

**Minimum and Preferred Qualification for the position of
Associate Dean of Academic and Student Affairs, College of Science
Oregon State University**

Minimum Qualifications:

- 1) A Ph.D. in the areas covered by the College of Science or related STEM areas.
- 2) Qualifications equivalent to the rank of senior instructor I or II, i.e., at least 4 years full time (minimum 9 months per year) experience in university instruction and evidence of distinction in that instruction.
- 3) An outstanding record of accomplishment in higher education or other professional endeavor involving student success initiatives.
- 4) A demonstrable commitment to promoting and enhancing diversity of students, faculty, and staff and enhancing equity & inclusive excellence.
- 5) Experience teaching STEM courses in higher education.
- 6) Academic and administrative experience at a management level.
- 7) A successfully completed criminal history check is required.

Preferred Qualifications:

- 1) Tenure/tenure-track faculty member or be able to get Tenure in the College of Science.
- 2) Associate or Full Professor in areas covered by the College of Science.
- 3) Experience advising in higher education.
- 4) Leadership experience in student success initiatives including those designed to improve outcomes for Students of Color, First Generation Students, and students from low-income backgrounds in STEM.
- 5) Experience working with and advocating for Students of Color, First Generation Students, and students from low-income backgrounds.
- 6) Experience in college recruitment efforts.