



POSITION ANNOUNCEMENT

Position Title: Quantitative Fisheries Center Associate Director/Assistant Professor

The Department of Fisheries and Wildlife at Michigan State University invites applications for a full-time, 12-month fixed-term Assistant Professor with a 30% research, 20% teaching (online/non-credit), 30% outreach, and 20% service assignment. The position start date is anticipated to be 1 July 2022. The initial appointment is for up to three years, contingent on performance and availability of funds, with annual renewals thereafter.

The hired fixed-term Assistant Professor/Associate Director will serve on the leadership team of the Quantitative Fisheries Center (QFC) and along with center co-Directors and associated faculty provide administrative oversight to help in meeting the center's mission of providing research, consulting/outreach, and education services to fishery management agencies in the Great Lakes basin. Research activities will include leading and conducting quantitative research on commercially/recreationally exploited, invasive, and/or threatened/endangered fish species in the Great Lakes basin. Research focus should be targeted towards providing results with clear, tangible benefits to fisheries management. The selected candidate will be expected to advise both graduate students and post-doctoral research associates, but will also conduct research on their own and with teams. Extension/outreach activities will be targeted towards working professionals (e.g., biologists and managers) of fishery management agencies in the Great Lakes basin and will involve leading or assisting with statistical analyses on management-related topics, troubleshooting computer code for performing statistical analyses or assessment modeling, providing assistance on study design, and participating on panels confronting fishery management problems. Teaching activities will be focused on developing and delivering primarily online/non-credit distance-based courses to working professionals on quantitative fisheries topics, and helping the QFC expand its distance-learning program. Occasional in-person teaching opportunities will occur but will not be a major focus of the position. Leadership/service duties will primarily involve helping administer the QFC, and will involve working collaboratively with QFC co-directors and administrative assistant to ensure reporting requirements to funding agencies are completed on time and in good order, tracking QFC finances, ensuring consulting projects are completed on-time, and serving as liaison with QFC supporting partners and advisory panel. Leadership/service will also include providing service to the university and fisheries science profession, such as serving on university boards and committees, conducting peer-reviews for scientific journals, participating on editorial boards, and serving on review panels. The incumbent is expected to write proposals for extramural funding, and to demonstrate success in acquiring such funding to support a vibrant program in research, outreach, and service consistent with the mission of the QFC within the first three years in the position.

The Department of Fisheries and Wildlife: The Department of Fisheries and Wildlife is a vibrant community of scholars comprising >40 core faculty (tenure stream and fixed-term faculty, and academic specialists), 100 graduate and 240 undergraduate students, >30 research associates, and 6 core staff. Our Mission is to build local, national, and international capacities to conserve ecosystems that support fish, wildlife, and society through integrated programs in research, education and engagement. We are committed to the integrative nature of natural resources conservation and management, with our expertise ranging from disciplinary areas with a long-standing history in the domain of fisheries and wildlife to those emerging more recently. The QFC was established in 2005 to provide a research, outreach/service, and teaching program to build greater capacity within fishery management agencies

in quantitative methods; improve quantitative methods for assessing fish stocks; assist agencies to use model-based approaches in decision making; and develop a better understanding of fish community and population dynamics. The QFC is supported by the MSU, the Great Lakes Fishery Commission (GLFC), Michigan Department of Natural Resources, and several state, provincial, and tribal agencies with fishery management jurisdiction over the Great Lakes. In 2018, the QFC received the Besadny award from the GLFC for outstanding work to enhance the understanding of Great Lakes fisheries by emphasizing the use of quantitative tools in teaching, outreach, and research and for serving as a trusted partner and a recognized leader both within and outside the Great Lakes basin.

Location: The position will be based at Michigan State University in East Lansing, MI, USA. Michigan State University (MSU) is one of the top research universities in the world and home to nationally ranked and recognized academic, residential college, and service-learning programs. MSU is a diverse community of dedicated students and scholars, athletes and artists, and scientists that provide regional, national, and international leadership in basic and applied research and excellence in teaching. In addition, consistent with its Land Grant origins, the MSU community pursues international engagement and provides strong extension programs that partner with diverse stakeholders to provide much needed research in the areas of food, energy, water and the environment. MSU enjoys a park-like campus with outlying research facilities and natural areas. The campus is located in the city of East Lansing, adjacent to the capital city of Lansing. The Lansing metropolitan area has a diverse population of >500,000. Local communities have excellent school systems and place a high value on education. The University is proactive about its obligations under the ADA, and provides individual accessibility plans to students and employees with disabilities. Michigan State University is also proactive in exploring opportunities for employment for dual career families, both inside and outside the University, and respects all family forms. Information about MSU's dual career support can be found at <http://miwin.msu.edu/>. Information about WorkLife at MSU can be found at <http://worklife.msu.edu/>

Commitment to Diversity, Equity and Inclusion: The College of Agriculture and Natural Resources at Michigan State University is committed to achieving excellence by creating and sustaining an accessible and inclusive culture that values cultural and academic diversity. We are an equal opportunity / affirmative action employer. The CANR is particularly interested in candidates of all backgrounds who are committed to the principle that academic excellence is achieved through open access and proactive inclusion. Candidates are invited to view Department of Fisheries and Wildlife norms at <https://www.canr.msu.edu/fw/about/diversity-equity-and-inclusion/>

Salary and Benefits: Salary will be commensurate with qualifications. MSU offers a generous benefits package (details at <https://hr.msu.edu/benefits/index.html>).

Equal Employment Opportunity Statement

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability or protected veteran status.

Required Degree

Doctorate -Quantitative fisheries or an allied field

Minimum Requirements

An earned Ph.D. in quantitative fisheries or an allied field (e.g., ecology, biology, conservation biology) and familiarity with fisheries biology, ecology, and modeling. A wide range of quantitative research interests will be considered, including stock assessment, decision analysis, management strategy evaluation, mark/recapture analysis, individual-based modeling, ecosystem modeling, stochastic simulation, ecological modeling, big-data modeling, quantitative genetics, sampling theory/design, and survey theory/design. Ability to work both independently and collaboratively with a team. Highly organized with attention to detail and good oral and written communication skills. Strong desire to collaborate with fishery management agency personnel to confront ongoing fishery management challenges.

Desired Qualifications

2+ years of post-doctoral research associate experience. Strong publication record on quantitative topics in high-quality journals. Expertise/experience in contemporary statistical modeling (e.g., Bayesian inference, state-space modeling framework, hierarchical modeling). Familiarity with modeling packages such as ADMB, TMB, and STAN. Successful grant writing experience. Experience teaching courses either face-to-face or online. Interest in working on a variety of project types.

Required Application Materials

All applicants must apply via careers.msu.edu, search posting # 743441. Upload the following required documents: a) letter of interest that includes qualifications for the position and statement regarding quantitative fisheries interests highlighting how your experiences align with the position; b) current curriculum vitae; c) statement of your philosophy, experience, and interests in working on management-related questions with Great Lakes fishery management agencies (2-page maximum); d) a description of how you will contribute to FW diversity, equity and inclusion goals; e) copies of official college transcripts; and f) contact information for three professional references. Incomplete applications will not be considered.

Together-we-will Statement

The university is requiring all MSU students, faculty and staff to be vaccinated against COVID-19 with limited exceptions. Learn more at: <https://msu.edu/together-we-will/>

Special Instructions

Questions regarding this position can be addressed to the Search Committee Chair: Dr. Travis Brenden, Department of Fisheries and Wildlife, Michigan State University, East Lansing, MI 48824, USA, brenden@msu.edu; 517-355-0003.

Website

fw.msu.edu

Department Statement

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MSU Statement

Michigan State University has been advancing the common good with uncommon will for more than 160 years. One of the top research universities in the world, MSU pushes the boundaries of discovery and forges enduring partnerships to solve the most pressing global challenges while providing life-changing opportunities to a diverse and inclusive academic community through more than 200 programs of study in 17 degree-granting colleges.