

COL Director - Leadership Profile

The Opportunity: An Overview

The University Corporation for Atmospheric Research invites inquiries, nominations, and expressions of interest for the position of Director of the Center for Ocean Leadership (COL) within UCAR Community Programs (UCP). UCAR is a nonprofit consortium of more than 120 North American colleges and universities focused on research and training in Earth system science.

UCAR is an experienced manager of the National Center for Atmospheric Research on behalf of the National Science Foundation. Founded in 1960 to fulfill this role, we are trusted administrators of the financial, human resources, facilities, and information technology functions that are essential to NCAR's success.

The teams housed within UCAR Community Programs (UCP) conduct a wide array of research, technical development, science community convenings and support and outreach from encouraging marginalized students to pursue science careers, to providing online professional training, data science tools and services, and other valued services. Our work promotes, coordinates, and accelerates the work across the various disciplines of Earth system science.

The Center for Ocean Leadership is the newest program in UCAR Community Programs (UCP). When the former Consortium for Ocean Leadership, a stand-alone, Washington, DC based organization, dissolved, UCAR agreed to bring on board existing staff and programs to continue working on behalf of the ocean science community within the UCP institutional framework. The COL was formed in October of 2022. Seven experienced staff members were transferred to UCAR (all working remotely), and Dr. Andrew Rosenberg was named Interim Director.

About the Role

The Director of the Center for Ocean Leadership (COL) is responsible for developing and managing the strategic vision, mission, operational posture, organizational structure, and culture of COL. The Director provides leadership and management of the implementation of long- and short-term planning that supports the COL and UCAR Community Programs (UCP) missions. The role is responsible for the effective management and administration of COL within UCP. The COL Director is a champion of creating a diverse workforce and a welcoming and inclusive environment.

The COL Director fosters interaction and collaboration between UCP Programs/Centers, NCAR, and UCAR Operations. The Director is responsible for program advocacy in various forums including with sponsors, government agencies, and COL-affiliated institutions. The COL Director participates in UCAR management meetings and committees; assumes leadership in UCP-wide management functions; and takes responsibilities that flow down from the Board of Trustees to the UCAR President and the UCP Director.

The COL Director and staff work closely with COL affiliate institutions to support programmatic activities among and between federal agencies, private funders, and the ocean science community. The Director supports advocacy efforts on behalf of and coordinated with affiliated

institutions with regard to ocean science funding and other key federal policy issues. The Director makes public presentations, participates in relevant forums as a spokesperson for ocean science and engages in business development activities.

Key responsibilities for this position include:

COL Program Development & Strategic Leadership

Leads the COL program, including setting priorities and strategies in consultation with COL affiliates, the ocean science community, sponsors, and UCAR/UCP leaders. With input of senior leadership, provides leadership and vision in program development, identification of program needs, long-range and short-term strategic goals, as well as proposal and budget development. Ensures the program is responsive to needs and requests of sponsors. Responsible for the overall success of the COL program.

External Engagement

Promotes, leads, and fully engages in the COL vision and direction to strategic partners. Identifies and establishes new programmatic and business development opportunities, consistent with the mission and purpose of COL, that help diversify the organization's revenues and increase its impact. Increases visibility and public awareness of the COL mission to advance research, education, and ocean policy; coordinates, as needed, with the UCAR Office of Government Relations and External Engagement.

Team Management

Oversees and ensures the equity of the appointments, promotions, performance evaluations, and salary determination of COL staff. Ensures the recruitment, support, and retention of a diverse, inclusive, and talented workforce. Provides leadership for staff through mentoring and performance management plans, leadership development, recognition activities, and succession planning. Champions diversity, equity, and inclusion. Manages staff conflict resolution and work environment/climate. Manages staff relations and fosters an environment of teamwork and excellence. Promotes and demonstrates the values of UCAR and the ocean science community.

UCP/UCAR Leadership

Serves as an active participant in UCP leadership and management functions. Promotes efficient and effective business operations for UCP through partnership with UCP Business Shared Services (BSS) and UCAR Operations. Partners with UCP Director and Assistant Director on the development and implementation of UCP-wide initiatives. In coordination with the UCP Director, represents UCP programs to external agencies, the university community, and the national and international community. Interaction and collaboration within peer UCP Directors, Program Directors, and NCAR Labs to ensure the continued success of the organization.

Key Qualifications & Personal Qualities

The Director of the Center for Ocean Leadership will show demonstrated ability to create an

exciting inclusive strategic vision for the organization and inspire staff and affiliates toward this future vision for the success of the program. The Director will have the strong interpersonal skills needed to build relationships and advocate for the resources needed to grow and sustain the program for the future.

Additionally, preferred attributes for the Director include:

- Knowledgeable about key issues, opportunities, and policies in ocean sciences and education and recognition as a highly accomplished scientist/administrator, leader, and representative of the organization's vision, mission, and objectives among diverse audiences.
- Visionary leader who inspires others to achieve excellence both individually and as a team.
- Demonstrated leadership, technical, and business skills sufficient for the development of service-oriented community programs, including consensus building and compelling expression of concepts and principles.
- Direct experience in the effective management and leadership of diverse scientific and technical programs.
- Skill in strategic planning and implementation, budget development and deployment, and human resource planning to achieve broad goals and objectives.
- Ability to provide leadership in directing, developing, and evaluating a staff of widely varying backgrounds and experience.
- Understanding of diversity, equity, and inclusion in the STEM workforce and a demonstrated track record of championing inclusive and welcoming workplace environments.
- Ability to articulate and gain internal and external support for COL and UCP's goals.
- Excellent skills in written and oral communication, with superb interpersonal communication.
- Advanced skills in business development, writing successful proposals, fundraising, obtaining and coordinating program resources as well as managing complex budgets.
- Ability to travel for meetings with sponsors, philanthropic organizations, government agencies, and COL-affiliated institutions.

Procedure for Candidacy

Isaacson, Miller is assisting UCP/UCAR in this search. Inquiries, nominations, and applications are invited. Review of applications will begin immediately and will continue until the position is filled. For fullest consideration, applicant materials should be received by February 24, 2023.

Candidates should provide the following materials to complete their application:

- Resume or curriculum vitae that summarizes your background and experiences as it relates to this position.
- Cover Letter or Letter of Application that addresses how you meet the responsibilities and requirements described in the position description including specific examples.
- Inclusion Statement which summarizes your approach to building and leading an inclusive and psychologically safe environment. In your statement, please share specific

examples of actions you have taken to build diverse, equitable and inclusive environments in previous roles.

Nominations, inquiries and applications can be directed in confidence to John Muckle and Alexandra Lolavar at <https://www.imsearch.com/open-searches/university-corporation-atmospheric-research/director-center-ocean-leadership>

The Center for Ocean Leadership: An Overview

As one of UCP's eight programs, the Center for Ocean Leadership currently manages, coordinates, and facilitates programs in ocean observing, ocean research and informal education. For example, COL coordinates among the regional integrated ocean observing system partnerships. The Center supports working groups and task teams on scientific activities from data system management, nationally and internationally, to the deployment and coordination of new autonomous gliders for measuring ocean properties and coordinating marine animal satellite telemetry.

COL works with and is directly supported by federal agencies including NASA, NOAA, the Navy, and the NSF for research coordination and education efforts. One of COL's best known efforts is the National Ocean Science Bowl, a national-wide high school level competition to engage the next generation of scientists in study and understanding of the ocean.

COL is not limited to only the existing activities currently supported by cooperative agreements with federal agencies or with funding from non-governmental sources. With a wide-ranging affiliation of organizations from academia, private ocean science research, philanthropy, aquaria, and industry, COL has the capacity to support other activities across many different fields including climate change, biodiversity conservation and more.

The Center for Ocean Leadership: <https://col.ucar.edu/>

UCAR Community Programs (UCP): An Overview

For over 55 years, the University Corporation for Atmospheric Research (UCAR) has managed the National Center for Atmospheric Research (NCAR) on behalf of the university community and the National Science Foundation (NSF). The UCAR Community Programs (UCP) was created in 1992 to manage a number of programs that were specifically designed to support the broader UCAR and atmospheric/geoscience community.

Today, the eight UCAR Community Programs successfully partner with the community to achieve specific goals and objectives. UCP programs are more service-oriented than research-oriented, focusing on education, training, data delivery, scientist services, scientist exchange, and novel observational systems.

UCP is looking for new ways to support its community by providing new services and support capabilities that help UCAR and COL institutions fulfill their mission and goals more successfully.

Education Training Center (ETC)

[COMET](#) provides scientifically relevant, instructionally progressive education, training, and capacity development for the environmental sciences, including online self-guided instruction, tailored classroom experiences, and specialized hazard communication programs.

[GLOBE](#) is a worldwide school-based program that empowers students, teachers, scientists, and the public to pursue inquiry-based investigations of the Earth system.

[SCIED](#) provides resources for students, teachers, and the public that connect NCAR science to diverse learners, creating pathways toward a scientifically literate society.

Earth Observation and Data Service (EODS)

[COSMIC](#) is a constellation of mini-satellites that use existing GPS signals to make innovative observations of the atmosphere.

The [Joint Center for Satellite Data Assimilation](#) is committed to improving and accelerating the quantitative use of research and operational satellite data in weather, ocean, climate, and environmental analysis and prediction systems

[UNIDATA](#) includes geoscience data services; tools for data access, analysis, and visualization; and support to extend the research and education capabilities of a worldwide community.

Scientific Partnership and Service (SPS)

[CPAESS](#) is an extensive portfolio of organization and management services, including professional development, comprehensive event planning and management, scientific program management, and more.

UCAR Community Programs: <https://www.ucar.edu/community-programs>

[The University Corporation for Atmospheric Research: An Overview](#)

Our understanding of weather, water, climate, and related aspects of the Earth and Sun has continued to be important for safeguarding lives, infrastructure, and economic well-being. Our capacity to expand our knowledge of these complex, interwoven systems has never held greater potential. UCAR serves a unique and fundamental role as a vibrant hub connecting the

academic, public, and private sectors of this enterprise. As the primary nexus for problem solving and collaboration within our broad community, UCAR is committed to building upon and expanding the reach and impact of our activities. This work is enhanced by a global network that sustains our vision and allows us to empower our partners.

UCAR manages a portfolio of primarily federally funded programs with total staff of about 1,390 and annual expenditures exceeding \$200M. The largest and most prominent of these programs is the National Center for Atmospheric Research, which is the National Science Foundation's largest federally funded research and development center. UCAR has managed NCAR continuously since 1960 on behalf of NSF. The other programs, collectively known as UCAR Community Programs, broaden the impacts of NCAR's work and support the capabilities of the research, education, and professional communities.

UCAR facilitates technology transfer and brings research attention to societal needs and requirements. UCAR leverages these activities through a consortium of 120+ member colleges and universities and through an extended community network of partners in the public and private sectors. Another key activity is representing and amplifying the voice of this community, particularly in addressing the many societal benefits of the nation's investments in research and technology.

The aggregate of everyday weather events on the changing planet, from routine to extreme, shapes our society in ways that are not yet fully understood. Decision-makers from all walks of life increasingly depend on the knowledge developed through the power of UCAR—our consortium, our community programs, and the national center—to understand the atmosphere, Earth, and Sun that together sustain and shape our lives.

UCAR Organization chart: <https://www2.ucar.edu/ucar-organizational-chart>

UCAR Vision, Mission & Values

In 2019 UCAR published its current strategic plan. Input was gathered from employees, scientific and professional visitors, and members of the broader atmospheric and related sciences community. From that process emerged our vision, mission, and guiding values.

Vision: Earth system science for a better world.

Mission: Leading world-class Earth system science through partnerships, innovation, and service.

Guiding Values

Community | Creativity | Excellence | Inclusivity | Integrity

UCAR Strategic Plan 2019-2028: <https://www.ucar.edu/who-we-are/strategic-plan-2019-2028>

UCAR President Antonio J. Busalacchi, Ph.D.

Dr. Antonio J. Busalacchi, president of the University Corporation for Atmospheric Research since August 2016, has a distinguished career in the geosciences; extensive experience in management of academic, laboratory, and government programs; and a broad knowledge of the geoscience research and education community. Prior to his appointment at UCAR, he served as director of the University of Maryland's Earth System Science Interdisciplinary Center (ESSIC) and as a professor in the Department of Atmospheric and Oceanic Science.

Dr. Busalacchi's Full Bio: <https://www.ucar.edu/who-we-are/leadership/about-antonio-j-busalacchi>

History

Scientific leaders on the faculty of 14 U.S. universities incorporated UCAR as a nonprofit 501(c)(3) in 1960. These visionaries recognized the need for community observational and computational facilities and a world-class research staff, which together would allow the community to carry out complex, long-term scientific programs beyond the reach of individual Universities.

UCAR's founding mission was simple: to operate the National Center for Atmospheric Research on behalf of NCAR's sponsor, the National Science Foundation, for the benefit of the atmospheric and related sciences community. Although much has changed since 1960, and UCAR's activities have expanded and diversified, our core purpose continues to guide our work.

More history: <https://www2.ucar.edu/about-us/history>

Founding document for the establishment of a "National Institute for Atmospheric Research": <https://opensky.ucar.edu/islandora/object/archives:3054>

Member Institutions

Today the founding 14 universities have grown to 120+ member institutions focused on research and training in the atmospheric and related Earth system sciences. Collectively, the members strengthen and promote professional interactions, collaborations, and collegiality in the broader research and education community. This partnership is unique in science and engineering and has produced some of the best research and technology in the world.

Members appoint member representatives who serve as important links between the community and UCAR and its programs. Member representatives serve on governance and scientific advisory committees that help shape the course of UCAR, its science, and its service to the universities. At the UCAR Annual Members Meeting, the members elect trustees and members of UCAR governance and advisory committees; participate in scientific planning sessions; and discuss matters affecting the scientific enterprise as a whole. Sponsoring agencies often use the meeting as a vehicle for communicating goals and directions and seeking advice.

The member representatives keep university colleagues informed about UCAR activities and opportunities and, in turn, bring university perspectives to the President's Advisory Committee on University Relations and the Board of Trustees. Many member representatives play a key role in education activities for policy decision-makers that help sustain federal support of the atmospheric and related sciences.

UCAR Members: <https://president.ucar.edu/governance/members>

Board of Trustees

The UCAR Board of Trustees is elected by the members at the UCAR Annual Members Meeting each October. Drawn from academia, research institutions and the private sector, the 18 trustees determine the overall direction of the corporation. They discharge their fiduciary responsibilities at their regularly scheduled meetings (February, May, and October), and through a set of committees that recommend actions regarding UCAR scientific appointment, financial management, and audit matters.

Board of Trustees: <https://president.ucar.edu/governance/board>

Diversifying the Atmospheric & Related Earth System Sciences

UCAR has a successful record of leadership and achievement in expanding opportunities to participate in this field, which historically has been one of the least diverse branches of the physical sciences. Students from groups underrepresented in the field began participating in summer internships early in UCAR's history.

In 1996, with leadership from the UCAR president, guidance from previous interns, and financial sponsorship by the NSF, the UCAR SOARS Program (Significant Opportunities in Atmospheric Research and Science) was launched. Based on sustained research, mentoring, and community building that bridges undergraduate to graduate training, the program received the U.S. Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring in 2001. The program has leveraged the talent of NCAR and UCAR staff mentors as well as additional sponsorship and mentoring at other Boulder-area research laboratories and the University of Colorado. The success of SOARS continues to serve as a model within and beyond the atmospheric and related Earth science community.

In addition to managing the year-round program and summer intensives, the SOARS director and staff now consult with and support development of inclusive education programs for the broader Research Experiences for Undergraduate community via career webinars, internship partnerships, and workshops at the annual meeting of the American Geophysical Union, American Meteorological Society, and other scientific organizations.

The SOARS Program: <http://soars.ucar.edu/>

Our Commitment to Diversity, Equity & Inclusion

Our organization is committed to creating a diverse, equitable, and inclusive work environment and fostering a culture where everyone feels welcome and supported. To learn more about these efforts, visit the [Office of Diversity, Equity & Inclusion Strategic Plan](#) and our [Diversity & Inclusion: A Welcoming Workplace](#) site.

Research shows that women and people of color are less likely to apply for a position if they do not meet almost 100% of the *desired skills and experience*. Please note this is not necessary! If you meet the minimum requirements and have a passion for the work, you are encouraged to apply. We can provide on-the-job training for the rest!