



**BEMIDJI STATE UNIVERSITY**  
invites applications for the position of:

## **Assistant or Associate Professor of Wildlife Biology**

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### **IFO POSTING**

<b>OPENING DATE:</b>	March 3, 2025
<b>CLOSING DATE:</b>	Applications will be accepted until the position is filled. Initial review of applications will begin on <b>Wednesday, April 2, 2025</b> , so applications should be submitted by that time for guaranteed consideration.
<b>APPOINTMENT DATE:</b>	Negotiable, Fall Semester 2025 Preferred (August 19, 2025)
<b>SALARY:</b>	Depends on Qualifications – negotiable and commensurate with qualifications and experience.
<b>JOB TYPE:</b>	Full-time, Probationary (Tenure-Track)
<b>DEPT./SCHOOL:</b>	Biology Program, School of Sustainability and Life Sciences, College of Sciences and Health

**BEMIDJI STATE UNIVERSITY (BSU)** invites qualified applicants to join our team as an **Assistant or Associate Professor of Wildlife Biology** specializing in non-game wildlife ecology or a closely related field.

The [Wildlife Biology](#) program at BSU is housed in the School of Sustainability and Life Sciences. The wildlife biology major at Bemidji State is designed for students who want careers with natural resource agencies or for graduate school in wildlife biology. We have designed our program so that with careful selection of liberal education courses, graduates can fulfill the educational requirements for certification as an associate wildlife biologist by The Wildlife Society.

#### **Responsibilities of the Assistant or Associate Professor of Wildlife Biology include:**

- Teaching undergraduate/graduate lectures and laboratories in topics in wildlife and conservation biology, with potential specialties in wildlife diseases, urban ecology, wildlife genetics, or the ecology of non-game species.
- Establishing a regionally/nationally recognized research program that engages both undergraduate and graduate students in the applicant's area of expertise.
- Continuing to build working relationships between the wildlife biology program and nearby Tribal agencies and communities (Leech Lake Band of Ojibwe, Red Lake Nation, and White Earth Nation).
- Developing relationships with local state, federal, and non-government agencies to facilitate research opportunities and undergraduate/graduate student development.
- Collaborating with a small team of wildlife biology faculty to advance programmatic objectives.
- Participating in the Biology program planning and assessment activities.
- Engaging with activities that support Bemidji State University's signature themes of environmental stewardship, civic engagement, and global/multicultural understanding.

- Participating in student advising, perform other additional assignments depending on departmental needs, and participate in faculty governance and committee work.

**Minimum qualifications for this position include:**

- Earned doctorate from an accredited university in an appropriate area of wildlife biology or closely related field, with an emphasis in non-game wildlife.
- Commitment to ensuring student success for all is required.
- Applicants with more experience may be considered for hire at the Associate Professor level.

**Preferred qualifications include:**

- Previous experience teaching relevant courses to undergraduate students, especially with the goal effective pedagogy.
- Experience with providing online education at an undergraduate and/or master's degree level.
- Demonstrated ability to secure extramural grant funding at a primarily undergraduate university.
- Demonstrated ability to work collaboratively with Tribal natural resource agencies and Tribal universities.
- A demonstrated commitment to the principles of diversity, equity, inclusion, and anti-racism.

**To facilitate proper crediting, please ensure that your application and/or resume clearly demonstrate fulfillment of these minimum and preferred qualifications.**

**Other considerations:**

- All applicants must be able to lawfully accept employment in the United States at the time of an offer of employment.
  - Official transcript(s) must be provided to Human Resources upon hire.
  - Employment for this position is covered by the collective bargaining agreement for the Inter Faculty Organization (IFO) which can be found at <https://www.ifo.org/>.
  - In accordance with the Minnesota State Colleges and Universities (MinnState) Vehicle Fleet Safety Program, faculty and staff driving on college/university business, who use a rental or state vehicle, shall be required to complete a vehicle Use Agreement form and conform to MinnState's vehicle use criteria and consent to a motor vehicle records check.
  - BSU and NTC are tobacco free workplaces ([see policy](#)).
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**Apply online:**

Apply for **Vacancy Posting JR0000001769**, on our career site: [https://minnstate.wd1.myworkdayjobs.com/en-US/Minnesota\\_State\\_Careers](https://minnstate.wd1.myworkdayjobs.com/en-US/Minnesota_State_Careers).

**A complete application will include the following attachments:**

- Cover letter, which addresses the required qualifications and your specific interest in working at Bemidji State University.
- Resume/Curriculum Vitae.
- Unofficial transcripts for all coursework (official transcripts will be required at time of employment).
- A statement of teaching philosophy, including how you would meet the needs of students from underrepresented groups and non-traditional backgrounds.
- A research statement.
- A list of all academic courses taught.
- Contact information for three professional references.

**Inquiries:**

Dr. Brian Hiller

Department of Biology

Telephone: (218) 755-2212

E-mail: [brian.hiller@bemidjistate.edu](mailto:brian.hiller@bemidjistate.edu)

If you have general questions about this posting or submitting an application, contact Mary Miller at [mary.miller@bemidjistate.edu](mailto:mary.miller@bemidjistate.edu).

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**UNIVERSITY / COMMUNITY****WHY BEMIDJI:****It's more than a job. It's an opportunity for the extraordinary.**

*On the idyllic shores of Lake Bemidji, cradled among the limitless natural beauty of the North Woods and neighbored by Minnesota's three largest Indigenous nations, Bemidji State University offers opportunities for the extraordinary.*

Bemidji State University has been ranked as one of the top 30 public institutions in the Midwest region by U.S. News & World Report each year since 2019. BSU offers its diverse student body a comprehensive spectrum of opportunities with nearly 120 undergraduate degrees and emphasis areas in more than 50 areas of study, 14 pre-professional programs, and 14 graduate programs and certificates.

As Bemidji State continues its second century of service, our vision is simple: we educate people to lead inspired lives. To achieve this, BSU centers diversity, equity and inclusion as a core value and strives to create a campus culture in which all members are free to be their authentic selves. BSU also proactively engages with Indigenous communities in northern Minnesota and nationwide toward its goal of becoming a destination university.

BSU is a member of the Minnesota State system of colleges and universities, the third-largest system of higher education institutions in the United States. It shares a unique alignment with Northwest Technical College, with administration and student services generally having dual responsibilities to serve both campuses. Through this alignment, NTC students can take advantage of services, support, activities, and opportunities at BSU that expand and enhance their college experience — such as full access to BSU's library and the ability to live in BSU's on-campus resident housing.

For the first time, a joint strategic planning process will guide the future directions for both institutions. The schools are pursuing four shared strategic priorities: student success, the Nisidotaading initiative, northern distinction, and telling our story. These priorities will serve as the foundations for master planning processes for facilities, academic programs, fundraising, information technology, intercollegiate athletics, and diversity, equity, and inclusion, among others.

The Nisidotaading initiative — named for an Ojibwe phrase meaning “building mutual understanding” — is creating a statewide center of excellence. It will develop communities of practice meant to help Minnesota State colleges and universities better educate their campus communities on historical trauma and lived experiences of their Indigenous populations, and how to most effectively guide Indigenous students toward their educational goals. In addition, BSU is the first university in the United States to expose all of its students to a course on Indigenous people before graduation.

Bemidji State University acknowledges that it is located on land and water that is the current and ancestral homeland of the Ojibwe and Dakota. We acknowledge the painful history of genocide, forced assimilation, and

efforts to alienate the Indigenous inhabitants from their territory here. We honor and respect the many diverse Indigenous peoples still connected to this land, retained tribal sovereignty, treaty rights, and cultural resilience. Indigenous people are spiritual and physical caretakers of this land to which we all belong. Bemidji State University respects these sacred lands, stands with the community members from these Nations, and will fight injustice in all its forms.

At Minnesota State, the work we do is more than just a job. In their pursuit of purpose, connection, and growth, our employees play a critical role on our campuses. They develop policies, provide essential services, and work to improve the well-being and quality of life for our students and for all Minnesotans. Minnesota State is committed to equity and inclusion, and we invest in our employees by providing benefits, support resources, and training and development opportunities. **Unlock your potential through possibility.**

## The City of Bemidji

Bemidji State University and Northwest Technical College lie amid the lakes and forests of northern Minnesota. Bemidji State occupies a wooded campus along the western shore of Lake Bemidji while Northwest Technical College lies just three miles east, near Bemidji's robust industrial district.

The city sits between Minnesota's three largest American Indian tribal nations: the Leech Lake Band of Ojibwe, the Red Lake Nation and the White Earth Nation. When settling the Bemidji area in 1750, the Ojibwe people named the lake Bemidjigamaag, which means "a lake with crossing waters" as the Mississippi River flows in from the south and exits on the east. Today, a city proper with a population of around 15,000 serves as a regional economic and cultural hub for about 100,000 Minnesotans.

Located just minutes away from a thriving downtown Bemidji, both the BSU and NTC campus communities have convenient access to affordable restaurants, fine-dining experiences, cozy coffee shops, grocery stores — including a natural foods co-op — city parks, and nearly unlimited outdoor recreational opportunities. Small, locally-owned shops and art sculptures line Bemidji's downtown streets, while national chains are also found in and around the area. The historic Paul Bunyan Playhouse has a calendar of classic shows, restaurants offer weekly live music performances, the First Friday Art Walk provides a tour of new monthly art exhibits, and annual festivals bring the community together throughout the year.

Additionally, the North Woods setting means students, staff, and faculty have a variety of activities available at their fingertips year-round. With more than 400 lakes — and a 240-acre research forest owned by BSU — within 25 miles of the city, there is easy access to kayaking, canoeing, swimming, boating, paddle boarding, hunting, hiking, biking, foraging, fishing, and more. An expansive network of multi-use trail systems is available for running, cross-country skiing, single-track or fat-tire biking, and skijoring. Further, downhill skiing, snowboarding, and tubing lie just north of Bemidji at the Buena Vista Ski Area.

Bemidji is also near two of Minnesota's 66 state parks: Lake Bemidji State Park, which sits along Lake Bemidji's northern shore, and Itasca State Park, home to the majestic Mississippi River Headwaters. Both parks are popular recreational and camping destinations where locals and tourists gather for sailing, swimming, and fishing during the summer months, and skating, hockey, curling, and—yes—more fishing in the winter.

Of course, no tour of Bemidji is complete without a visit to — and a selfie with — its two most famous residents: the iconic statues of Paul Bunyan and his trusty companion, Babe the Blue Ox. The famed duo, which has greeted visitors to Bemidji since 1937, is on the National Register of Historic Places and was once ranked by Kodak as the second most-photographed statue in America.

**For further information [About BSU](#) visit our website at: <http://www.bemidjistate.edu>**

**Review a "special report on how this former lumber town has rebuilt itself as a high-speed, regional center of enterprise" at [Bemidji 2.0](#)**

**Other Resources:**

- Visit Bemidji – <https://www.visitbemidji.com/>
  - 218 Relocate / Greater Bemidji – <https://www.218relocate.com/>
  - Bemidji Area Chamber of Commerce – <https://www.bemidji.org/>
  - Explore Minnesota – <https://www.exploreminnesota.com/article/top-things-to-do-bemidji>
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**Statement of Notice**

Bemidji State University prohibits discrimination and sexual violence of any kind. Contact the Center for Civil Rights [Investigation Office](#) if you have concerns regarding discrimination and/or sexual violence. Per [Minnesota State System Procedure 1B.3.1](#), all universities and colleges must provide contact information of their Title IX Coordinator.

Megan Zothman, Campus Human Resources Officer & Title IX Coordinator

Email: [TitleIX@bemidjistate.edu](mailto:TitleIX@bemidjistate.edu)

Phone: (218) 755-2502

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