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THE UNIVERSITY OF ARIZONA

August 21, 2023, 4:45 p.m.



Agriculture, Life &
Veterinary Sciences &
Cooperative Extension

Dear Colleague,

I hope you had an opportunity to get some "you" time this summer.

On August 2, President Robbins addressed those of us at the Arizona Cooperative Extension System Annual Conference. He reminded us all that Cooperative Extension is where UA delivers statewide on one-third of its mandate as a land-grant university. If you missed his message to campus mentioning this, you can find a copy [here](#).

On UA's main Tucson campus last Friday, I welcomed the very first cohort of students to matriculate into our **College of Agriculture, Life and Environmental Sciences** here in Tucson. We have nearly 250 more students matriculating Online, in Yuma and Chandler, Arizona and at our campuses with our partners, Northwest Agriculture & Forestry University (Xi'an, Shaanxi, China) and Kozybayev University (Petropavl, Kazakhstan). This [video](#) - also linked below - has been shared with our undergraduate students, and a big thank you to everyone involved in its production!

Please join me in welcoming new appointed leaders, some new to our family and some in new roles.

- **Jon Chorover** - Interim Associate Vice President, Research (ALVSCE) / Interim Associate Dean, Research (CALES)
- **Joan Curry** - Interim Head, Department of Environmental Science
- **Carol Holden** - Director, Cochise County Cooperative Extension
- **Rodolfo Martinez Morales** - Director, Santa Cruz County Cooperative Extension
- **Kathryn Stoner** - Director, School of Natural Resources and the Environment
- **Ken Wilund** - Director, School of Nutritional Sciences and Wellness

I believe that everyone is a leader, and we all rely on your unique leadership knowledge, skills, and talents. I also believe that leading means being a part of different teams in different ways. You and I are members of several teams. You could

be in a team for scientific endeavor, for which I am a committed proponent (and I recommend the "science of team science" which emerged in the mid-2000s if you are part of knowledge generation teams). And, to achieve what we want to achieve in every aspect of what we do, we have (or must have) teams across our enterprise: departments, schools, counties, offices, laboratories, centers, committees, councils—everywhere we look.

This summer I followed two international sports events. These worked for my night owl-ness but made my mornings harder—the Ashes and the Soccer World Cup. A few of you have heard of the first and a very few joined me in my fixation on it. But one of the things they both made me think about is why successful teams are successful.

Ever since I have been here, I have been privileged to work with many of you who are excellent leaders in teams. One thing I have seen is this: no one gets it as right as they wish they did, and tension and mistakes are part of the process. I have been privileged to have been on, and currently in, high performing teams. These all have the five essential elements described by **Patrick Lencioni**: 1) trust; 2) ability to engage in open debate using data (Lencioni calls this "conflict"); 3) commitment; 4) accountability; and 5) attention to results. These must be done in order.

If you followed either of the two sporting events that I followed this summer, then you saw these in action. Or not. When one of the teams you are part of is doing well, these things happen. In order. When you are on one that isn't, they don't. And trust is the foundation.

Thank you all for everything you bring to your many teams each day in the ways that you lead. You make the difference for us all.

Best wishes,

Shane

Shane C. Burgess

Vice President, Division of Agriculture, Life and Veterinary Sciences, and Cooperative Extension

Charles-Sander Dean of the College of Agriculture, Life and Environmental Sciences

The University of Arizona

It's What We Do.

Meet the College of Agriculture, Life and Environmental Sciences!

[WATCH THE VIDEO](#)

This email was sent to: ALVSCE faculty, staff, and postdoctoral research associates.

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Land Acknowledgment

We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.