This Position Specification is intended to provide information about the University of Oregon and the position of Vice President for Research and Innovation. It is designed to assist qualified individuals in assessing their interest in this position.
A Summary of the Opportunity

The University of Oregon (UO) is a member of the Association of Pacific Rim Universities, is one of only two Pacific Northwest members of the Association of American Universities, and holds the distinction of a “very high research activity” ranking in the Carnegie Classification of Institutions of Higher Education. The university offers 272 undergraduate majors, minors, and graduate degree programs in a wide range of disciplines across nine schools and colleges: the School of Architecture and Allied Arts, the College of Arts and Sciences, the Charles H. Lundquist College of Business, the College of Education, the Robert D. Clark Honors College, the School of Journalism and Communication, the School of Law, the School of Music and Dance, and the Graduate School. The university has broad-based academic strengths with eight professional programs and 12 doctoral programs ranked among the top 20 percent nationally.

The UO enrolls more than 20,000 undergraduate and 3,600 graduate students representing all 50 states and nearly 100 countries. In recent years, the university has increased the diversity of its student body while raising average GPAs and test scores for incoming students.

In 2014, the university launched an ambitious fundraising campaign focused on supporting faculty excellence in teaching and research, creating access for outstanding students, and enriching the student experience. Under the leadership of President Michael H. Schill, the university plans to hire 100 additional tenure-related faculty members by 2020.

The UO’s beautiful, 295-acre campus features state-of-the-art facilities in an arboretum-like setting. The UO is located in Eugene, a vibrant city of 157,000 with outstanding cultural and culinary offerings, a pleasant climate, and a community engaged in environmental and social concerns. The campus is within easy driving distance of the Pacific Coast, the Cascade Mountains, and Portland. Reporting to the Senior Vice President and Provost of the university, the VPRI will lead efforts to improve UO’s research programs and profile by strengthening existing programs and developing new partnerships and collaborations that make the UO a key contributor to the cultural, scientific, and economic development of the state, nation, and the world.

The VPRI oversees most of UO’s multidisciplinary research centers and institutes, strategic research initiatives and partnerships, research infrastructure and administration, compliance and regulatory environment, innovation and commercialization efforts, and works with the UO donor community to support research initiatives. The VPRI is a member of the UO Senior Leadership Team, and works collaboratively with deans, faculty, and colleagues in areas that support the research mission of the university. The VPRI is accountable for progress on key priorities: ensuring that the research infrastructure and business functions support the work of the research community; continuing to strengthen relationships and collaborations with internal and external partners; increasing and diversifying the revenue streams that support the research infrastructure; identifying sources of support for advancing interdisciplinary centers.
and their contributions to society; and developing translational research and entrepreneurial activity.

The UO seeks an energetic and strategic leader who is well versed across a diverse range of academic disciplines, adept at building strategic research partnerships and collaborations, and committed to strengthening the role of research, scholarship, and creative activity across the university. The successful candidate will have a field-leading record of externally funded research, scholarship and/or creative activity, strong organizational and management skills, demonstrated skill in forming and strengthening collaborative relationships, experience and interest in securing financial resources from a variety of public and private sources and a specific understanding of the role of philanthropic giving in supporting a leading research institution, a record of achieving goals and of leveraging diverse resources to achieve innovative results. The successful candidate will also share our commitment to inclusion, equity, and diversity as components for achieving academic excellence (See our framework for achieving these goals at [http://inclusion.uoregon.edu/diversity-plan](http://inclusion.uoregon.edu/diversity-plan)). Candidates must possess an earned doctorate; have an accomplished record of teaching, research, and service that merits appointment at the rank of professor; a track record of substantive research leadership within higher education; a demonstrated commitment to diversity, equity, and inclusion; and a record of working effectively with diverse constituencies. Additional supporting information is available at: [https://provost.uoregon.edu/node/228](https://provost.uoregon.edu/node/228).

**Research at the University of Oregon**

Faculty at the University of Oregon are engaged in scholarship and research that creates new knowledge and innovations utilizing a variety of research paradigms and methods of inquiry. This work is highly regarded and often cited by other researchers around the globe as gauged by independent sources (e.g. Academic Analytics). Faculty also seek and receive highly competitive research, development, and training funding from federal agencies, state governments, and private foundations to support their research. The UO was awarded $114.6 million from external funding sources in grants, contracts and other competitive awards for the fiscal year 2014-15 (FY15).

Discoveries at the University of Oregon are translated into job creation and improving the lives of the people in our state, country, and world. Indicators of this economic and societal impact include:

- Expenditures on 1,130 active grants and contracts totaling $109 million.
- UO research generated over $8 million in licensing revenue during FY15.
- $7.2 million (90%) of licensing revenue was reinvested into academic units, innovators, and the state of Oregon.
The UO is among the top performing universities in the nation for return on research through licensing income, which was 10.9% in FY15.

- 21 U.S. patent applications were filed over the last year.
- 16 startup companies graduated from the UO-sponsored RAIN Eugene Accelerator, and 8 started in fall 2015.

The full range and history of research, scholarship, and creative activity at the UO is documented in annual reports available at: http://research.uoregon.edu/about/research-profiles-and-annual-reports.

Role of the VPRI

The VPRI holds ultimate administrative responsibility for numerous high-profile research centers and institutes and core research facilities, ranging from the physical and life sciences (e.g., molecular biology, marine biology, neuroscience, materials science, optics, nanoscience, cognitive science) to the social sciences and humanities (e.g., Oregon Humanities Center, Center for the Study of Women in Society, Northwest Indian Language Institute, and the Prevention Science Institute). These units provide opportunities for faculty across the university to collaborate on research efforts that are inherently interdisciplinary and of significant societal importance. Assisting the VPR with the administrative responsibilities are several central administrative units such as sponsored projects services, research compliance services, and innovation partnership services as well as numerous UO collaborations, including the advice and counsel of the Research Advisory Board, which is comprised of faculty and administrators from across campus (See Appendix A).

As UO’s Chief Research Officer, the VPRI oversees sponsored research, research compliance, technology transfer, and research development, and represents the UO in national organizations such as the AAU (Chief Research Officers) and the APLU (Research Policy). The VPRI also serves as an advocate and catalyst within the university for expanding the range and impact of UO’s research, scholarship, and creative endeavors. As such, the VPRI - will work with the Provost, deans, department heads, and other academic leaders to accelerate progress on key indicators of research performance such as; increasing external research funding; promoting national and international recognitions for faculty innovations; and advancing the dissemination of distinguished scholarly works (e.g., books, exhibitions, performances, journal articles, etc.) as judged by peer review and citation records.

The VPRI will play a central role in fostering the university goal of promoting faculty excellence by participating in, and informing university decisions, policies, and procedures regarding faculty professional development, recruitment, and retention as these issues relate to the overall goal of research excellence. As an example, the hiring of new faculty to participate in
the recently established clusters of excellence will continue to be coordinated by the Office of the Provost with substantive collaboration from the Office of the VPRI. Related to this goal, one task of the VPRI will be to participate in some aspects of research donor development and stewardship.

The Opportunity

The Office of the VPRI has made substantial administrative and operational progress under the leadership of interim Vice President, Professor Brad Shelton. A strong team of faculty research leaders and professional staff members have been added in the past two years, assuring a solid operational foundation upon which the incumbent can build (see Organizational Chart in Appendix A and staff biographical sketches in Appendix B). In addition, Interim Vice President Shelton and his team have updated, improved, and created modern, standard-of-practice policies and procedures that promote clarity, transparency, and equity for UO faculty. New guidelines and procedures for the establishment and cessation of university research centers and institutes and the comprehensive analysis and implementation of new federal guidance regarding research are just a couple of examples of progress made in the past two years.

The VPRI incumbent, with these solid operational and policy foundational elements in place, will be able to focus on strengthening research relationships and collaborations with both internal and external partners; increasing and diversifying the revenue streams that support the research infrastructure; identifying sources of support for advancing interdisciplinary centers and their contributions to society; and developing translational research and entrepreneurial activity (see Appendices C and D). Among other factors, the VPRI is positioned to accomplish these goals due to an internal restructuring of leadership roles in the institution and the availability of a loyal and motivated donor community. Specifically, the VPRI role at the UO is now focused exclusively on facilitating research, scholarship, and creative activity. Previously, the duties of this office were comingle with the role of graduate school dean. In contrast to past organizational structures, Professor Scott Pratt, Dean of the Graduate School, now serves as a ready partner for promoting research among the graduate student body across campus. In addition, searches are underway for three dean positions: College of Arts and Science, Lundquist College of Business, and School of Architecture and Allied Arts. These deans, along with the leaders of other colleges and schools, are charged with pursuing academic and research excellence. The work of the VPRI is also supported by a campus-wide Research Advisory Board (see Appendix E).

The UO is also fortunate to have a large base of dedicated donors. The university is currently in the public phase of a $2BN comprehensive fundraising campaign. Donors have contributed over $200 million to the institution in two of the last three fiscal years, and they have provided significant support to the UO’s research efforts. The first group of scholars hired as part of the Obesity and Health Promotion Cluster Hire initiative is funded entirely by donor support. Donor financial support will likely be a continuing source of support for UO’s research efforts, which provides our faculty with additional financial support for their research. A key challenge for the VPRI will be to broaden this base of donor support and s/he will be responsible for leading the institution in the process of leveraging diverse financial resources in support of research, broadly defined, and creating a campus-wide strategy for garnering and expanding a diverse funding portfolio.
Other priorities for the VPRI incumbent will include:

- Articulating the university’s research and development priorities, strategic direction, and distinctiveness to both internal and external stakeholders and collaborators
- Continuing progress toward ensuring that the research services and administration office (Sponsored Projects Services; SPS), research compliance, and procurement, contracting, and business functions are effectively managed, and support the needs of the research community
- Continuing to address strategy and viability issues as they relate to the ongoing review of Centers and Institutes
- Building strong collaborative relationships internally with the deans and externally with other university partners within and beyond Oregon, inclusive of other universities, state and federal legislative groups, and workforce and economic development institutions
- Benchmarking and advancing the culture of externally funded research, and high impact scholarship and creative activity
- Collaborating in the development of, and implementing strategies for financial support of research, scholarship, and creative activity in the humanities, social sciences, and the arts
- Improving - all UO efforts at communication of research accomplishments and messaging throughout and beyond the university
- Collaborating with state-wide organizations that support research and promoting commercialization and economic activity
- Representing the university to a broad range of internal and external constituencies
- Supporting the development of new research areas and cultivating innovative research programs that result in new revenue streams
- Partnering with University Advancement leadership and development staff to develop and expand relationships with university alumni, friends and donors that can generate high impact philanthropic support for UO research priorities
- Working with the Dean of the Graduate School and the deans to strengthen graduate research education and training
- Overseeing a comprehensive research budget that utilizes resources to meet university research objectives
- Achieving key research funding goals and quality metrics and report progress in a timely and accurate fashion
- Actively participating in faculty recruitment, retention, and professional development; utilizing the creation of faculty start-up packages to bolster recruitment in support of research
- Designing and implementing strategies to support the university’s articulated diversity and global outreach objectives.

The VPRI Search Committee is charged with evaluating the suitability of candidates based on these priorities (see Appendix F). Interested individuals are advised to contact the search firm, Witt/Kieffer, for further information about the opportunity and to express interest.
Procedure for Candidacy

Contact Information for the Search
Witt/Kieffer is pleased to be supporting University of Oregon in its search for a new Vice President for Research and Innovation. Suggestions of candidates, comments, and questions about this search may be directed to:

Brian Bloomfield and Jennifer Biehn at
UOregon-VPRI@wittkieffer.com or 630-575-6154

Items that cannot be emailed can be sent to:
Vice President for Research and Innovation
University of Oregon
C/O WITT/KIEFFER
Attention: Brian Bloomfield/Jennifer Biehn
2015 Spring Road, Suite 510
Oak Brook, Illinois  60523

The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of Oregon documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.
Appendix A

Office of the Vice President for Research and Innovation Organizational Chart

Office for Research & Innovation Administrative Organization
Effective 11/2015

*Directors of the 20 Research Centers and Institutes report directly to the VPRI
**Designated Institutional Official and Research Integrity Officer
Appendix B
VPRI Management Team Biographical Information

Bill Cresko is an associate professor of biology and Associate Vice President of Research and Innovation. Dr. Cresko provides leadership on a number of internal and external working groups and committees and partners with others on the executive team of the vice president for research and innovation to provide management and oversight of sponsored research administration, research centers and institutes and research core facilities. He is a member of the Institute of Ecology and Evolution Center and the META Center for Systems Biology. Dr. Cresko studies evolution in natural populations of organisms, most often the threespine stickleback fish. His research interests include the developmental genetic and cellular basis of phenotypic evolution. To perform his research, he uses genetic mapping, developmental studies and functional transgenic approaches.

Jim Hutchison holds the Lokey-Harrington Chair in Chemistry. He is a professor in the Department of Chemistry and Biochemistry and Associate Vice President for Research and Innovation. Dr. Hutchison provides leadership for several internal and external working groups and committees and partners with others on the executive team of the vice president for research and innovation to provide management and oversight of sponsored research administration, research centers and institutes and research core facilities. Dr. Hutchison led the development of the UO's nation-leading curriculum in "green" (environmentally-benign) organic chemistry, launched the university’s pioneering Center in Green Nanoscience, and is a member of the Governing Board of the ACS Green Chemistry Institute. He founded ONAMI’s Safer Nanomaterials and Nanomanufacturing Initiative (SNNI). His research interests are in green chemistry, materials chemistry, and nanoscience. His lab is focused on developing synthesis approaches to preparing functional and nanoscale materials with applications such as nanoelectronics, chemical/biological sensing, biomedicine, and nuclear waste processing/remediation.

Cassandra Moseley is a research professor and Associate Vice President of Research and Innovation. Dr. Moseley serves as an institutional official and as the UO’s research integrity officer. She is the direct supervisor for Research Compliance Services, which supports and protects the interests of the university, faculty, staff, students, and research subjects in research compliance matters. She directs the Ecosystem Workforce Program and the Institute for a Sustainable Environment (ISE) at the UO and is a past chair of the U.S. Department of Agriculture (USDA) Forestry Research Advisory Council. Dr. Moseley has developed applied research and policy education programs focusing on community-based forestry, federal forest management, and sustainable rural development. She has testified before Congress about rural green jobs, rural development, and the working conditions of forest workers. Additionally, she has participated in dozens of briefings and presentations to congressional and presidential administration officials, including the White House Economic Council, Regional Development Cluster. She is a member of the board of the Rural Voices for Conservation Coalition, and a former board member of the Flintridge Foundation and the Applegate Partnership, as well as recent past associate editor for policy of the Journal of Forestry.

Moira Kiltie is Associate Vice President for Research and Innovation and Chief of Staff for the division. She provides budgetary, managerial and procedural support to all units that report to
the vice president for research and innovation, including research centers and institutes, research core facilities, and research administration units. Her supervisory responsibilities extend over Research Development Services, Sponsored Projects Services, Research Communications, Research Advancement, Research Finance and Business Administration, and the Undergraduate Research Opportunities Program. She is the chief human resources and emergency management liaison for the division. Prior to joining the UO, Ms. Kiltie served as Assistant Provost at New York University.

Charles Williams is Associate Vice President for Research and Innovation and director of Innovation Partnership Services (IPS). He is responsible for overseeing the management of intellectual property, licensing of UO innovations, and the negotiation of industry grants, contracts, and service agreements. As director of IPS, Dr. Williams is the institutional resource on knowledge-based economic development programs for the UO, assisting more than 40 spinouts based on university technology. Prior to joining the UO in 2008, Dr. Williams served as the director of digital ventures at the University of Washington (UW) and lead instructor for UW’s certificate in IP management program.

Andrew Nelson is an associate professor of management, academic director of the Lundquist Center for Entrepreneurship and the Bramsen Faculty Fellow in Innovation, Entrepreneurship and Sustainability at the UO’s Lundquist College of Business. Additionally, Dr. Nelson has an appointment in the office of the Vice President for Research and Innovation as the Executive Director for UO RAIN whose mission is to enhance the UO innovation network primarily by assisting students, faculty, and staff access innovation and entrepreneurship resources and support via a state sponsored accelerator program. More broadly, he helps connect potential collaborators for entrepreneurial, startup, and research ventures with university faculty and students. His research explores the development and commercialization of technological innovations and his ongoing projects focus on the fields of digital music, information technology, green (sustainable) chemistry, and biotechnology. Prior to joining the UO, Dr. Nelson served as a faculty member in the department of management science and engineering at Stanford University.

David Landrum is Assistant Vice President overseeing research finance and business administration. He provides vision, support, and leadership on all matters related to finance and budget in the areas reporting to the vice president for research and innovation. He is responsible for establishing and monitoring internal control activities related to finance operations, including grants administration, as well as responding to external inquiries on regulatory and financial matters. Mr. Landrum received his MBA in management from Syracuse University in 1999 and his BA in Russian from the University of Oregon in 1991. Prior to joining the UO in 2007, he served as finance director and city recorder for the city of Coburg, Oregon, after retiring from the Army.

Analinda Camacho is director of Sponsored Projects Services (SPS). Ms. Camacho oversees the UO’s grant and contract pre- and post-award administration and works with the UO community to ensure fiscal and regulatory compliance for all externally funded projects. Prior to joining the UO, Ms. Camacho worked for a variety of institutions as a grants -manager, including Brown University, Stanford University, and the University of Nevada, and has more than 20 years experience in sponsored projects administration.
Sheryl Johnson is director of Research Compliance Services (RCS). Ms. Johnson is responsible for overseeing human subject protections, financial conflict of interest in research, and responsible conduct of research programs at the UO. She also guides and directs the Research Medical Director (RMD) and Institutional Review Board (IRB) leadership. Johnson is a Certified IRB Professional (CIP) and a Certified Health Education Specialist (CHES). Prior to joining the UO, Ms. Johnson was the interim director of the Human Research Protections Office at the University of New Mexico Health Sciences Center.

Matthew Hutter is director of development for research, innovation, and strategic initiatives. He develops fundraising strategies for institutional priorities managed by the Office of the Vice President for Research and Innovation and cultivates relationships with individual donors. Mr. Hutter received his MA in management from the Drucker School of Management. Prior to joining the UO, he was the director of development for Claremont Graduate University.

Lynn Stearney is director of Research Development Services (RDS). Dr. Stearney assists faculty members and teams of researchers in securing funding from government agencies and foundations for collaborative, complex, and large-scale projects of high institutional priority. She also develops and implements programs to build grants capacity at the UO, including trainings, workshops, seminars, and presentations aimed at researchers of all career stages. Dr. Stearney received her PhD in communications from Penn State.

Lewis Taylor is director of communications. He oversees the production of written and visual materials for the vice president for use in publications, speeches, presentations, newsletters, and websites. He directs efforts to articulate the mission, projects and services of the UO’s research enterprise, including the promotion of faculty awards, grants and other research achievements. Mr. Taylor received a master’s degree in journalism from Columbia University in 1997 and a BA in English from Tufts University in 1995. Prior to joining the UO, he served as senior writer and editor for Vox Public Relations/Public Affairs.

Stacy Williams-Wright is the divisional budget director. Ms. Williams-Wright provides oversight for the research service units, research centers and institutes, research core facilities, and VPRI accounts. She has worked in the VPRI’s office since 2004 and, prior to her current appointment, served as the administrative director for the OVPRI.
Appendix C

Research Partnerships

Engineering and Technology Industry Council (ETIC)

The Engineering and Technology Industry Council (ETIC) was established in 1997 by the Oregon Legislature through SB504 to establish criteria and measurements that will be used for determining investments made from the Oregon Engineering Education Investment Fund. Make post-secondary engineering and technology education a strategic resource that fuels the Oregon economy and creates opportunity for all Oregonians.

Oregon Innovation Council (Oregon InC)

Oregon InC is the cross-sector leadership team created in 2005 by the Governor and State Legislature, to drive the state's innovation strategy. Oregon InC's mission is to identify Oregon's top innovation-driven growth opportunities, maximize the state's competitive advantages and establish Oregon's niche in the global economy.

Oregon Nanoscience and Microtechnologies Institute (ONAMI)

ONAMI, the Oregon Nanoscience and Microtechnologies Institute, is the first Oregon Signature Research Center. A cooperative venture among government and world-class nanoscience and microtechnology R&D institutions and industry in the Northwest, ONAMI was created to cultivate research and commercialization to advance the leading economic sector in Oregon, and expand the benefits of technology innovation to traditional and natural resource industries.

Oregon Built Environment and Sustainable Technologies Center (BEST)

The Oregon Built Environment and Sustainable Technologies Center is a leading Research & Development consortium focused on developing sustainable technologies for the 21st century. The Oregon-based Center has been active since 2007 in investigating a variety of topics relevant to the development of — and gradual transition to — renewable resources.

Oregon Translational Research and Drug Development Institute (OTRADI)

The Oregon Translational Research and Drug Development Institute was developed by the Oregon research universities and local biotechnology companies. Oregon university research programs produce the licensable technologies and services that form the foundation of therapeutic development (lead compounds, diagnostics, and therapeutics). OTRADI provides a value added component to Oregon companies and universities to develop their respective intellectual property further before partnering with large pharmaceutical and biotechnology companies, seeking additional investment or, creating start-up companies. The types of tasks performed by OTRADI would include chemical and biological screens, validated targets or "hits", lead optimization, toxicology assays, medicinal chemistry and assay optimization.

Oregon Regional Accelerator & Innovation Network (RAIN)

The University of Oregon is partner with Oregon State University, the cities of Albany, Corvallis, Eugene, and Springfield, and the Eugene Area Chamber of Commerce to support the creation of startups in the South Willamette Valley.
Oregon Cluster Network

The Oregon Business Plan has launched the Oregon Cluster Network to identify Oregon’s mature, emerging, and potential industry clusters and assist cluster participants as they work to accelerate innovation and the growth of their industries. By consciously connecting industry leaders with university researchers, schools, media, venture capital, and other resources, the network will help cluster facilitators across the state, share best practices, and develop a regional collaborative advantage. Using cluster organizations to generate new prospects for business recruitment, develop relevant economic & market data, and guide public policy will help strengthen the Oregon economy.

Oregon University System (OUS) Research Council

The OUS Research Council serves as an advisory council to the Oregon State Board of Higher Education on research issues within Oregon. In 2005, the Oregon State Board of Higher Education charged the Research Council with monitoring and facilitating OUS research, among other responsibilities. The scope of the Council’s responsibilities is detailed in the OUS Research Council Charge.

UO Venture Development Fund

Now you can help expand Oregon’s economy—and receive an unprecedented tax break—by contributing to Oregon’s new University Venture Development Fund. Your contributions to the University Venture Development Fund at the UO will support three key steps in the difficult early stages of moving commercially viable research from lab to market.

Appendix D

Facilities

Research Core Facilities’ mission is to advance transformative excellence in research, innovation and graduate education. As part of that mission the Office of the Vice President for Research & Innovation recognizes that faculty research success is often dependent on specialized facilities that provide access to a particular type of research capacity, such as equipment, material, data acquisition, data analysis, consultation or expertise, and other services.

The Center for Advanced Materials Characterization in Oregon (CAMCOR) pioneered a shared, organized and sustainable approach as the first research core facility of its kind at the University of Oregon. It provides cutting edge physical science tools and expertise to internal faculty/staff/student and external entity users to enable outstanding research and innovation.

In addition to CAMCOR, there are nine additional core service units that research core business services supports including Animal Care Services (ACS), Aquatic Animal Care Services (AqACS), Bowerman Sports Science Clinic (BSSC), Center for Assessment, Statistics and Evaluation (CASE), Genomics and Cell Characterization Core Facility (GC3F), Lewis Center for Neuroimaging (LCNI), Histology and Genetic Modification (HGeM), Technical Science Administration (TSA), and Greenhouse Facility.
Appendix E

Research Advisory Board

The Research Advisory Board was initiated in December of 2012. The 17-member board was charged with providing faculty advice and recommendations to the vice president for research and innovation on matters pertaining to the development of the University of Oregon as a center for research and innovation excellence. In January 2015, the Research Advisory Board was reformulated to report to the Provost’s office and enlarged to 20 members. The Provost delegated responsibility for the routine work of the Board to the Office of the Vice President for Research and Innovation. Faculty Co-Chairs for the RAB in 2015 are Professor Lauren Lindstrom (Education) and Professor Ken Prehoda (Institute of Molecular Biology).

Membership is on a two-year basis with half the initial members appointed for a three-year period to create a staggered rotation. The board meets monthly.

Current Membership

Susan Anderson   Academic Affairs
Dietrich Belitz  Physics
Miriam Deutsch  Physics
Joanna Goode    Education Studies
Rob Horner      College of Education
Darren Johnson  Chemistry/Biochemistry
Anya Kivarkis  Architecture and Allied Arts
Lauren Lindstrom College of Education
Deb Morrison    Journalism
Andrew Nelson  Business
Paul Peppis     English
Scott Pratt    Graduate School
Kenneth Prehoda Chemistry/Biochemistry
Stephen Rodgers Music
Hal Sadofsky    Mathematics
Lynn Stephen  Anthropology
Deanne Unruh    College of Education
### Appendix F

**VPRI Search Committee**

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<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Department/Institute</th>
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<tbody>
<tr>
<td>Paul Elstone</td>
<td>Associate Vice President for Development</td>
<td>University Advancement</td>
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<tr>
<td>Oggie (Ognjen) Golub</td>
<td>Graduate Student</td>
<td>Inst. of Molecular Biology</td>
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<tr>
<td>Analinda Camacho</td>
<td>Director</td>
<td>Sponsored Projects Services</td>
</tr>
<tr>
<td>Leslie Leve</td>
<td>Professor</td>
<td>Counseling Psych. &amp; Human Services</td>
</tr>
<tr>
<td>Patrick Phillips</td>
<td>Professor</td>
<td>Biology &amp; Institute of Ecology and Evolution</td>
</tr>
<tr>
<td>David Johnson</td>
<td>Professor</td>
<td>Chemistry &amp; Biochemistry, Materials Science Institute</td>
</tr>
<tr>
<td>Josh Snodgrass</td>
<td>Associate Professor</td>
<td>Anthropology</td>
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<tr>
<td>Jamie Bridgham</td>
<td>Assistant Research Professor</td>
<td>Institute of Ecology and Evolution</td>
</tr>
<tr>
<td>Karen Ford</td>
<td>Associate Dean of Humanities</td>
<td>College of Arts &amp; Sciences (English Dept)</td>
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<tr>
<td>Adell Amos</td>
<td>Associate Dean Academic Affairs</td>
<td>Law School (Associate Professor)</td>
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<tr>
<td>Randy Kamphaus (Chair)</td>
<td>Dean and Professor</td>
<td>College of Education</td>
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