

Department Head - Fish, Wildlife, and Conservation Biology

Posting Details

Posting Detail Information

Working Title	Department Head - Fish, Wildlife, and Conservation Biology
Position Location	Fort Collins, CO
Work Location	Position is fully in-office/in-person
Posting Number	202300246F
Proposed Annual Salary Range	\$145,000 - \$179,000 commensurate on qualifications
Employee Benefits	Colorado State University is committed to providing employees with a strong and competitive benefits package that supports you, your health, and your family. Visit CSU's Human Resources website for detailed benefit plan information for eligible employees in the following University benefit areas https://hr.colostate.edu/hr-community-and-supervisors/benefits/benefits-eligibility/ and https://hr.colostate.edu/prospective-employees/our-perks/ . To see the value of CSU benefits in addition to wages, visit our compensation calculator – https://hr.colostate.edu/total-compensation-calculator/ .
Position Type	Faculty
Work Hours/Week	40
Description of Work Unit	<p>The Department of Fish, Wildlife, and Conservation Biology is one of five academic departments in the Warner College of Natural Resources. The other departments are Geosciences, Ecosystem Science and Sustainability, Forest and Rangeland Stewardship, 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.</p> <p>The Department offers an undergraduate major in Fish, Wildlife, and Conservation Biology (FWCB) major intended for students interested in understanding wildlife and the habitats in which they live. The major offers three concentrations: Conservation Biology, Fisheries and Aquatic Sciences, and Wildlife Biology. The curriculum has a strong foundation in the biological, physical, and social sciences with the focus on solving current and future issues related to conservation and sustainability of wild animals and their habitats. The faculty offers a wide range of expertise with a keen interest in innovative teaching and research methods.</p> <p>Our program prepares students for professional careers involving fish, wildlife, and conservation that include federal and state agencies, nongovernmental organizations, the private sector, academic institutions, and graduate school. Numerous opportunities exist for students to gain experience through research and internships, including professional and career mentoring and involvement with professional societies to further their studies, practical experience, and career potential.</p> <p>In addition, we offer M.S., Ph.D. degrees in F.W.C.B.; an online, coursework-only, non-thesis, professional Masters in F.W.C.B.; and a graduate certificate program in Wildlife Conservation Actions. Faculty members may also direct graduate students in the interdisciplinary Graduate Degree Program in Ecology (https://ecology.colostate.edu/). We currently have approximately 600 undergraduates and 120 graduate students enrolled in the Department. Over 2,400 alumni are working to resolve natural-resource related issues. We contribute to the economic and ecological health of our state by assisting many individuals, communities, and agencies to solve complex environmental problems.</p> <p>We are committed to expand the frontiers of knowledge through our broad-based research expertise in the conservation and management of fish and wildlife. We teach students to think critically about environmental issues and become ecologically literate, providing the training to be successful in careers in academia, governmental agencies, the private sector, and non-government organizations. Our outreach and engagement efforts assist individuals, communities, and organizations to solve complex environmental problems and to be effective stewards of the planet's fish and wildlife and the systems in which they live. We are committed to recruiting, supporting, and training faculty, students, and staff from groups traditionally underrepresented and/or marginalized in the fields of fish, wildlife, and conservation biology to</p>

develop innovative solutions to complex environmental problems and to advance and promote environmental justice.

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](#) at Pingree Park, 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.

Tenure/Tenure Track?	Yes
% Research	10%
% Teaching	10%
% Service	5%
% Administration	75%
To ensure full consideration, applications must be received by 11:59pm (MT) on	09/29/2023
Number of Vacancies	1

Desired Start Date

Position End Date

Position Summary

The Department Head is the lead administrator of the Department of Fish, Wildlife, and Conservation Biology 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 (Comprised of a 9-month tenured position with an administrative stipend).

We strongly encourage those who will further advance the Warner College of Natural Resources Department commitment to fostering a diverse and inclusive community, including those from historically underrepresented groups, to apply for this position. We welcome applicants with a range of experiences, including those new to the profession.

Conditions of Employment

Pre-employment Criminal Background Check (required for new hires)

Required Job Qualifications

- Earned doctorate in Fisheries, Wildlife, Conservation Biology, Ecology, or related field.
- 6+ years' experience with education, research, outreach and academic accomplishments.

Preferred Job Qualifications

- Demonstrated success in administrative duties, budgeting, and programmatic development and growth.
- Demonstrated interpersonal and leadership skills in communicating with and mentoring faculty, staff, and students.
- Demonstrated success in creating and fostering community and collaborative environments, creative initiative and problem solving, and conflict resolution efforts.
- Demonstrated ability to work as part of an interdisciplinary leadership team.
- Demonstrated commitment to diversity and inclusion through research, teaching and outreach with relevant programs, goals and activities.

- A record of success in working collaboratively with government and tribal fish and wildlife management agencies, the private sector, and other conservation and scientific organizations.
- A record of scholarly contributions to knowledge in fish, wildlife, and conservation biology, with demonstrated expertise in these areas.
- A record of excellence in teaching and mentoring at the undergraduate and graduate level in a fish, wildlife, and conservation biology program.
- Experience conducting development activities and a willingness to lead Departmental development efforts.

Special Instructions to Applicants

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. Diversity statement (please indicate past, present, and anticipated activities for promoting equity, inclusion, and diversity) (1 page as Other Doc);
4. Summary of past, current, and anticipated future research; teaching experience and philosophy; and service and outreach philosophy (2-3 pages as Other Doc);
5. 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. References will not be contacted without prior notification of candidates.

Application materials of finalist candidates, including letters of reference, will be made available for review by the entire faculty of the Department of Fish, Wildlife, and Conservation Biology.

Submit above materials electronically to the following site by September 29, 2023 for full consideration: <https://jobs.colostate.edu/postings/130480>

Applications and nominations may be considered until the position is filled. Applicants must meet the minimum qualifications in the announcement to be considered for hire. Mailed or emailed applications will not be accepted.

References will not be contacted without prior notification of candidates.

Background Check Policy Statement

Colorado State University strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks for the finalist before a final offer. The type of background check conducted varies by position and can include, but is not limited to, criminal history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will also be conducted when required by law or contract and when, in the discretion of the University, it is reasonable and prudent to do so.

EEO Statement

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/expression, or pregnancy in its employment, programs, services and activities, and admissions, and, in certain circumstances, marriage to a co-worker. The University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity and equal access institution and 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.

The Title IX Coordinator is the Director of the Office of Title IX Programs and Gender Equity, 123 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-1715, titleix@colostate.edu.

The Section 504 and ADA Coordinator is the Director of the Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836, oeo@colostate.edu.

The Coordinator for any other forms of misconduct prohibited by the University's Policy on Discrimination and Harassment is the Vice President for Equity, Equal Opportunity and Title IX, 101 Student Services Building, Fort Collins, Co. 80523-0160, (970) 491-5836, oeo@colostate.edu.

Any person may report sex discrimination under Title IX to the [Office of Civil Rights, Department of Education](#).

Diversity Statement	Reflecting departmental and institutional values, candidates are expected to have the ability to advance the Department's commitment to diversity and inclusion.
Search Contact	Monique Rocca, Monique.Rocca@colostate.edu
Essential Duties	
Job Duty Category	Administration
Duty/Responsibility	<ul style="list-style-type: none"> • 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, working collaboratively and effectively with the College Executive Committee (composed of Dean, Associate Deans, and Department Heads) and the Leadership Team (composed of Dean, Associate Deans, Department Heads, and Center Directors) to shape and further the goals of the Department, the College, and the University. • Work closely with the leader of the Cooperative Fish and Wildlife Unit for joint teaching and research programs and opportunities for student internships. • 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 the Dean, the College Development Office, and alumni, 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.
Percentage Of Time	75%
Job Duty Category	Research
Duty/Responsibility	<ul style="list-style-type: none"> • The successful candidate will contribute to the scholarly productivity of the department through publications and extramurally funded research in an area of fish, wildlife, or conservation biology.
Percentage Of Time	10%
Job Duty Category	Teaching
Duty/Responsibility	<ul style="list-style-type: none"> • Teaching courses as needed by the department.
Percentage Of Time	10%
Job Duty Category	Service and Outreach
Duty/Responsibility	<ul style="list-style-type: none"> • The successful candidate will conduct service and outreach within the college and university,

Percentage Of Time 5%

References Requested

References Requested

Minimum Requested 3

Maximum Requested 5

Supplemental Questions

Required fields are indicated with an asterisk (*).

Applicant Documents

Required Documents

1. Cover Letter
2. Curriculum Vitae
3. Other

Optional Documents