



**WILLAMETTE
UNIVERSITY**

Position Profile

**Dean, Atkinson Graduate School of
Management**

December 2020



In partnership with Summit Search Solutions, Inc.



Not unto ourselves alone are we born

Willamette University is committed to educating students to live lives of achievement, contribution and meaning.

ABOUT WILLAMETTE UNIVERSITY

Willamette is a nationally-renowned private liberal arts university in Salem, Oregon. Founded in 1842, Willamette is the first university established in the western U.S. and has become a national leader in service, entrepreneurship, and civic engagement.

The University is seeking a strategic and entrepreneurial leader to be Dean of the George H. Atkinson Graduate School of Management (AGSM).

Situated on a beautiful, historic campus located across the street from the Oregon State Capitol in Salem, and co-located with [Tokyo International University of America](#), Willamette features a residential undergraduate [College of Liberal Arts](#) and two professional graduate schools: the [College of Law](#) and the [Atkinson Graduate School of Management](#).

In a close-knit campus environment where teaching and learning flourish, nearly 2,000 students benefit from small classes, close student-faculty relationships, and collaborative research opportunities as well as the advantages of a liberal arts university comprised of a nationally recognized liberal arts college, a top-ranked business school, and a highly respected law school. The University's distinctive, accelerated dual-degree programs allow students to complete both a bachelor's degree and an MBA or JD at Willamette – in less time and at less cost.

In keeping with the liberal arts tradition, Willamette recognizes exploration and discovery as primary educational values; that wisdom, insight, and the nurturing of democratic values are enhanced by a shared appreciation and understanding of diversity in all aspects of human endeavor. The University's long-range plan states, diversity is not just essential to quality education, but central to “our sense of moral duty to overcome racism, bigotry, and discrimination in all forms.” To learn more about this treasured university, please see <http://willamette.edu>.

Unique Distinctions: To view a full list, see <http://willamette.edu/about/recognition/index.html>.

- Willamette is featured in the *Fiske Guide to Colleges 2019*, which highlights the best and most interesting colleges and universities in the U.S., Canada, United Kingdom, and Ireland. Willamette is praised as “the place where you can grow as a student, leader and person as you pursue your passions.”
- *U.S. News & World Report* listed Willamette University in the top tier of liberal arts colleges nationally, ranking the University 72nd among the best “National Liberal Arts Colleges” and as a “Best Value School” in the magazine’s 2021 rankings.
- Eleven of the 27 “Oregon Professors of the Year” are from Willamette’s undergraduate college, a record unmatched by any school on the West Coast.
- The popular guide, “*Colleges That Change Lives: 40 Schools That Will Change the Way You Think About Colleges*,” named Willamette among an elite group of schools that provide hands-on academic experiences that cultivate critical thinking and creativity; professors dedicated to mentorship; and lively, diverse opportunities for personal growth.
- *Washington Monthly* ranked Willamette a top liberal arts college in Oregon and the Pacific Northwest in its “2018 College Guide and Rankings.”
- The Atkinson Graduate School of Management has been recognized as a top U.S. MBA program in *Poets&Quants*’ MBA rankings for 2019–20. The rankings represent the “Definitive List of the Top 100 U.S. MBA Programs,” as it combines the five most influential business school rankings in the world.
- Willamette’s College of Law is recognized nationally for being among the most diverse law schools and best small law schools in the country.

Location: Adjacent to historic downtown Salem, Oregon, Willamette’s 60-acre campus is just an hour south of Portland. The University is nestled between a major hospital and medical complex to the south and State Capitol to the north, the proximities of which provide students with exceptional opportunities for internships, service-learning, and involvement with nonprofits, state and local government agencies and political and advocacy organizations.



DEAN, ATKINSON GRADUATE SCHOOL OF MANAGEMENT, WILLAMETTE UNIVERSITY

QUICK FACTS

2019-2020 Enrollment:

Total:	2,179
CAS:	1,624
Law:	331
MBA:	164

32% self-identify as students of color

Academic Offerings:

College of Arts & Sciences

50+ majors and minors
Bachelor of Arts
Bachelor of Music

Atkinson Graduate School of Management

MBA (for Professionals and Early Career)
Certificate programs
Utility Management
Leadership for Attorneys in Business
Public Management

College of Law

Master of Laws
Master of Legal Studies
Doctor of Jurisprudence (JD)
Certificate programs
Law & Business
Dispute Resolution
Law & Government
International & Comparative Law
Sustainable, Environmental, Energy
& Resources Law

Willamette Joint & Accelerated Degrees:

BA/MBA (3-2)
BA/JD (3-3)
JD/MBA (3-1)
BA/BS (engineering)*
BA/MS (engineering)*

Finances:

Endowment: \$246.2 Million
Operating Budget: \$80.2 Million

Athletics:

19 varsity athletic teams
NCAA Division III Northwest Conference
Mascot: Bearcats

Student Life:

65% of CAS students live on campus
100+ student run organizations and clubs
41 intramural and club sports
40%+ of students study abroad
3 national fraternities and 3 national sororities

**Partnerships with other universities*

THE ATKINSON GRADUATE SCHOOL OF MANAGEMENT

MISSION OF THE ATKINSON SCHOOL

The Atkinson Graduate School of Management is committed to providing world-class management education to U.S. and international students in all stages of their careers. We help our graduates acquire life-long learning skills and become outstanding leaders and managers in business, government, and nonprofit organizations worldwide by offering an intimate learning and practice environment; an integrated, cross-sectoral approach to management education; and dedication to quality teaching, instructional development, basic and applied research, and exceptional, customized career services.

For more than 40 years Willamette's Atkinson Graduate School of Management's (AGSM) *raison d'être* has been, and continues to be, to prepare individuals for leadership and management roles in the business, government, and not-for-profit sectors. In keeping with this commitment, the Atkinson School's approach to management education reflects the view that all organizations exist to serve and to satisfy customers, citizens or clients, and that there are essential management principles that transcend these sectors. These central overarching management principles, and the practices they imply, are the means by which value is added by the work of AGSM.

It is in this context that the Atkinson School's curriculum derives from the best practices of management applicable across every sector of the economy and focuses on student-centered learning. AGSM's objective is to educate managers to understand how each function within an organization affects and interacts with every other function. The integrated curriculum builds on the understanding that the best in management theory and practice is applicable to organizations across sectors. It is with great excitement that the School has begun to offer this fine business and management education to undergraduates, first with a business minor, and, beginning in Fall, 2021, with a full Bachelor of Science in Business Administration program.

The Atkinson School provides a distinctive MBA education with academic programs designed to prepare students broadly for leadership in a range of settings. AGSM offers two versions of its MBA degree:

- *The Early Career/Career Change MBA*: a 21-month, full-time program offered in Salem, which includes 12 core courses completed during the first year of study followed by an elective curriculum during the second year of study, with an emphasis on specific career interests.
- *The MBA for Professionals*: a part-time program offered in both Salem and Portland, through which students complete an MBA in 24 months while fully employed. Currently, this program enrolls cohorts of students each year between its Salem and Portland locations.

The Atkinson School also offers two dual-degree options for completion of an MBA degree: the four-year MBA/JD Joint Degree program resulting in both the MBA and Doctor of Jurisprudence; and the five-year Willamette BA/MBA for a select group of students from Willamette's College of Liberal Arts. The current goal is for 20-25 percent of the full-time MBA program to be composed of Willamette CLA students. This year, and for the first time, a few highly qualified students accepted to the College of Liberal Arts have also been offered acceptance into the combined BA/MBA program at the time of admission as first-year students.

The Atkinson School's innovative approach to the study of management employs a curriculum designed to provide experiences that compel students to integrate and apply what they learn via "learning by doing." For instance, throughout the first year of the Early Career/Career Change MBA Program students complete a Service Learning/Consulting course — labeled, PACE (Practical Applications for Careers and Enterprises) — in which teams work with not-for-profits, businesses, and government agencies to solve problems that affect their enterprises.

The Atkinson School has augmented these experiential learning opportunities with efforts it calls “consequential” learning — learning in which students not only apply academic insights in real projects, but they also experience the consequences of the decisions they make in applying those insights (see www.willamette.edu/mba/give/learning-programs). For example, since 2008, students of the Atkinson School have allocated tens of thousands of dollars in promising start-ups and new ventures as a part of the Willamette University Angel Investment Fund — the nation’s first, student-run angel investment fund. Also, through a generous donation from Robert and Doris O’Neill, the Atkinson School established the O’Neill Student investment fund in which students manage a portfolio of investments throughout the calendar year, thus gaining first-hand experience applying finance concepts in a high-stakes environment. The third fund, the Willamette University Atkinson School Grant Fund, established in 2016, focuses on granting money to not-for-profits looking to make an impact in the immediate region. In this course, students face the challenge of identifying and vetting deserving recipients of substantial grants for community-benefitting activities.

These consequential programs — along with the Atkinson School’s philosophy on management education, face-to-face delivery of its curriculum, and its high-touch approach to career and student services, have distinguished the School among the growing number of business schools across the U.S. The Willamette MBA has been recognized by Forbes, Bloomberg Businessweek, the Princeton Review, CEO magazine, and the Poets & Quants news website to be among the best MBA programs in the country. It is also consistently the highest-ranked MBA program in Oregon, and one of the few ranked programs in the Northwest.

The School’s proximity to state government institutions based in Salem, as well as public authorities and federal agencies in Portland, has given it a tradition as a center for training in public administration; it offers one of only two MBA degree programs in the nation accredited for both business administration (AACSB International) and public administration (NASPAA — the global standard for public service education).

A decade ago, the Atkinson School established a presence in Portland and now runs a facility in the heart of the city’s downtown Pearl District. Located in one of the fastest-growing cities in the U.S. for highly educated people between the ages of 25 and 34, this “Portland Center” offers the opportunity for working professionals in Portland to obtain a Willamette MBA through an evening class schedule. Since opening its doors in Portland, the Professional MBA (now known as the “MBA for Professionals or MBA-P”) has secured the Atkinson School’s position in an increasingly competitive environment, and now maintains 4 cohorts of approximately 22 students each year at this location and another 2 cohorts of professionals in Salem.

The Atkinson School also runs an Executive Development Center (EDC) to provide customized educational programs for managers and executives — programs that can be tailored to any length or subject to suit companies’ needs. The EDC’s activities have included customized training, targeted programs (such as senior executive workshops); certificate programs; and more. Current EDC offerings include Utility Management and Public Management certificate programs, and a Leadership for Attorneys in Business program, which awards participants CLE credits in Oregon and Washington. EDC teams include faculty and adjunct professionals from the Atkinson and Law Schools.

The Atkinson School’s faculty comprises a highly talented, collaborative group of teachers/scholars who have strong research credentials and many of whom also have years of management experience. Faculty members serve both as teachers and mentors to students and stress the practical application of management theory to real-world decisions. The student-faculty ratio at the Atkinson School is approximately 14:1; Atkinson’s current full-time faculty of 18 teaches in both the full-time and professional MBA programs, and their work is complemented by a strong cadre of adjunct (contributing) faculty who also bring both business and academic experience. The academic activities of the Atkinson School are supported by a group of highly capable and committed administrative professionals, who provide fiscal, IT, marketing communication, recruitment, admissions, enrollment, career and student services. The annual operating budget is approximately \$10 million most of which comes from tuition.

For the entering class of 2020, the average age of the Atkinson School's full-time MBA students was 24 years old and represented in the group was 4 countries; 14 states; 50 percent of students were women; students had an average entering GPA of 3.15 and GMAT score of 550; prior to enrolling, they had worked for 8 months on average. Tuition for the 2017 entering class in the full-time MBA is \$44,900; approximately 100 percent of students receive scholarship aid, and the current discount rate is 40 percent.

In the fall of 2019 Atkinson hosted a site visit team from AACSB and in 2020 received a full five-year reaffirmation report from the team. They provided a positive final report and commended the Atkinson culture. They were particularly impressed with the strategic initiatives which included a new business minor, new MBA formats, and a master's degree in data science. In addition, they noted the high-performance level in both consequential learning and the assurance of learning.

Prior to the national decline in international student enrollment approximately 40% of Atkinson's full-time MBA students came from outside of the U.S. Today, although international student enrollment has declined, Atkinson is committed to cultivating a truly global environment. Atkinson School alumni work in diverse settings around the world, including sole proprietorships, mid-market companies, Fortune 500 companies, government entities, and not-for-profit firms. Still, whether by design or as a result of exposure, Atkinson graduates traditionally seek and maintain employment in the Northwest; well over half of Atkinson alumni work in Oregon or Washington.

AGSM is accredited by the AACSB in business and by NASPAA for government and not for profit administration. For further information on rankings and distinctions, see: <https://willamette.edu/mba/about/fast-facts/index.html>





THE ROLE OF THE DEAN

The Dean will lead the School at a critical time in its development and will help to design and execute a strategy to strengthen its position in the market and ensure its long-term academic and financial success. The successful candidate will be an experienced, innovative leader with the intellectual and managerial skills to position this dynamic School as a destination that connects the most talented management students in the region with the best employers in the Northwest.

The Dean works closely with the Provost, the President, and the rest of the president's senior administrative team, and serves on the Deans' Council and the Provost's Academic Council, which helps to advance the University and to identify opportunities for interdisciplinary and entrepreneurial collaboration among the Atkinson Graduate School of Management, the College of Arts & Science (CAS), and the College of Law as well as Tokyo International University and the new partners of the institution. Currently reporting to the Dean are the School's faculty; a Senior Associate Dean; Managers of Fiscal Affairs and Accreditation, Recruitment, Career Management, and Marketing Communications; an Executive Assistant; and the Manager of the Executive Development Center. A Director of Development also has a "dotted line" reporting relationship to the Dean.

Reporting to the Provost and the President, the next Dean of the Atkinson Graduate School of Management will take a fresh look at the School's strategy and opportunities and will work with the other deans to position Willamette as the premier private liberal arts University in the region.

Responsibilities:

- Assist in the growth of a newly established undergraduate program in Business Administration and explore the potential for the development of other programs.
- Continue to nurture the foundation programs which are focused on rigorous academics, experiential and consequential learning, entrepreneurial thinking, and the intersection of for-profit, non-profit, and public management.
- Create opportunities for student access and success.
- Build effective relationships with alumni, donors, and the communities of Salem and Portland.
- Provide academic and administrative leadership for the Atkinson School.
- Oversee the ongoing improvement, quality, and effectiveness of the Schools teaching, research, and service mission.
- Direct and coordinate activities of the faculty in developing academic policy and programs for the School.
- Oversee the personnel, budget, and curriculum for the School's faculty and academic programs.
- Advocate for the School among external constituents, including existing and potential business partners, prospective students, and alumni.

Key Opportunities and Challenges:

In addition to the broad responsibilities outlined above, the Dean of the Atkinson Graduate School of Management will address the following key opportunities and challenges that will help define success in the next phase of the School's development:

Position the Atkinson School for Long-term Success

The Dean will ensure that the Atkinson School remains the preeminent school of management in the region and contributes to the sustainability and effectiveness of the University. Accordingly, the Dean will help build a vision and strategy for the School that demonstrates commitment to a portfolio of programs relevant and responsive to changing demands and expectations in an increasingly competitive and dynamic environment. This effort will require engaging diverse constituents, both internal and external. Considerable attention will be given to the development of the undergraduate Bachelor of Science program in Business Administration, to a comprehensive approach to address variability in enrollment and the changing climate for international students. The Dean will take a leading role in University discussions related to expanding Willamette's presence in Portland, particularly as we work to complete the recent merger with the Pacific Northwest College of Art. The Dean will also lead an effort to better define the role of the Executive Development Center in the overall Atkinson School and University strategy.

Lead Atkinson's development efforts to ensure the continuing viability and success of the School

The Dean will play a critical role in raising funds to augment AGSM's annual operating budget and to secure capital gifts in support of its faculty, programmatic initiatives, financial aid, and facility needs. The University is in the early stages of a comprehensive campaign, and the Dean will play a pivotal role in the identification and pursuit of new funding sources to provide the foundation for cultivating donors, including individuals, foundations, and corporations. Working with the Vice President for Advancement and a Major Gifts officer focused on Atkinson School fundraising, the Dean will establish strong relationships with constituents while enhancing the Atkinson School's name recognition and visibility.

Ensure that academic and operational resources are in place and optimally structured to support an ambitious agenda

The Dean will assess the current organizational structure and capacities of AGSM to effectively support both the academic and operational needs of the School. This will include a comprehensive review of current human, physical, and financial resources to ensure that the School sustains the small, high-touch nature of the AGSM experience. This review will help evaluate facility needs in both Salem and Portland, the adequacy of academic and administrative staffing levels and operational policies. A plan for recruitment of faculty with a passion for teaching and a record of scholarship will be a priority.

Enhance the visibility of the Atkinson School across the University, in the region, and beyond

The Dean will serve as a highly visible representative of the Atkinson School, circulating widely to develop strong and mutually beneficial relationships both on and off-campus. Internally, the Dean will be an active and engaged colleague — an advocate for the Atkinson School who works to engender trust and credibility and who identifies and supports ways in which AGSM contributes to the larger University. Externally, the Dean will build on well-established relationships and establish new ones with leaders in business, government, and non-profit organizations in Salem, Portland, and in the region, as well as with potential students, employers, and alumni, to generate a network of partners who will serve as Atkinson School champions. The Dean will take full advantage of every opportunity to be the face and voice of the Atkinson School, to articulate a clear and compelling message about what is distinctive about an AGSM education.

Qualifications:

Candidates for the position should possess a reputation for integrity and visionary leadership in a complex institution. The ideal candidate will be recognized as a credible leader among the most competitive ranks of business education. To be successful in this role, the selected candidate will demonstrate most of the following professional qualifications, skills, experience, and qualities:

- An earned doctorate from a regionally accredited institution is strongly preferred.
- The academic and intellectual qualities to lead a distinguished school of management and commitment to excellence in teaching and scholarship.
- Demonstrated experience in cross-sectoral management and in graduate, undergraduate, executive and certificate programming preferred.
- Understanding of and experience with AACSB and NASPAA accreditation.
- Commitment to fundraising and a passion to be successful in the pursuit of philanthropic support.
- Demonstrated understanding of global business, government, and nonprofit management.
- Senior-level experience in administration/management (minimum of 10 years).
- Success as an entrepreneur and innovator in an academic or in a related sector such as business, government, and not-for-profit.
- Experience in creating an environment that champions EDI competencies, including operating and communicating effectively and respectfully within the context of varying beliefs, behaviors, orientations, identities, and cultural backgrounds.
- Experience in promoting and supporting research and instructional excellence across disciplines.
- Outstanding interpersonal, oral and written communication skills; a leadership style built upon mutual respect, collaboration, and fairness.
- Demonstrated experience building consensus and the willingness to act decisively when that is required.
- Ability to communicate a compelling and inspired organizational vision and to engage with diverse audiences.
- Demonstrated success in building and maintaining strong professional partnerships with a variety of public and non-profit organizations regionally, nationally, and internationally.
- Demonstrated success in budgetary and financial management.
- Experience developing successful marketing and branding strategies.

This is a full-time, year-round position. This position is eligible for the University's generous benefits package that includes medical/dental insurance, sick and vacation accruals, retirement contribution of 10% of gross base pay from the University in exchange for a mandatory contribution of 1% by the employee, tuition remission, and holidays.



WILLAMETTE UNIVERSITY VALUES DIVERSITY

Employment at Willamette University means being part of a community that values education and its impact on the world, one that is friendly, supportive, and increasingly diverse. Believing that diversity contributes to academic excellence and to rich and rewarding communities, Willamette is committed to recruiting and retaining a diverse faculty, staff, and student body and seeks candidates whose work furthers diversity and who bring to the campus varied experiences, perspectives, and backgrounds.

Willamette University's educational facilities, activities, and employment opportunities are offered without regard to race, color, religion, sex, national origin, marital status, veteran status, actual or perceived sexual orientation, gender identity, gender expression, or status with regard to pregnancy, disability, or age. Willamette is firmly committed to adhering to the letter and spirit of all federal and state equal opportunity and civil rights laws, including but not limited to Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADEA), the Age Discrimination Act of 1975, the Americans with Disabilities Act (ADA) of 1990, and their implementing regulations.

If you have questions, need assistance, or require special accommodations, please reach out to the Office of Human Resources at human-resources@willamette.edu or 503-370-6210.



PROCEDURE FOR CANDIDACY

Applicants should submit a resume and cover letter describing their interest and professional qualifications, as well as how they have successfully supported and advanced the values and principles of diversity and inclusion in their prior professional experiences and places of work. All inquiries will be considered confidential. Submit materials to: <https://theapplicantmanager.com/jobs?pos=su220> by **February 9, 2021** in order to be given first priority by the search committee.

For nominations or further information:

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SALEM, OREGON

Willamette University enjoys ready access to all the benefits of the Pacific Northwest: forests, rivers, mountains, and coastal beaches; commitment to the environment; a relaxed, creative and civic-minded culture; and a vibrant arts and music scene.

Salem, just 47 miles south of Portland, is not only the hub of law, public policy-making and government for the state, it is also a vibrant and exciting – and affordable – place to live and visit, rich in historical, artistic and cultural experiences and learning opportunities, many of which are enhanced by the presence of Willamette University.

As one of the area’s major employers, Willamette University is also an important player in the local economy and, as such, contributes leadership, support, and resources to worthy community initiatives. The Portland-Salem area is the corporate home of a multitude of businesses (including Nike, Intel, and Tektronix) and not-for-profit organizations. Salem’s major employers include the State of Oregon, Salem Health Hospitals and Clinics, Garmin (aviation), and of course, Willamette University.

Willamette’s location exemplifies the beauty of the Pacific Northwest, with gorgeous forests, rivers, mountains and ocean beaches nearby. The surrounding area, known as the Mid-Willamette Valley, is a renowned wine country and the source of spectacular local foods and fresh produce consumed worldwide. Outdoor recreational opportunities such as hiking, skiing, fishing, and beachcombing are abundant in addition to a variety of arts, food, wine and music festivals and events throughout the area.



📍 Salem, Oregon

Miles from Salem, Oregon to:

Vancouver	360 mi
Seattle	219 mi
Portland	48 mi
San Francisco	591 mi
Los Angeles	918 mi

Sports Teams

- [Salem-Keizer Volcanoes](#) (baseball)
- [Portland Trail Blazers](#) (basketball)
- [Portland Timbers](#) (soccer)
- [Portland Thorns](#) (soccer)
- [Portland Winterhawks](#) (hockey)

Natural Attractions

- [Silver Falls State Park](#)
- [Willamette Valley](#)
- [Willamette Valley Wine Country](#)
- [Oregon Coast](#)
- [Mt. Hood and the Columbia River Gorge](#)

Click the following to learn more about Salem and surrounding areas:

City of Salem: <https://www.cityofsalem.net/visit>

Travel Salem: <https://www.travelsalem.com/>

Travel Portland: <https://www.travelportland.com/>