
- **Teaching** responsibilities of estimated 8 credit hours each semester
  - Responsible for delivering in a student receptive manner the knowledge, skills, and experiences each student needs to successfully achieve course learning outcomes as outlined in the course syllabus.
  - Student-focused educator committed to student learning, retention, persistence, and completion.

- Create, post, and articulate course learning outcomes or objectives to ensure student understanding of course learning objectives and expectations.
- Create and post a course syllabus, and a class schedule for each class being taught during each semester.
- Create course curriculum, course handouts, lectures, labs, presentations, and other course materials
- Delivering engaging classroom and in-field training sessions to students
- Providing clear direction to students for all tasks and expectations, with particular emphasis on safety practices.
- Providing positive and constructive feedback to students in a way that boosts the student's confidence and skills in the subject matter.
- Collaborating with the Rodale Institute throughout the execution of the Heartland RIFT program, as well as carrying on an assessment process that identifies areas of success and areas for improvement.
- Leading the design and accreditation of a Regenerative Agriculture degree
- Managing changes and conflicts with the support of the Division where the CRH Educational Programs are housed.
- Participating in conferences, workshops, webinars, and industry events to network with farmers and stay connected to the regenerative/sustainable farming community.
- **Advising** - assisting students enrolled in CRH Programs to create an individual educational plan which allows the student to graduate in the shortest amount of time possible and at the least possible cost consistent with the student's educational goals. (As a general rule, first-year faculty will NOT advise department students except in unusual circumstances.)
  - Assist advisees to develop educational and career goals, and to seek the information necessary to achieve those goals.
  - Assist advisees to create "graduation plans" for students to complete university and department graduation requirements.
  - Meet a minimum of twice per semester with their advisees to review educational, graduation, and career progress, and as needed to effectively meet the needs of each advisee.
  - Assist advisees to enroll in needed classes at the soonest possible time to ensure graduation success as well as accurate enrollment counts.
- **Professional Development** - preparing and executing an annual personal development program to enhance your course content knowledge and teaching effectiveness skills.
- **Service** - preparing and executing an annual university and community service program.

**[30%]** Execute **administrative tasks** related to the CRH Educational programs and the educational farm, by:

- Managing the Educational farm with the assistance of the Regenerative Agriculture Farm Instructor and Farm Hands throughout the year, by designing and executing a

production plan and budget that focuses on maximizing teachable moments throughout the season.

- Recruiting, training, and evaluating faculty and staff within CRH Educational programs.
- Working with the Admissions Office and the Rodale Institute to grow prospective student inquiry pool and recruit students that fit the profile for CRH Programs, and who are a good fit for KWU culture, mission, and vision.
- Cultivating a network of local farmers to participate in farm visits for students and organizing all the learning journeys.
- Working with supervisors and Advancement Office in solicitation of gifts.

**[5%] Other duties:**

- Evaluate and revise curriculum, course materials, and delivery methods as changes in the field and teaching environments warrant.
- Review, evaluate, and revise department policy, textbooks, and curriculum in conjunction with other department members to enhance student academic and career success.
- Serve on university committees to enhance department and university policies and processes which enhance student academic and career success.
- Attend all required university events such as commencement, faculty meetings, etc.
- Perform other appropriate and reasonably required duties as assigned by your supervisor.

**POSITION'S PERFORMANCE MEASURES AND STANDARDS:** Actual performance standards for each measure will be set at least annually after consultation between the job holder and their direct supervisor based on existing qualifications and experience. Academic performance measures include:

- Course Learning Objectives, Syllabus, and Class Schedule posted as required.
- Semi-Annual Student Course Evaluation Results
- Annual Advisee Evaluation Survey Results
- Annual Self-Evaluation Results
- Annual Department Review
- Peer Review as per the Faculty Handbook

## **Position Qualifications**

**Education:**

- Master's degree in the regenerative agriculture field, or with a clear connection to the theme of community resilience required.
- Ph.D. preferred.

**Certification/Licenses:**

- Valid driver's license

**Desired Qualifications:**

- Attention to detail and ability to develop and maintain high quality documentation records.
- Self-starter with the ability to prioritize multiple activities.
- OSHA or other appropriate farm-based equipment training.

**Work experience:**

- Proven experience in teaching at the higher education level.
- Proven interest/background in regenerative organic or sustainable agriculture principles and practices.
- Excellent communication and presentation skills, with the ability to convey complex concepts in a clear and understandable manner.
- Proficiency in using technology for delivering training, such as multimedia presentations, online platforms, and virtual learning environments.
- Highly patient, professional with a positive attitude.

**Knowledge, skills, abilities, and attitudes – KSAA's:**

- Excellent customer service skills
- Demonstrated ability to manage effectively and friendly interpersonal and working relationships in a team setting.
- Demonstrated ability to use planning and scheduling software, preferably Outlook.
- Demonstrated ability to manage and maintain physical and electronic files.
- Demonstrated professional oral and written communication skills, especially in creating, composing, and editing written and visual materials.
- Demonstrated ability to prioritize multiple and sometimes conflicting projects and responsibilities.
- Demonstrated problem solving and abstract thinking skills.
- Demonstrated ability to produce high quality work while working independently.
- Demonstrated ability to maintain a high degree of confidentiality.
- Demonstrated alignment with the mission and vision of KWU and the CRH.
- Demonstrated proficiency in using Word and Excel.
- Demonstrated punctuality and reliability in attendance.

## **NOTICE OF SPECIAL JOB OR EMPLOYMENT REQUIREMENTS**

1. THIS JOB DESCRIPTION IS NOT DESIGNED TO COVER OR CONTAIN A COMPREHENSIVE LIST OF ALL DUTIES AND RESULTS TO BE PERFORMED IN THIS JOB. DUTIES AND PERFORMANCE STANDARDS MAY BE ADDED, SUBTRACTED, AND/OR CHANGED BY YOUR SUPERVISOR AT ANY TIME DUE TO CHANGES IN DEPARTMENT OR UNIVERSITY REQUIREMENTS.
2. Unless exempt due to an employment contract signed by the President of Kansas Wesleyan University, all employees of Kansas Wesleyan are to be considered as an “at-will” employee.
3. All employees of Kansas Wesleyan University are considered “responsible employees” pertaining to Title IX regulations concerning both the prevention and reporting of sexual assault or harassment situations. As such, all employees must communicate with the Title IX Coordinator if they witness or hear about a sexual assault or harassment situation.
4. Kansas Wesleyan University is an equal opportunity employer and complies with EEOC and ADA employment requirements. It is and has been the policy of Kansas Wesleyan University to grant equal opportunity to all qualified persons without unlawful discrimination based on race, color, gender, age, national origin, ancestry, ethnicity, disability, sexual orientation, religion, or veteran status. To fulfill its mission as a United Methodist affiliated institution, preference in hiring shall be given to persons who can affirm the Institution’s mission.
5. All “offers of employment” are subject to a criminal background check prior to employment.
6. All items created by this position are the sole property of Kansas Wesleyan University.