



POSITION PROFILE

Director of the School of Natural Resources and the Environment

College of Agriculture and Life Sciences

January 2023



THE OPPORTUNITY

Director of the School of Natural Resources and the Environment

The University of Arizona (UArizona) School of Natural Resources and the Environment (SNRE) seeks an enthusiastic, innovative, growth-minded, and entrepreneurial Director to lead one of UArizona's largest and most complex schools. The new director will build upon a tradition of excellence to grow SNRE's reach, profile, and programming, working closely with nine college academic unit heads, academic unit heads in other colleges, seven associate/assistant deans, the Cooperative Extension Director, Director of International Initiatives, Associate Vice President for Advancement, Advocacy, Alumni Affairs and Corporate Relations, and the Dean of the Rogers College of Law.

Reporting directly to the Vice President & Dean of the College of Agriculture and Life Sciences, the Director will manage a budget of approximately \$10M in payroll and operating expenses and oversee the School's 250 employees, including 36 faculty (including four Extension specialists). The director is supported by two associate directors who manage graduate and undergraduate affairs, four faculty program chairs who manage faculty annual performance reviews, a business office with eight staff members including financial and IT professionals, and a four-person advising team.

The Director is responsible for:

- Building and leading all aspects of the School.
- Driving additional excellence in enrollment, programming, advancement, and partnerships.
- Increasing and maintaining connections with private, state, and federal agencies.
 - Working with commercial and governmental partners in funded projects.
 - Partnering with donors and community organizations to secure philanthropic funding.
- Leading financial and budget administration for the School.
- Recruiting diverse students and faculty.
- Advocating for an inclusive environment.

The School Director, who will have both College and Extension appointments, will be a proven entrepreneurial and innovative leader with demonstrated excellence and outstanding achievements warranting a tenured appointment as Full Professor.

Required Qualifications:

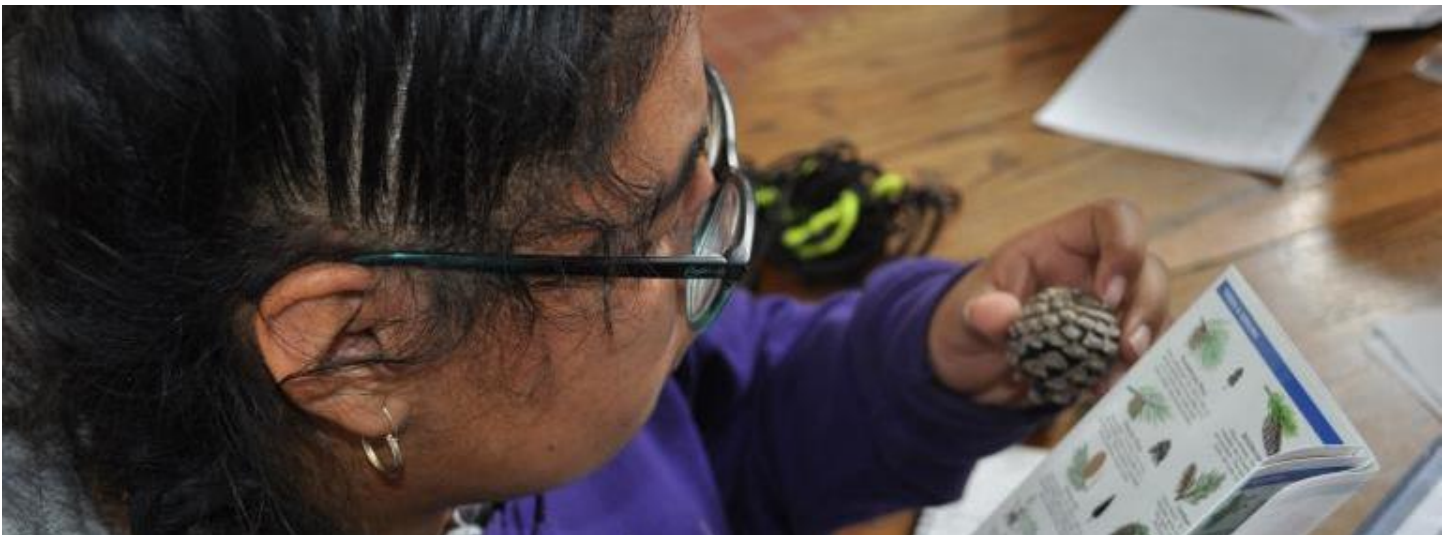
- A terminal degree and experience commensurate with a full professor.
- A track record of successful leadership, management, and accountability for an academic or research organization.
- History of successfully working with a broad diversity of stakeholder groups, such as federal and state agencies, non-governmental organizations, and the private sector.
- Experience with advocacy efforts and with effectively interacting with alumni, corporations, and advisory board members or a skillset suitable for these activities
- Evidence of securing and maintaining philanthropic support or a skillset suitable for these activities.

Knowledge, Skills & Abilities:

- Exemplary communication and interpersonal skills.
- Collaborative leadership with impeccable integrity.
- Proven innovative and entrepreneurial leadership and management skills.
- Experience with finance and budgeting in a growth-oriented environment.
- Experience overseeing undergraduate and graduate instructional programs.
- Experience with Cooperative Extensions and relating these activities to all external stakeholders and user groups.
- Leadership focused on diversity, equity, and inclusion.

Why Consider the Opportunity?

- **Excellence:** A highly productive and committed faculty and staff.
- **Impact:** Opportunity and support for entrepreneurial growth and development.
- **Location:** Tucson offers unparalleled opportunities for partnerships and research. It is the epicenter for issues related to the School.
- **Exceptional facilities:** The School is housed in a modern, advanced environmental science building built in 2015.
- **Professional development:** The Division is committed to the development of its faculty and staff.
- **Autonomy:** The position offers the opportunity to manage and lead the School, including all finances.
- **Support:** The School has a dedicated support team, including dedicated budget and development officers.
- **Benefits:** UArizona benefits include health, dental, and vision insurance plans; life insurance and disability programs; sick leave, and holidays; UArizona/Arizona State University/Northern Arizona University tuition reduction for the employee and qualified family members; state and optional retirement plans; and access to UArizona recreation and cultural activities.
- **Work-Life balance:** The University of Arizona has been recognized for innovative work-life programs. For more information about working at the University of Arizona and relocation services, please [click here](#).





School of Natural Resources and the Environment

The [School of Natural Resources and the Environment \(SNRE\)](#) is a world leader in pursuing science that informs how environmental change impacts arid and semi-arid systems and how best to adapt to related challenges. The School is a cohort of students, faculty, and staff who take great pride in a focus on problem-driven research, teaching, and extension encompassing all aspects of environmental stewardship. SNRE research answers important questions about how ecosystems respond under environmental or human pressures and develops strategies to help mitigate the effects of these pressures, helping to create and maintain healthy and sustainable ecological systems. SNRE research is supported by a variety of awards from federal, state, and industry, averaging between \$9-14M each year over the last 5 years.

The SNRE's undergraduate and graduate educational programs are interdisciplinary and focused on real-world problems and experiences, preparing students for the demands of leadership positions in natural resource science and management. SNRE represents the advantages of a large research university while providing a more intimate setting for students to explore working with natural resources and applying science to real-world conservation. SNRE offers a variety of degree options that allow students to tailor their degrees to suit their interests and career goals. Students are at the heart of the School, as they develop their projects, and fieldwork, and complete their academic coursework, they gain both the theoretical and the practical skills they need to be the resource managers of the future.

SNRE offers Bachelor of Science, Master of Science, and Doctor of Philosophy degrees in Natural Resources, and a Master of Science degree in Water, Society & Policy. The School hosts 292 undergraduate majors and 76 graduate students. Current course enrollment is >3100 undergraduate and >300 graduate students annually.

SNRE is unique among its peers in terms of the breadth of focus and depth of expertise, integrating across the boundaries of biology, physical science, resource management, and international resource issues. SNRE is unmatched in the number and diversity of partnerships it has established with organizations in Tucson, County, State, and Federal agencies that foster an atmosphere of collaboration and collegiality.

In addition, SNRE is focused on actively building a diverse and welcoming environment for all. It is the School's goal to ensure that the SNRE community respects and embraces diversity and encourages and supports activities and conversations that promote a genuine climate of mutual respect, empathy, and inclusion.

SNRE's teaching, research, and extension programs address today's critical natural resources and environmental challenges. The School's teaching and research program areas include Natural Resources; Conservation Biology; Climate Change and Society; Ecology, Management, and Restoration of Rangelands; Fisheries Conservation and Management; Global Change Ecology and Management; Geographic Information Science and Technology; Watershed Management and

Ecohydrology; Water, Society & Policy; and Wildlife Conservation and Management. SNRE contributes to UArizona's Land Grant Mission through its Cooperative Extension Programming, which includes Animal Foraging Behavior and Distribution; Climate Change Adaptation Planning; Climate Services; Community-Based Sustainable Rangeland Livestock Production; Improving Range Management on Public Lands: Planning, Analysis, and Monitoring; Noxious, Invasive Plants; and Rangeland and Natural Resource Ecology and Management.

Facility

SNRE is located within The Environment and Natural Resources 2 Building (ENR2), a facility that was completed in 2015 and represents the University's commitment to environmental sustainability and interdisciplinary research and studies that focus on earth science, environmental programs, and natural resources. The building contains offices, classrooms, auditoriums, and gathering rooms for public programs, in addition to a café and a stunning central courtyard that foster circulation and gathering.

To learn more about the School of Natural Resources and the Environment, [click here](#).



Central courtyard "canyon"



Gathering and meeting rooms



Rooftop agri-voltaics garden and deck



Central courtyard "canyon"



College of Agriculture and Life Sciences

SNRE is part of The College of Agriculture and Life Sciences (CALS), which features a diverse education and research portfolio including:

- 20 undergraduate degree programs across four schools and six departments. Learn more about CALS' degree programs [HERE](#).
- Research that touches on nearly every aspect of modern life and has played a pivotal role in Arizona's economy and beyond throughout the College's 134-year history. Learn more about CALS' research priorities [HERE](#).

Uniquely positioned in the southern Arizona desert, the College offers solutions to problems affecting much of the world in the 21st century and continues to build on its heritage of advancing the frontiers of science to improve the human condition.

QUICK FACTS

The College has a total budget of \$142M and over 3,600 students and 1,300 employees.

UArizona has been ranked as the top performing university in the world in water resources.

The M.S. in Agricultural and Resource Economics is ranked as the 15th best M.S. in Economics in the United States.

US News and World Report ranked UArizona's programs in plant and animal science as #22 internationally.

The College of Agriculture and Life Sciences is committed to these Four Strategic Intentions:

- Be a leading economic development engine for Arizona.
- Produce employable graduates, who can do jobs that do not yet exist and create new jobs.
- Be the most effective, efficient, responsive, flexible, and financially sustainable enterprise on campus.
- Be the most sought-after place to be a part of.

The College's Strategic Plan can be found [HERE](#).

College Leadership: Shane C. Burgess, MRCVS, FLS



Dr. Shane Burgess serves as the Vice President for the Division of Agriculture, Life and Veterinary Sciences, and Cooperative Extension and the Charles-Sander Dean of the College of Agriculture and Life Sciences at the University of Arizona.

Under Shane's leadership, the division launched the Yuma Center of Excellence in Desert Agriculture and the Gary and Barbara Pasquinelli Career Center. He also led the College of Agriculture and Life Sciences in the creation of new undergraduate degrees in Biosystems Analytics and Technology, Food Safety, Nutrition and Food Systems, and Personal and Family Financial Planning.

A "first-generation student," Shane graduated with distinction as a veterinarian in 1989 from Massey University, New Zealand. He has worked in and managed veterinary clinical practices in Australia and the United Kingdom, with services in horses, farm animals, pets, wild and zoo animals, and emergency medicine and surgery. He did a radiology residency at Murdoch University in Perth, Western Australia, where he co-founded Perth's first emergency veterinary clinic concurrently, and he has managed aquaculture facilities in Scotland. Shane did his Ph.D. in virology, immunology, and cancer biology, conferred by University of Bristol Medical School, U.K., while working full time outside of the academy between 1995 and 1998.



ABOUT THE UNIVERSITY OF ARIZONA

Established in 1885, the [University of Arizona \(UArizona\)](#), the state's land-grant university, is a member of the prestigious Association of American Universities. Recognized as a global leader, and classified as a Carnegie R-1, UArizona conducts more than \$687 million in annual research expenditures and is currently ranked in the top 40 among all public universities surveyed according to *U.S. News & World Report*. UArizona produces graduates who are employable and real-world ready through our commitment to providing professional and personal growth experiences beyond the classroom. We call this [100% Engagement](#). The UArizona is advancing the frontiers of interdisciplinary scholarship and entrepreneurial partnerships and benefits the state with an estimated economic impact of \$4.1 billion annually. With a total faculty of 3,144, UArizona currently enrolls 36,503 undergraduate students in more than 300 majors, in addition to 10,429 graduate and professional students.

Located in the city of Tucson, with a campus size of 392 acres, UArizona offers students a wide range of activities and academic opportunities. This includes three levels of intramural sports, more than 30 fraternities and sororities, and many other student organizations. The Arizona Wildcats NCAA Division I teams compete in the Pac-12 Conference. Classified as a highest research institution, UArizona involves both undergraduate and graduate students in research projects. The University has a wide range of graduate programs, including the [Eller College of Management](#), the [College of Veterinary Medicine](#), the [James E. Rogers College of Law](#) and a [College of Medicine](#).

The University of Arizona values its inclusive climate because it knows that diversity in experiences and perspectives is vital to advancing innovation, critical thinking, solving complex problems, and creating an inclusive academic community. As a Hispanic-serving institution, UArizona translates these values into action by seeking individuals who have experience and expertise working with diverse students, colleagues, and constituencies. Because UArizona seeks a workforce with a wide range of perspectives and experiences, the institution provides equal employment opportunities to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information. As an Employer of National Service, UArizona also welcomes alumni of AmeriCorps, Peace Corps, and other national service programs and others who will help advance the institution's Inclusive Excellence initiative aimed at creating a university that values student, staff, and faculty engagement in addressing issues of diversity and inclusiveness.

The University of Arizona demonstrates diversity in every area with 24% of graduates being students of color. In fact, the graduate programs demonstrate exceptional diversity as enrollment is the most diverse among all public institutions belonging to the Association of American Universities. UArizona is ranked #1 in the number of PhDs awarded to Native American students and #9 in the number of PhDs awarded to Hispanic students.



<p>Top 20 Public Research <i>National Science Foundation</i></p> <p>ARIZONA RESEARCH</p>	<p> Best Value University <i>Forbes Best Value Colleges</i></p>
<p> Top 40 Public University <i>U.S. News & World Report</i></p>	<p>#11 Online Bachelor's <i>U.S. News & World Report</i></p> <p>ARIZONA ONLINE</p>



Photo credit: Hans-Werner Herrmann, SNRE and UA Study Abroad

PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by February 13th will be given first consideration.** Interested candidates should submit a curriculum vitae and a letter that describes their reason for interest and indicates the ways in which their experience aligns with the qualifications and key responsibilities of the role.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su343>

For more information or to offer recommendations or nominations:

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[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving the education and nonprofit sectors nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, Maryland, New York, North Carolina, and Utah.



TUCSON, ARIZONA

Tucson is a welcoming, unique, diverse, and family-friendly community. It is a UNESCO City of Gastronomy, surrounded by five majestic mountain ranges and is an exciting and affordable place to live with rich cultural amenities and outdoor activities. While over half a million people now reside in Tucson, bringing businesses, attractions, and tourism, it also still has a familiar sense of human scale and local community. The University of Arizona is in the heart of the city and the second largest employer in Tucson.

Founded in 1775, Tucson is a vibrant community, rich in history and culture that encompasses a unique blend of Native American, Spanish, Mexican, and Anglo-American influences.

This eclectic city gets 350+ days of sunshine per year accompanied by awesome summer monsoon showers that provide moisture for life to sustain itself through nine months of sunny, bright blue skies. With beautiful weather, scenery, and little to no humidity, Tucson is a paradise for anyone who enjoys biking, hiking, swimming, tennis, or golf. Grassy parks, mountain trails, and bicycle-friendly urban and rural roads create recreational opportunities like nowhere on earth. It offers an abundance of outdoor and urban opportunities to suit everyone. The downtown is divided into four districts with unique businesses, restaurants, arts, and nightlife making it the perfect place for a family outing or date night.

- Ranked **#5 of the “Best Places to Visit in Arizona”** by *U.S World and News Report*
- Ranked **#55 out of the “Top 100 Green Cities”** by *Bestplaces.net*

Tucson’s population is growing rapidly. The low cost of living and diversity in housing choices are very attractive to residents. Whether you want to be close to Tucson’s urban downtown or settle in one of the suburban communities, such as Oro Valley, Marana, Sahuarita, or Vail, you will feel right at home.



Tucson offers a unique streetcar that can transport passengers between its districts.

For more information, visit:

<https://www.arizona.edu/student-life/tucson>

<https://tucsonchamber.org/>

<https://www.visittucson.org/>