



Opportunity and Challenge Profile

*Oregon State University
Search for the Dean, College of Education
Corvallis, Oregon*

Oregon State University, Oregon's land-grant and premier research university and the state's only institution to hold both the Carnegie Foundation's top designation for research institutions and its prestigious Community Engagement classification, seeks a collaborative, inspiring, and entrepreneurial leader to serve as the Dean of the College of Education. The Dean will work closely with faculty and staff to achieve its vision to be an international leader in research and in the preparation of researchers, scholars, learning leaders, teachers, and counselors who make a difference by promoting innovation, social justice, and lifelong learning and thereby preparing citizens who are socially empowered, reflective, innovative, and caring members of increasingly diverse communities and the world.

It is an exciting time to join the University as the last decade has been a transformative one. The University has continued to climb the excellence ladder while keeping a clear focus on valuing student success and serving the people and the state of Oregon. OSU remains one of only two universities in the country to hold the Land, Sea, Space and Sun Grant designations. The University is now in the third phase of its strategic plan and has made measurable progress in all areas, including the growth and diversification of faculty and high-achieving students. Research grants and expenditures have continued to increase dramatically, and the faculty has outpaced peer institutions for prestigious grants and partnerships, while maintaining deep commitments to engaged learning and public service. OSU has also successfully increased revenue from private fundraising, corporate partnerships, research grants and technology transfers culminating in the University's first ever comprehensive fundraising campaign, which exceeded its \$1 billion goal nearly a year ahead of schedule. These successes have fueled OSU's rise as a land-grant university for the 21st century.

The College of Education plays an important role in the University's goals and ambitions. Over the years the College has cultivated programs that directly impact Oregon's public education system through both teaching and scholarship. From the preparation and licensing of new teachers and new programs in clinical mental health for counselors to the cultivation of new college administrators through the Community College Leadership program, the College is on the front line, making a difference in the lives of Oregonians every day. Through research in areas such as bi/multilingual education, informal education, STEM education, school counseling, and higher education, the College has an indelible impact on the education landscape and creating new knowledge that impacts the future of education and related fields nationally and internationally.

The Dean will continue to build on the many successes of the College, raising the College's visibility by leveraging its tremendous impact on the State of Oregon, nationally and globally. The Dean will help create the platform for faculty to influence the national dialogue on the future of education, both in and out of schools. To achieve the College of Education's strategic goals, the Dean will work with faculty, staff, students and the College leadership to address a set of key opportunities and challenges:

- Further develop a comprehensive and compelling narrative about and shared vision for the College
- Capitalize and expand on the strengths of the College and the University to increase the College's visibility, reach, and impact

- Further cultivate an environment that fosters a diverse and inclusive community to prepare educators for Oregon's and the nation's future with a focus on student success
- Maximize current revenue streams and expand new sources of revenue
- Make strategic investments in the College infrastructure, create cohesion across the College, and maximize talent

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the end of this document.

About Oregon State University

Founded in 1868, Oregon State University (OSU) is the largest university in the state. OSU aspires to be a collaborative, inclusive and caring community that strives for equity and equal opportunity; that creates a welcoming environment and enables success for people from all walks of life; and that shares common, fundamental values grounded in justice, civility and respect while looking to diversity as a source of enrichment and strength. Oregon State University is fully committed to diversity of all kinds, and is a sanctuary university for its students.

OSU's main campus is located on 400 acres in Corvallis, Oregon, about 90 miles south of Portland. As the state's land-grant institution and the largest university in the state, OSU has a presence in every one of Oregon's 36 counties, through 15 Agricultural Experiment Stations, 36 county Extension offices, the Hatfield Marine Science Center in Newport, and OSU-Cascades in Bend, as well as a statewide economic footprint of over \$2 billion. In 2015, its research funding grew to over \$300 million, the largest in the school's history, driven largely by engineering, science and technology. The overall economic and societal impact of OSU's research enterprise exceeds \$670 million, based on an analysis of OSU's research contributions to the state and global economy that followed a recent economic study of OSU's fiscal impact conducted by ECONorthwest.

OSU offers more than 200 undergraduate and approximately 80 graduate degree programs through its 11 colleges: Agricultural Sciences; Business; Earth, Ocean, and Atmospheric Sciences; Education; Engineering; Forestry; Liberal Arts; Pharmacy; Public Health and Human Sciences; Science; Veterinary Medicine, the Graduate School, and the Honors College. In 2009, OSU created four academic divisions intended to focus on attaining preeminence in the signature areas delineated in the University's strategic plan and to promote collaboration across disciplines. The Division of Arts and Science encompasses the colleges of liberal arts, education, science, and honors. The Division of Earth Systems Science includes colleges of forestry, agricultural sciences, and earth, ocean, and atmospheric sciences. The Division of Health Sciences includes the colleges of public health and human sciences, pharmacy, and veterinary medicine. The Division of Business and Engineering includes the colleges of business and engineering. Each of the colleges is led by a Dean and each division is led by an Executive Dean, selected from the Deans of the colleges within that division.

The past year has included the following notable achievements at Oregon State University:

- For the third year in a row, enrollment exceeded 30,000 students, and the University awarded 6,231 bachelor's degrees
- After 16 years of providing programs, OSU-Cascades located in Bend, Oregon, welcomed its first class of freshmen in fall 2015 and opened its new campus in fall 2016. This was the state's first new public university campus to open in more than a half century.

- Oregon State Ecampus again was judged one of America's best providers of online education. In January 2017, OSU's online bachelor's programs were ranked among the top 10 in the nation by U.S. News & World Report for the third year in a row.
- In fiscal year 2015, Oregon State faculty generated a record \$309 million in research funding – nearly the combined research of Oregon's six other public universities. In FY16, research grants and awards exceeded \$336 million. The University continued to see growth in industrial partnerships and entrepreneurial activities as well, and it is the leading Oregon university in these efforts.
- OSU and other Oregon public universities saw increases in state funding, which will improve access to college for more students.
- Oregon State's recent comprehensive campaign, The Campaign for OSU, concluded at the end of 2014, having raised \$1.14 billion to renovate or build 28 buildings; endow 79 faculty positions; support new research and teaching programs; and provide \$189 million for donor-funded scholarships and fellowships. In 2015 and 2016, that momentum continued with donor gifts totaling \$250 million for that two-year period.

The University launched Phase I of the Strategic Plan for the 21st Century in 2004 to serve as a foundation for advancing the University to be among the top land-grant universities in the nation. The first two phases of the plan guided a decade of transformational progress at OSU. In 2014, the University launched Plan 3.0 to build upon ten years of momentum and to affirm the campus' commitment to the University's mission, vision and four strategic goals:

- Provide a transformative educational experience for all learners;
- Demonstrate leadership in research, scholarship and creativity while enhancing preeminence in the three signature areas of distinction;
- Advancing the Science of Sustainable Earth Ecosystems, Improving Human Health and Wellness, and Promoting Economic Growth and Social Progress; and,
- Strengthen Oregon State's impact and reach throughout Oregon and beyond.

The plan also focuses on an aspiration to be a true community – a community that holds itself accountable for nurturing healthy relationships, building networks of care, embracing shared governance, and acknowledging and celebrating humanity.

The student body reflects the University's dedication to gender, ethnic, racial and socio-economic diversity. Historically under-represented minorities currently comprise 10.1% of total enrollment and overall, minorities represent 22.8% of total enrollment. International students make up 11.1% of total enrollment. Pell eligible students make up 32% of undergraduates, and those who are first in their family to attend college make up 23.6% of undergraduates. OSU is working to increase these numbers over the coming years. Diversity has also grown among university faculty and staff. US minorities represent 17% of tenured/tenure track faculty and 12% of classified staff/professional faculty/research faculty. International numbers for the respective groups are 5% of tenured/tenure track faculty and 3% of classified staff/professional faculty/research faculty.

As Oregon's land-grant university, OSU is fully committed to the ideal that higher education is a public good, and that high-quality college degrees should be accessible to all students. The University is aligned with Oregon's 40-40-20 initiative, which includes the goal for 40 percent of Oregonians to hold bachelor's or advanced degree, 40 percent to have an associate's degree or a meaningful postsecondary certificate, and for all adult Oregonians to hold a high school diploma or equivalent by the year 2025. In February 2016, President Ray announced a new "Student Success Initiative" in his annual State of the University address in Portland. He called on OSU alumni, donors and political leaders to join in this initiative to "help achieve by 2020 this new horizon of inclusive student success and excellence." The initiative seeks to raise OSU's

first-year retention rate from 83.8 percent to 90 percent and its six-year graduation rate from 63.1 percent to 70 percent for all students by 2020. It also challenges the University to make an OSU degree an affordable reality for every qualified Oregonian within four years and to better serve students of diverse backgrounds to ensure that all students attending OSU achieve success “regardless of their economic status, color of their skin or family background.” Ray also insisted that as part of each student’s future success, their college experience should include at least one “experiential” learning opportunity, such as an internship, study abroad program, participation in original research or other clubs and leadership activities.

About the College of Education

The College has played a role in the preparation of teachers for Oregon’s school system since OSU began offering coursework in teacher education in 1909. Over the past century, the College has evolved, taking on different partnerships and initiatives. Beginning in 1932, twenty-three years after OSU began offering teacher education, the original School of Education was founded. By 1942, the school expanded to include a Department for Science Education, which became jointly administered by the School of Science and the School of Education in 1950. This structure continued until 1982, when the State Chancellor of Higher Education merged the OSU School of Education with that of Western Oregon State College (now WOU), in response to budget cutbacks. Although short lived, the merger created the largest School of Education in Oregon and the region, until its dissolution in 1989. Continued budget cuts led to the merger of the School of Education with the College of Home Economics in 1991. That same year, Science and Mathematics Education officially moved within the College of Science. Following a restructuring of the University, the School of Education became an independent academic unit once again in 2002 and in 2005 was renamed the College of Education. Most recently, in 2012, the Department of Science and Mathematics Education once again joined the College of Education creating an integrated college with a focus on science, technology, engineering, and mathematics (STEM), and a strong commitment to cultural and linguistic diversity, lifelong learning, counseling, and higher education leadership. In its current composition the College of Education is merging two cultures, one more steeped in academic research and the other immersed in teacher education and preparation. As a reflection of this, in the past five years, the College has strengthened its research capacity while also deepening its commitment to teacher education and instruction.

The College is housed in the newly remodeled Joyce Collin Furman Hall. Built in 1902, Furman Hall is the third oldest building on the Corvallis campus and was restored and officially reopened on April 17, 2011. The restoration returned the façade to its original appearance and was given the 2013 DeMuro Award by Restore Oregon for historic preservation.

The College has a strong commitment to social justice and inclusivity and seeks to grow its impact as a leader in the preparation of professionals in education and related fields. In that context, the College is committed to serving students from all socioeconomic and cultural backgrounds and aims to have a faculty and staff that mirror the students they serve. The student body of the College is composed of approximately 900 students, with 400 undergraduates in both Pre-Education and the Education Double Degree, and 458 in graduate programs spanning Corvallis, Ecampus, and the OSU-Cascades campuses. Seventy five percent of students are women and 27% are people of color. The College of Education faculty and staff are composed of 25 tenured/tenure-track faculty, 39 full and part-time instructors and professional faculty, and 7 classified staff located across all campuses. Seventy percent of the faculty are women and more than 20% are people of color.

The College licenses undergraduate students to become K-12 classroom teachers through a Double Degree program that provides graduates with two bachelor's degrees and a teaching license valid in 32 states. In addition, the College of Education offers seven masters and three doctoral graduate programs leading to an MS, MAT, MCoun, EdM, PhD, and EDD; as well as a non-degree endorsement and non-credit professional

development certificates.¹ The College offers courses in Corvallis and at OSU-Cascades in Bend, the Hatfield Marine Science Center in Newport, in the Portland-metro area, and through the Ecampus platform.

The Corvallis campus offers an undergraduate Double Degree program and a Master of Science program each leading to a professional teaching license in the state of Oregon. At the doctoral level, the College offers a Ph.D. in education with three options:

- Science and Mathematics Education, which includes three specializations: K-12, Higher Education, and Free-Choice Learning;
- Language, Equity and Education Policy; and
- Agriculture Education, taught in collaboration with the College of Agricultural Sciences.

These doctoral degree options include on campus mentored research, with many students supported by teaching and research assistantships.

On the OSU-Cascades campus in Bend, Oregon there are five degree options for the Master of Arts in Teaching (MAT), all leading to a professional teaching license in the state of Oregon. In addition, OSU-Cascades offers the Master of Counseling (MCoun) degree with Clinical Mental Health or School Counseling options.

The College of Education has a partnership with Beaverton School District (BSD), which provides students the opportunity to earn a Master of Arts in Teaching through Ecampus while co-teaching with experienced, BSD senior teachers. This program, which shows great potential for steady enrollment growth, has a cohort of 12 teachers and will be launching another cohort of elementary teachers.

This Ecampus delivery model offers innovative educational opportunities through hybrid and fully online educational opportunities. This delivery platform provides four masters' degrees and two doctoral degree options. The masters' degrees include: a Master of Education (EdM) in Adult and Higher Education, an EdM in Education with four options, a MAT leading to a professional teaching license, and a MCoun also resulting in licensure. The doctoral programs include an EdD or PhD in Adult and Higher Education, and a PhD in Counseling.

In recent years the College has seen success with the growth of a number of programs including the Community College Leadership program, which is responsible for developing many of the Community College Presidents in the West and throughout the nation. In addition the Counseling programs have had great success growing their programs through innovative coursework options, allowing them to add new faculty and bring in new revenue. Given the shifting demographics of the state and increased investments in new faculty, increased student enrollments, and new policies there will continue to be incredible potential to grow programs for teachers who serve students who are learning English as an additional language, especially within the STEM disciplines.

In 2016, the College of Education completed planning for a five-year strategic plan that aligns with the OSU Strategic Plan 3.0. The College has identified four goals:

- Attain international leadership in research that informs socially just practice and programs;
- Create a diverse and inclusive community of learners, educators, and change agents
- Engage communities through research, outreach, and partnerships to advance learning and sharing knowledge; and
- Provide transformational learning experiences to prepare the next generation of leaders, researchers, and change agents.

¹ English to Speakers of Other Languages (ESOL) Endorsement; Education Minor; Museum and Free-Choice Learning/Informal Education Professional Certificate; E-Learning Instructional Design and Development Certificate; and Master Interpretive Guide Professional Certificate

More information about the College's strategic plan can be found at:
http://education.oregonstate.edu/sites/education.oregonstate.edu/files/coed-strategicplan-final_2.pdf

The faculty of the College of Education are leaders in research and in the preparation of researchers in education and related fields. The College engages in a range of research including bilingual education, free choice learning, STEM education, school counseling, and higher education. The research in the College builds new knowledge in addition to informing policy and practice. In fiscal year 2016, the College had \$790K in grant expenditures, and early in fiscal year 2017, faculty brought in new multi-year grants totaling about \$4.5 million. Currently, faculty research is funded by the U.S. Department of Education Institute of Education Sciences, the National Science Foundation, the Spencer Foundation, and the Noyce Foundation, among other sources.

The College partners closely with two OSU research centers, the Center for Latino/Latina Studies and Engagement (CL@SE) and the Center for Research in Lifelong STEM Learning. CL@SE integrates studies of Latin@ communities in the United States with analyses of their histories, politics, cultures, and societies. The Center for Research in Lifelong STEM Learning was established to work across campus to enhance OSUs capacity in STEM learning research, and the impact of this research on the practice of teaching and learning. In addition, the College places students in school districts throughout the state, and partners closely with districts in the mid-Willamette Valley and in Central Oregon, as well as outside of Portland in the Beaverton School District. Through the interest of OSU President Ed Ray, local school districts, community colleges, and the College of Education all come together for the Mid Valley-Mid Coastal Partnership (MVMCP) to work toward closing the achievement gap.

The College's programs are accredited by the appropriate national accrediting agencies including: the National Council for Accreditation of Teacher Education (NCATE), Council for Accreditation of Counseling and Related Educational Programs (CACREP), Oregon's Teacher Standards and Practices Commission (TSPC), and Oregon State University is accredited by the Northwest Commission on Colleges and Universities (NWCCU).

Role of the Dean

Reporting to the Provost and Executive Vice President, the Dean is the chief academic and administrative officer for the College of Education with responsibility for the overall leadership, management and operation of the College. The Dean serves as the lead in representing the College to the University, its leadership, and to the outside world, including alumni and donors. As a member of the Provost's Council, the Dean is an active participant in all aspects of institution-wide planning and policy development.

The Dean will be inheriting a strong college leadership team, including an Associate Dean for Academic Affairs, an Associate Dean for Research (half-time appointment), a Director of Online Education, a Director of Licensure and Office Manager, four Discipline Leads, and an Executive Assistant to the Dean. The primary governance body for the College is the Dean's Council that consists of these team members. Additionally, the Dean and Associate Deans are advised by three formal governance committees: Strategic Planning, Personnel, and Organizational Culture, with various ad hoc subcommittees.

The Dean manages an annual expenditure budget of about \$6.5M, the majority supported by an education and general budget of \$5.3M (\$6.2M when including grant expenditures). The College has substantial online education programs which generate about 34% of the education and general budget. The University will soon be transitioning to a hybrid Responsibility-Centered Management (RCM) budget model.

The Dean will work closely with the Oregon State University Foundation, a private, nonprofit organization, that leads all fundraising efforts for OSU and manages the philanthropic investments alumni and friends make in the institution. Development efforts in the College are presently supported by the Foundation's Senior Director of Development for the Division of Arts and Sciences. The Dean works with the development officer on major gift opportunities as they arise. The Dean also works with the Senior Director of Development to develop an annual fundraising plan, which includes annual and planned giving efforts. As with all deans and directors of major units at the University, a significant investment of the Dean's time is required to discover, cultivate, and steward relationships with donors and potential donors. Annual donor support for the College has averaged more than \$380,000 for the last five years. In addition, during the recently concluded fundraising campaign, The Campaign for OSU, donors contributed more than \$8 million to support the College of Education, including a \$2 million gift for the renovation of the College's home in historic Furman Hall.

The Dean also serves as a member of Mid-Valley Mid-Coast Partnership (MVMCP), a partnership of local educational leaders established in 2004. The MVMCP assists the local educational communities in identifying opportunities for transparency and shared resources by focusing on collaboration opportunities among educational institutions. The MVMCP is comprised of leaders in education from local communities in Oregon's Mid-Willamette Valley and Mid-Coast regions including Benton, Lincoln and Linn Counties.

Key Opportunities and Challenges for the Dean

The Oregon State University College of Education has many distinguishing strengths including a diverse offering of academic disciplines, strong partnerships across the state, talented and accomplished faculty, a diverse and dedicated student body, and a deep commitment to inclusivity and social justice. Over the past century the College has trained thousands of teachers and leaders serving the state of Oregon and beyond. The College has been making strides toward being a leader in research and engaging communities through research, outreach, and partnerships. The Dean will be expected to continue to foster growth and excellence in these areas as well as further cultivate a diverse and inclusive community of learners, educators, and change agents. To achieve these goals, the Dean will address the following opportunities and challenges:

Further develop a comprehensive and compelling narrative about and shared vision for the College

As the chief academic and administrative officer, the Dean will work to create and implement a compelling vision for the College in the context of OSU's Strategic Plan for the 21st Century and with the goal of being a top land-grant university. Upon joining the College of Education community, the Dean will engage in a broad conversation focused on understanding the strengths and identity of the College through multiple lenses including the impact of the College's graduates and the research and scholarly output on the Oregon educational system and beyond. The Dean will utilize this conversation and the College's strategic plan to further define and articulate the niche strengths of the College and cultivate a shared identity and sense of institutional purpose across the four disciplines and among faculty who are both heavily focused on funded research and dedicated to teaching and service. The Dean will leverage conversations to set priorities for the future as the College continues to grow. In addition, the Dean will work with faculty, staff, students, alumni and partners to strengthen the community so everyone in the College operates with a mutual sense of purpose and vision and see themselves as part of a common goal. As a representative of the College within the greater university context, the Dean will represent the College at the Provost's Council and forge connections with other divisions and colleges. The Dean will also work with leadership in the Colleges of Science and Liberal Arts and the Honors College to identify and advance goals for the Division of Arts and Sciences. In creating this shared vision, the Dean must be able to articulate the value the College of Education brings to a land-grant, research intensive, and STEM focused educational institution and serve as a compelling spokesperson for the College.

Capitalize and expand on the strengths of the College and the University to increase the College's visibility, reach, and impact

As a college within a land-grant institution, the College of Education has both the mission and the responsibility to contribute to the success of the educational system in the state of Oregon through its teaching, scholarship, and service. The College of Education has experienced many successes through the quality of new teachers and counselors, new academic and business leaders, to the research influencing K-12, free choice, and higher education, to the educational access created for rural communities by the Colleges multiple campuses and Ecampus. Many of the programs empower students and communities. By leveraging these successes and the College's international leaders in research there are many opportunities to have a greater impact on the state. By enhancing its role with state collaborations such as the Mid Valley-Mid Coastal Partnership and Better Together; the College can bolster its role in closing the opportunity gap across the state. The Dean must be an advocate for research and innovations and build upon successful work of the College including, but not limited to the Community College Leadership Program, the Center for Research in Lifelong STEM Learning, English learner programs, and free choice learning to improve Oregon's student outcomes. Oregon being a small state positions the College to have a substantial impact on improving the education system.

Further cultivate an environment that fosters a diverse and inclusive community to prepare educators for Oregon's future

The College of Education has a deep commitment to social justice for students, faculty, and staff alike, and is committed to creating a diverse and inclusive environment for members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, and LGBTQ community members. The Dean will clearly demonstrate a personal commitment to equity, community, and inclusiveness; enhance the College's commitment to a diverse and multicultural university, and work to create a civil and respectful environment that embraces all individuals. The Dean will lead an effort to increase the diversity of students and prepare them to be teachers who can connect with the students they will serve. The Dean will also lead a concerted effort to retain underrepresented minorities and first generation students by improving the student experience through the curriculum, mentoring, developing alternative pathways to graduation, and supporting students with comprehensive scholarship plans. It is also important that the Dean prioritize recruitment and retention of a diverse staff and faculty to mentor future teachers and educators. As the demographics of the state of Oregon and the nation change, it is increasingly important for the College of Education to extend its reach and leverage its Ecampus delivery method, programs to teach English language learners, and other programs that serve the underserved and rural areas of Oregon. This will be key in ensuring achievement of the University's 40-40-20 initiative within Oregon.

Maximize current revenue streams and expand new sources of revenue

As the University transitions to a new budget model that emphasizes enrollment, student success, and entrepreneurial efforts by colleges, the Dean must develop a business plan that looks to strategic opportunities for sustainable program growth. The Dean will be required to develop new sources of revenue by exploring new programs and delivery methods including additional certificate programs, continuing education, institutional trainings, increased research productivity, and expanded Extension programs. The Dean will also encourage and foster interdepartmental and interdisciplinary programs, scholarship, and initiatives by cultivating collaborations across the College, University, and region. In coordination with the University's advancement team and other university leaders, the Dean will lead a sustained and aggressive commitment to private, foundation, and corporate fundraising. These new funds will serve to increase the number of staff and faculty to support students, provide the financial support to enhance outreach to communities, and broadly educate the citizens of Oregon and beyond. Having additional revenue will create

new opportunities for partnerships and advancing research, which will raise the visibility of the College, locally, nationally, and internationally.

Make strategic investments in the College infrastructure, create cohesion across the College, and maximize talent

The Dean will need to create and sustain an environment of academic and scholarly excellence in order to enable success for students, staff, and faculty. The College has a robust governance structure that includes the Dean's Council and several advisory committees. The College has also maintained an organizational structure that does not delineate departments and relies on discipline liaisons. The Dean will evaluate this infrastructure and assess its overall effectiveness, particularly in its capacity to support growth and maximize the College's potential as it advances as a leader in research and instruction. As the College has added new faculty scholars, the culture has shifted and there are new demands on the support infrastructure. The Dean must cultivate a culture that strikes a balance among teaching, research, outreach, and service missions and ensures all faculty and staff have clarity and sense of value in their responsibilities. In addition, the Dean must find creative solutions to limited resources to increase staffing and allow for more entrepreneurial endeavors by faculty in line with their promotion and tenure requirements.

Qualifications and Characteristics

The ideal candidate would bring all or most of the following professional experiences and personal qualities:

- Demonstrated leadership, including consensus building, negotiation, timely and objective decision-making, and delegation of responsibility and authority;
- Effective administrative and managerial skills that produce results and expertise with finance and budgeting;
- The ability to recruit, mentor, motivate, inspire, and retain talented faculty and staff;
- An entrepreneurial spirit and an eye for creative opportunities tied to a commitment to accountability and results;
- Demonstrated experience as an active, energetic, and well-organized administrator with a high degree of personal and professional integrity and a commitment to transparency in decision-making;
- An earned doctorate degree in education, or another relevant discipline, from an accredited institution;
- A distinguished record of scholarship, teaching, and service that merits appointment as a full professor or equivalent experience that merits an appropriate faculty appointment;
- A record of serving as an advocate and spokesperson for education;
- Demonstrated success in external relations, development activities, and/or procurement of extramural funding;
- A demonstrable commitment to, and track record of, promoting, advancing and supporting an equitable, inclusive, socially just and diverse learning community;
- An awareness and respect for the core values of land-grant institutions;
- A proven record of forging strong professional partnerships within a wide variety of organizations;
- Demonstrated track record of advancing diversity, equity, inclusion and social justice;
- Demonstrated track record of commitment to shared governance;
- Demonstrated track record of commitment to high quality research and transdisciplinary education;
- Demonstrated track record of commitment to high-quality learning and student success at the undergraduate and graduate levels; experience in advancing innovation in academic programs and student experiences

- Experience in program development and implementation to address continuing education and development needs of working professionals through outreach and extended education programs;
- Experience with assessing and implementing appropriate organizational structures;
- A record of supporting faculty in developing research and funding proposals and supporting the research pursuits of faculty;
- Experience with accreditation processes;
- Experience with the assessment of learning outcomes; and
- A clear understanding of leading-edge pedagogy and instructional technologies to support faculty and students.

Location

OSU's main campus is located in Corvallis, a community of 58,000 people in the heart of western Oregon's Willamette Valley, located about 90 miles south of Portland, 36 miles south of Salem, the state capital, and one hour from the Pacific Coast and the Cascade Mountains. Corvallis is a vibrant college town, and is consistently ranked among the best and safest cities to live in the United States. It is at the top of the list of most affluent cities in Oregon and number two among the most educated cities in the U.S. Recently, WalletHub ranked Corvallis the fourth best overall college city in America. It was also named one of the most secure small towns in the U.S. by the Farmers Insurance Group, and Sunset magazine named Corvallis one of its five favorite eco-friendly small towns. Known for being one of the most environmentally responsible towns, Corvallis sits in the middle of Oregon's finest recreational and scenic areas: ocean beaches, lakes, rivers, forests, high desert, and the rugged Cascade and Coast Ranges are all within a short driving distance. OSU has a presence in every county of the state, including 15 Agricultural Experiment Stations, 35 county Extension offices, the Hatfield Marine Science Center in Newport and OSU-Cascades in Bend.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: www.imsearch.com/ABCD. Electronic submission of materials is strongly encouraged.



*Recruiting exceptional leaders
for mission-driven organizations*

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OSU commits to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer, and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.