



**WARNER COLLEGE
OF NATURAL RESOURCES
COLORADO STATE UNIVERSITY**

**Search for the Dean
Warner College of Natural Resources
Colorado State University
Fort Collins, Colorado**

THE SEARCH

Colorado State University (CSU) seeks inquiries, nominations, and applications for the next Dean of the Warner College of Natural Resources. CSU is a Carnegie Doctoral/Research I land grant institution with approximately 33,000 undergraduate, graduate, and professional students, and is the largest employer in northern Colorado with more than 7,400 faculty and staff.

Warner College of Natural Resources (WCNR) is known for innovation and bold programming and is deeply committed to fulfilling the University's land grant promise of access, and through that effort, playing a significant role in diversifying the fields of natural resources. Enrolling approximately 2,400 total students and in existence for more than a century, WCNR has fostered a tight-knit, passionate sense of community among its dedicated students, faculty, and staff; that spirit of community is integral to the College's culture and success. With a laser focus on natural resources combined with strengths in the social sciences, biological and ecological sciences, and physical sciences, the College produces innovative applied and fundamental research that ultimately informs stakeholders and the scientific community about earth systems and the sustainable use, management, and stewardship of natural resources and the environment.

Reporting to the Provost and Executive Vice President, the Dean will join this vibrant community with a mandate to articulate a transparent and unifying vision that charts the College's path forward. The Dean will be a trailblazer with the opportunity to leverage the rich resources of the campus and the community to further cultivate a dynamic and innovative college at the leading edge of natural resources, human-nature interactions, ecological sustainability, and practice both locally and globally. The Dean will advocate equitably for the full range of disciplines within the College and proudly champion its mission of research, education, service, and extension.

The successful candidate will be an experienced leader with strong scholarly visibility within the natural resources and sustainability community; astute financial stewardship; a strong commitment to research, teaching, and public service; proven success in — or aptitude for — external and

alumni relations and development; a record of advancing diversity, equity, and inclusion; and credentials that merit appointment at the rank of full professor.

CSU has established a committee to conduct this search in consultation with Isaacson, Miller, a national executive search firm. Inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document.

COLORADO STATE UNIVERSITY

Inspired by its land-grant heritage, Colorado State University is committed to excellence, setting the standard for public research universities in teaching, research, service, and extension for the benefit of the citizens of Colorado, the United States, and the world.

Colorado State University's roots go back to 1870, when the institution was founded as the Agricultural College of Colorado. The school first opened its doors to students in 1879 with President Elijah Edwards and two faculty members. From these humble origins, a world-class institution grew. Today, Colorado State University has approximately 25,000 undergraduate students and maintains R1 Carnegie classification with annual research expenditures topping \$447.2 million. The university has nearly 1,900 faculty in 62 academic departments, schools, and special academic units across eight colleges. The eight colleges of CSU include Agricultural Sciences; Business; Walter Scott, Jr. College of Engineering; Health and Human Sciences; Liberal Arts; Warner College of Natural Resources; Natural Sciences; and Veterinary Medicine and Biomedical Sciences.

CSU is an institution that emphasizes access, inclusion, and opportunity to ensure an exciting and enriching experience for all students. Its heritage as a land grant university means CSU students think about a world far bigger than themselves. They are not afraid to face the challenges that lie ahead when pursuing their passions. With more than 170,000 living alumni, graduates of CSU are state governors, heads of corporations, Olympic gold medalists, teachers, researchers, artists, and many other leaders in society.

Leadership

Joyce McConnell is the first woman president to serve Colorado State University. Prior to stepping into the role in 2019, she spent more than 20 years at West Virginia University where she held progressive leadership positions including Provost and Dean of the College of Law. In addition to being passionately committed to the mission and success of land grant institutions, President McConnell is an advocate for equity in education and the workplace, as well as an advocate for the preservation and protection of the environment.

Provost and Executive Vice President Mary Pedersen joined CSU in August 2020 from California Polytechnic State University where she served in successive leadership roles including Interim Provost, Senior Vice Provost, Vice Provost, and Associate Provost for Academic Affairs and Academic Programs and Planning. During her more than 30 years at Cal Poly, she also served on the faculty as a Professor in Nutrition, Department Head of Food Science & Nutrition, and Associate Dean in the College of Agriculture, Food, and Environmental Sciences.

Strategic Plan

President McConnell and her leadership team outlined plans for the next CSU strategic plan, the [Courageous Strategic Transformation](#), for the CSU Board of Governors in June 2021. It is a comprehensive strategic planning process focusing on “a sustainable, thriving planet and a flourishing humanity” and will be presented to the board in February 2022.

Location

Colorado State University is located 60 miles north of Denver in the beautiful city of Fort Collins, adjacent to the Rocky Mountains with the foothills and mountainous peaks visible to residents. Easy access to hiking, skiing, rafting, and other outdoor sports is a great advantage to CSU students, faculty, and staff. With an average of 300 days of sunshine per year and low humidity, Fort Collins residents enjoy pleasant weather year-round. Colorado has earned a worldwide reputation as an area that offers an unparalleled lifestyle, and Fort Collins represents the very best of Colorado with top award rankings from Forbes for Best Place for Business/Careers, Gallup Well Being Index for Healthiest Mid-Size City in America, CBS Moneywatch List of Top 10 Best Places to Retire, and Outside Magazine Best Towns in America, among other select recognitions.

THE WARNER COLLEGE OF NATURAL RESOURCES

To be a global leader in natural resource education, research, and outreach, enabling solutions to crucial natural resource issues in Colorado and around the world.

Warner College is solving critical environmental and natural resource issues throughout Colorado and around the world via cutting-edge research, outreach, and innovative, comprehensive natural resources education. The College is one of the most well-known, respected, and comprehensive natural resources programs in the nation due to its broad array of physical, biological, and social science fields.

For more than a century, Warner College has been at the forefront of research addressing the most pressing natural resources challenges at regional and global scales and education focused on training new generations of natural resource professionals and sustainability researchers and practitioners. Throughout that time, the College has fostered a tight-knit, passionate sense of community among its dedicated students, faculty, and staff; that spirit of community is integral to

the College's culture and success. The recently expanded Michael Smith Natural Resources Building serves as a home base for the College's community, offering spaces to connect and collaborate.

Academics and Faculty

The College boasts five academic departments covering all aspects of natural resources and environmental sciences: Ecosystem Science and Sustainability; Fish, Wildlife, and Conservation Biology; Forestry and Rangeland Stewardship; Geosciences; and Human Dimensions of Natural Resources. WCNR has five Endowed Chairs and is home to more than 100 faculty from a range of disciplines. Among the faculty are two members of the National Academy of Sciences and recipients of many other awards and distinctions. Several Natural Resource Ecology Laboratory (NREL) scientists received Nobel Peace Prize recognition for their work on the International Panel on Climate Change.

Students and Alumni

Warner College enrolls approximately 2,400 total students (1,714 undergraduate and 728 graduate students in fall 2021) with 171 undergraduate students also enrolled in the University's Honors Program. The College's student body is diverse: 21 percent of undergraduate students are the first in their families to attend college and 21 percent are Pell Grant recipients, 16 percent of students (graduate and undergraduate) are underrepresented minorities, 50 percent are Colorado residents, five percent are international, 52 percent self-identify as female, and five percent are veterans. Six-year graduation rates for first-time, full-time students with a major in WCNR are 67 percent, and 80 percent of Warner College graduates have either secured employment or pursued continuing education within six months of graduation. The College has more than 20 student groups and professional societies which foster community and provide opportunities for fellowship, networking, and professional development.

WCNR offers 12 undergraduate majors (Ecosystem Science and Sustainability; Fire and Emergency Services Administration; Fish, Wildlife, and Conservation Biology; Forest and Rangeland Stewardship; Forestry; Geology; Human Dimensions of Natural Resources; Natural Resource Tourism; Natural Resources Management; Rangeland Ecology; Restoration Ecology; and Watershed Science) and eight minors. Master of Science and Doctor of Philosophy degree programs are offered in each department. Several professional master's degrees are offered by departments in the College: the Master of Fish, Wildlife, and Conservation Biology; the Master of Natural Resources Stewardship; the Master of Tourism Management; the Master of Conservation Leadership; and the Professional Science Master's in Ecosystem Science and Sustainability.

Warner College alumni are recognized for their national and international leadership in their respective professions. The Warner College Dean's Council is a board of accomplished alumni selected by the Dean to provide strategic counsel and to support the College's vision to be a global leader in natural resource education, research, and engagement. The Council helps increase the visibility and reputation of Warner College locally and nationally, is invested in the College's future, and supports the development and strengthening of relationships with industry leaders.

Research and Scholarship

Warner College is a major center of knowledge creation and action at CSU. Its research programs span a significant spread of natural resources issues and create inter- and transdisciplinary solutions to issues related to sustainability, the environment, human-nature interactions, and natural resources use and management. Research opportunities take learning out of the classroom as students work closely with experienced research scientists. Students immerse themselves in the natural world by researching biological diversity, soil science, rangeland ecology, stream ecology, and formations of rock, mountains, and glaciers.

Mountain Campus

A core strength of Warner College is Colorado State University's Mountain Campus, a unique and special place that serves a critical educational and research purpose. Warner College is the largest academic partner with the Mountain Campus and will help celebrate the opening of a new building at the Mountain Campus in summer 2022. The College was integral to establishing the field station at the University in 1914. The Mountain Campus exists to serve the Colorado State University community and the surrounding region for academic field studies, educationally focused conferences, K-12 programming, and mountain research.

Centers and Institutes

Multiple centers and institutes are part of Warner College. They have significant operations at regional, national, and international levels: the Center for Collaborative Conservation, the Center for Environmental Management of Military Lands, the Center for Protected Area Management and Training, the Colorado Cooperative Fish and Wildlife Research Unit, the Colorado Forest Restoration Institute, the Colorado Natural Heritage Program, the Environmental Learning Center, the Geospatial Centroid at CSU, the Larval Fish Laboratory, the Natural Resource Ecology Laboratory, the Western Forest Fire Research Center, the Colorado State Forest Service, and the Center for Human-Carnivore Coexistence.

Part of Warner College, the Center for Environmental Management of Military Lands (CEMML) is a multidisciplinary team of natural, physical, and social scientists working closely with the Department of Defense and other agencies to inform management of natural and cultural resources consistent with achieving mission-specific and societal goals.

The Colorado State Forest Service aims to achieve stewardship of Colorado's diverse forest environments for the benefit of present and future generations. It is a service and outreach agency of Warner College.

Strategic Plan

Warner College's current strategic plan is approaching the five-year mark. The new Dean will join the College as the University engages in a strategic planning process and will lead the College in

envisioning its next strategic plan. The current strategic plan can be found at <https://warnercnr.colostate.edu/warnercnr/wp-content/uploads/sites/2/2016/06/WCNR-Strategic-Plan.pdf>

OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

Reporting directly to the Provost, the Dean serves as the chief academic and administrative officer of WCNR. The successful candidate will be responsible for all aspects of undergraduate and graduate education in the College, leadership of the College's research and outreach programs, oversight of its multiple centers and institutes, accreditation of instructional programs, educational policy, academic planning, academic advising, academic resource management, development and revenue goals, oversight of the academic affairs budget, and faculty personnel actions.

The Dean's direct reports include the College's five department chairs, directors of six centers, the Associate Dean for Academic Affairs, the Associate Dean for Research, the Executive Director of Development, the Assistant to the Dean for Finance, the Assistant to the Dean for Human Resources, the Director of Diversity and Inclusion, the Director of Technology Services, the Director of Communications, and the Assistant to the Dean. The Dean oversees an annual operating budget of just over \$16.2 million.

The next Dean of WCNR has the opportunity to continue the College's upward trajectory. To fulfill this mission, there are several key leadership opportunities, outlined below, that the next Dean will be expected to embrace. They include:

Hone the vision of Warner College, building on the WCNR strategic plan

The new Dean will join the College as a university-wide strategic planning process is underway. As Warner College's current strategic plan approaches its conclusion, the new Dean will have the opportunity to lead the College in establishing the vision for the College moving forward, ensuring it coordinates with and builds on the University strategic plan. The new Dean will focus on engaging and empowering all constituencies, fostering a sense of collaboration and community, and uniting WCNR behind a bold vision for the future.

The Dean will work to further grow the College's research enterprise, update and solidify core curricula and program offerings, and ensure these programs continue to produce natural resource leaders who are ready to meet market demands and tackle global challenges, and make a renewed commitment to the College's land-grant mission as well as its partnerships across CSU, across Colorado, and beyond. The Dean will be responsible for implementing strategy with clear, incremental steps to reach these and other determined goals, as well as with setting benchmarks and developing evaluation tools to determine progress and success. By providing this clarity of mission and purpose, the Dean will help the College accrue opportunities to improve students' experiences, pursue more innovative research and teaching, expand community-based programs that enhance the lives of Colorado's citizens, and attract new resources.

Bolster the College's financial standing through fiscal stewardship, philanthropy, and thoughtful resource management

The Dean will be a creative and resilient problem-solver able to identify opportunities for operational and administrative efficiencies and thoughtfully manage limited resources. An astute understanding of finances, resource allocation, and the relationship between academic priorities and budget will be important for the next Dean to be successful.

The Dean will thoughtfully collaborate and partner with development staff to bolster fundraising efforts in support of the College's mission and will advocate on behalf of the College to external stakeholders including alumni, the legislature, and members of the CSU community. The Dean will be a champion for the College, a true believer in the value of working across disciplines and sectors, and a storyteller able to articulate across audiences how and why WCNR is fundamental to the University mission.

Support world-class faculty members, academic programs, and research, while integrating centers and institutes into academic and research opportunities

In partnership with department chairs, the Dean will strategically work to recruit, retain, and support WCNR faculty members. The Dean will continue to focus on attracting and mentoring junior faculty while at the same time finding opportunities to attract top senior faculty to the College. This must be done with a strong focus on diversity and equity. The Dean also will develop and promote policies, practices, and programs that encourage faculty professional growth and development. Additionally, the Dean is expected to serve as an effective role model and leader for the faculty, embracing CSU's strong culture of shared governance.

The Dean will encourage interdisciplinary programming across departments and the University and will leverage ideas that speak to global natural resource issues. Experiential learning has long been a hallmark of the College and will be embraced and extended by the new Dean. The Dean will assist the faculty in the integration of center partners with academic programs, creating more opportunities for faculty and students. The Dean must truly and demonstrably recognize that the College's strength is in its disciplinary and scholarly diversity and help foster new opportunities for research growth.

Particular opportunities exist with the CSU Mountain Campus and with the CSU Todos Santos Center located in Baja California Sur (BCS), Mexico. As the primary academic partner to the Mountain Campus, Warner College and its leadership are positioned to expand the campus mission in the areas of teaching, research, and engagement. The Todos Santos Center, an international extension of the CSU system, is an opportunity for CSU students, including Warner College students, to grow as global citizens in their understanding of and appreciation for other cultures. CSU's leading educational resources and expertise combined with natural, cultural, and historical aspects offered by the community creates expansive possibilities for research, learning, and experiences for BCS residents, the CSU community, and beyond.

Champion diversity, equity, and inclusion across WCNR constituencies

The Dean will bring a strong track record and model a firm and demonstrable commitment to student success and the principles of diversity, equity, and inclusion. The Dean must be deeply committed to the College's land grant mission as a means for social and economic mobility. The Dean will work across the College to ensure that all students are properly supported through excellent advising, student-centered teaching, and a commitment to experiential education opportunities. The Dean will work to build a more diverse faculty and staff and will foster an environment that is explicitly focused on providing an equitable and inclusive environment for all. Furthermore, the Dean will articulate a clear vision to address the challenges of representation in the natural resources field across research, teaching, and outreach.

Increase visibility and recognition nationally and globally

The Dean, as the intellectual leader of the College, must be a powerful public presence, representing the College and its capabilities to the University, to the state, and to those audiences externally for whom the College provides knowledge, training, and expertise. WCNR has a strong desire to increase the national and global recognition and visibility of its outstanding programs to complement local and regional relationships. The Dean will work to raise the College's profile and rankings, so that it continues to attract the best faculty, staff, and students, and so that it becomes an even more valued resource in addressing natural resource and sustainability issues in Colorado and beyond.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring many of the following experiences, abilities, and qualities:

- Recognized as an accomplished academic leader in natural resource and environmental science disciplines both nationally and internationally
- Demonstrated skill and experience promoting diversity, equity, and inclusion at all levels
- Commitment to research, teaching, extension, outreach, and engagement
- Ability to attract, retain, and advance a diverse and superior faculty, student body, and staff
- Outstanding leadership and communication skills to effectively interact with stakeholders and be a strong advocate for the College
- Thorough understanding of the financial issues facing a multi-disciplinary, multi-constituent college at a land-grant institution
- Holds an earned doctoral degree and has a distinguished record commensurate with an appointment at the rank of Professor at Colorado State University. **Exceptions may be considered for individuals with extraordinary national or international reputations.**

Additionally, applicants will be evaluated based on demonstrated evidence of the following preferred qualifications:

- Visionary leadership and experience in building and enhancing inter- and transdisciplinary, multi-agency, and multi-national collaborations, including fostering collaborative relationships with government agencies, public sectors, and private industries with particular emphasis on increasing extramural funding of teaching and research programs
- Experience and success as a collaborative campus partner, working with other schools and units to develop inter- and transdisciplinary opportunities
- Multi-faceted administrative experience including personnel and budget management
- Expertise in organizational management, outstanding communication skills, and proven leadership ability
- Success in leading and implementing a collaborative and inclusive strategic planning process
- Experience and success in identifying and establishing new revenue streams and resources to advance the vision and priorities of their unit
- Knowledge of the complexities of operating off-campus research stations, including their connections to campus, and responsiveness to the needs of local constituencies,
- Leadership of extramurally-funded research programs
- Advancement of undergraduate and graduate education and research
- Skills to improve extension, distance education, outreach, and engagement by faculty
- Ability to communicate with, understand, and appreciate the role and concerns of consumers, producers, land managers, and other external stakeholders in program development
- Experience in leadership of successful development campaigns, as well as commitment to active participation and support of a successful advancement effort

TO APPLY

Confidential inquiries, nominations/referrals, and résumés with cover letters can be sent electronically and in confidence to:

Jacqueline Mildner, Partner
Kelly McLaughlin, Senior Associate
Isaacson, Miller

<https://www.imsearch.com/search-detail/S8-327>

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

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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](#).

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. 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.

