

Position Announcement

Department Head: Forest Engineering, Resources & Management
Corvallis, Oregon

The College of Forestry (forestry.oregonstate.edu) at Oregon State University seeks a Department Head for the Forest Engineering, Resources and Management Department. The College of Forestry is one of the world's premier education, research, and outreach institutions. We invite you to submit nominations or an application to join our leadership team and contribute to our mission focused on the relationship between healthy ecosystems, communities, people and businesses.

Position Responsibilities
<p>Brief Position Description: Serves as chief administrative officer of an academic department, providing leadership, fiscal management, and coordination of teaching, research, extension and/or service programs. Serves at the pleasure of the Dean.</p>
<p>Position Summary: The College of Forestry at Oregon State University (OSU) is comprised of three departments, one of which is Forest Engineering, Resources and Management (FERM). The FERM Department is comprised of a unique group of specialists in forest management, engineering, biometrics, hydrology, forest health, and silviculture working to support decisions for sustainable forests. FERM's teaching and research emphasize all aspects of active forest management and restoration from regeneration through harvest for multiple land use objectives, including wood production and management for values other than wood.</p>
<p>Decision-making: The Department Head will lead the Department as it continues to shape its culture and future, carrying ongoing initiatives forward, and facilitating inclusive, effective communication and collaboration within and beyond the Department. The Department Head will provide leadership in research, teaching, and extended education and administer the personnel, financial and physical resources of the Department (as assigned by the Dean). The Department Head will also lead in coordinating teaching and departmental curricula, faculty and staff recruitment, budget and operational planning, and will represent the Department to the College, University, and to public and private stakeholders and donors. The Department Head functions as a member of the College of Forestry's Executive Committee and is a member of the Dean's Staff.</p>
<p>Duties:</p> <p>30% - Leadership: The Department Head is responsible for leading a diverse group of faculty to implement a common mission: to develop, communicate, and teach the science and engineering necessary for sustainable management of forest, land, and water resources to achieve economic, environmental, and social objectives. The Department Head also serves as the Director of Faculty of Professional Forestry, engaging them and external Advisory Boards in curriculum assessments and student success. Capabilities include:</p> <ul style="list-style-type: none"> • Inspiring faculty to develop a departmental vision; finding opportunities where others might see constraints; displaying a capacity for integrative and creative thinking and an ability to see ongoing initiatives through to implementation. • Working collaboratively with the other College of Forestry departments to develop, implement, and support a common vision for the College; seeking and building connections with the other College departments and beyond, including direct engagement with College of Engineering leadership to sustain close working relationships between the two Colleges on the joint Forest Engineering (FE)/Civil Engineering (CE) degree program. • Serving as a member of the Forestry Executive Committee and the Dean's Staff shaping the College for the future. • Helping build and maintain morale, unity, and a common sense of purpose among the department faculty, staff and students and facilitating an environment that encourages knowledge of, respect for, and development of skills to engage with those of other cultures or backgrounds. • Advocating and articulating the collective vision of the faculty and staff of the Department. • Providing leadership and active mentorship for faculty development. <p>30% - Administration: The Department Head will be instrumental in moving the Department towards fulfilling its vision. It is critically important that the Department Head be fiscally responsible, as well as an excellent administrator, capable of making and implementing potentially difficult, but necessary, decisions in order to use resources effectively. The Department Head should be capable of:</p> <ul style="list-style-type: none"> • Implementing the Departmental Vision and Mission.

- Strategically recruiting and retaining high quality faculty, staff, and students and fostering their professional growth, productivity, and recognition to advance the Department's vision and mission. Proactively recruiting women, people of color and members of other under-represented groups into the Department's student, faculty, and staff populations.
- Making and taking responsibility for the sometimes tough decisions necessary to maintain high quality and keep the Department "on track." Advocating for and representing the Department within the College and beyond. Managing Departmental resources and people. Setting priorities for allocating resources within the Department for teaching, research, and outreach; managing the associated budgets; and seeking operational efficiency.
- Supporting a respectful and productive working environment for departmental staff; addressing difficult personnel issues constructively, should they arise. Maintaining transparency in decision making, exhibiting honest and frank communications about decisions, once made. Balancing faculty involvement in governance and administration with relief of faculty from excessive or unnecessary administrative burden.

20% - External Relations:

All College of Forestry departments foster strong relations with external stakeholders and supporters and maintain an extensive regional, national, and international network of contacts, including but not limited to the Advisory Boards' members. The Department Head is responsible for:

- Representing the Department to a variety of stakeholders from outside the University who are interested in and benefit from Department activities. These include such groups as alumni, forest industry, family forestland owners, public forestland management agencies, nongovernmental organizations, community groups, and conservation organizations.
- Seeking to provide opportunities for external stakeholders to contribute to the Department and the College by:
 - ❖ Making financial contributions.
 - ❖ Involving themselves in Department activities such as presenting guest lectures, interacting with students, informing faculty and students of their interests and experiences.
 - ❖ Providing feedback to the Department as we develop and implement our vision.
 - ❖ Portraying the Department to the public in order to enhance their understanding of our contributions to Oregon forests and society.

20% - Advancement:

The Department Heads are responsible for advancement of the missions of the Department, College and University through:

- **Discovery:** Provide overall scope and focus for departmental research programs. Support faculty in the search for external research funding and the coordination of research activities with appropriate internal and external units. Encourage and facilitate the dissemination of research results through an array of outlets.
- **Learning:** Establish vision, goals, and objectives for departmental degree programs in concert with faculty, students, and stakeholders. Ensure cooperative relations with other departments in developing and administering curricula and graduate programs that cross departmental boundaries, and for which intellectual ownership is shared. Foster the maintenance of high academic and professional standards such that our students will reflect well on us as they move through their professional lives. Assist in recruiting and retaining students from a variety of backgrounds and fostering their professional development in alignment with the mission of our land grant status.
- **Engagement:** Participate in coordinated planning and goal setting for College of Forestry outreach education efforts, including the OSU Extension Forestry program. Interact with other University units and external parties in the development and implementation of cooperative ventures in extended education. Underscore the importance of creative and scholarly contributions in Extension and continuing education.

Minimum Qualifications:

- Earned PhD in forestry, natural resources, or closely related field.
- Current tenure as full professor; or tenured Associate Professor with an international reputation for achievement meriting appointment as a tenured full professor based on a record of exceptional teaching, research & service.
- Demonstrable leadership skills with the ability to set challenging and attainable goals, to set priorities, and work with and inspire others to high levels of creative performance.
- Demonstrable strength in administrative organization, including experience in areas such as: personnel management, budget management and fundraising; professional experience in science, education, management, policy or other relevant arena; understanding of an commitment to the research, teaching, and extended education functions of a Land Grant University.
- Demonstrable cultural competency and experience promoting and enhancing diversity, equity and inclusion in the workplace, as well as ensuring transparency in decision-making and fairness in opportunity.
- Strong written, verbal, and interpersonal communication skills, which includes working effectively with people at various levels of an organization (i.e. Deans, faculty, students, senior administrators, government agencies, etc).

Preferred Qualifications:

- Two or more years of programmatic leadership and administrative experience.
- Evidence of active engagement with the land, practical field experience, and familiarity with land management issues.
- Evidence of the ability to foster high morale in communities such as academic, research, and others.
- Demonstrable record of positive engagement with funding agencies, industry and/or other stakeholders.

Percentage of time on lead work duties: 30%	Number & type of employees this position provides lead work for: 30-50 faculty, staff, graduate and undergraduate students
Lead Work or Supervisory Responsibilities: Plans work, assigns work, approves work, disciplines/rewards, responds to grievances, hires/fires (or effectively recommends), prepares/signs performance evaluations/reviews	
This position is designated as a critical, security-sensitive position; therefore, the incumbent must successfully complete a Criminal Background Check and be determined to be position qualified per OSU Standard 576-055-0000 et seq. Incumbents are required to self-report convictions and those in Youth Programs may have additional Criminal History Checks every 24 months. Yes	
This position must possess and maintain a current, valid Driver License and maintain a satisfactory driving record while serving in the position and be eligible to drive OSU Motor Pool Vehicles. Yes	
Diversity Initiative For leadership positions, a demonstrable commitment to promoting and enhancing diversity is a required qualification.	
Working Conditions/Schedule Travel is required to local, state and national meetings on a fairly regular basis. Evening and weekend professional activities are occasionally required.	
This position requires a clear and unambiguous commitment to compliance of all National Collegiate Athletic Association (NCAA) regulations for Division I (FBS) universities. No	

To ensure full consideration, applications must be received by **March 15, 2017**. Applications will continue to be accepted after the full consideration date, until a sufficient applicant pool has been achieved or the position is filled. The closing date is subject to change without notice to applicants.

When applying you will be required to attach the following electronic documents:

- 1) A Curriculum Vitae (CV) that includes the names of at least three professional references, their e-mail addresses and telephone contact numbers (Upload as 'Professional References' if not included with your CV).
- 2) A cover letter that responds to each of the minimum/required and preferred qualifications.
- 3) A one-page statement on how you have demonstrated cultural competency and your commitment to diversity in your current or previous employment (Upload as 'Diversity Statement').

For additional information please contact: Adrienne Wonhof, adrienne.wonhof@oregonstate.edu, 541-737-4279.

OSU commits to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer, and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community and has a practice of being responsive to the needs of dual-career couples.

This position is designated as a critical or security-sensitive position; therefore, the incumbent must successfully complete a Criminal History Check and be determined to be position qualified as per OSU STANDARD 576-055-0000 et seq. Incumbents are required to self-report convictions and those in Youth Programs may have additional Criminal History Checks every 24 months. Offers of employment are contingent upon meeting all minimum qualifications including the Criminal History Check Requirement.