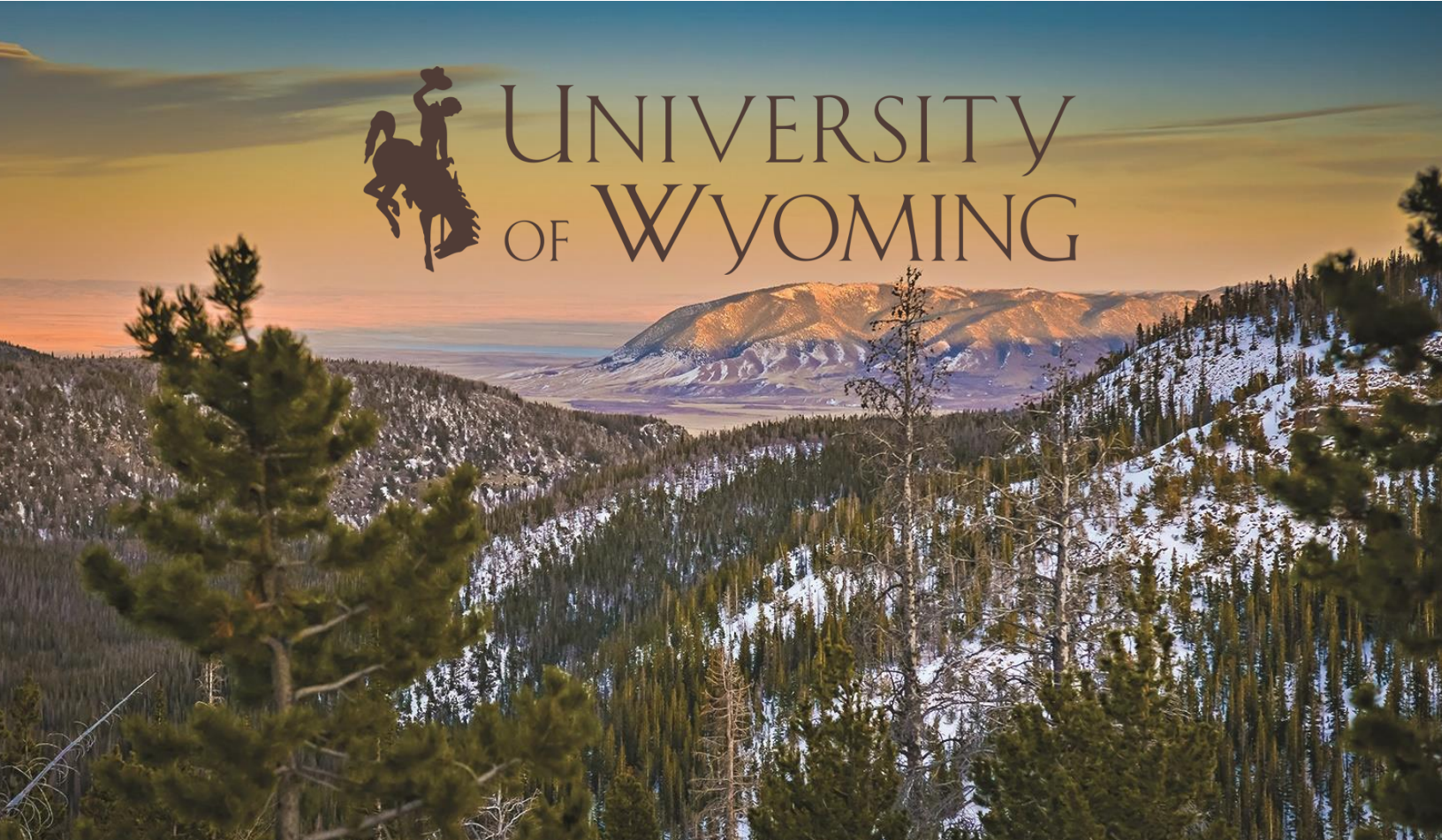




UNIVERSITY
OF WYOMING



POSITION PROFILE

Spicer Professor of Collaborative Practice in Natural Resources

OCTOBER 2024



This search is managed in partnership with Summit Search Solutions, Inc.



UNIVERSITY OF WYOMING

Nestled amid the beauty of two mountain ranges in southeastern Wyoming, you will find the nationally recognized teaching and research institution, the **University of Wyoming (UW)**. Established as a land-grant institution in 1886 when Wyoming was still a territory, UW has since grown to nearly 200 areas of study, drawing approximately 12,000 students from all 50 states and 83 countries. UW is known for its accomplished faculty and world-class facilities, its low student/faculty ratio, and quality undergraduate and graduate programs within its colleges of Agriculture, Life Sciences and Natural Resources, Arts & Sciences, Business, Education, Engineering & Physical Sciences, Health Sciences, Law, and the Honors College, as well as the School of Energy Resources, School of Computing, and the Haub School of Environment and Natural Resources. To learn more, please visit <http://www.uwyo.edu>.

Throughout its existence, UW has been the only four-year public university in the state of Wyoming, though it maintains close relationships with the state's eight community colleges. UW's global impact begins with innovative undergraduate and graduate research opportunities and extends through state and federal partnerships and recent initiatives such as the Wyoming Institute for Humanities Research, the School of Energy Resources, and the School of Computing. UW has played important roles in the lives of students and Wyoming residents for 137 years. *Outside Magazine* identified Laramie as "the perfect affordable mountain town," noting the cost of living; access to outdoor activities; food, art and culture; and the influence of UW, including its academic and other offerings. Furthermore, Wyoming ranked #5 in the *U.S. News and World Report's* "Best States for Higher Education". In the area of tuition and fees, Wyoming ranks No. 2 in part because of its low cost for University of Wyoming students. UW's tuition and fees for resident undergraduates are the lowest in the nation among doctoral degree-granting institutions. The University community is working collaboratively to help the University reinforce and strengthen its reputation as it adapts to changing economic factors in the state and beyond. The University's strategic roadmap, "[Forward for Wyoming 2023+: A Strategic Plan for the University of Wyoming](#)," demonstrates that it is an exciting time to be a part of UW as the institution embarks on ambitious and impactful initiatives.

Location: Located in Laramie, Wyoming, a town with approximately 32,000 people, has a unique blend of sophistication and Western hospitality. UW not only provides an environment for success but also offers varied academic and lifestyle opportunities. Named the "#1 Small College Town in America" by *College Value Online*, Laramie boasts a moderate cost of living with no state income tax, incredible outdoor recreational opportunities, an eclectic downtown, and a great public school system.





THE HAUB SCHOOL OF ENVIRONMENT AND NATURAL RESOURCES

30+ years of service to Wyoming, the West, and the World

The Haub School of Environment and Natural Resources advances the understanding and resolution of complex natural resource challenges through interdisciplinary education, creation, and dissemination of new information and understanding, and collaborative decision-making.

When the Haub School was established in 1993, it was envisioned as a gathering place. It was meant to be an interdisciplinary hub for scholars and researchers from far-flung fields to tackle cross-cutting environmental issues. It was conceived of as a center for collaboration, where people in conflict over natural resource decisions could come together to better understand each other and the problem at hand. And from the start, it was a community of people who recognized the complexity of environment and natural resource challenges and believed in the power of working together, within and beyond the University, to craft sound and durable solutions.

Thirty years later, everything imagined has come to fruition. The school’s curricula emphasize collaborative and interdisciplinary approaches that prepare students to become thoughtful future leaders and problem-solvers in environment and natural resources fields. Students learn in the classroom, in real-world enterprises, in the outstanding natural outdoor laboratory that is Wyoming, online, and overseas via the Haub School’s international field courses. The Haub School has a strong community-based culture and has recently experienced unprecedented growth in students, faculty, outreach, and UW financial support. The Haub School has approximately 430 undergraduate and graduate students. The school includes 45 core faculty and staff; additional academic support is provided by professors of practice, academic professionals, and visiting scholars. The Haub School’s faculty maintain active research or creative programs that address environmental and natural resources questions from both disciplinary and interdisciplinary perspectives.

ACADEMIC PROGRAMS

- 970** students graduated
- 11** grad and undergrad degree programs established
- 10** unique field and international courses held
- High student retention, graduation rates, and satisfaction maintained

RESEARCH AND CREATIVE ACTIVITIES

- Exceeded **\$4 million** in research grants last year
- Faculty grown to **30**, with incredible disciplinary breadth
- Thriving research programs conducting impactful, community-engaged inquiry

OUTREACH AND SERVICE

- 13** issues of *Western Confluence*
- 137** CPNR graduates trained in collaborative process
- 17** seasons of Wyoming Conservation Corps
- New centers and institutes added



The Haub School values interdisciplinary approaches and collaborative solutions to address complex natural resource challenges bringing together federal land management agencies, private landowners, ranchers, industry, conservation organizations, recreation groups, and other parties to address environmental and natural resource decision-making.

The [Ruckelshaus Institute](http://www.uwyo.edu/haub/ruckelshaus-institute), a division of the Haub School of Environment and Natural Resources, supports stakeholder-driven solutions to environmental and natural resources challenges throughout the state and region through compelling science communication and by promoting collaborative decision making. To learn more about the Ruckelshaus Institute and its history, click here: www.uwyo.edu/haub/ruckelshaus-institute.

A recent example of this collaborative process focuses on the 2023 release by the BLM of its Draft Resource Management Plan (RMP) and Draft Environmental Impact Statement (EIS). In response to the public outcry about the agency's preferred alternative, Wyoming Governor Mark Gordon requested the Haub School and Ruckelshaus Institute facilitate task force meetings and hold a series of interactive public workshops to help inform task force deliberations focusing on the Rock Spring Resource Management Plan. Task force members included an array of stakeholders from the Wyoming Senate, Wyoming House of Representatives, conservation, tourism and economic development, livestock and agriculture, local government, mining and trona, motorized access, oil and gas, renewable energy and utilities, sportsmen and hunting. Task force consensus recommendations included 24 agreements in principle on critical issues and more than 100 management prescriptions. For a complete report on this collaborative process and its outcomes visit: <https://www.uwyo.edu/haub/files/docs/ruckelshaus/collaboration/2023-rmp/rock-springs-task-force-blm-comment.pdf>.

Wyoming and the western United States enjoy an unparalleled richness of natural resources and face many complex challenges regarding the management of those resources. This complexity provides an opportunity for faculty, students, and staff at the Haub School to work with partners to learn about issues, to bring knowledge to bear on those issues, and to facilitate collaborative decision making.

Follow these links to learn more about the Haub School of Environment and Natural Resources: [Haub School Update 2023](#) and [Strategic Plan 2023-28](#). This plan will chart the course to success to ensure that the good work of the last decades continues and is aimed at sustaining wild and working lands, seeking solutions at the nexus of environment and energy, planning smart growth of tourism and recreation, sustainable land management, exploring novel economic approaches, adapting to a changing climate, and developing wildlife conservation leaders.





THE OPPORTUNITY

Spicer Professor of Collaborative Practice in Natural Resources

The Haub School of Environment and Natural Resources at the University of Wyoming invites applications for the Spicer Professor of Collaborative Practice in Natural Resources. The Haub School of ENR seeks an accomplished and creative individual to provide research, teaching, and service consistent with the educational missions of UW, the Haub School, and the Ruckelshaus Institute. It also values interdisciplinary approaches to environmental problem solving and scholarship that can inform real-world solutions; tangible, place-based experience to develop critical thinking skills in the next generation of leaders and decision-makers; and a diverse, equitable, and inclusive environment on campus and beyond.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The successful candidate will hold the Spicer Endowed Chair and engage in impactful and applied research, scholarship, and service that advances the field of collaborative decision making in natural resources management and environmental policy. Applications are sought from a variety of disciplinary backgrounds including but not limited to political science, public administration, sociology, environmental studies, economics, natural resources management, ecology, law, geography, planning, and related fields. The Haub School is looking for a candidate who can provide leadership and vision for an interdisciplinary research, teaching, and outreach program that advances collaborative approaches to complex natural resource and environmental challenges in the American West.

This position is a 9-month tenured appointment at the Associate or Full Professor rank in the Haub School. The Spicer Chair of Collaborative Practice is endowed with a generous discretionary fund dedicated to fostering collaborative practice in the state and supporting a robust research program in collaboration, working in synergy with the Ruckelshaus Institute.

THE SPICER PROFESSOR WILL:

- Teach courses in the Haub School's undergraduate and graduate programs (courses could include: Collaborative Practice and Conflict Resolution), mentor graduate students, and lead the Haub School's certificate in collaboration and the Collaboration Program in Natural Resources;
- Develop a productive, extramurally funded program of research, scholarship, and practice in appropriate fields to advance collaborative approaches in natural resources particularly in the American West;
- Provide service to the Haub School, University of Wyoming, and professional organizations; and
- Advance the University's land grant mission by working with the Ruckelshaus Institute to serve the people of Wyoming, advance effective natural resource management decision-making through engaged processes with diverse actors, develop statewide capacity for collaborative leadership, and advance effective natural resource decision making throughout Wyoming and the West.

The ideal candidate will be an innovative and collaborative leader who will engage in cutting-edge interdisciplinary and community-engaged research and scholarship in collaborative natural resources, collaborative processes, collaborative governance, conflict management/dispute resolution, consensus building, community learning and engagement, or other related topics. Further, the ideal candidate will have experience teaching collaborative decision-making concepts to undergraduate and graduate students in a range of contexts, including experiential and online; have a demonstrated commitment to engaging with community partners; and have outstanding communication and relationship-building skills that will contribute to the Haub School's strong reputation and vision. This position provides vital support to university stakeholders and requires the successful candidate to be available to work on campus.

MINIMUM QUALIFICATIONS:

- A terminal degree in a relevant field
- Research and scholarly focus in collaborative practice in environment and natural resources
- Experience teaching and/or mentoring college-level students
- Demonstrated experience engaging with diverse stakeholders in collaborative processes through research or practice
- A demonstrated commitment to interdisciplinary research, teaching, and/or outreach

DESIRED QUALIFICATIONS:

- Experience developing and leading agreements, contracts, and/or grants to advance collaborative practice and inform sound decision making in the environment and natural resources field
- Demonstrated practitioner experience and success with multiparty collaborative processes related to complex public policy issues and challenges
- Evidence of positive relationship-building with leaders across the public, non-profit, private, tribal, and civic sectors
- Evidence of integration of collaborative processes across teaching, research, and service activities
- Demonstrated understanding of the unique natural resource challenges facing Wyoming, the Rocky Mountain region, and the Western United States
- Experience mentoring students and/or natural resource professionals in collaborative practice, and sharing expertise on such skills in settings beyond the higher education classroom
- Demonstrated commitment to inclusivity and understanding of challenges facing diverse communities



WHY CONSIDER THE OPPORTUNITY

- **High Performing School.** The Haub School is a “shining star” in the University and the region with innovative interdisciplinary programming, an increasing portfolio of funding, growing enrollment, an expanding research portfolio, and happy and engaged students, faculty, and staff.
- **Impact.** This is a highly visible role with an opportunity to have a transformative impact within the school, university, state and region.
- **Collaboration.** Wyoming is an incredible laboratory for collaborative practice given the unparalleled richness of natural resources in the state and the complex challenges regarding the management of those resources. Be a difference maker along with other collegial and engaged Haub School faculty and staff.
- **Culture.** Students receive an unprecedented level of personal attention and support with relevant opportunities for engagement, work, service, and scholarship.
- **Capital Improvements.** New and modern campus facilities have been developed over the past 20 years through massive capital investment on the part of the state and private donors.
- **Location.** Laramie is a great place to live and work. Laramie boasts a moderate cost of living, low property taxes, and no personal state income tax. The area offers incredible outdoor recreational opportunities, an eclectic downtown area, and a great public school system.
- **Benefits.** Highly competitive benefits package, including a retirement benefit that features a state contribution of 14.44% of an employee’s gross salary and excellent health benefits.





PROCEDURE FOR CANDIDACY

The University of Wyoming, in consultation with Summit Search Solutions, Inc., will begin a confidential review of application materials immediately and continue until the position is filled; **parties who apply by November 18, 2024, will be given first consideration.** Required application materials include: a detailed CV and a letter of interest that highlights the candidate's alignment with minimum and desired qualifications. All applications and nominations will be held in confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su430>

For more information or to offer recommendations or nominations:

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UW is an Affirmative Action/Equal Opportunity Educator and Employer and is committed to a multicultural environment and strongly encourage applications from women, minorities, veterans and persons with disabilities.

The University's policy has been and will continue to be, one of nondiscrimination, offering equal opportunity to all employees and applicants for employment without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, pregnancy, or other status protected by state and federal statutes or University regulations. The University's nondiscrimination policy applies to all matters relating to its education programs and activities including recruiting, hiring, training, compensation, benefits, promotions, demotions, transfers, and all other terms and conditions of employment. To review the [EEO is the Law Poster](#) and its [Supplement](#), please see [The Diversity & Fairness page](#).

*Pursuant to Wyoming State law, W.S. 19-14-102, as amended, an honorably discharged veteran who has been a resident of the state of Wyoming for one (1) year or more at any time prior to the date when the veteran applies for employment, or any surviving spouse who was married to such veteran at the time of the veteran's death, who is receiving federal survivor benefits based on the veteran's military service and is applying for employment, shall receive an interview preference during the applicant screening process with the University of Wyoming. At the time of application, the applicant must possess the business capacity, competency, education or other qualifications required for the position. If disabilities do not materially interfere with performance of job duties, disabled veterans will be given preference over able-bodied veterans. **Appropriate documentation of veteran status must be provided at the time of application as outlined in the application process.** No preference will be given to a veteran currently employed by a public department.*

The University of Wyoming conducts background investigations for all final candidates being considered for employment. Offers of employment are contingent upon the completion of the background check.

In compliance with the ADA Amendments Act (ADAAA), if you have a disability and would like to request an accommodation to apply for a position, please call 307-766-2377 or email jobapps@uwyo.edu.



[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, Colorado, Kansas, Maryland, New York, and North Carolina.



LARAMIE, WYOMING

The University of Wyoming is located in Laramie, a town of 32,000 in the heart of the Rocky Mountain West. The state of Wyoming continues to invest in its university, helping to make it a leader in academics, research and outreach. The university has state-of-the-art facilities in many areas and the community provides the advantages of a major university.

Located in a high mountain valley near the Colorado border, Laramie offers both outstanding recreational opportunities and close proximity to Colorado's Front Range, a bustling group of metropolitan cities including Denver, Boulder, and Fort Collins. This beautiful mountain landscape offers outdoor enjoyment in all seasons, with 250 days of sunshine annually.

The city is filled with hospitality, entertainment, and excitement while providing a neighborly atmosphere and a warm small-town feel. The name "Wyoming" conjures up visions of the Old West as few others can. Laramie features a historic downtown, prairie and mountain vistas, rodeos, guest ranches, and more. Surrounded by the great outdoors, Laramie is also southeastern Wyoming's center for arts events, with a lively music and theater scene, art exhibitions, festivals, and a variety of other entertainment. And don't forget all the sports activities at the university and K-12 levels. In September 2023, *Outside* magazine named Laramie, Wyoming "The Most Affordable Mountain Town in the West," referring to it as "the sweet spot where high adventure meets a moderate cost of living."

Interesting Facts:

- Also known as the "Gem City of the Plains," Laramie is located in the southeastern part of Wyoming approximately 45 miles from the state capital, Cheyenne, and 130 miles from Denver, Colorado.
- Laramie sits at 7,200 feet above sea level in the Laramie River Valley surrounded by the Medicine Bow National Forest, the Laramie Mountains, and the Snowy Range.
- Laramie has a 6% sales tax, but does not have a state income tax or state inheritance tax.
- Laramie offers a variety of outdoor adventures.
- The quality of life and amenities Laramie has to offer brings several types of industries to the area including technology companies and academia.



Whether you prefer walking or hiking; camping or day trips; fishing or hunting; mountains, lakes, rivers, or trails – Laramie offers something for everyone. Laramie is one of Wyoming's favorite playgrounds!

For more information on Laramie please visit:

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- Visit Laramie, <http://visitolaramie.org/>
 - Laramie Chamber Business Alliance, <http://laramie.org/>
 - Laramie Main Street <https://laramiemainstreet.org/>