

Water Resources Center

POSITION DESCRIPTION

Position:	Director, Water Resources Center	Date: 06/17/2014
Reports to:	Dean of the College of Food, Agricultural and Natural Resource Sciences	
Classification:	Director w/Faculty Rank (9362) at Associate or Full Professor	
Position Number:	223814	

Position Overview:

The University of Minnesota Water Resources Center

Minnesota has a diverse landscape and water resource base to serve as a living laboratory to solve some of our great global challenges in water resources. At the westernmost point of the Great Lakes, the northernmost point of the Mississippi and with abundant lakes, trout streams and wetlands contributing to our motto "Land of 10,000 Lakes," Minnesota's heritage is rooted in water. The diversity in Minnesota's landscape includes water flowing three directions (north, south and east), boreal forest and mining in the north, and fertile agricultural cropping systems extending from the northern Red River Valley to the southern border with Iowa. Minnesota's diverse forestry, mining and agricultural sectors affect how we use water and how water quality impacts other states downstream. This wealth of natural resources and agricultural industry combined with a world-class land grant University provides a unique opportunity for a leading scholar to have a major impact on one of the most important natural resource issues in the coming century-- water.

The mission of the University of Minnesota Water Resource Center (WRC) is to combine interdisciplinary research, education, and outreach to advance knowledge and improve the quality and value of water resources in Minnesota, nationally, and around the world. A core goal of the WRC is to improve and protect the quality and value of water resources for Minnesota's citizens and businesses. The WRC is one of 54 Water Resources Research Institutes established by Congress in 1964 by the Water Resources Research Act. There is one in each of the states and territories. Each institute is located at its land grant university, and receives seed funding through an annual appropriation to the U.S. Geological Survey in the Department of the Interior. The institutes serve as the primary link between water experts in our Nation's universities and those who manage and use water. Consequently, they have many constituencies for their work, and diverse sources of support, both public and private. The University of Minnesota's Water Resources Center is also funded and supported by CFANS and Extension so a major focus is expected to be at the intersection of agriculture, forestry, fisheries and wildlife management with water resource protection and management.

This competitive Center of excellence brings together multidisciplinary research teams to work on global environmental issues that have regional significance. These research teams enable the Center to develop the depth necessary to address all aspects of these problems; from generating new knowledge and developing innovative solutions to water resource and industry challenges, to addressing the social and policy implications of these problems and solutions. With over 100 faculty engaged in water related science, policy or economic research and outreach, and numerous business, municipal, state level and regional issues, the WRC is a convening Center to leverage these extensive resources and expertise for developing collaborative solutions to Minnesota's most pressing water resource needs.

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Research on these issues cover the spectrum from basic and applied natural and physical sciences and engineering, to social sciences and the humanities, to law, policy, public health, design, resource economics and management.

WRC Director

The director will provide strong intellectual leadership and guidance for the WRC, and will work to advance the Center's research, education, and outreach to the very forefront of Water Resource Centers worldwide, while maintaining a strong emphasis on water issues of importance to Minnesota. The director will be expected to work closely with non-profit and for-profit sectors, government and other educational organizations in shaping and fostering the outreach programs of the Center. This will include helping to translate scientific findings to policy making, application, and practice and the ability to articulate water science and policy findings in public forums as well as to industry and individuals. It is expected that the director will form an external advisory board and will be responsible for developing a comprehensive five-year strategic plan for the WRC.

The successful candidate must have the ability to provide innovative leadership and vision, management skills and insight, and an adroit ability to manage relationships across a wide spectrum of institutions and intellectual disciplines. Fostering an organizational and educational climate that promotes and celebrates interdisciplinary excellence is an important priority; thus, the candidate must have experience leading interdisciplinary research projects and facilitating collaboration across a wide range of disciplines, including the natural and social sciences, engineering, and policy. It is important that the candidate has a record of successful fundraising, including major research grants.

The director will provide leadership to accomplish the WRC goals, to encourage and strengthen the links between University water resources research and Extension, and to strengthen graduate education and training in water resources science. The director will have responsibility for managing and directing staff, budget planning and oversight, and programming to develop innovative and effective methods of delivering high impact programs. While the position is a tenured faculty appointment, it is expected that 50% time will be dedicated specifically to WRC administrative responsibilities and the remainder equally allocated between typical faculty responsibilities in research and Extension. The initial administrative appointment is for three years and annually renewable thereafter depending on successful performance and funding. The position is reviewed annually by the Deans of CFANS and University of Minnesota Extension. A tenured or tenure-track faculty applicant will be required to seek tenure in the department that best suits their disciplinary expertise. Salary is competitive based on the successful candidate's faculty rank and relevant experience.

Research and Extension Leadership 50%

- Provide vision and direction for the WRC's collaboration with local, state, regional, national, and international agencies and organizations.
- Lead multidisciplinary, multi-investigator research projects.
- Position the University of Minnesota as a convener on key water issues by providing objective, relevant and extraordinary quality research and outreach products.
- Award and manage grants to University researchers on water issues through the USGS 104B program.

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- Work closely with the Director of Graduate Studies of the Water Resources Science graduate program to provide effective leadership, to ensure and maintain exceptional training and student education, and to serve as an effective liaison with faculty.
- Manage and expand the WRC portfolio of research projects particularly in relation to water use and impacts in agricultural and forestry activities.
- Manage WRC technical staff who lead multidisciplinary research projects.
- Serve as National Institutes for Water Resources (NIWR) Director for Minnesota, and attend annual meetings in Washington, DC.
- Expand the WRC's international involvement by developing research links with other agencies, institutions and foundations as appropriate.
- Improve the integration of research, education, and outreach within the Center and within the University.
- Serve as Chair of the annual Water Resources Conference and serve on the planning team for this conference every year.

Center Administration 50%

- Administer the USGS Water Resources Research Institute Program grant, including application for annual grant and the submission of all required reports.
- Represent the WRC within CFANS and Extension, including participation in College Leadership Council and College Executive Council meetings.
- Secure and expand financial resources through a diversity of funders.
- Work with the development staff to increase gifts and endowments to the WRC.
- Engage external advisory committees to connect with WRC clients and collaborators.
- Enhance the multidisciplinary nature of WRC's research and education activities by increasing collaboration across campus, and actively participating in interdisciplinary committees and activities.
- Supervise office staff, manage the center budget, and develop an annual budget.

Required Qualifications:

- Ph.D. (or equivalent terminal degree) in water resources science, environmental or natural resource sciences, agricultural sciences, environmental policy, environmental social sciences, resource or agricultural economics, or closely related field.
- Demonstrated experience in conducting and publishing peer-reviewed work in water related research.
- Demonstrated experience in Extension or outreach program development and/or delivery and experience in stakeholder engagement processes in a water related discipline.
- A record of securing extramural funding in support of water related research projects.
- Experience in leadership and management positions.
- Demonstrated effectiveness in interdisciplinary settings and engagement with diverse audiences and stakeholders including agency leaders, commodity groups, elected officials and industry leaders.
- Exceptional written communication skills.
- Evidence of demonstrated commitment to diversity.

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Preferred Qualifications:

- Innovative vision for growing the Water Resources Center.
- Vision for growing an interdisciplinary graduate program.
- Demonstrated excellence in teaching and advising graduate students with interdisciplinary interests and from diverse backgrounds.
- Exceptional oral communication skills and interpersonal effectiveness.
- Demonstrated knowledge of leadership theory, development, practices, and skills utilized in the context of water resources.

Nature of Appointment:

This is a 12-month (A-term) tenured faculty appointment at a rank appropriate to the individual hired with an academic professional and administrative appointment as director with faculty rank which carries an administrative augmentation.

The selected candidate will be required to undergo a tenure review and approval process in the academic home department consistent with their disciplinary expertise; final hire will be made contingent upon a successful tenure review. For the tenure review process of the selected candidate, we will require at least three letters from external reviewers that address the academic credentials for this position.

Application Process:

Apply online (employment.umn.edu - search for requisition #191900) and submit the following: Letter of interest addressing how you meet each of the essential and specific preferred qualifications (up to 2 pages), CV, Leadership and Vision Statement (submit as attachment 1, 2 pages), Diversity Statement (submit as attachment 2; describe interest, experience with and commitment to diversity and inclusiveness, up to 2 pages), and contact information for three professional references.

The search committee will begin reviewing applications on August 11, 2014. The position will remain open until filled.

Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work here. Criminal convictions do not automatically disqualify finalists from employment.

As an institution committed to demonstrating excellence through diversity, the College of Food, Agricultural and Natural Resource Sciences and the University are committed to hiring a diverse faculty and staff, and strongly encourage candidates from historically underrepresented groups to apply. We welcome you to visit our college's Diversity and Inclusion web page at: <http://www.cfans.umn.edu/diversity/>