

Position and Candidate Specification



Research Corporation for Science Advancement

President & Chief Executive Officer

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Reporting to the Board of Directors, Research Corporation for Science Advancement's (RCSA or Foundation) next President and Chief Executive Officer (CEO) will set and execute RCSA's strategic priorities and goals. The President and CEO will leverage more than a century of stature and financial and intellectual assets to further the mission of providing catalytic funding for innovative scientific research and the development of academic scientists in the physical and allied sciences.

KEY RELATIONSHIPS

Reports to	Board of Directors, Research Corporation for Science Advancement Peter K. Dorhout, Ph.D., Board Chair
Direct reports	Danny Gasch, Vice President and CFO Silvia Ronco, Ph.D., Senior Program Director Richard Wiener, Ph.D., Senior Program Director Andrew Feig, Ph.D., Senior Program Director Eileen Spain, Ph.D., Program Director Lisa Jo Kastigar, Executive Assistant to the President
Other key relationships	Jennifer Brown, Director, Finance and Human Resources Angela Hagen, Director, Communications Meg Martin, Director, Program and Award Administration

KEY RESPONSIBILITIES

Direction of the Foundation

- In consultation with the Board of Directors, set strategic priorities.
- Allocate the resources of the Foundation to maximize accomplishment and impact.
- Assess programs and implement processes, consider program modifications, end certain programs and/or launch new programs.

Operation of the Foundation

- Ensure that the entire staff is working effectively as a team.
- Make decisions, policies and practices both within the Foundation and for the awards to institutions.
- Determine when new positions are needed, or when existing positions should be closed or modified, and finalize personnel decisions for hiring or terminating employment.
- Establish clear guidelines for staff promotions. Review and make final decisions on promotion recommendations.
- Communicate clearly to direct reports and all staff about the goals, activities and issues for the Foundation. Listen effectively to the ideas and concerns of all the staff.

- Appropriately balance the competing goals for the ambitious deployment of resources to achieve as much as possible with the prudent conservation of the Foundation's assets to maintain high-level impact into the future.

Board Relations

- Keep the Board of Directors informed by reporting on RCSA's areas of progress and on the challenges facing the Foundation.
- Work with the chair of the Board and the chair of the Governance and Nominations Committee of the Board to set annual performance reviews and periodic organizational reviews.
- With the chair of the Board, organize regular meetings of the Board and Board committees.

External Relations

- Develop and sustain partnerships with foundations, organizations and government agencies funding the physical and allied sciences.
- Currently serve on the Board of the Science Philanthropy Alliance (Alliance) <https://sciencephilanthropyalliance.org/>.
- Working with the Alliance, develop and advocate best practices in grantmaking in support of science, and expand awareness and impact of RCSA programs in the scientific and philanthropic communities.
- Interact with faculty and senior administrators at universities, institutes, colleges and national labs across the United States and Canada to stay abreast of pressing needs in the physical and allied sciences that RCSA might help to address.
- Increase awareness of RCSA's programs and achievements.
- Represent the Foundation locally, nationally and globally to expand opportunities, partnerships and impact.

IDEAL EXPERIENCES

The successful candidate will have modeled the values and goals of RCSA through a track record of professional leadership and scientific achievements at the highest levels. RCSA seeks a scholar of the physical and/or natural sciences who in academia has achieved the rank of professor with tenure or has achieved a comparable senior staff scientist appointment in a non-academic setting. A Ph.D. or equivalent degree in the natural sciences or related science or engineering fields is required.

Top candidates will have built and managed research programs supported by a track record of securing and successfully administering public and/or private grants, and developing and mentoring students or staff (undergraduate, graduate, post-docs, staff scientists) with a national reputation for producing exceptional and impactful results. In developing future talent, the successful candidate will have a demonstrated commitment to fostering an inclusive culture in line with RCSA's commitment to diversity, equity, inclusion and community building.

Senior leadership experience in an academic institution or comparable experience in national laboratories, philanthropic foundations or related industry is essential for the successful candidate. The President of RCSA oversees all operations of the Foundation as well as collaborates closely with the Board of Directors. Effective organizational leadership, team administration and governance experience are vital. Furthermore, the President plays a key role in the community of science-based philanthropies and must work collaboratively with a range of external stakeholders, including other non-profit executives, entrepreneurs/founders, professional societies and public policymakers. The President must be an effective communicator and a passionate advocate for the values and the mission of RCSA. Strong administrative skills, multi-stakeholder engagement experience and social adroitness are essential for success in this role.

CRITICAL LEADERSHIP CAPABILITIES

Acting Strategically

- Creates or evolves a longer-term strategy for the enterprise that connects seemingly unrelated events or information into a working, action-oriented thesis.
- Creates and communicates a clear and coherent strategy that anticipates the future direction of the industry, competition and/or the broader environment, at least five years ahead.
- Provides new direction for the organization, leading to actionable changes across RCSA.
- Engages in scenario planning that incorporates new information or transformative thinking to gain significant advantage or impact.

Leading People

- Identifies and leverages individual strengths and potential within the staff at RCSA.
- Engages the team in discussions around strategy and how team members can contribute.
- Delegates significant responsibilities and decision-making authority to team members while providing appropriate and thoughtful guidance.
- Gives team members ownership within their areas of responsibility, setting clear expectations and checking in as needed.
- Enables team success by removing barriers and providing resources, cultivating a positive feedback culture.
- Invites the team to recommend ways to solve problems, discuss challenging issues or generate new ideas.

Collaborating and Influencing

- Plays a key role in guiding the Science Philanthropy Alliance <https://sciencephilanthropyalliance.org/>, a group of more than 40 of the most impactful philanthropies providing private funding to leading scientists.
- The President must combine vision, entrepreneurial energy and the ability to project “soft power” in working with both established donors and high-net-worth individuals who are new to philanthropy. RCSA is a critical exemplar for these foundations, given its distinguished track record of identifying up-and-coming scientists through the Cottrell Scholar Program, its unique convening events such as Scialog®, its commitment to diversity through the Holland Award and RCSA Fellows Initiative, and for its unmatched network in the physical and allied sciences.
- Identifies and engages key stakeholders to gain support or agreement for projects.
- Negotiates with a genuine partnership approach that takes all parties’ perspectives into account.
- Builds strategic relationships to achieve a specific outcome.
- Engages others in open dialogue and adapts own influence and approach to different stakeholders in ways that address their interests or concerns.
- Anticipates and addresses emerging or potential conflicts among all stakeholders.

OTHER PERSONAL CHARACTERISTICS

- Alignment with the Foundation’s core values of inclusiveness, respect, accountability, appreciation, transparency and trust.
- Strong skills in diplomatically managing and leading a staff of talented professionals, exemplified by personal integrity and the celebration of the accomplishments of others.
- Extremely effective in communication with groups and individuals, especially in writing, speaking and listening, and possesses an ability to translate complex, scientific subjects to a broad audience.

THE SEARCH PROCESS

Spencer Stuart, a global executive search and leadership advisory firm, has been retained by RCSA to help identify and recruit the next President & CEO. For confidential nominations and expressions of interest, please contact Spencer Stuart at RCSAPresidentSearch@spencerstuart.com.

RESEARCH CORPORATION FOR SCIENCE ADVANCEMENT

Private Foundation

Founded in 1912 by scientist, inventor and entrepreneur Dr. Frederick Gardner Cottrell, the Research Corporation for Science Advancement (RCSA) is a private foundation dedicated to providing catalytic funding for innovative scientific research and the development of academic scientists. The Foundation has been located in Tucson, AZ, since 1982, and is vested in the diverse southwest community. RCSA focuses on supporting basic science and researchers in the physical and allied sciences: astronomy, chemistry, physics and related fields. For more than 110 years, RCSA has been characterized by programs and initiatives that blaze a trail to where science is going. Since its founding, more than 18,000 scientists have received support from RCSA. Forty-three of these have been awarded the Nobel Prize, with many others earning major prizes in their fields over the course of their careers.

Consistently, RCSA has invested in young researchers and implemented initiatives anticipating the direction of science, with the goal of catalyzing novel science with a potentially large impact. RCSA awards the prestigious Cottrell Scholar Award to the most promising earlier-career scientists in academia who are committed to excellence in teaching and research — the foundations of a scholar and emerging leader in their field. RCSA has an unmatched track record of identifying and awarding funding to early-career scholars working on high-potential projects.

RCSA also fosters important multidisciplinary connections and collaborations through its Cottrell Scholar convening events as well as through Scialog®, an intensive, multi-year experience where senior scientists interact with promising, up-and-coming researchers to identify high-potential projects and to facilitate collaborations over the few days of convening which catalyze engagements and breakthroughs in the coming years.

RCSA also works to expand and diversify the academic leadership talent pool in the physical and allied sciences through the Robert Holland Jr. Award and through the RCSA Fellows Initiative. This latter effort is targeted at high-potential post-doctoral scholars, preparing them for success as they seek tenure-track faculty positions by providing mentoring, community and professional development through convening and practical experiences such as mock interviews.

Historically, RCSA has partnered with government and private sector partners to catalyze several large science projects, including the Five College Radio Astronomy Observatory, the Monterey Institute for Research in Astronomy, the Large Binocular Telescope and the Vera C. Rubin Observatory Legacy Survey of Space and Time (LSST). Other catalytic investments included departmental development awards to predominantly undergraduate institutions, the Partners in Science Program and the Fulbright-Cottrell program.

MISSION

Research Corporation for Science Advancement seeks to advance early-stage, high-potential, basic scientific research in the physical and allied sciences. As an active and engaged foundation, RCSA provides catalytic funding for research and convenes groups of scholars to support:

- A diverse and inclusive community of early-career faculty throughout their careers
- Innovative ideas for basic research
- Integration of research and science teaching
- Interdisciplinary research
- Building the academic leadership of the future

Strategic Priorities

To advance this mission, RCSA is working to:

- Further develop and strengthen its two core programs, Cottrell Scholars and Scialog®, which build on a 110-year legacy of supporting innovative basic research in the physical and allied sciences.
- Leverage partnerships and scientific community building to maximize impact and exercise flexibility to embrace unanticipated opportunities to support innovative research in the physical and allied sciences.
- Help ensure the future of science is innovative and impactful through a commitment to diversity, equity, inclusion and accessibility in our programming, processes and organizational culture.

Cottrell Scholars

- Invest in the early-stage, high-potential, basic physical science research of the most promising early-career scientists at research universities and primarily undergraduate institutions.
- Implement a multilayered set of activities that supports each scholar to develop as a successful teacher-scholar and gain the skills and relationships necessary to become leaders in their respective research communities.
- Support Cottrell Scholars' efforts to improve STEM education and build a more diverse and inclusive scientific workforce.

Scialog®

- Invest in interdisciplinary, innovative, basic research on problems of high complexity that are timely and of significant value to society.
- Foster new collaborations across multiple disciplines to spark innovative ideas, stimulate significant advances on chosen topics and attract higher levels of funding.
- Partner with the communities of foundations or government agencies to leverage the limited endowment of funds to maximize its impact.

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION IN THE SCIENCES AND SOCIETY

RCSA believes that to promote groundbreaking science, it must welcome, engage and nurture the brightest minds from the widest range of backgrounds, institutions and life experiences. Its commitment to diversity, equity and inclusion is embedded in all its programming, award processes, operations and interactions with the communities that it serves.

In its programming, RCSA strives to create inclusive communities that support the development of scientists as researchers, educators and leaders. Beyond individual excellence, cohorts for its programs are selected thoughtfully to promote participation by early-career scientists who fully represent and include the many identities present in our society. RCSA seeks to maximize the vibrant group dynamics and voices required to catalyze transformative science.

In its grantmaking, RCSA actively encourages and recruits applications from scientists from traditionally marginalized or excluded groups, and works with people from a broad range of institutions to address underrepresentation and barriers to participation. The Foundation maintains clear, quantitative and qualitative metrics for proposal evaluation, and award applications are seen by multiple reviewers in an effort to ensure fairness and reduce the impact of biases in the application and selection process.

RESEARCH CORPORATION FOR SCIENCE ADVANCEMENT LEADERSHIP**Daniel Linzer, Ph.D., President & CEO**

Daniel Linzer became the President of Research Corporation for Science Advancement on October 1, 2017, after serving on the faculty and in the administration of Northwestern University. Linzer received his Bachelor of Science in Molecular Biophysics and Biochemistry from Yale University, and a Ph.D. in Biochemical Sciences from Princeton University. His rich academic journey saw him uncover significant findings in fields like biophysics and genetics. He unveiled the crucial protein, p53, widely known as “the guardian of the genome”. In his postdoctoral tenure at Johns Hopkins University School of Medicine, he identified genes crucial to cell growth. Joining Northwestern in 1984, Linzer rose through the ranks, progressing from Assistant Professor to Full Professor of Molecular Biosciences. He conducted breakthrough research on hormone function in reproductive biology. His teachings spanned areas such as cell biology, molecular biology, and developmental biology. Among his accolades are the Searle Scholars Award, American Cancer Society Faculty Research Award, and Northwestern Alumni Association Excellence in Teaching Award. Linzer served as Associate Dean for the Sciences (1998-2002) and Dean of Weinberg College (2002-2007) at Northwestern, ultimately becoming the University's Provost in 2007, a position he held for a decade before his tenure at RCSA.

**Daniel Gasch, CPA, Vice President & CFO**

Daniel Gasch has held the position of Chief Financial Officer at Research Corporation for Science Advancement since 2001 and briefly served as interim President in 2017. He received his Bachelor of Commerce from McGill University in 1979 and earned his Chartered Accountant designation in Canada in 1981, followed by his Certified Public Accountant designation in the United States in 1983, and his Certificate in Investment Performance Measurement in 2009. Before joining RCSA, Gasch accrued over two decades of experience in public accounting, ultimately serving as the Director in Charge of the Tucson office of Deloitte and Touche LLP. His areas of specialization included public utilities, high-technology companies, and not-for-profit entities. He also participated in the firm's peer review and practice office review teams for over a decade. Gasch is a member of the American Institute of Certified Public Accountants and the Chartered Financial Analysts Institute. Additionally, he takes an active role in community leadership and has served as President of a community foundation, a day school, a tax credit organization, and as Treasurer and board member for numerous community and not-for-profit organizations.

**Peter K. Dorhout, Ph.D., Board Chair**

As the vice president for research at Iowa State University, Peter K. Dorhout brings a distinguished record of research, teaching, service and administration to the job. Dorhout previously served as the vice president for research (2016-2021) and dean of the College of Arts & Sciences (2012-2016) at Kansas State University. Before that he served as vice provost for graduate affairs and assistant vice president for research at Colorado State University, and as interim provost for Colorado State University, Pueblo. He was the 2018 President of the American Chemical Society. Among his many achievements are developing and raising funds

for the College of Arts & Sciences at K-State (\$100M campaign), and the Undergraduate Research Institute for Colorado State's College of Natural Sciences. He created a comprehensive corporate relations, research, and technology transfer office, K-State Innovation Partners, with a focus on economic development for the state of Kansas.

Dorhout earned a bachelor's degree in chemistry from the University of Illinois at Urbana, Champaign and a doctorate in inorganic chemistry from the University of Wisconsin, Madison. He was a postdoctoral fellow at the Ames National Laboratory at Iowa State University and a research collaborator with Los Alamos National Laboratory. His research specialties include thin film materials, environmental chemistry, and actinide and radiochemistry. For his contributions to the field of chemistry and for his work as an administrator and researcher, Dorhout was named a fellow of both the American Chemical Society and the American Association for the Advancement of Science. He is the recipient of several other prestigious national awards including: Research Corporation Cottrell Scholar, Camille Dreyfus Teacher-Scholar, National Science Foundation CAREER Award, ACS Exxon-Mobil Young Faculty Award for Materials Chemistry, and an A.P. Sloan Fellow. He has written more than 130 peer-reviewed articles, edited books and book chapters. His research has been funded by the National Science Foundation, the U.S. Department of Energy and the U.S. State Department. He is a member of several professional organizations, including a life member of the Society for the Advancement of Chicanos and Native Americans in Science.