

John J. Wagner

An Introduction



**Colorado
State
University**



Brief Biography

- **Michigan State University**
 - BS Animal Husbandry
- **Oklahoma State University**
 - MS Animal Science
 - PhD Animal Nutrition





Brief Biography

- **South Dakota State University**
 - Extension Ruminant Nutrition Specialist
- **Continental Beef Research, Lamar, CO**
 - General Manager
- **Colorado State University**
 - Professor and General Manager
 - Southeast Colorado Research Center, Lamar, CO
 - Professor
 - Department of Animal Sciences



Colorado State University



Management Philosophy





Evolution in Management

- **Original – Management by Doing**
- **To – Command and Control Management**
- **To – Participatory Management**





The Root of My Management Philosophy

Golden Rule – Luke 6:31

New Revised Standard Version

**“Do to others as you would have them do to
you.”**





Requirements of Participatory Management

- **Everyone must know –**
 - Their job responsibilities.
 - The goals and objectives of the organization.
 - How to work as a team.
- **Managers must provide leadership –**
 - Motivate
 - Encourage participation
 - Provide tools and resources to succeed
 - Communicate
 - Positive, constructive feedback
 - Honest feedback holding people accountable





Goals for the Interim Department Head

- **Successfully complete and open the new addition**
- **Fill vacant faculty positions**
- **Increase student motivation and ownership of their program**
- **Model best management practices for students, staff, graduate students, and faculty**
- **Support growth and development of faculty and staff**
- **Build teamwork and develop bridges between disciplines within the department and with other departments in the college and university**





Why did John Wagner proceed with this interview?

- Care deeply about the department and want all students, staff, and faculty to thrive and succeed.
- Experience in all 3 components of the land grant system – Extension, Research, and Teaching.
- Experience in industry managing people, budgets, and the daily operation of a feedlot research facility.
- Temperament will foster an atmosphere and work environment conducive to accomplishing our mission.
- Timing for serving as interim department head is right for me.
 - In the last year of a USDA NIFA project





Sophia Joe Wagner

BS Animal Sciences, 2038

Colorado State University

