



**Department Head
Forest and Rangeland Stewardship
Colorado State University**

Position Description

The Department Head is the lead administrator of the Department of Forest and Rangeland Stewardship within the Warner College of Natural Resources. The Department Head is primarily responsible for leadership and administration of teaching, research, extension, and service activities of departmental personnel. This is a full-time, 12-month appointment.

The [Department of Forest and Rangeland Stewardship](#) is one of five academic departments in the Warner College of Natural Resources. The other departments are Geosciences, Ecosystem Science and Sustainability, Fish Wildlife & Conservation Biology, and Human Dimensions of Natural Resources. General information about the Warner College of Natural Resources and departments can be accessed at www.warnercnr.colostate.edu.

The Department has 13 tenure-track faculty and 5 non-tenure track faculty working to fulfill the department's mission to promote interdisciplinary stewardship of forests and rangelands, and we create and communicate knowledge to students, land managers, policy makers, peers, and the public. We foster research that will enhance our knowledge and management of forests and rangelands, with focal areas in restoration ecology, plant functional ecology, disturbance ecology, fire science, and natural resource policy. We integrate these disciplines with others in our college and university, focusing on: 1) innovative graduate and undergraduate programs; 2) research programs that create knowledge to improve land stewardship; and 3) extension programs that empower the public to accomplish their stewardship goals.

The Department offers undergraduate majors in Forestry and Rangeland Stewardship, Natural Resource Management, Restoration Ecology, and Fire and Emergency Services Administration as well as M.S., Ph.D. degrees and a professional Masters of Natural Resources. Several of the undergraduate programs are accredited by Society of American Foresters and Society for Range Management, which provides an important connection between our department and these professional societies. In addition, the Department offers minors in Forestry, Rangeland Ecology, and Ecological Restoration. Faculty members may also direct graduate students in the interdisciplinary Graduate Degree Program in Ecology (<https://ecology.colostate.edu/>). The Department has over 500 undergraduates and 60 graduate students.

The Warner College of Natural Resources is also home to several interdisciplinary centers and programs, including the Colorado Forest Restoration Institute, the Center for Collaborative Conservation, the Center for Environmental Management of Military Lands, and the Colorado Natural Heritage Program. In addition, the Colorado State Forest Service is embedded within the Warner College of Natural Resources, which provides a unique opportunity for collaboration and student internships. Warner College is one of eight academic colleges at Colorado State

University. The Department and College are active participants in programs and courses at CSU's [Mountain Campus](#), a 9,000-ft and 1,600-acre campus and conference center.

Colorado State University is a land grant university with about 27,500 students located in Fort Collins, Colorado. Fort Collins residents enjoy a high quality of life and the city is often rated as one of the best places to live in the United States. The city has numerous bike paths, a vibrant downtown and community, and is adjacent to the Colorado Rocky Mountains, with easy access to many outdoor activities.

Minimum Qualifications

1. Earned doctorate in Forestry, Rangeland Ecology and Management, Ecology, or related field.
2. Experience with education, research, and outreach.
3. Accomplishments that meet the requirements for a tenured, full professor or a commensurate level of relevant experience and accomplishments.

Additional Desired Qualifications:

1. Demonstrated success in administrative duties, budgeting, and programmatic development and growth.
2. Demonstrated interpersonal and leadership skills in communicating with and mentoring faculty and staff.
3. A record of scholarly contributions to knowledge in ecology, natural resource management and/or policy or restoration ecology.
4. A record of excellence in teaching and mentoring at the undergraduate and graduate level in a program related to ecology or natural resource management.
5. Demonstrated commitment to and experience in managing successful professional degree programs in natural resource management or related fields.
6. A demonstrated understanding of the full breadth of programs in the Department, and the vision to fully develop the unique opportunities the Department presents.
7. A record of academic administrative leadership in natural resources, environmental science, or ecology.
8. Demonstrated commitment to diversity and inclusion through research, teaching and outreach with relevant programs, goals and activities.
9. Demonstrated success in creating and fostering community and collaborative environments, creative initiative and problem solving, and conflict resolution efforts.
10. Experience conducting development activities and a willingness to lead Departmental development efforts.
11. Demonstrated ability to work as part of a multidisciplinary leadership team.

Responsibilities of the Department Head Include:

Administration 70%, Research, 15%, Teaching 10%, Service 5%

The successful candidate will be expected to maintain scholarly productivity through publications and extramurally funded research in an area of ecology, natural resource management and/or policy. They will also teach as needed by the Department and participate in service and outreach efforts that serve the college and university, academic peers and institutions, and professionals in the field.

Administrative responsibilities will include:

- Creative, facilitative leadership in cooperatively defining and implementing goals, objectives and strategies of the Department and in communicating its aspirations, abilities, and achievements to all relevant internal and external constituencies, while fostering positive relationships.
- Serving as a key member of the College's leadership team, and working collaboratively and effectively with the College Executive Committee (composed of Department Heads, Associate Deans, and Dean) to shape and further the goals of the Department, the College, and the University.
- Preparation of, administration of, and adherence to the Departmental budget.
- Providing leadership for developing and strengthening curricula, recognizing changing societal values and technical advances in the profession.
- Management of the Department to promote student, staff, and faculty achievement and development.
- Advancing the Department's commitment to diversity and inclusion among students, faculty, and staff.
- Working effectively with the Departmental committees to address governance, curricular, human resource, and physical resource needs.
- Fostering an atmosphere of collegiality and cooperation within the Department and College as well as across the University.
- Conducting formal and informal personnel evaluations, including mentoring of Department faculty and staff members.
- Providing leadership in faculty hiring, promotion, and tenure decisions.
- Working effectively with alumni, the Dean, and the College Development Office to attract and allocate development funds.
- Proactively pursuing interaction and developing working relationships with other Departments and programs in the College and across the University, state and federal agencies, professional societies, and other organizations.
- Interacting with prospective and current students and diverse audiences.

Salary: For Full Professor: \$172,000 - \$178,667, For Associate Professor: \$145,333 - \$152,000

Fringe Benefits: Annual and sick leave per university policy, group health, life, dental, disability, and retirement benefits.

Application Procedure: Applicants should submit:

1. A cover letter, including a vision for how the candidate plans to integrate with and lead the department for the future;
2. A curriculum vita
3. A statement of administrative experience and management philosophy (2 pages) as well as, a statement of service and extension philosophy (2 pages) – both documents should be combined and uploaded in Other slot);
4. A summary of past, current, and anticipated future research (2-3 pages, uploaded in the Statement of Research Philosophy slot);
5. A statement of teaching experience and philosophy (2 pages);
6. Names, affiliations, and email addresses of professional references (at least three from academic institutions, no more than five total). Letters will be requested for the finalists;
7. A diversity statement (please indicate past, present, and anticipated activities for promoting equity, inclusion, and diversity) (1-2 pages).

Application materials of finalist candidates, including letters of reference, will be made available for review by the entire faculty of the Department of Forest, Rangeland Stewardship.

Deadline: Submit above materials electronically to the following site by January 1, 2023 for full consideration. Applications and nominations may be considered until the position is filled.

Apply here: <https://jobs.colostate.edu/postings/115222>

Questions about the search process should be directed to:

Dr. Michael Manfredo
Search Chair
243 Forestry Building
Colorado State University
Fort Collins, CO 80523
Michael.Manfredo@colostate.edu

Questions about the Department should be addressed to:

Dr. Troy Ocheltree
Interim Department Head
213 Smith Natural Resources Building
Colorado State University
Fort Collins, CO 80523
Troy.Ocheltree@colostate.edu

References will not be contacted without prior notification of candidates.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.

Colorado State University is committed to providing a safe and productive learning and living community. To achieve that goal, we conduct background investigations for all final candidates being considered for employment. Background checks may include, but are not limited to, criminal history, national sex offender search and motor vehicle history.