

Classification & Title: 9361, Head (With Faculty Rank)

Job Opening ID: 364560

Working Title: Department Head

FLSA Status: Exempt

Term: 12-month tenured faculty

Reports to: Dean

College/Admin Unit: College of Food, Agricultural and Natural Resource Sciences

Campus Location: University of Minnesota Twin Cities, St. Paul

### **College Overview**

The College of Food, Agricultural and Natural Resource Sciences (CFANS) is composed of 27 programs: 14 undergraduate and 13 graduate programs in disciplines involving food, agricultural, and natural resource sciences. CFANS also has 10 research and outreach centers across Minnesota, plus the Minnesota Landscape Arboretum, the Bell Museum of Natural History, and dozens of interdisciplinary centers that span the college, the university, and the globe. Undergraduate enrollment in the college is about 2000 students. CFANS students are well-prepared for a diverse, multicultural workforce through the college's emphasis on experiential, interdisciplinary, and intercultural learning; internships and global perspectives.

At CFANS, we aim to inspire minds, nourish people, and enhance the natural environment, and we believe that's only possible if everyone feels seen, heard and respected. Our College embraces equity and diversity and prioritizes purpose-driven scientific discovery in order for us to build a better tomorrow, together. We align with the University of Minnesota in providing equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. CFANS aims to honor Indigenous ways of knowing within teaching and learning spaces and move beyond simply recognizing that our campus resides on ancestral lands of the Dakota and Ojibwe people by deepening our existing ongoing relationship with Indigenous tribal leadership across the state.

### **Department Overview**

The Department of Forest Resources (<https://www.forestry.umn.edu/>) celebrates more than 120 years of advancing forest resource science and management and has been infused with 12 new faculty hires over the past decade. As one of the oldest and most highly-regarded forestry programs in the United States, the department's roots are deep in the state now called Minnesota, the nation and world. With a mission to advance the science and management of forest ecosystems and related natural resources, the faculty and staff develop solutions to important problems affecting these resources; train the next generation of forest and natural resource scholars and practitioners; and inform the broad public on the economic and ecological importance of forests and natural resources and how they enrich our quality of life. Guided by excellence and inclusion, the department delivers extraordinary education, breakthrough basic, applied and integrative research, and inspired outreach and community engagement in the science and practice of forest and natural resource management.

Comprised of 18 faculty and approximately 50 full-time researchers, scientists, and postdocs, the Department represents a breadth of disciplines in the biological, physical, social, and managerial sciences. The Department administers the Forest and Natural Resource Management ([FNRM](#)) undergraduate program,

which provides specializations in forest ecosystem management and conservation, parks and protected areas, and urban and community forestry. Recent new hires mean that the department combines its long tradition of excellence in areas such as silviculture, forest ecology, forest mensuration, human dimensions of natural resources, natural resource policy and economics, and remote sensing with a growing focus on tribal natural resource management and urban forestry. We seek to serve a diverse state with a wide variety of interests related to forestry and the environment.

The FNRM program has been continuously accredited by the Society of American Foresters (SAF) since 1935. Two tracks, forest ecosystem management and conservation and urban and community forestry, are accredited by SAF. FNRM graduates move on to forestry and natural resource management careers with public agencies, industry, nonprofit organizations, and private consultants.

Department faculty also provide significant leadership and instruction in the [Environmental Sciences, Policy and Management \(ESPM\)](#) program, the largest CFANS interdepartmental undergraduate major. ESPM equips passionate, talented students as the next generation of environmental professionals and leaders through a strong focus on interdisciplinary knowledge, research, and enrichment experiences. ESPM provides specializations in environmental sciences, conservation resource management, environmental education and communication, as well as policy, planning, law, and society.

Department faculty lead many nationally and internationally recognized research programs that develop, integrate, and translate knowledge crucial to effective forest, natural resource, and environmental policies and practices. Recent cross-institutional research initiatives supported by multiple, departmental faculty span critical governance and environmental challenges ([MSP LTER](#); [MWCASC](#); [B4WarmED](#), among many others). Department faculty are affiliated with the [Natural Resources Science and Management graduate studies program](#), as well as numerous University of Minnesota interdisciplinary graduate programs. Faculty advise students pursuing MS and PhD degrees.

Faculty and scientists use several University centers across the state including the Cloquet Forestry Center near Cloquet within the boundaries of the Fond du Lac Band of Lake Superior Chippewa reservation, Hubachek Wilderness Research Center near Ely, Cedar Creek Ecosystem Science Reserve in East Bethel, North Central Research and Outreach Center in Grand Rapids, and campus-based Center for Changing Landscapes, Remote Sensing and Geospatial Analysis and Urban Forestry Outreach Nursery and Research labs.

The department has a long tradition of public engagement, professional cooperatives, and outreach. Faculty members play an active role in advising and collaborating with federal, tribal, state, county, and local government and industry and special interest groups on policy development and evaluation, new management technologies, and improved practices for the management, protection, and use of our natural resources. Cooperatives, such as the Interagency Information Cooperative, facilitate technology transfer between the University and partner organizations. A dedicated and professional team supports the department's administrative, financial, academic, and communication functions.

### **Position Overview**

The University of Minnesota seeks a vibrant leader for the Department of Forest Resources who will lead our department in building on our traditional strengths in silviculture, forest ecology, forest mensuration, human

dimensions of natural resources, natural resource policy and economics, and remote sensing and our newer strengths in urban forestry and tribal natural resource management to grow our role as a regional, national, and international leader in research and education related to forestry, natural resources, and the environment. This leader will work closely with current faculty, including a large cohort of energetic and highly qualified new faculty, college leadership, constituents, and funders to ensure continued success of the department in serving partners, rightsholders, and students in Minnesota and beyond with the goal of contributing to human and natural thriving in an era of rapid global change.

The University of Minnesota invites qualified candidates to apply for the position of Department Head with Faculty Rank within the Department of Forest Resources. The Department Head reports to the Dean of CFANS and partners with University of Minnesota Extension to accomplish departmental goals and objectives and to deliver nationally and internationally recognized programs in teaching, research, extension, and outreach, including the work at affiliated centers.

The Department Head is the lead academic and strategic officer for the department who works to recruit, mentor, and retain outstanding faculty, graduate students, and academic staff in a set of related disciplines in addition to serving as the administrative leader of departmental programs. In collaboration with college support divisions, the Department Head has responsibility for planning, fiscal management, personnel, and facilities. The Head actively supports the securing of sufficient resources for the department to strengthen and broaden its mission, nurture cross-functional relations at the University and beyond, and to advance its strong international reputation.

The Department aligns with collegiate and the larger University of Minnesota goals in providing equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

## **Responsibilities**

### **Department Leadership (75%)**

- Provide instructional oversight of the assigned programs; oversee curriculum development; and encourage/support instructional excellence.
- Assess general education outcomes in core courses taught within the department.
- Initiate and facilitate the development of new academic programs and projects, as appropriate.
- Assign teaching responsibilities of department faculty, including teaching in interdepartmental programs, in cooperation with Heads of other departments, where appropriate.
- Monitor and advance the instructional and research excellence of the program(s) and address problems as they arise.
- Serve as an advocate for the department's faculty to the College leadership and the University community.
- Facilitate and oversee processes for faculty including recruitment, promotion, tenure, and professional leaves.
- Provide coaching and mentoring for all faculty in the program(s).
- Build and maintain strong relationships with constituents, employers, and supporters,

including alumni, business partners, and government and non-profit organizations that may assist in talent development, research, education, outreach, and extension.

- Provide supervision and direction to staff in the department administrative office.
- Lead recruitment efforts for faculty and specialized staff.
- In conjunction with the Dean and the Chief Financial Officer, develop budget and resources plans related to staffing and infrastructure.
- Administer and manage the allocation of departmental resources (fiscal, human, facilities, and capital).
- Manage daily operations of the department.
- Provide leadership in procurement of grant and endowment funding for support of departmental and faculty programs and assist with fundraising efforts.
- Participate in the development of policy and strategic planning in the college.
- In conjunction with CFANS human resources (HR), work with employees to address misconduct or performance concerns in a timely manner.
- Respond to academic questions from students and resolve any academic issues; fulfilling Title IX mandated reporting obligations including escalating concerns to EO/AA and HR, as appropriate.
- Actively sponsor diversity, inclusion and equity working towards fulfillment of department/unit and College goals.

#### **Faculty Responsibilities (20%):**

- As agreed upon following discussion with the Dean, teach an appropriate number of courses relevant to the size and scope of the department.
- Participate in research and scholarly activities within the discipline.
- Participate in University and community service activities as appropriate.
- Build and maintain strong relationships with constituents, employers, alums, and supporters.

#### **Service Delivery and Professional Development (5%):**

- Stay abreast of current developments in leadership and relevant pedagogy by participating in continuing education and training opportunities.
- Regularly and actively participate in Department, College, and University events and meetings.
- Stay current in personal areas of scholarship and research.

#### **Appointment:**

This is a 100%-time, twelve-month annually renewable administrative appointment, with an initial appointment period of three years, and a 12-month tenured faculty position as a Professor in the Department. Reappointment is contingent upon a comprehensive administrative review and evaluation. Position is available immediately. Salary is negotiable and carries an administrative augmentation. The Department Head is responsible administratively to the Dean of CFANS, and is a member of the college's leadership council.

#### **Required Qualifications:**

- Ph.D. in forestry, natural resources, the environment or a closely related field directly related to research and teaching activities within the Department of Forest Resources with demonstrated potential to achieve the rank of full professor with tenure prior to appointment having demonstrated excellence in

research, teaching and leadership to be eligible to successfully obtain tenure at the rank of full professor at the University of Minnesota.

- Commitment to strong disciplinary and interdisciplinary teaching and learning, research and discovery, and outreach and service. Proven record of support of successful undergraduate and graduate programs.
- Minimum of eight (8) years of professional experience after the completion of the doctoral degree.
- Minimum of 3 years of supervisory/leadership experience including fiscal management.
- Record of excellence in teaching/research/discovery as well as engagement/outreach productivity.
- Proven record of achievement in leadership and the ability to develop and describe a vision in alignment with the organization's goals and policies.
- Record of publications in the field in peer-reviewed academic journals.
- Evidence of ability to pursue and obtain competitive funding.
- Experience with formal classroom teaching or Extension/outreach teaching
- Demonstrated commitment to advancing and promoting diversity, equity, and inclusion among faculty, staff, and students.
- Excellent verbal and written communication skills and evidence of the ability to communicate effectively to a wide diversity of audiences.

#### **Preferred Qualifications:**

- Demonstrated ability to operate strategically to effectively promote and market the unique academic programs offered in Forest Resources for increased student enrollment and partnerships in the college, university and community.
- A record of implementing innovative and inclusive teaching and pedagogy using multiple platforms.
- Evidence of effective mentoring students and/or staff.
- Demonstrated skill in fostering linkages with other disciplines and building program partnerships.
- Evidence of organizing personnel and resources to successfully obtain large, multi-institutional, national and international grants.
- A record of forming positive relationships with varied internal and external partners/constituents, including potential donors.
- Record of commitment to recruitment, development and retention of a diverse, high-quality faculty student body and staff.

#### **Benefits:**

The University of Minnesota offers a comprehensive benefits package including:

- Competitive wages, paid holidays
- Low cost medical, dental, and pharmacy plans
- Health care and dependent daycare flexible spending accounts
- Excellent retirement plans with generous employer contribution and immediate vesting
- Employer paid disability and life insurance
- Wellbeing program with reduced insurance premiums
- Tuition reimbursement opportunities covering 75% of eligible tuition
- Opportunities for growth and promotion
- Employee Assistance Program

For more information regarding benefits, see [Summary of Benefits](#).

### **How to Apply**

Applications must be submitted online at <http://employment.umn.edu/> (search for Job Opening ID 364560). Candidates should include all of the required application materials combined into one single PDF document. Incomplete applications will not be considered.

#### Required Application Materials:

- A cover letter clearly indicating how the applicant addresses the required and preferred qualifications
- Curriculum Vitae
- Statement of philosophy of leadership and vision as it relates to the future of the Department of Forest Resources (not to exceed 2 pages).
- Names, addresses and email contact information for three (3) professional references that will be contacted if you are deemed a final candidate
- Diversity Statement\* (please see instructions below)

*\* Teaching and research statements should be included in your cover letter (one page each). Each statement should highlight accomplishments, experience, and interests.*

**PLEASE:** Combine all parts of the application (i.e., letter, CV, statements, etc.) into a single document before uploading.

For questions regarding this position, please contact Anna Lee (leex6681@umn.edu).

The priority deadline for this position is October 21, 2024. Review of applications will begin in late October or early November and continue until the position is filled.

#### Instructions for Diversity Statement (include with application materials)\*

Applicants are required to submit a diversity statement for this position. CFANS values and is actively invested in diversity, equity, and inclusion (DEI) throughout all of our academic programs. Please review the CFANS [definition of inclusive excellence](#) for the college.

Please provide a diversity statement that details your professional experiences in DEI. Experiences may include:

- Working with diverse communities or local organizations
- Embedding diversity, equity, and inclusion into the curriculum
- Embedding diversity, equity, and inclusion into your research
- Your own educational experiences, such as courses or workshops you have participated in, and how you anticipate incorporating what you have learned in your future work

### **Diversity**

The University recognizes and values the importance of diversity and inclusion in enriching the employment experience of its employees and in supporting the academic mission. The University is committed to attracting and retaining employees with varying identities and backgrounds.

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. To learn more about diversity at the U visit : <http://diversity.umn.edu>.

**Employer Requirements**

Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work at the University of Minnesota. Criminal convictions do not automatically disqualify finalists from employment.