



College of Natural & Applied Sciences
COOPERATIVE EXTENSION & OUTREACH

TO: Dr. Lee Yudin, Dean, College of Natural and Applied Sciences

DATE: 9/29/2022

FROM: Jesse Bamba, Search Committee Chair

SUBJECT: Search Committee Recommendations for Recruitment for JA 64-22 Assistant Professor to Associate Professor (Extension Plant Pathology)

Hafa Adai Dr. Yudin,

The search committee has completed the process for the search for JA 64-22 Assistant Professor to Associate Professor (Extension Plant Pathology) 12-month tenure track faculty position. Of all the applicants, three met the basic qualifications and were interviewed. As a result of the interviews and committee discussions, we are recommending all three for your consideration.

After considering the applications, interviews, and video clips, the committee was unanimous in our ranking of Dr. Md Emran Ali as the top candidate. He displayed a good balance in experience and interest across the three land grant roles (Extension, Research, and Resident Instruction). All committee members ranked the three applicants in descending order as listed below:

1st Dr. Md Emran Ali

2nd Dr. Christian Cumagun

3rd Dr. Glenn Dulla

Dr. Md Emran Ali, Dr. Dulla, and Dr. Christian prepared video clips were very general, informative and could be used in Extension community programs and resident instruction.

If you wish to view the teaching clips, here is the link to the sample teaching video clips of the three candidates:

https://www.dropbox.com/sh/cpto29b3cvhedf3/AACkuao0V9F8Q1zVZ6db_bSFa?dl=0

Should you have difficulty accessing the link, please notify me and I will contact TADEO.

An email will be sent to you with a PDF for each that contains their application and supporting documents. If you wish actual view hardcopies, I will make hardcopies available to you for viewing.

Also available for your viewing are links to the actual interviews of the three candidates.

Christian Cumagun - Monday, September 19, 2022 (11AM)

https://zoom.us/rec/share/P_oN9TAtQSS8y2c_3OAwFSE4rwuq0tYcd7w1F793K8y6qZlZGO09gSSuR6UPEEo.NmGknQYkhP7TGeHt

Glenn Dulla - Monday, September 19, 2022 (2PM)

https://zoom.us/rec/share/YfOLsgs8madwhQL_87-4GBAc4SqmqFbjnULEdHiyhdBuUJJSVnN40LNkdjSVRE.p5SlzfY7Fx4zfHji?startTime=1663560122000

Emran Ali - Wednesday, September 21, 2022 (9AM)

<https://zoom.us/rec/share/sMAKIN3TnS0vFUoY3lvqcx9cy8D3NxSN2Y0KRdTzcxWR8lnDjnPOfHD3W14-8Hsi.9-ZuNyz5SdyiApOA?startTime=1663715133000>

The committee noted the following strengths and weaknesses for each of the three recommended candidates.

1st Dr. Md Emran Ali

Strengths:

- Dr. Ali was by far the best applicant we interviewed of the three candidates. He answered the questions clearly and gave great examples of how his previous and current work aligns with the extension pathologist faculty E&O/ANR is looking for. His experience in Plant Pathology extension, research, and grant writing is exceptional. During the interview he displayed qualities of being a team player and good collaborator which is an important trait for the person who will be filling this position.
- Dr. Ali was well-spoken and answered the questions very clearly. His experience in Plant Path exceeded expectations in all aspects (extension, research, grant writing). He displayed he is a team player, good collaborator, capable of creating and maintaining programs, instruct related courses. He currently works in Extension. This guy is ready to hit the ground running just based on his experience in Plant Path, both extension and research
- Dr. Ali demonstrated that he is well qualified in terms of his training and experience as an Extension Plant Pathologist.
- Demonstrated great communication skills. Most of his answers were straight to the point and very easy to understand.
- Satisfying experience in managing grants and securing external funding.

- Significant passion and confidence in what he does, and his expertise suits well with what Guam needs. Experience in tropical fruit, vegetables, and ornamental plants.
- Shows strong know-how skills and a personality that has a strong motivation to make things work regardless of the available resources.
- Shows personal reason for why Guam would suit him, and exhibit potential to stay on Guam for long term.
- Is a Plant Pathologist and has been working as an Extension Plant Pathologist and plant scientist for several years. He has a good amount of experience in Extension and is very knowledgeable of the duties and expectations that come with working under Extension.
- Publishes and uses different media mediums to reach consumers. Has experience as a faculty member, researcher, and grant writer (federal, state, community grants), and is willing to teach courses. Likes to teach and mentor students.
- Answered his questions very well -- you can tell he has a good background and a lot of experience as his answers came very easy to him and he seems to have overall a good personality and passion about his work.
- Active in the lab with plant diagnosis but also has good experience out in the field – willing to work with a variety of stakeholders; understands there's different needs based on the individual or type of growers and has different strategies to help each of them – from home gardeners to large-scale growers.

Weakness:

- None really. Not really a weakness but with his extensive background & experience, can the University afford him (salary)

2nd Dr. Christian Cumagun

Strengths:

- He has a great deal of research experience and has worked with some of the crops grown on Guam. He seems capable of teaching Agriculture classes here at UOG.
- Experienced in research. He is a Plant Pathologist by trade. Good plant pathology experience in similar environment to Guam in the Philippines working with similar or the same crops and plant diseases. Has worked with grant programs and he is capable of teaching Ag and Bio plant type courses.
- Demonstrate strong teamwork and collaboration ability. Solid academic background and research publication.
- Currently works under an Extension Plant Pathologist and performs plant diagnostic services
- The capability of teaching any course within the field may be important for the program.
- A potential strong connection with the Philippines can be a resource to enhance or expand our program.
- PhD Agriculture Sciences
- Currently works under an Extension Plant Pathologist and performs plant diagnostic services
- More of a background in Academia & research and administrative – retired 20+ years from the University of the Philippines Los Baños
- Worked in the Philippines; knows tropical Ag from working in the PI; similar plants & climate to Guam

- Plant disease diagnosis at a high level (uses state of the art equipment)
- Mentioned he's working in a high level lab but also has worked with farmers
- Open to teaching courses such as plant pathology lecture + lab and biology

Weakness:

- He lacks Extension experience specifically with producers. He does not seem to be proficient in grant writing.
- Little extension experience. Grant writing skills are questionable. Has some community extension experience, but has minimal work with local producers. He speaks well, but seems boring. Extension needs lively people
- Limited extension background.
- Most answers are too vague, does not demonstrate a strong candidate for "extension" plant pathology in terms of communication skill.
- Shows limited experience in grant management and procurement.
- Does not show strong motivation or passion for the position. As a candidate who was probably the most experienced, he didn't seem to have prepared for the interview, as too many answers were vague, and it was hard to sum up a conclusion that was clear or straight to the point.
- Limited extension background – only has been working under Extension for an Extension Plant Pathologist for about 14 months
- Background is more focused on academia, research, and advising students
- Gave vague answers to some of the questions – hard to gauge exactly how much experience he has.

3rd Dr. Glenn Dulla

Strengths:

- Dr. Dulla has a great deal of experience in research. His grant writing experience is driven by issues that have been identified in his line of work (CRB and invasive species issues). He has over the years in his position at DOAG, built solid relationships with local issues and the people in Guam that work on them. He also showed a great deal of enthusiasm to teach plant path and bio courses for UOG.
- Experienced in research. Good grant writing to obtain funds but indicated for issues identified by others (which is okay as far community needs assessment). He has some degree of community outreach experience (developing brochures and presenting at school/public presentations). A positive aspect of he knows Guam well and is now an experienced worker in the closely related field of Plant Inspection. Able to teach plant path and bio courses. Is becoming strong in agriculture type entomology. Can collaborate. He knows collaborating agencies. He currently is working on grant projects with RCUOG and his current job at Dept of Ag has opened his network to other collaborating agencies (EPA, UOG, Federal USDA, Dept. of Interior Fish & Wildlife)
- Long-term experience working in Guam and have a strong understanding of agriculture for Guam.
- Good grant writing skills, securing external funding capability, and grant management skills.
- Currently works as a Plant Pathology area identifier for USDA Plant Inspection Station. Potentially strong network and relationship with stakeholders and government agencies.

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- Shows interest to work for UOG long term
- Acknowledges that there is training that he lacks and seems confident to learn and adjust to what is needed for the position
- Grant writer & has a good relationship with funders and partner organizations -- which he may still be able to collaborate with under CE&O
- Plant Pathology area identifier at USDA Plant Inspection Station
- Microbiology background
- Could teach but likes teaching labs better than lecture
- Plant pathology identifier and invasive species coordinator

Weakness:

- He has little to no experience in the fields of extension and Plant Pathology. He indicated in the interview that he more interested in Research.
- Little instruction experience. Does not know what extension is. Is still somewhat new at Plant Pathology but has more experience in biology. Indicated he is very interested in research (research is a part of this position, but not the main focus). Admitted he is not a good public speaker (but he can grow if selected)
- Training in Microbiology, which over lapses strongly with what we are looking for. However, does demonstrate weakness in many questions that are fundamental to what an extension "Plant Pathologist" should know.
- Shows strong interest in research, less passion for Extension. His working experience and personality would arguably suit better for a research position.
- While during the interview he expressed that this position is his dream job, however, when asked why the reasons were less than persuasive.
- During the interview, there was no sign of a lack of communication skills, however, he does mention that his public speaking skills are not ideal.
- Limited to no Extension background and limited in community needs assessment
- More research focused – indicated he enjoys research (Extension may not be his main focus)
- Plant pathology is not his official background
- Not a plant pathologist but an invasive species coordinator
- Limited plant disease experience in Guam – more management of plants in California
- Not very into public speaking (as mentioned by candidate) The committee highly recommends CNAS Biology division to consider recruiting Dr. Sharma should there be an opportunity to recruit new faculty.

Strengths: Experienced in instruction, research, grant writing, and grant management.

Weaknesses: No background in Animal Science; no experience in Extension.



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As stated above, after careful consideration the committee unanimously ranked Dr. Md Emran Ali as the top candidate. Because of his experiences across the three land grant roles (Extension, Research, and Resident Instruction), current working environment as a plant pathology diagnostic director, and the numerous grants he has taken part in over the course of his career the search committee encourages the administration to choose Dr. Md Emran Ali as the next Extension Plant pathologist for E&O/ANR.

In terms of salary, we recommend the selected candidate receive Extension Agent III/Assistant Professor ? based on relevant work and research experience.

If I or the committee can provide you with any additional information, please do not hesitate to contact me.

Sincerely,

Jesse Bamba

Chair, Assistant Professor to Associate Professor (Extension Plant Pathology)
Search Committee