



# Oregon State University

## Associate Dean for Academic and Student Affairs

**Oregon State University (OSU)** invites applications and nominations in the search for the **Associate Dean for Academic and Student Affairs (ADASA)** for the College of Science (COS). The Associate Dean is an integral part of the College Leadership Team working closely with the Dean, Associate Deans, Department Heads, Marketing Director, Student Services staff & faculty, and the students, as stakeholders, to advance the mission of the College. Crucially, this position will provide leadership for faculty in the development of policies and programs to improve undergraduate student recruitment and success as well as address opportunity gaps for Pell-eligible, first generation, and students of color in the science disciplines within the College.

**The Institution:** Oregon State is an international public research university that draws people from all 50 states and more than 100 countries. As Oregon's land grant university, OSU is committed to teaching, research, outreach, and engagement that helps build a future that is smarter, healthier, more prosperous, and more just. It receives the most research funding of any university in Oregon and is one of only two institutions in the country designated a land, sea, space, and sun grant university. The University serves more than 32,000 students through its main campus in Corvallis, its campus in Bend, known as OSU Cascades, and its nationally renowned Ecampus. It offers more than 200 degree programs and is home to top ranked programs in Forestry, Oceanography, Robotics Engineering, and Big Data. It is also a recognized leader in online programming and has been awarded a gold rating in bicycle friendliness by the League of American Bicyclists. Home to the life, statistical, physical, and mathematical sciences, the College of Science is a vibrant scientific community committed to expanding the nation's intellectual capital and preparing a scientifically literate public. The College is recognized as a national and global center for excellence in research and scholarship, teaching every OSU student and building the next generation of leaders in science. The COS brings unique talent and capabilities to four key areas of interdisciplinary research with global distinction: Marine Science, Biomedical Science, Materials Science, and Data Science. These areas represent the College's global impact in research vital to human and animal life health, the sustainability of our planet, a strong economy with start-ups and innovative market solutions, and scientific discoveries that solve the world's most pressing problems. The COS enrolls approximately 3,300 undergraduate and 400 graduate students and employs 114 tenured or tenure-track faculty. It houses the Departments of Chemistry, Mathematics, Physics, and Statistics, as well as the School of Life Sciences, which includes Biochemistry and Biophysics, Integrative Biology, and Microbiology. The COS also offers the #10 ranked zoology program in the country and is also a significant contributor to OSU's high rankings in marine sciences and ecology. A COS snapshot with more information is available here: <https://www.rpainc.org/post/COSSnapshot.pdf>

**Diversity and Inclusion:** OSU has an institution-wide commitment to diversity, multiculturalism, and community, and it actively engages in recruiting and retaining a diverse workforce and student body that includes members of historically underrepresented groups. The University strives to build and sustain a

welcoming and supportive campus environment, and it provides leadership opportunities for people interested in promoting and enhancing diversity, nurturing creativity, and building community. All employees are responsible for helping to maintain and enhance OSU's collaborative and inclusive community that strives for equity and equal opportunity. Thus, all are expected to demonstrate a commitment to diversity and inclusion, including efforts promoting equitable outcomes among learners of diverse and underrepresented identity groups. This commitment is also reflected in a diverse student body, with 23% of all undergraduates identifying as first-generation students and 27% as students of color. OSU is also nationally recognized for its service to veterans and active-duty military. Additionally, OSU's Office of Institutional Diversity employs a social justice framework to do its work including recognizing the importance and impact of historical and institutionalized social categories including race, class, gender, sexual orientation, ability, and others. For further explanation of OSU's vision and principles, please see information on the OSU Institutional Diversity page: <https://diversity.oregonstate.edu/>

**The Position:** The ADASA reports directly to the Dean of the College of Science and is responsible for identifying and implementing strategies for improving academic, recruitment, retention, and co-curricular programs within the College, guided by the strategic and diversity plans for the College. The ADASA makes decisions regarding student compliance with academic policies in accordance with University and College academic rules and regulations. Decisions related to expenditures and personnel within Academic and Student Affairs are made in consultation with the Dean. This position will also work closely with the Dean and the OSU Foundation on stewardship activities. Additionally, the ADASA will provide leadership in the areas of Advising & Academic Success, Student Services, Curriculum & Program Development and Administration, Co-Curriculum Development & Campus Relations, Student Conduct & Concerns, and Assessment & Accreditation. The ADASA is also responsible for budgeting, managing, and allocating the OSU Foundation accounts within the Dean's Office, with an endowment of \$5.8M and current use (spendable funds) of \$1.2M. Most of these funds are allocated to student success via scholarships, experiential learning, and enhancing teaching within the College. Additionally, the ADASA will teach one course per year in the College of Science. This position is a 12-month appointment, 1.0 FTE, funded through the COS. The appointment is at the discretion of the Dean. The expectation is that this position will be reviewed annually, and renewable upon mutual agreement. A full position description with a detailed list of all responsibilities and expectations is available here: <https://jobs.oregonstate.edu/postings/103212>

Additionally, a full leadership profile for the opportunity can be found at the link below:  
<https://www.rpainc.org/post/ADASALeadershipProfile.pdf>

**Qualifications:** The next ADASA will possess an outstanding record of accomplishment in higher education or other professional endeavor involving student success initiatives; a demonstrable commitment to promoting and enhancing diversity of students, faculty, and staff and enhancing equity & inclusive excellence; academic and administrative experience at a management level; and experience teaching STEM courses in higher education. Ideally, the next ADASA will also have experience advising in higher education, leadership experience in student success initiatives, and experience working with and advocating for students of color, first generation, and students from low-income backgrounds. A Ph.D. in one of the areas covered by the College of Science or related STEM areas is required as is the ability to qualify for teaching faculty appointment at Oregon State that is equivalent to the rank of OSU 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.

**Location:** Recognized as one of the most beautiful and friendliest college towns in the United States, Corvallis is small and vibrant. Centrally located, it is but a short drive from Oregon's beautiful coastline to the west, the majestic Cascade Range to the east, and state's largest city, Portland, to the north. Forbes has named Corvallis the 5<sup>th</sup> smartest city in the nation, and Hewlett-Packard and Samaritan Health Systems call

Corvallis home. Additionally, OSU has taken the lead in establishing the Greater Oregon Higher Education Recruitment Consortium, a branch of the national organization that helps proactively address dual-career concerns. For more about Corvallis and the region, visit <https://admissions.oregonstate.edu/corvallis>

**Application:** For a confidential discussion or to make a nomination, please contact Isaac Karaffa, Vice President and Senior Consultant, or Kira Heath, Search Manager, at [OSUAssociateDean@rpainc.org](mailto:OSUAssociateDean@rpainc.org). Candidates should submit the following documents, which constitute a complete application, to [OSUAssociateDean@rpainc.org](mailto:OSUAssociateDean@rpainc.org):

- 1) Cover letter (no page limit) addressing the candidate's vision for the ADASA position and how the candidate meets minimum and preferred qualifications as outlined in the link below:  
<https://www.rpainc.org/post/ADASAQualifications.pdf>
- 2) Full CV (no page limit)
- 3) DEI Statement (3 pages max) that should include:
  - a) details of how their teaching, service, scholarship, and other work has supported the success of students of color, first generation students, and students from low-income backgrounds in their academic fields, and
  - b) how their work will further OSU's commitment to diversity as outlined in our diversity strategic plan <https://diversity.oregonstate.edu/strategic-plan> and Oregon State University's [2019-23 strategic plan \(SP4.0\): Transformation, Excellence and Impact](#).

Review of candidates will begin on September 1, 2021, and interviews will commence thereafter.

*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.*

