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CHANCELLOR AND DEAN, OSU-CASCADES
Bend, Oregon

Office of the Provost and Executive Vice President
Oregon State University



Oregon State University seeks an experienced and creative leader to lead OSU-Cascades, the university's campus in central Oregon. Located in Bend and currently serving more than 1,400 students, OSU-Cascades combines the teaching, research, and engagement capabilities of an R1 land-grant university with the personalized experience of a small university. The Chancellor and Dean reports directly to OSU's Provost and Executive Vice President, serves on the Provost's Council and Deans Council, and works closely with academic and administrative leaders across OSU, community and education partners, and the OSU Foundation to advance the campus's growth and impact. OSU-Cascades represents a distinctive opportunity to expand access to higher education, respond to emerging workforce and community needs, and extend the impact of OSU's R1 land-grant mission.

POSITION SUMMARY

Key opportunities for the next Chancellor and Dean are driving enrollment growth in collaboration with the Divisions of Enrollment Management and University Relations and Marketing; strengthening academic quality and research distinction; building external partnerships; advancing philanthropy and alumni engagement; and continuing development of a strong campus culture.

The Chancellor and Dean of OSU-Cascades:

- Provides overall academic and operational leadership of the campus, including its physical development;
- Oversees strategic planning and the alignment of campus goals and actions with OSU's university-wide strategic plan;
- Builds and supervises a strong senior leadership team to advance OSU-Cascades' contributions to the university's tripartite teaching, research, and engagement mission;
- Is an active member of the Provost's Council and Deans Council, and builds and maintains strong relationships with the deans of OSU's 11 colleges, and the vice provosts and vice presidents across the University;
- Fosters an inclusive and welcoming community that expands opportunity, strengthens belonging, and enables students, faculty, and staff to thrive.
- Establishes a culture where the professional development of faculty and staff is prioritized in support of individual and organizational success;
- Engages actively with education and community partners to address mutual concerns, needs and aspirations in Bend and central Oregon;
- Actively stewards relationships with state leaders in partnership with the university's government relations team;
- Undertakes fundraising and alumni engagement in partnership with the OSU Foundation;
- Supervises five direct reports;
- Oversees and actively manages the OSU-Cascades budget.

Learn More

About OSU-Cascades | Fact Sheet | Strategic Plan | Academics | Research | Points of Pride

ADVANCING A SHARED PRIORITY

The success of OSU-Cascades is not solely the responsibility of the administrators, faculty, and staff located at the Bend campus: it is a university-wide priority. The current academic

governance structure of OSU, and the growth and ultimate success of OSU-Cascades within that structure, requires leaders throughout OSU to work proactively and collaboratively to achieve the objective of developing the campus as a distinctive yet integral part of the university. All university senior leaders share accountability for OSU-Cascades' success and positive impact in Bend and central Oregon.

The Chancellor and Dean works closely with the university's college deans, vice presidents, vice provosts, academic program leaders, faculty, and external partners. College deans are expected to assist with the development of degree offerings at OSU-Cascades, and the Chancellor and Dean is charged with building and maintaining strong relationships with OSU's academic colleges, endeavoring to bring the capabilities and resources of OSU to bear to meet the region's higher education needs. The Chancellor and Dean must also develop and maintain strong relationships with stakeholders throughout the central Oregon region.

Developing OSU-Cascades in one of the most dynamic, high amenity regions in the Pacific Northwest—with the deep commitment and engagement of the Bend area community—creates the opportunity for OSU to deliver on its mission to serve Oregon's public interest, adopt new approaches in teaching and research, catalyze innovation and entrepreneurship, and increase its impact. Within this context, and as one of OSU's senior academic leaders, the Chancellor and Dean has a unique opportunity to advance OSU's R1 land-grant mission in distinctive ways to the benefit of central Oregon and the university overall.

To be successful, the ideal candidate will work with their senior leadership team, OSU-Cascades faculty and staff, other OSU leaders, and external stakeholders to do the following:

- Continue developing the reputation of OSU-Cascades for innovative teaching, research, and public engagement, and provide leadership that positions the campus as a destination of choice for students seeking a small university learning experience;
- Establish and execute a vision and plan for the continued growth of the campus that takes productive and mutual advantage of linkages with the Bend and central Oregon communities;
- Establish and execute a vision that also takes productive advantage of linkages with the Corvallis campus and Ecampus, as well as new learning modalities and technologies, to help increase the scale and diversity of programming;
- Prioritize student success, foster students' sense of pride in OSU-Cascades and Oregon State University, and provide for a welcoming and inclusive campus;
- Partner with the OSU Foundation and OSU Alumni Association to develop fundraising and alumni engagement initiatives that advance OSU-Cascades' mission and meet the goals of the university's ongoing capital campaign;
- Develop and refine the organizational structure for the campus as appropriate to foster faculty, staff, and student success, recognizing the structure will evolve as the campus grows;
- Develop the Innovation District to serve the needs of the campus and central Oregon, leveraging collaborative opportunities, partnerships, and expertise across central Oregon and OSU;
- Maintain and enhance OSU-Cascades' unique identity within the overall identity and brand of OSU.

ABOUT OSU-CASCADES

OSU-Cascades offers an OSU degree in a smaller, more personalized setting, with an average of 20 students per class. Undergraduate majors represent the colleges of Agricultural Sciences; Business; Earth, Ocean and Atmospheric Sciences; Education; Engineering, Forestry; Health; Liberal Arts; and Science. The campus offers master's degrees in Counseling, Fine Arts in Creative Writing, and Teaching; and a Doctor of Physical Therapy. OSU's Honors College also serves OSU-Cascades students.

As a branch campus of OSU, OSU-Cascades has a distinctive identity and mission to provide students with a holistic and comprehensive four-year university experience. All degree programs offered at OSU-Cascades are based in one of OSU's 11 colleges. While some programs offered in Bend are also offered in Corvallis, the learning outcomes for degrees are the same. The means of delivery and pedagogy used on the two campuses frequently differ to take advantage of the unique characteristics of the campuses.

All OSU students—regardless of campus—earn an OSU degree and receive an OSU diploma. OSU-Cascades is encompassed under OSU's accreditation by the Northwest Commission on Colleges and Universities as well as the various professional accreditations of programs based in Corvallis and offered in Bend (Business, Engineering, Education, etc.). Some programs offered solely at OSU-Cascades are also accredited.

At present, all tenured/tenure track faculty based at OSU-Cascades hold appointments in one of OSU's 11 colleges while instructors are appointed directly by the campus. Most administrative functions at OSU-Cascades report up through the Chancellor and Dean rather than the relevant central university administrative units.

A single Board of Trustees, appointed by Oregon's governor, oversees the university, including the OSU-Cascades campus. OSU has one Faculty Senate, which oversees all of OSU's curricula wherever and however it is delivered, and OSU-Cascades' faculty serve in the Senate and on the Senate Executive Committee. Over 1,400 undergraduate and graduate students are currently studying at OSU-Cascades, and OSU is seeking to expand the campus to at least 2,200 students by 2030.

For policies and standard operating procedures specific to OSU-Cascades, five councils form the foundation of the campus's governance structure, with faculty and staff serving in leadership roles on each. Recommendations made by the councils are presented to the Chancellor and Dean and the OSU-Cascades Leadership Team for final adoption. Standing and ad hoc committees provide further representation for members of the campus community.

Growing for Central Oregon and Beyond

When it opened in 2016, the OSU-Cascades campus fulfilled a 30-year quest for higher education in what had been the largest region in the state without a four-year university. OSU-Cascades is the first University campus to be built in Oregon in 50 years. Bend and central Oregon form Oregon's fastest growing region and one of its most vibrant economies. Yet the region lags behind the rest of Oregon in higher educational attainment.

With studies showing that most freshmen who attend public universities do so within 50 miles of home, rural families in the region had been falling behind. As OSU-Cascades expands, it has the capacity to transform students' lives – including

first-generation college students, underserved populations, and adults seeking career advancement.

Encompassing a 128-acre campus footprint, a vision to become a model for innovation and sustainability, and a mission to connect with the surrounding community, the university's award-winning long range development plan reflects a nearly two-year, public planning process. Watch us grow.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will have an earned doctorate or equivalent terminal degree and a record of scholarship and teaching requisite for an appointment as a tenured full professor at OSU. In addition, they will bring most of the following qualifications and characteristics.

- A record of excellence in leadership positions of increasing responsibility at institutions of higher education.
- Experience in developing and executing academic and research strategies across disciplines.
- A record of entrepreneurial and institution-building leadership, including the ability to translate ambitious goals into sustainable growth and organizational capacity.
- An awareness and respect for the values and mission of land-grant universities.
- Demonstrated success in fostering inclusive environments, expanding opportunity and access, and creating conditions in which students, faculty, and staff can thrive.
- WA commitment to students and an understanding of pedagogical approaches, mentoring, and support systems and programs necessary for their success.
- A record of successful recruitment and retention of superb faculty, staff, and administrators.
- A collegial, accessible, and consultative approach to leadership with a track record of building meaningful partnerships and relationships internally and externally.
- The capacity to listen thoughtfully, consult with others, build consensus, and develop an overarching vision and strategy for moving forward; intellectual curiosity and the ability to be a thought-leader and mentor.
- Excellent financial management skills and demonstrated experience working with complex budgeting, and an understanding of the relationships among academic priorities and budgeting.
- A commitment to transparency in policy, strategy, and financial management.
- A commitment to environmental sustainability relevant to advancing the net zero energy, water, and waste goal for the OSU-Cascades campus.
- A commitment to shared governance and a proven capacity to effectively implement and communicate decisions within a shared governance framework.
- Outstanding written and oral communication skills and the ability to represent both OSU and OSU-Cascades to internal and external stakeholders.
- Experience in growing and sustaining fundraising efforts and building and strengthening alumni relations.
- Experience with engaging state legislators on matters of financial support, academic policy, and other issues in higher education.
- Outstanding interpersonal skills and the highest degree of personal integrity.

ABOUT OREGON STATE UNIVERSITY

OSU is the only R1 public university in the country to have achieved 28 consecutive years of enrollment growth. More than 5,000 OSU employees serve more than 38,000 students, in-

person and online with the fast-growing OSU Ecampus, which has ranked in the top-10 nationally by *U.S. News & World Report* for 12 consecutive years.

OSU is Oregon's land-grant university and one of only three institutions in the United States to hold land, sea, space, and sun grant designations. It is Oregon's only institution to hold both the Carnegie R1 (very research-intensive) designation and the Carnegie Community Engagement classification. OSU is an internationally renowned public research institution that attracts students from all 50 states and more than 100 countries. Through its Corvallis and Bend campuses, a leading marine science center in on the Oregon Coast, downtown facility in Portland, agricultural research experiment stations, Extension offices, and research forests, OSU has a presence in all 36 Oregon counties.

Central to OSU's mission is its commitment to providing exceptional 21st-century teaching, scholarship, research, discovery, innovation, and engagement. As Oregon's largest university, OSU offers more majors, minors, and special programs than any other institution in the state. OSU's research enterprise is distinguished by excellence across various disciplines and a strong upward trajectory, with research expenditures rising 20 of the last 22 years, to a record $422 million in fiscal year 2024. OSU is the recipient of more National Science Foundation funding than all other Oregon universities combined,

OSU's record enrollment growth reflects its strength among public, R1 universities and the institution's commitment to serving learners across modalities. The University's 2024-2030 strategic plan, *Prosperity Widely Shared: The Oregon State Plan,* calls on OSU to be a university where every student graduates. As such, strategic enrollment management, student success initiatives in academic and student affairs at the university and college levels, and scholarship support are top priorities. The latter is a key fundraising goal in *Believe It: The Campaign for Oregon State University*.

OSU's main campus is in Corvallis, a community of 60,000 located in the heart of western Oregon's Willamette Valley. The University's branch campus, OSU-Cascades, is located in Bend, which is world famous for both its outdoor pursuits and pristine beauty. Today, Bend and central Oregon represent Oregon's fastest-growing region and one of its most dynamic economies.



PROCEDURE FOR CANDIDACY

WittKieffer is assisting OSU-Cascades in this search. Confidential applications, nominations and inquiries may be directed to:

Suzanne Teer, Alejandra Gillette-Teran, and Bree Liddel

osu-cascades@wittkieffer.com

Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile. Professional references are not requested at this time. All inquiries will be held in strict confidence.

For fullest consideration, candidate materials should be received by January 4, 2027. Application materials should be submitted using WittKieffer's **candidate portal**.

Oregon State University is committed to creating a welcoming and inclusive working and learning environment where people from a wide range of backgrounds and experiences can thrive. We value the perspectives, experiences, and contributions individuals bring to our university community and our shared mission of teaching, research, and engagement. We seek employees who will contribute to this commitment through their work, collaboration, and engagement with the university community.

OSU is an Equal Opportunity Employer, including disability, protected veteran, and other protected status. Learn more about OSU's commitments, including its acknowledgment of the Indigenous peoples and lands connected to Oregon State University.

Anticipated timeline:
Semi-Finalist Zoom Interviews: January 13-15, 2027
Finalist on-campus Interviews: Week of January 25, 2027