NCAR is sponsored by NSF

NCAR | NATIONAL CENTER FOR ATMOSPHERIC RESEARCH

# Associate Director

## Leadership Profile

**The National Center for Atmospheric Research** is a federally funded research and development center sponsored by the **National Science Foundation** (NSF). Since NCAR's founding in 1960, the University Corporation for Atmospheric Research, a nonprofit consortium of 120 North American academic institutions, has managed NCAR on behalf of NSF. Created in 1950, NSF supports basic research and people to create knowledge that transforms the future. It is the only federal agency whose mission includes support for all fields of fundamental science and engineering, except for medical sciences.

**The University Corporation for Atmospheric Research** is an equal opportunity/equal access/affirmative action employer that strives to develop and maintain a diverse workforce. UCAR is committed to providing equal opportunity for all employees and applicants for employment and does not discriminate on the basis of race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or pregnancy. UCAR is committed to inclusivity and promoting an equitable environment that values and respects the uniqueness of all members of the organization.

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# The Opportunity: Overview

The Director of the National Center for Atmospheric Research invites inquiries, nominations, and expressions of interest for the position of NCAR Associate Director and Lab Director of the High Altitude Observatory (HAO). Since NCAR's founding in 1960, UCAR, a nonprofit consortium of 120 North American academic institutions, has managed NCAR on behalf of the National Science Foundation.

Headquartered in Boulder, Colorado, NCAR is devoted to research, education, and service in the atmospheric and related Earth system sciences. NCAR's mission is to understand the behavior of the atmosphere and related Earth and geospace systems; to support, enhance, and extend the capabilities of the university community and the broader scientific community, nationally and internationally; and to foster the transfer of knowledge and technology for the betterment of life on Earth.

Reporting to the NCAR Director, the Lab Director of the High Altitude Observatory is the management executive and scientific leader of the observatory. The Lab Director is responsible for the scientific vision, direction, productivity, innovation capacity, and overall excellence of HAO's research and programs, including the formulation and implementation of strategic plans, budgets, and priorities of the lab. These responsibilities are carried out in coordination with the NCAR Director and in close alignment with the NCAR strategic plan and other programmatic priorities. The Lab Director fosters interaction and collaboration between NCAR and UCAR staff and programs.

While a Ph.D. in a science discipline relevant to the NCAR mission and at least 10 years of experience leading and managing complex science programs are highly desired, we will also consider candidates with a comparable outstanding record of accomplishment relevant to the NCAR mission. International recognition as a scientific leader in solar and space physics  as demonstrated by a current research record of considerable depth and breadth on topics relevant to the NCAR strategic mission, research, and goals is highly desired but not required. The new Lab Director will have demonstrated successful leadership and administration of complex research, facility, and personnel activities; success working with a broad range of constituencies; breadth of interest, vision, and judgment; advanced communication, organizational, and change management skills; and a strong commitment to increasing diversity and inclusion.

For more information, please see the section at the end of this document titled "Procedure for Candidacy."

# The Role: Laboratory Director, High Altitude Observatory (HAO)

The Lab Director is the management executive and scientific leader of HAO. The Lab Director is responsible for the scientific vision, direction, productivity, innovation capacity, and overall excellence of HAO research, facilities, and programs, including the formulation and implementation of strategic plans, budgets, and priorities of the lab.

The Lab Director fosters interaction and collaboration between NCAR staff and programs.

**Responsibilities include:**

- ❑ Provides scientific leadership and direction for the success of HAO. Develops and implements strategic vision for the observatory.
- ❑ Ensures workforce diversity and excellence.
- ❑ Establishes a sound management structure, utilizing UCAR-documented procedures and practices to ensure that HAO achieves effective performance-based management.
- ❑ Fosters high-quality programs through collaboration among NCAR staff, with inclusion of the university community and other stakeholders, as appropriate.
- ❑ Partners effectively with the NCAR Director and senior management in establishing and implementing strategic goals and ensuring compliance with UCAR policies and procedures, and alignment with NCAR strategic priorities. Supports and ensures implementation of NCAR strategic initiatives.
- ❑ Serves on the NCAR Executive Committee, which comprises the NCAR Director, NCAR Deputy Directors, Budget and Planning Director, Director of Education and Outreach, and the seven Associate Directors. The committee collaboratively formulates institutional programs, practices, and priorities that ensure the integrity of NCAR science and its role in the science community and also prioritizes scientific initiatives within NCAR.
- ❑ Advocates new national and international programs and funding sources in collaboration with universities and other institutions. Channels national and international community inputs into the NCAR planning process.
- ❑ Promotes science opportunities by fostering an "Earth systems" approach that includes interdisciplinary programs by stimulating and facilitating coordinated science across NCAR laboratories and within the research community.

# Qualifications and Personal Qualities

The Lab Director of HAO will present a demonstrated ability to lead and inspire HAO staff and professional visitors to pursue and achieve focused research goals and objectives commensurate with the stature of the nation's premier center for weather, water, climate, air quality, space weather, and related Earth system science. The Lab Director will have the personal qualities, energy, and ability to successfully advocate for the resources and bring about the changes needed to realize the lab's vision.

The Lab Director will demonstrate intellectual curiosity, decisiveness, and perseverance. They will value collaboration, diversity, and commitment to excellence. Above all, they will embrace the highest level of personal integrity, compassion, fairness, and transparency.

The ideal candidate will also have significant experience in working successfully with the national and international scientific community. Administrative leadership

experience is a must, as is experience engaging multiple constituencies.

In addition, preferred attributes of the next Lab Director include:

*High-impact and visionary leadership:*

- ❏ demonstrated successful leadership, planning, management, execution, and administration of complex research, facility, and personnel activities;
- ❏ demonstrated success working with a broad range of constituencies, such as the academic research community, appropriate government agencies (especially NSF), public and private institutions, and foundations and philanthropic organizations; ability to engage and motivate stakeholders toward shared goals and outcomes that can enhance the distinctive competence and reputation of NCAR and UCAR;
- ❏ advanced skills in assessing priorities among research and research facility objectives; demonstrated results in achieving high-quality programs that integrate and complement the efforts of the broad atmospheric and Earth system science community;
- ❏ strong communication skills, including the ability to represent NCAR in public, to engage diverse people and audiences individually and collectively, to write and speak in a compelling manner, and to listen effectively;
- ❏ advanced organizational and change leadership skills;
- ❏ demonstrated commitment to and appreciation of diversity at all levels; demonstrated commitment to increasing diversity and inclusion in the atmospheric and Earth system science community and to supporting educational engagement initiatives;
- ❏ demonstrated commitment to ethics, transparency, and integrity as the cornerstone of effective leadership;

*Thought leadership within science:*

- ❏ significant record of scientific or technical achievement in solar and space physics, or related sciences;
- ❏ breadth of interest, vision, and judgment, demonstrated through the successful management of research and/or technological development, and through effective service on national or international boards and committees dealing with science and public policy goals, strategies, organization, and management;
- ❏ strong understanding of the opportunities and challenges in solar and space physics and related sciences, including a deep awareness of new and emerging trends in this field;
- ❏ experience achieving goals in a competitive environment and an ability to understand and apply business tools and disciplines to achieve the mission of NCAR;
- ❏ demonstrated experience working effectively and collaboratively with scientists, with respect for diverse areas of expertise and approaches;

*Commitment to operational excellence and high-quality execution:*

- demonstrated success recruiting, developing, and retaining distinguished scientists and staff and appreciation for the culture of a scientific research environment;
- an inclusive approach to strategic and operational planning;
- a data-driven decision-making style, accompanied by a sense of urgency and decisiveness in evaluating and selecting appropriate courses of action;
- ability to delegate effectively while instilling a high degree of accountability;
- ability to exercise and encourage creativity, entrepreneurship, and the willingness to explore innovative ways of achieving targeted objectives;
- effectiveness in managing conflict and managing needs and interests across diverse stakeholder groups while maintaining mutual respect and inclusive decision-making.

# Opportunities and Expectations for Leadership

HAO's new Lab Director will assume the office at a most propitious time. UCAR hired Everette Joseph for the NCAR Director position in February 2019. During his time at NCAR Everette has focused his efforts on the creation of a new NCAR Strategic Plan, which is due to the National Science Foundation on December 31, 2019. Once the plan has been reviewed and accepted he will, in conjunction with the Executive Committee and other appointed NCAR staff, develop an implementation plan. This plan will set the strategic direction of NCAR for the next five years. Within this context, the new Lab Director will be asked to address the following critical leadership issues, among others:

**Create a vision for HAO's future leadership and service**

The new Lab Director will have the opportunity to re-envision the role of HAO as it seeks to extend its scientific leadership and community service over the next decade and beyond. The new HAO Lab Director will collaborate with members of the UCAR and NCAR community to complete the revitalization of HAO and uniquely position the lab as a strong link between community solar and space physics research and the Earth system science emphasis of NCAR. Special attention will be given to the integration of observational and modeling approaches. Moreover, the vision must account for and incorporate the exceptional capabilities of universities in this field by building strong partnerships that will accelerate research advancements. The vision must also include the role of other NCAR labs to explore couplings between the upper and lower atmosphere, and to exploit other synergies between labs such as data science applications and other interdisciplinary endeavors. ). The new Lab Director must possess the skills to incorporate diverse input into a clear and compelling vision that NCAR staff, the broader community, and the National Science Foundation will support and that is consistent with the goals of the new NCAR Strategic Plan and its companion implementation plan.

**Develop the NCAR workforce of the future**

HAO is home to a talented team of world-class scientists, engineers, technicians, administrators, and support staff as well as a vital cadre of visiting scientists from other institutions. This creates a significant human capital opportunity which can be deployed in helping HAO articulate and achieve its vision. The next Lab Director will assess current needs and implement solutions that ensure that HAO's human resources are optimally developed and leveraged to support the lab in fulfilling its mission. Vital to this endeavor will be placing a high priority on diversifying the workforce and creating an environment where diversity, equity, and inclusion are core to excellence. The next Lab Director will be a gifted leader in recruiting, developing, and supporting others in these and other endeavors, as evidenced prior in their career.

**Strengthen and modernize NCAR operations**

The new Lab Director will be expected to bring a fresh perspective to the administrative structure and functioning of HAO and to develop, modernize, and strengthen business practices and support services. To support performance at the highest levels of excellence, the Lab Director will ensure best practices, accountability, operational efficiencies, and appropriate centralization and cost effectiveness of scale. This endeavor will require the director to exercise outstanding communication and change leadership skills to engage the lab to envision new models of operation, to create buy-in and support, and to ensure that changes are thoroughly and smoothly implemented and supported over the long term through lasting cultural change.

# The National Center for Atmospheric Research: An Overview

NCAR is the largest federally funded research and development center sponsored by the National Science Foundation and it is devoted to service, research, and education in the atmospheric and related sciences. Significant additional support is provided by other U.S. government agencies, other national governments, and the private sector.

NCAR's mission is:

- *to understand the behavior of the atmosphere and related Earth and geospace systems*
- *to support, enhance, and extend the capabilities of the university community and the broader scientific community, nationally and internationally, and*
- *to foster the transfer of knowledge and technology for the betterment of life on Earth*

NCAR supports the community of atmospheric and geoscience researchers with:

- *Tools such as aircraft and radar, to observe the atmosphere, and*

- *technology and assistance to interpret and use these observations, including supercomputer access, computer models, and user support.*

NCAR research projects cover a vast array of topics and involve collaborations among NCAR scientists and researchers in the academic, public, and private sectors. Primary areas we investigate include:

- atmospheric chemistry, such as the chemical structure of healthy and polluted air
- climate, including temperature, rainfall, winds, and extreme events over decades or centuries, from prehistoric times to the present and into the future
- weather science, including cloud physics, storm structure, and other keys to improved weather forecasting
- weather hazards to transportation, including detection and warning systems for air, road, and rail travel
- decision support systems at the intersection of weather and renewable energy, wildfire prediction, precision agriculture, and other new and emerging economic sectors
- interactions between the Sun and Earth, including solar and space weather
- computer science innovation for understanding and visualizing the whole Earth system
- emerging impacts of weather and climate on the built environment, commerce, safety, and national security

For more information about NCAR: https://ncar.ucar.edu

NCAR organization chart: https://ncar.ucar.edu/org-chart

NCAR strategic plan: on website

**HAO's External Advisory Committees**

HAO has three External Advisory Committees composed of leading scientists and users of NCAR facilities and tools who have broad views and a deep understanding of the field, where it is going, and the role of NCAR within it. The charge to the panels is to provide input on the overall direction and content of the HAO research and technical program, provide advice on the priority core capabilities , and provide advice on the organizational structure of HAO.

HAO's Advisory Panels are:

- HAO External Advisory Committee - advises the HAO Director on strategic matters pertaining to the well-being of the observatory and provides external oversight of its program.
- COSMO Steering Committee - Oversees the development and design of the COronal Solar Magnetism Observatory.
- Mauna Loa Users' Committee -- Provides a forum for the users of the Mauna Loa Solar Observatory (MLSO) facility, to give feedback and advice to HAO on the status, desired enhancements and future new developments of the MLSO facility and operations.

**NCAR Labs and Programs**

NCAR is organized into seven labs and one program:

- The **Atmospheric Chemistry Observations & Modeling Laboratory** focuses on advancing understanding and predictive capability for atmospheric composition and related processes.
- The **Climate & Global Dynamics Laboratory** develops understanding of the Earth system and is a leader of community-developed and community-owned models of the Earth system.
- The **Computational & Information Systems Laboratory** is a world leader in supercomputing and cyberinfrastructure, providing services to NCAR, UCAR member universities, and the broader geosciences community.
- The **Earth Observing Laboratory** provides state-of-the-art atmospheric observing systems and support services to the university-based research community for climate, weather, and related Earth system research.
- The **High Altitude Observatory** conducts fundamental and applied research in solar-terrestrial physics using observational, theoretical, and numerical methods. Research at HAO extends from the solar core to the surface of the Earth.
- The **Mesoscale & Microscale Meteorology Laboratory** advances the understanding of the meso- and microscale aspects of weather and climate and applies this knowledge to benefit society.
- The **Research Applications Laboratory** conducts directed research and engineering toward the solution of problems relevant to society and facilitates the transfer of our information, expertise, and technology developed to the public and private sectors.
- The **Education and Outreach Program** supports a variety of activities, including the Advanced Study Program, which focuses on fostering the professional development of early career scientists, promoting advanced scientific educational opportunities at NCAR through visitor programs, directing attention to emerging areas of science, and facilitating interactions between NCAR, universities, and the broader community. The NCAR Explorer Series connects public audiences with NCAR scientists through live presentations and webcasting.

The head of each laboratory/observatory reports to the NCAR Director and sits on the NCAR Executive Committee. For more information: https://ncar.ucar.edu/labs and https://ncar.ucar.edu/what-we-offer/education-outreach

**Locations**

NCAR and UCAR are headquartered in Boulder, Colorado, with most activity taking place on four campuses:

- NCAR Mesa Laboratory and UCAR Fleischmann Building (southwest Boulder)
- Center Green Campus (northeast Boulder)
- Foothills Laboratory and Anthes Building (northeast Boulder)
- Research Aviation Facility (Rocky Mountain Metropolitan Airport; Broomfield, Colorado)

Additional facilities include:

- The NCAR-Wyoming Supercomputing Center (NWSC) - Cheyenne, Wyoming
    - Operated by NCAR's Computational and Information Systems Laboratory
- Mauna Loa Solar Observatory (MLSO) - near Hilo, Hawaii
    - Operated by NCAR's High Altitude Observatory
- UCAR Washington Office - Washington, D.C.
    - Operated by the UCAR President's Office

Our collaborations connect us to universities, labs, and private industry across the country and around the world.

NCAR Facts & Figures at a Glance

- Award-winning, internationally recognized staff of about 850 employees, including
    - 243 scientists, 43 postdoctoral fellows, and 90 associate scientists
    - 198 engineers or software engineers
- Annual expenditures of about $197M
- Research facilities including
    - NCAR-Wyoming Supercomputing Center
    - Two NSF research aircraft and a suite of ground-based observing systems
    - Open-source community models for weather, climate, atmospheric chemistry, the Sun, and the Sun-Earth system

Managed and operated by UCAR

- 120 member colleges and universities from across North America
- 5 community programs with about 270 scientific, technical, and support staff
- 212 employees providing operational and administrative services

Total combined annual expenditures for NCAR and UCAR of about $222.8M

# The National Science Foundation Cooperative Agreement

UCAR's management of NCAR on behalf of NSF is governed by a Cooperative Agreement subject to periodic renewal. The current agreement was awarded on October 1, 2018 and expires on September 30, 2023. The financial value of the current Cooperative Agreement for the 60-month term was over $500M. It includes a management fee to UCAR of $500,000 per year.

# 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 stakeholders.

UCAR manages a portfolio of primarily federally funded programs with a total staff of about 1,300. The largest and most prominent of these programs is NCAR. 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 understand. 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://www.ucar.edu/who-we-are/org-chart

**UCAR President Antonio J. Busalacchi, Ph.D.**

Dr. Antonio J. Busalacchi, UCAR President 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. For a full biography, please visit the UCAR President's website.

**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://www.ucar.edu/who-we-are/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://www.ucar.edu/who-we-are/membership-governance/member-institutions

**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://www.ucar.edu/who-we-are/membership/board-trustees

UCAR Vision, Mission & Values

In 2015 UCAR published its current strategic plan in consultation with the Board of Trustees, President's Advisory Committee on University Relations, UCAR Member Representatives, and the National Science Foundation. 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

***Goals***

- Provide exemplary management of NCAR and UCP
- Be an advocate, convener, and enabler of the community to advance scientific breakthroughs that solve complex Earth system science questions
- Enable the transition of Earth system science research to operations and applications, resulting in the support of lives and property protection, economic development, and national security
- Be an employer of choice in Earth system science by promoting a welcoming, innovative, and inclusive culture that maximized the talent, skills, and diversity within the broad Earth system science community
- Champion and extend Earth system science education and outreach

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

**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 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.

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

The SOARS Program is one of many ways that NCAR and UCAR invite students, university faculty, lab scientists, engineers, and other professionals to participate in research, education, and community building. More information about these opportunities is provided on the website.

Visitor Programs, Internships, Fellowships & Workshops: https://www.ucar.edu/opportunities

**The UCAR Community Programs**

The programs under the UCAR Community Programs umbrella offer a suite of innovative resources, tools, and services for the atmospheric and Earth science community. UCP's activities include:

- Training weather forecasters, emergency managers, and other decision-makers in current research
- Developing STEM (science, technology, engineering, and mathematics) education resources
- Bringing real-time data and software tools to university classrooms and research labs
- Managing field projects, conferences, and fellowship programs
- Supporting satellite-based Earth and atmospheric monitoring
- Providing staffing solutions nationally and internationally

Website: https://www.ucar.edu/community-programs

# Boulder, Colorado

Boulder sits at the foot of the Rocky Mountains in northern Colorado, about 30 minutes from Denver. Denver International Airport, among the busiest in the United States, connects the region to anywhere on the planet.

The city of Boulder describes itself this way:

> Tucked into a picturesque valley below the iconic Flatirons, Boulder hosts thriving tech and natural foods industries, supports a renowned entrepreneurial community, has some of the region's best restaurants, and is home to many federal research labs and a world-class university. No wonder this Rocky Mountain town of approximately 107,000 people is a world-class destination…. Boulder has preserved more than 45,000 acres of open space, much of which surrounds the city and helps maintain its geographical boundaries.

More than 150 miles of trails abound for nature lovers…. The University of Colorado sits in the heart of Boulder and educates more than 30,000 students each year.

For all of these reasons, Boulder is able to attract and sustain a vibrant cultural calendar, including concerts, performances, and exhibitions in every genre, featuring nationally and internationally known talent. Summer festivals include the Colorado Music Festival and Colorado Shakespeare Festival, as well as numerous family-friendly activities along Boulder Creek, which runs through the heart of downtown.

More about Boulder: https://bouldercolorado.gov/visitors and https://www.bouldercoloradousa.com

About the Boulder Valley School District: https://www.bvsd.org/about

# Procedure for Candidacy

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 7, 2020.

Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in this Leadership Profile, and a completed Personal Diversity Statement, per the instructions in Appendix I. The names and contact information of five references should be submitted at the same time. References will not be contacted without prior knowledge and approval of candidates.
Please apply directly on the UCAR website.

# Appendix I: NCAR Associate Director and HAO Lab Director- Search Committee

Anne Smith, Chair, Senior Scientist, NCAR-Atmospheric Chemistry Observations & Modeling Laboratory (ACOM)

Astrid Maute, Project Scientist III, NCAR-High Altitude Observatory (HAO)

Maura Hagan, Dean of the College of Science, Utah State University

Dana Longcope, Professor, Montana State University

Matthias Rempel, Senior Scientist, NCAR-High Altitude Observatory (HAO)

Bill Schreiner, COSMIC Project Director, UCAR-Constellation Observing system for Meteorology, Ionosphere, and Climate (COSMIC)

Scott Spuler, Research Engineer III, NCAR-Earth Observing Laboratory (EOL)