

Organization

The Center for Creative Photography (CCP/The Center) at the University of Arizona (Tucson) is the premier research collection of American photographic fine art and archives, promoting creative inquiry, dialogue, and appreciation of photography's enduring cultural influence. Established in 1975, CCP's collections include some of the most recognizable names in 20th-century North American photography: Ansel Adams, Richard Avedon, Louis Carlos Bernal, Benjamin Chinn, Aaron Siskind, W. Eugene Smith, Lola Álvarez Bravo, Edward Weston, and Garry Winogrand. CCP's collections, combined with its experienced staff, provide an unparalleled resource for students, educators, scholars, museums, publishers, and the public. Located on the University of Arizona campus, CCP's public galleries, auditorium, print viewing room, research study center, conservation laboratory, and ancillary facilities support an active program of academic engagement, interdisciplinary research, community collaboration, preservation, exhibitions, publications, and loans to museums worldwide. CCP, with a designated gallery, partners with the Phoenix Art Museum and has a loan program with other venues worldwide to present CCP's vibrant photography works to the broader community.

CCP has a large interdisciplinary research collection—which includes an archive of nearly 300 collections and a fine print collection numbering about 100,000 prints supported by a reference library—and an oral history collection. These works can be referenced in person and through various digital means. The Center is actively working on programmatic and user-driven digitization efforts and a technology plan which will serve to increase the accessibility of the collections. There are over 8 million objects in CCP's archival collections, including photographic materials, letters, manuscripts, publications, unique artifacts, oral histories, and audiovisual recordings (available digitally through the Center's Avairy instance). CCP also maintains an ArchivesSpace Instance which serves to describe the creation, content, context, and arrangement of the archival collection materials, enabling users to identify and request materials relevant to their research. For the fine print collection, a related platform CollectionsSpace is currently being implemented to provide similar digital services for the fine print collection which began at the institution's founding, in part by a gift of the personal collections of the five founding archive artists and has continued to grow.

CCP is part of Arizona Arts, a university division that presents a unified gateway to the unique visual and performing arts assets, experiences, and educational programs, including the College of Fine Arts, on the University of Arizona campus. CCP, the University of Arizona Museum of Art, and Arizona Arts Live constitute the presenting and engagement units within the division. Leading the division, Andrew Schulz serves as the Vice President for the Arts and Dean of the College of Fine Arts. The Arizona Arts Master Plan is a significant part of the Arizona Advantage pillar of the University's strategic plan, with a commitment to "integrate arts throughout the University experience and beyond." CCP's core values are Legacy, Integrity, Collaboration, Diversity, Stewardship, Learning, and Access. CCP has a staff of 31 full, part-time, and student team members and an annual operating budget of \$3M.

Community

Encircled by magnificent mountain views, Tucson is highly acclaimed for its culture, enthralling history, rich diversity, and spectacular Sonoran Desert location. More recently, it has become the region's third most popular destination for relocation and has grown by nearly 10% within the past decade. Proudly touting a cost of living at 6% lower than the national average, the city is conveniently located an hour from the U.S. - Mexico border and two hours from Phoenix. Arizona is home to 22 federally recognized tribes. With a population of more than one million residents, Tucson, the third largest metropolitan area in the Southwest, is on the land of the O'odham and the Yaqui people.

While Tucson is renowned for scenic sunsets, plentiful sunny days, and a unique climate, it is also rated supreme for stargazing and has developed into what many call the "astronomy capital of the world." Tucson is also the first city in the United States to be designated a "City of Gastronomy" by the United Nations Educational, Scientific, and Cultural Organization and features a wide array of dining options reflecting the diversity of the community. Boasting more than 120 parks, 40 golf courses, a gold rating for bicycling friendliness, and voted "the most dog-friendly city" in 2018, Tucson has seven colleges, 24 museums, and five casinos.

Known for its strong academics and vibrant campus life, the University of Arizona is the city's largest employer with a workforce of nearly 16,000 and more than 51,000 enrolled students. Nearly 50% of students are Arizona residents.

With an urban-suburban feel, the University is located in the center of town in one of the most sought-after areas of Tucson. The main campus has grown from its original 40 acres to more than 350 acres and boasts the oldest continually maintained green space in Arizona. Ranked as one of the nation's top 40 public universities, the University of Arizona is a land-grant university with two independently accredited medical schools. Established in 1885, the University is widely recognized as a student-centric university and is designated as a Hispanic Serving Institution (HSI) by the U.S. Department of Education. The University of Arizona offers a broad range of educational programs and opportunities that attract an excellent and diverse student body. The National Science Foundation ranks the University of Arizona as one of the nation's top 20 public universities in research expenditures. The University advances the frontiers of interdisciplinary scholarship and entrepreneurial partnerships as a member of the Association of American Universities, the 66 leading public and private research universities in the U.S. It benefits the state with an estimated economic impact of \$4.1 billion annually.

Sources: heyexplorer.com/what-is-tucson-known-and-famous-for/; extraspacespace.com/blog/moving/city-guides/things-to-know-about-living-in-tucson/; visittucson.org/

Position Summary

The Director of the Center for Creative Photography will be a transparent and collaborative leader who advances the vision, mission, and values of the CCP's internationally recognized collections, scholarship, and outreach programs while supporting the shared strategic priorities of Arizona Arts and the University. They will understand new trends and emerging issues within the field of photography and will work closely with Arizona Arts colleagues to establish the University as an international art and culture destination. The Director will demonstrate a commitment to diversity, equity, and inclusion, by engaging and grounding CCP in productive relationships with local, regional, national, and international communities to expand its impact as a premier institution of contemporary photography. They will work to substantially increase earned and contributed revenue from philanthropy, grants, traveling exhibitions and licensing to ensure CCP's long-term financial sustainability. The Director reports to the Vice President for the Arts, Dean of the College of Fine Arts, and is expected to work closely with Arizona Arts leadership in setting goals and targets, evaluating outcomes, and regularly reporting on CCP.

Roles and Responsibilities

Strategic Leadership and Direction

- Lead the development and implementation of CCP's strategic plan as a unit within Arizona Arts, supporting both the mission of the CCP, the division, and the University.
- Collaborate with Arizona Arts leadership to implement CCP's administrative, operational, curricular, philanthropic, and programmatic goals.
- Support the CCP's Diversity and Inclusion committee in developing and implementing the unit's equity, diversity, and inclusion roadmap.
- Enhance the connection to, and collaboration with, the University's academic programs, faculty, students, and staff by leveraging CCP's outstanding collections to increasing visibility, scholarly activity, and student experience and utilization.
- Work closely and partner with other University museum directors, University departments/colleges, and Arizona Arts leadership to synergize programming.
- Optimize operational infrastructure by identifying the short- and long-term operation and capital needs of CCP and establish goals and priorities to ensure the Center's sustainability.
- Represent CCP on committees across the University to ensure its connection to broader University initiatives.
- Participate actively in the profession relevant to areas of leadership and responsibility.

Community Engagement and Revenue Enhancement

- Serve as CCP's chief spokesperson, effectively representing it to all its constituencies to enhance its public and professional visibility and reputation locally, regionally, nationally, and internationally.
- Generate philanthropic support to advance CCP's mission and strategic plan, devoting significant time to the cultivation of individual and corporate donors, and interacting with relevant foundations and government granting agencies.
- Build and advance relationships with current and potential donors, including photographers, collectors, dealers, museum directors, and other key individuals in the field of photography.
- Build and maintain CCP's Director's Circle to support the mission and strengthen fundraising opportunities.

- Develop strong and positive relationships with the Tucson community of museums and cultural institutions to advance CCP's interests and reputation as a resource within the community and beyond.
- Maximize interdisciplinary, campus-wide opportunities to position CCP as an arts/culture leader in the community.
- Embrace other community engagement and revenue enhancement opportunities as needed.

Organizational Excellence, Collections Care, and Exhibition Development

- Evaluate, continually, CCP's infrastructure and staffing, implementing organizational change to ensure the achievement of strategic priorities and the balance of resource allocation.
- Hire, lead and support CCP staff, setting clear direction around common goals and supporting a culture of cross-departmental communication, equity, diversity, inclusion, and belonging.
- Guide all CCP administrative, programmatic, and operational activities in a collaborative and transparent team-based work environment to ensure operational goals are met.
- Provide clear, consistent, and timely communication to CCP's internal and external constituencies.
- Embrace other operational excellence, collections care, and exhibition development opportunities as needed.

Traits and Characteristics

The Director will be an innovative and intellectually curious leader who is committed to historical and contemporary photographers and their work within a changing art ecosystem. Receptive to new ideas, the Director will be keenly aware of emerging themes and trends in contemporary art—including those that concern equity, diversity, and inclusion—and how they impact all of CCP's activities. This individual will be an excellent communicator who proactively engages diverse stakeholders locally and internationally and has the capacity to adapt and thrive within large dynamic institutions. Versatile and resilient, the Director will be a fearless collaborator, seeking strategic partnerships to support CCP's goals while also considering the critical utilization of existing resources and the development of new sources of support.

Other key competencies include:

- **Personal Accountability and Diplomacy** – The sensitivity to demonstrate respect for people and relationships through authentic actions and words, confidentially handling challenging and sensitive issues, while being responsible for personal actions and maintaining integrity.
- **Leadership and Teamwork** – The ability to organize and influence others to embrace a vision while instilling purpose and actionable direction and working collaboratively, cooperatively, and respectfully to meet goals and objectives.
- **Conceptual Thinking** – The dexterity to analyze situations, patterns, themes, and abstract concepts and formulate new insights and connections.
- **Planning and Organizing** – The facility to effectively work within establish systems and develop courses of action to ensure that work is completed effectively.

Qualifications

The ideal candidate will have a bachelor's degree, masters preferred, in visual arts, arts, public, nonprofit, and/or management with a minimum of seven years of progressively responsible experience in an arts-related organization (museums, collections, nonprofits). A minimum of 11 years of related work experience, including 7 years of managerial experience, preferably in large complex institutions or organizations, or equivalent combination of education and work experience. Requires experience in leading multiple teams, projects, programs, and/or functions. Qualified applicants will have recognized knowledge of modern photography and a full understanding of the broader impact of arts and culture in contemporary society. Preferred qualifications include a track record of significant administrative experience in an academic environment, documented record of successful fundraising, and a record of leading and collaborating effectively with diverse staff across multiple disciplines fostering common goals. The ideal candidate will have demonstrated experience in advancing the principles of equity, diversity, inclusion, and access, and a high degree of emotional awareness and excellent verbal and written intercultural communication skills. A background that illustrates identifying, cultivating, and maintaining relationships that magnify visibility to a multitude of constituencies is necessary as well as experience in managing and overseeing budgets, as well as excellent verbal and written communication skills.

Compensation and Benefits

The anticipated salary range for this position is \$150,000 to \$165,000. Outstanding University of Arizona benefits include health, dental, and vision insurance plans; life insurance and disability programs; paid vacation, sick leave, and holidays; UArizona/ASU/NAU tuition reduction for the employee and qualified family members; state and optional retirement plans; access to the University's recreation and cultural activities.

Applications and Inquiries

To submit a resume and cover letter summarizing your interest in the position, qualifications and relevant professional experience, and contributions to diversity and inclusion with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit artsconsulting.com/employment. For questions or general inquiries about this job opportunity, please contact:

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At the University of Arizona, we value our inclusive climate because we know that diversity in experiences and perspectives is vital to advancing innovation, critical thinking, solving complex problems, and creating an inclusive academic community. As a Hispanic-serving institution, we translate these values into action by seeking individuals who have experience and expertise working with diverse students, colleagues, and constituencies.

Because we seek a workforce with a wide range of perspectives and experiences, we provide equal employment opportunities to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information.

As an Employer of National Service, we also welcome alumni of AmeriCorps, Peace Corps, and other national service programs and others who will help us advance our Inclusive Excellence initiative aimed at creating a University that values student, staff and faculty engagement in addressing issues of diversity and inclusiveness.