

## **The Boone and Crockett Endowed Chair in Wildlife Policy, Governance, and Leadership**

*A partnership between Michigan State University and the Boone and Crockett Club for providing future leadership in wildlife conservation.*

The Department of Fisheries and Wildlife at Michigan State University (MSU) is seeking to fill an academic year (9-month) tenure track endowed faculty position. The individual selected for this position will represent MSU in their partnership with the Boone and Crockett Club to develop a nationally recognized program in wildlife policy (including regulatory and non-regulatory approaches), governance and conservation leadership. The selected individual will be adept at transferring science to wildlife policy development, implementation, and evaluation, with a focus on governance of wildlife resources and their habitats in the United States from a biological, social, and economic perspective. Additionally, expertise of this individual will concentrate on leadership principles and practices in managing the business of ecosystem goods, governance and service related to outdoor recreational assets. Besides working directly with the Boone and Crockett Club, the selected individual will foster relationships with state, federal, private, or tribal wildlife management organizations to attain broad-based support for programs. The Boone and Crockett Endowed Chair will join a diverse group of faculty members, post-doctoral scholars, staff, specialists, and students who provide a vibrant, internationally recognized program of research, instruction, and outreach to achieve science-based fisheries and wildlife conservation.

**Position Duties:** Primary assignment areas will be 40% research, 20% teaching, 20% outreach, and 20% leadership/service. The successful candidate will teach an undergraduate course in wildlife policy (or related topic) every year and offer a graduate-level seminar or experience every other year. Additionally, the candidate will contribute towards a hub of excellence in environmental policy, governance, and leadership in the Department of Fisheries and Wildlife. The candidate will secure external funding from diverse sources to support a vibrant research and outreach and engagement program, which includes advising graduate and undergraduate students. The candidate's program will align with the Boone and Crockett Club creed and be responsive to needs of external partners (e.g., Michigan Department of Natural Resources, Association of Fish and Wildlife Agencies).

**Required Qualifications:** The successful candidate will have earned a Ph.D. or J.D. in wildlife, environmental science, environmental law, environmental public policy, or related field with demonstrated expertise in using science to develop, implement, and evaluate wildlife conservation policy. The candidate must have a well-proven record of scholarship (e.g., publications, grants) consistent with university expectations for tenure,

and be willing to administer the Boone and Crockett program at MSU. Furthermore, the successful candidate will show leadership in integrating ecology, social dimensions, and economics into wildlife conservation policy; have experience working with broad wildlife interest groups, leading inter-disciplinary teams; and promote diversity, equity, and inclusion within natural resource professions.

**Desired Qualifications:** An established network of policy makers, wildlife managers, Boone and Crockett partners and constituents, or other relationships important to advancing the profile of the Boone and Crockett Program, Department of Fisheries and Wildlife, and Michigan State University. An ability to work with this network to develop methods and knowledges required to shape wildlife policy decisions, potentially including approaches to organize operational structures that advance wildlife conservation, exploration of linkages between wildlife production and consumptive and non-consumptive supply chains, or development of tools that inform creation or modification of wildlife policy.

**Instructions for Applying:**

On the MSU Public Job Board posting #723984 ([Careers.msu.edu](https://careers.msu.edu)) and submit an application that includes:

- A letter of application (2 page maximum) describing how your interests, background, and professional experience match the job description.
- A vision statement for the position (2 page maximum), explicitly linking to the creed of the [Boone and Crockett Club](#) and mission of the [Department of Fisheries and Wildlife](#) at MSU.
- A teaching and student mentoring philosophy (1 page maximum).
- An explanation (2 page maximum) of how you will contribute to Diversity, Equity, and Inclusion.
- Curriculum Vitae
- Names and contact information of 6 professional references.

For additional information, interested individuals can contact the Search Committee Chair:

Shawn J. Riley, Parish Storrs Lovejoy Professor of Wildlife Management  
[Rileysh2@msu.edu](mailto:Rileysh2@msu.edu)  
Department of Fisheries and Wildlife  
Michigan State University (MSU)

*Michigan State University has been advancing the common good with uncommon will for more than 160 years. A member of the Association of American Universities, MSU is a research-intensive institution with 17 degree-granting colleges.*

*MSU is an affirmative-action, equal-opportunity employer and is committed to achieving excellence through a diverse workforce and inclusive culture that encourages all people to reach their full potential. The University actively encourages applications and/or nominations of women, persons of color, veterans and persons with disabilities. MSU is committed to providing a work environment that supports employees' work and personal life and offers employment assistance to the spouse or partner of candidates for faculty and academic staff positions.*

Addendum: Diversity, Equity, and Inclusion Goals  
Department of Fisheries and Wildlife  
Michigan State University

**Goal 1.1. Practices are in place to enhance diversity in our department and diversify the communities we serve.**

1.1.1. Ensure that FW reflects diverse communities by increasing racial, ethnic, gender, and other forms of identity diversity in FW. Practices to ensure success include intentional recruiting efforts, as well as support, retention, and career advancement opportunities for all. This effort must correct ongoing racial disparities in our department and in the broader natural resource academic community.

1.1.2. Increase stakeholder outreach to diverse communities and expand partnerships with organizations committed to working with diverse populations.

**Goal 1.2. Departmental culture and environment actively support equity and inclusion.**

1.2.1. Implement effective, accessible, and equitable practices for addressing behaviors that undermine equity and inclusion in the department (implemented anonymously, if necessary).

1.2.2. Use inclusive approaches and content that reflect diverse resource user experiences in course offerings, research, and outreach activities.

1.2.3. Foster a more supportive and collaborative departmental culture, including constructive use of power and influence, as well as feedback mechanisms to recognize positive change and to support efforts that identify and address negative interactions or behaviors.

1.2.4. Develop understanding of current levels and types of diversity in FW, related fields, and academia more broadly, as well as an appreciation for the benefits of enhancing diversity in these fields, in the people and communities they serve, and among scientists and practitioners.

1.2.5. Employ mentoring practices that support department members across all roles.

**Goal 1.3. Increase assessment and levels of diversity, equity, and inclusion in the department.**

1.3.1. Implement ongoing tracking of all possible types of diversity across all roles in the department, with particular attention to the ongoing impacts of systemic injustices and biases on the composition of our community.

1.3.2. Implement measures for diversity, equity, and inclusion.

1.3.3. Identify and celebrate DEI successes on individual and department levels.

1.3.4. Determine access to, and quality of, educational and professional opportunities for all.

1.3.5. Implement ongoing assessment of department climate and culture.

**Goal 1.4. Include faculty, staff, postdoctoral scholar, and student voices in department governance.**

1.4.1. Foster inclusive committees that ensure all views are considered in Departmental governance.

1.4.2. Ensure transparency about department decision-making and implications of such decisions for individuals within and beyond the department.

1.4.3. Increase awareness of FW, CANR, and MSU trends in policy, practice, and performance metrics (enrollment, publications, grants, budget) and be part of the conversation about how to infuse these with our DEI values.