

Position Announcement
Dean
The Rubenstein School of Environment and Natural Resources
University of Vermont

The [University of Vermont](#) (UVM), one of the oldest institutions of higher education in the United States and considered a public ivy, was chartered in 1791 and today includes about 11,000 undergraduate, graduate, and medical students across nine colleges and schools. UVM's vision is to be the nation's premier small public research university, preeminent in liberal education and the study of the environment and health, and dedicated to providing students with extraordinary opportunities for learning and personal development and to enhancing the cultural, social, and economic life of Vermont, the nation, and the world. The 425-acre campus is located in [Burlington](#), the state's largest city, overlooking Lake Champlain and situated in a stunning locale between the Green and Adirondack Mountains. Burlington has been recognized as one of the nation's most livable cities and is leading the sustainable cities movement nationwide.

Created in 1973 as the School of Natural Resources and endowed as [The Rubenstein School](#) of Environment and Natural Resources in 2003, The Rubenstein School is committed to an integrative approach to teaching, research, and service. The School's mission is to "cultivate an enhanced understanding and appreciation of ecological and social process and values, to maintain the integrity of natural systems and achieve a sustainable human community in harmony with the natural environment." The School's programs emphasize disciplinary integration in a non-departmentalized setting, confronting pressing environmental problems through applied research and learning, and a management philosophy that is people-focused and community-oriented.

The School has an annual budget of approximately \$15 million (about \$5 million base funds plus gifts, endowments, and research grants) and is home to about 500 undergraduate and 130 full and part-time Master's and Ph.D. students, 40 faculty members (including 27 tenure track positions), and 30 research and administrative staff. It is also the coordinating administrative unit for the campus-wide [Environmental Program](#) which serves majors in two colleges beyond The Rubenstein School. All undergraduate students in the School complete a multidisciplinary core curriculum that combines the natural and social sciences and builds skills in critical thinking, synthesis, and integration as students progress from their first to senior year.

In addition to its innovative educational and research programs, the University has extensive landholdings, including five university-owned research forests, nine ecologically diverse natural areas, and access to calibrated watersheds. The [Rubenstein Ecosystem Science Laboratory](#) on the Lake Champlain waterfront features eight state-of-the-art research laboratories. The School is also home to the [Vermont Tourism Data Center](#), [Vermont Monitoring Cooperative](#), [Vermont Water Resources and Lake Studies Center](#), [Vermont Cooperative Fish and Wildlife Research Unit](#), [Lake Champlain Sea Grant Program](#), [Spatial Analysis Lab](#), [Park Studies Lab](#), [Carbon Dynamics Lab](#), and the [Gund Institute for Ecological Economics](#). The School has a growing partnership with the USDA Forest Service that currently includes the management of Theme One of the [Northeastern States Research Cooperative](#) (an \$800,000 to \$1,000,000 yearly

program promoting research on sustaining productive forest communities), the extensive sharing of laboratory, office, and other space at UVM and nearby federal facilities, co-sponsorship of several faculty and technical positions, teaching and advising by Forest Service scientists within The Rubenstein School, and collaboration on dozens of joint research projects. In addition, the School has ongoing relationships with the National Park Service, U.S. Geological Survey, Vermont Agency of Natural Resources, The Nature Conservancy, and other institutions.

The faculty is highly entrepreneurial, blending teaching and scholarly activities with a commitment to experiential, problem-based, and service learning. Noteworthy activities within the School include the Diversity Task Force, [Office of Experiential Learning](#), [Lola Aiken Honors Program](#), [Green Forestry Education Initiative](#), [Conservation Leadership](#), certificate programs in [Ecological Design](#), [Ecological Economics](#), and [Sustainable Business](#), [complex systems center](#), a [joint degree program with the Vermont Law School](#), and [international activities](#) in nearly 50 countries over the past 5 years. This year the School is completing a \$13 million capital campaign for the “[Greening of Aiken](#)”, an expansion and renovation of the School’s headquarters that is on the leading edge of green building design and that will convert the building from one that simply houses classrooms and laboratories to one that actively engages and teaches students directly.

Current University initiatives in which the School is involved include: [residential undergraduate programs](#) (including two new “living and learning” buildings focused on the environment); State-University partnerships on global climate change and green business incubation; campus environmental planning by the [Office of Sustainability](#); an [Institute for Global Sustainability](#) to coordinate summer environmental courses and activities; an Environmental Enterprise Initiative; a \$5 million NASA sponsored [Vermont Advanced Computing Center](#); a \$6.7 million [NSF-EPSCoR sponsored project on complex systems modeling](#) for environmental problem-solving; and a \$16 million U.S. Department of Transportation sponsored [UVM Transportation Research Center](#). Other current priorities include UVM 2020 (a visioning process ongoing with faculty, staff, and students) and the early stages of a campus-wide ecological literacy requirement.

Position: The University seeks a dynamic leader to work in a boldly progressive, highly interdisciplinary setting that blends ecology and environmental science, social science and humanities, and spatial analysis and modeling; all with a focus on understanding human-environment relationships and ecosystem sustainability. The Dean is both the leading academic officer in The Rubenstein School and an important member of UVM’s senior leadership team. The successful candidate should have a demonstrated commitment to both the School’s and University’s pursuit of racial, ethnic, and gender diversity and equity. The Dean would build upon the academic philosophy and successful initiatives underway in The Rubenstein School.

Within the School, the Dean works with Associate Deans to oversee the [Masters and Ph.D. programs in Natural Resources](#) and six undergraduate programs ([Environmental Science](#), [Environmental Studies](#), [Forestry](#), [Natural Resources](#), [Recreation Management](#), and [Wildlife and Fisheries Biology](#)). The Dean is responsible for strategic planning; faculty appointments, promotion, and tenure; and budgetary and administrative oversight. The Dean also works with a [Board of Advisors](#) to lead entrepreneurial efforts in support of the School’s portfolio of

innovative teaching, research, and outreach endeavors and will have significant authority over The Rubenstein School's growing endowment.

All UVM leaders must be committed to inclusive cross-campus advancement. The Dean will lead efforts to expand the School's network of inter-college, local, state, national, and international collaborations, and represent the School and University to a wide constituency of environmental professionals, government agencies, and legislators. In this capacity, the Dean will play a leading role in defining and pursuing initiatives to transform UVM into an internationally recognized environmental university. In recognition of the integrated scales of contemporary environmental issues, the Dean will work closely with policy-makers, government agencies, private business, and not-for-profit institutions on sustainability initiatives.

The position is a 12-month appointment likely to be filled at the rank of Professor, with the final candidate undergoing academic review prior to appointment at the appropriate rank.

Qualifications: Applicants should have a Ph.D. or equivalent degree in an environmental or natural resources field relevant to the School or in an associated interdisciplinary field of study. The candidate should have a demonstrated record of leadership, excellence in teaching and research/scholarship, experience in administration, and an innovative approach to building partnerships and promoting diversity.

An effective dean (and therefore a competitive candidate) should be:

- An innovative, collaborative leader with an integrated systems perspective.
- A committed advocate for diversity, with a documented record of infusing multiculturalism and social justice into environment/natural resource programs and curricula, and in recruitment and retention of a diverse faculty, staff, and student community.
- An internationally recognized scholar on issues relating to the environment.
- A person committed to high quality, innovative education.
- A flexible and creative administrator with a proven record of responsiveness to a range of constituencies.
- An energetic and creative problem-solver.
- A successful fundraiser, one who can make the case for the investment in the School's vision for the future.
- A person who recognizes and is energized by the opportunity for The Rubenstein School to be an agent of change in the University, Vermont, and the world.
- A leader who recognizes the most important social and environmental challenges of our time and is enthusiastic about pushing the School to contribute to their solutions.

Application: Applicants must include a letter of interest, curriculum vitae, and contact information for five references. Electronic application submissions should be sent to www.uvmjobs.com. Screening of applications will begin by September 30, 2008 and will continue until the position has been filled. Appointment will likely begin July 1, 2009.

Interested candidates must apply on-line at: www.uvmjobs.com (req. #032413). Please attach a letter of application that addresses the qualifications listed above, a current CV, and a list of five references (name, title and contact information).

Nominations of candidates are welcomed and should be sent to the Search Committee Chair:

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