



Portland State

UNIVERSITY

UPDATE: As of January 27, 2021, this search has been put **on hold**. The intent is to re-launch in Fall 2021. For further discussion, contact Stephanie Fowler at 530-677-9945 or at sfowler@summitsearchsolutions.com.

POSITION PROFILE

Dean of the College of Urban and Public Affairs

January 2021



PORTLAND STATE UNIVERSITY

Portland State University (PSU) is Oregon's largest urban university, located in Portland, Oregon. PSU enrolls over 26,000 students and offers programs for bachelor's, master's, and doctoral degrees. PSU is an internationally recognized university known for excellence in student learning, innovative research, and community engagement. PSU contributes to the economic vitality, environmental sustainability, and quality of life in the Portland region and beyond. Portland State's 50-acre downtown campus is located in the heart of the city; a hub of culture, business, and technology, and just 90 minutes from mountains and the Oregon Coast.

Employees describe Portland State University as a vibrant, diverse, progressive place to work and an environment that welcomes process improvement and innovation. PSU is proud of the work done to be a welcoming, inclusive, safe, and nurturing environment for diverse faculty, staff, and students. Former Dean of the College of Urban and Public Affairs and current University President Steven Percy shares, *"Promoting equity and justice at PSU is the most important work of my presidency. It will allow PSU to live up to our mission and our aspirations. This work is complex and layered, requiring care, thought and time. I will continue to listen, learn and build my capacity to lead this work."* Read more about the [university's work on creating a more racially just and equitable place for all](#).

Portland State University is committed to providing access and excellent education to students from all backgrounds. PSU is a national [College of Distinction](#), a mark of excellence earned for its pioneering University Studies program, a four-year pathway to undergraduate success. Additionally, the U.S. News & World Report ranks PSU as the No. 1 school in Oregon for social mobility due to the institution graduating the highest number of economically disadvantaged students and No. 5 nationwide for Service Learning. See www.pdx.edu for additional information about the institution.

COLLEGE OF URBAN AND PUBLIC AFFAIRS

Established in 1959, PSU's College of Urban & Public Affairs (CUPA) is a powerhouse partner for the region. CUPA's renowned programs, centers and institutes prepare students to be effective collaborators and problem solvers while fostering equity in urban life. Its faculty and graduates are invaluable contributors to the public policy innovation and smart development for which Portland is well known. Students and faculty engage directly with area non-profits, governmental agencies and private sector firms, gaining real-world understanding of the complexity and challenges of creating socially just and sustainable metropolitan regions. Because of this deep engagement, CUPA stands as PSU's flagship college, the epitome of its identity as an urban serving university where knowledge serves the city.

CUPA's nationally recognized faculty members work with staff to provide a supportive, rigorous, and collaborative learning environment for students. They are motivated by PSU's commitment to serving the community and enjoy seeing their work make an impact in the real world. This enthusiasm is reflected in CUPA students, who engage in impactful research and internships. Many of the faculty members are considered leaders in their respective fields and are often called upon to serve as advisors, keynote speakers, and panelists. Most importantly, they are committed to sharing their knowledge with the next generation of scholars.

A BIT OF HISTORY

Great deans are the heroes of great universities. They are much more than higher education's middle managers. They articulate visions that set a course for distinction and achievement. And when that vision is particularly in sync with the tone and tenor of the times, they can have an extraordinary influence on a college, university, culture, and community. From the beginning, CUPA has been blessed with remarkable leaders – starting with **Nohad Toulan**, its legendary founding dean. Nohad arrived at PSU in 1972 and was soon seeking ways to build on Portland State's unique advantages – its downtown location, diverse population of nontraditional students, and ability to attract faculty interested in civic outreach. Over three decades, he transformed first CUPA, then PSU, then Portland. He coalesced PSU's disparate collection of urban studies activities, then partnered with PSU President Judith Ramaley to craft a compelling identity for Portland State as a place where research and teaching could serve the larger metropolitan community. The blueprint that these two leaders pioneered became a national model for engaged urban universities. Subsequent deans have also made stellar contributions.

Stephen Percy became dean in 2014, a time when the University was charting a new strategic direction. Not surprisingly, he was soon leading that charge. As dean, Steve pursued deep collaborations, cultivated trusting relationships and promoted the community resilience necessary to look beyond the urgent present toward a future of constructive possibility. Now, as University President, Steve is in a unique position to support CUPA's incoming leader and to recognize the College's unmatched potential to serve students, faculty, PSU, and Oregon. The last time the University's president and CUPA dean forged a strong partnership, they changed the course of history for Portland State and our region.

Today CUPA is at a crossroads. Interim dean, Sy Adler has announced his retirement. Meanwhile, the College — alongside PSU — must meet a moment that will require exceptional wisdom, perspective, sensitivity and future-focused vision from its leaders. The incoming CUPA dean must champion educational opportunity for all. And in so doing, the next dean must once again harness CUPA's multi-disciplinary strengths and multi-faceted connections to provide space for collaboration, learning and action. Now and always, this is the space — both literal and metaphoric — where progress lives.



PROGRAMS WITH A PURPOSE

CUPA is where a commitment to public service and a pragmatic approach to career advancement intersect. The academic programs prepare students to flex boundaries and conceive new and practical approaches to stubborn problems. Students draw upon areas of expertise that, up to now, were compartmentalized. To succeed they have to be risk-takers, bridge-builders, and out-of-box thinkers. That's why students are encouraged to design fresh interdisciplinary solutions and work with faculty and community partners to test them in the field, both domestically and globally. PSU has been listed in the Top 15 for its Master of Urban + Regional Planning program by *Planetizen*, and its Hatfield School of Government has been ranked in the Top 50 of Public Affairs schools; its Local Government Management program has been ranked #17 by *U.S. News and World Report*.

CUPA houses the innovative new master's degree in Emergency Management and Community Resilience. This multi-disciplinary, multi-college program is the first of its kind in the West Coast and particularly distinguished by its emphasis on community resilience. Its impending launch in Fall 2021 has energized a broad swath of faculty and students, both within CUPA and across the University. A signature feature is engagement with an array of practitioners and community partners in building emergency management capacity and fostering community resilience in the face of a range of disasters, in the local, regional and international contexts.

The Portland metro region is CUPA's laboratory. It's the proving ground where students and faculty team with community organizations, imagine original solutions, and implement them in real-time. Working in the community allows students to experience the positive impact of their hard work first-hand — before they even graduate. Leaders from both the public and private sectors representing US and international organizations come to CUPA's classrooms to impart the valuable lessons they have learned from their own experiences in the field. Ultimately, these concrete lessons prepare students to become effective and marketable civic leaders.

CUPA OFFERS PROGRAMMING IN:

Undergraduate

Community Development
Criminology & Criminal Justice
Economics
Global Studies
International Development
Political Science
Quantitative Economics
Urban and Public Affairs

Graduate

Criminology & Criminal Justice
Economics
Emergency Management
Nonprofit Leadership
Political Science
Public Administration
Public Administration (Executive Program)
Public Administration (Health Administration)
Public Affairs & Policy, PhD
Public Policy
Quantitative Economics
Urban & Regional Planning
Urban Studies (Master's, PhD)

WE ARE SCHOLARS, CHANGE AGENTS, COMMUNITY PARTNERS, LEADERS, AND VISIONARIES

- Civic leaders and School namesakes, Mark O. Hatfield and Nohad A. Toulon dedicated their careers and their lives to public service.
- MPA alumna Mandy Elder founded a nonprofit organization to improve gender equality in rural areas of the US and Mexico.
- PSU is designated as a National Center of Academic Excellence in Cyber Research by the National Security Agency and the Department of Homeland Security. CUPA serves as the coordinating center for cybersecurity initiatives of PSU.
- Dr. Lisa Bates holds the Portland Professorship in Innovative Housing Policy and was awarded a \$100k Creative Capital Grant for her project The Black Life Experiential Group.
- Dr. Phil Cooper holds the Portland Professorship in Local Government.
- Dr. Brian Renauer is a Member of the Multnomah County Local Public Safety Coordinating Committee.
- Dr. Marisa Zapata is Director of the PSU Homelessness Research and Action Collaborative.
- Dr. Jennifer Dill is Director of the Transportation Research and Education Center.

CUPA CENTERS AND INSTITUTES

CUPA's 16 Centers and Institutes effectively serve as the bridge between the College and the community. They provide ways for the faculty and student scholars to share research that benefits others and improves the livability of the region.

CUPA centers and institutes complement the academic programs and promote applied research and scholarship, community engagement, and public service. The centers and institutes are also strengthened by collaborations across disciplines and partnerships with other university departments. They provide vital services to community partners—from generating a report for a local nonprofit to forecasting population changes for local governments across the state. Focusing on applied research and service to the community, the work they perform reflects Portland State's motto, "Let Knowledge Serve the City."



CENTER FOR PUBLIC SERVICE



CENTER FOR URBAN STUDIES



CENTER FOR WOMEN'S LEADERSHIP



SENIOR ADULT LEARNING CENTER



POPULATION RESEARCH CENTER



INSTITUTE ON AGING



NATIONAL POLICY CONSENSUS CENTER



NONPROFIT INSTITUTE



CRIMINAL JUSTICE POLICY RESEARCH
INSTITUTE



INSTITUTE OF PORTLAND METROPOLITAN
STUDIES



COMMUNITY ENVIRONMENTAL SERVICES



MIDDLE EAST STUDIES CENTER



NORTHWEST ECONOMIC RESEARCH
CENTER



INSTITUTE FOR TRIBAL GOVERNMENT



CENTER FOR TURKISH STUDIES



INSTITUTE FOR ECONOMICS AND THE
ENVIRONMENT



THE POSITION

Dean of the College of Urban and Public Affairs

The successful candidate will be a nationally recognized, inclusive, and entrepreneurial leader able to infuse the Portland State University College of Urban and Public Affairs with a sense of common purpose and to create a record of accomplishment that advances the mission of the University.

Requirements include a record of distinguished research, teaching, and/or public service; administrative experience; proven success in external fund development; and credentials that merit appointment at the rank of full professor in the College. Experience in addressing the social issues of the widest variety of communities will be highly valued. The dean will make critical contributions to the continued development of a distinguished institution. This position requires vision, skill, experience, and creative leadership to help shape the future of the College and the University as a whole.

The dean will report to Provost & Vice President for Academic Affairs, Dr. Susan Jeffords. The dean will lead a college with 1,500 undergraduate majors and 300 graduate students, 70+ plus tenured and tenure track faculty, and 40+ staff. The total budget is \$21M. Twenty-seven grants and contracts generated \$4.8M in FY19 research expenditures.

JOB RESPONSIBILITIES

Academic Leadership

The dean is the chief executive and academic officer for the College and is expected to:

- Engage with a multidisciplinary faculty whose research interests and practice expertise span a wide range of policy and practice areas, with undergraduate and graduate students, and with constituencies within the academy and in the public sphere.
- Set the standard for intellectual engagement and accomplishment by providing strategic vision for, and operational leadership of, the College as a whole.
- Serve as a catalyst to link the work of CUPA faculty, centers/institutes, and students to other disciplines, and to external public and private communities.
- Evaluate and help shape departmental/school productivity in instruction, research, and service responsibilities.
- Review departmental/school policies, procedures, and recommendations for appointment, salary, retention, tenure, promotion of faculty, and post-tenure review to ensure that appropriate policies are followed.
- Provide recommendations to the provost regarding tenure and promotion reviews, hiring, appointments, and sabbaticals.
- Assess, monitor, and guide overall CUPA priorities and productivity in instruction, research, and service.

- Lead CUPA strategic planning and oversee curriculum development.
- Ensure completion of assessment for all majors and oversee program-level and institution-level accreditation processes.

Diversity, Equity, and Inclusion Leadership in Accordance with University Values

- Provide leadership around faculty development and professional growth in the area of diversity, equity, and inclusion in teaching, research, and community engagement.
- Support the enhancement of diversity within the College and across the campus and foster an environment where College faculty, staff, and students feel engaged, included, and equipped for success.

Representation and Promotion of the College Both Internally and Externally

- Maintain open, positive channels of communication with all College and University stakeholders.
- Serve as CUPA's public voice, promoting initiatives within Portland State University, and articulating the College's contributions in local, state, regional, and national arenas.
- Maintain knowledge of the capabilities, strengths, and portfolios of the CUPA centers and institutes, and seek to promote them within and outside the University.
- Serve as a member of and actively collaborate with other deans on the academic leadership team, to provide university-wide leadership to shape a successful future for PSU as a whole.
- Build positive relationships with external groups and stakeholders in support of the mission of PSU as an engaged institution, and to foster research and service opportunities for faculty and students.

Financial Management, Leadership, and Fundraising

- Provide oversight and management of the fiscal affairs of the College.
- Ensure the efficient use and strategic investment of College resources.
- Lead the establishment of a vision for long term financial health, and the development of long-term and short-term goals to move the College toward this goal.
- Develop, lead, and encourage fundraising, in collaboration with the PSU Foundation, to support the College's goals and the goals of its departments, programs, and students, as well as outreach and public service efforts.
- Provide high-level oversight of the finances of the CUPA centers and institutes and support the development of strategic initiatives within the centers and institutes to grow revenue.

Administrative Leadership, Oversight, and Personnel Supervision

- Supervise and evaluate College administrative staff, department chairs, school directors, and directors of the Institute on Aging and Population Research Center.
- Lead the processes of College administrator hiring/selection and oversee the processes of faculty and staff hiring/selection and retention.

Cultural Competence

- Create an environment that acknowledges, encourages, and celebrates differences.
- Function and communicate effectively and respectfully within the context of varying beliefs, behaviors, orientations, identities, and cultural backgrounds.
- Seek opportunities to gain experience working and collaborating in diverse, multicultural, and inclusive settings with a willingness to change for continual improvement.
- Adhere to all PSU policies including the policies on Prohibited Discrimination & Harassment and the Professional Standards of Conduct, which can be found at: <https://www.pdx.edu/human-resources/professional-standards-conduct-policy>.

QUALIFICATIONS

The successful candidate will have an earned doctorate or equivalent executive experience in an area related to one of the College's disciplines, and a record of recognized research, scholarship, and teaching accomplishments sufficient to merit appointment as a full professor. The next dean should possess the following qualifications and talents:

- Track record of providing civic leadership and successfully working with professionals in academic, community, and governmental organizations.
- Demonstrated experience of effectively engaging in and partnering with diverse communities and constituents.
- Experience in working to enhance diversity in academic, workplace, or community settings.
- Demonstrated success in securing external support and/or fund-raising with a commitment to broadening financial support.
- Demonstrated ability to grow research programs that address important societal issues and that contribute to the economic vitality of the region and the state.
- The ability to represent CUPA effectively to audiences within Portland State University, in the city and region, nationally, and internationally.
- Experience in managing complex budgets in environments with limited resources, allocating resources, and empowering entrepreneurialism with a high level of transparency and fairness.
- A record as an innovative and creative thinker with the ability to make clear and informed decisions.
- Experience in enhancing the efficiency and effectiveness of an organization.
- An understanding of leading-edge methods and technologies to support a large public college.

The *ideal candidate* will display a commitment to:

- Collegial and consultative management style with the ability to listen as well as discern.
- Interdisciplinary education, research, and service.
- Being a decisive leader within a rapidly changing environment.
- Professional and community-based, education, and scholarship.
- Shared governance and openness to collaborative relationships with campus unions.
- Creating and nurturing a distinguished faculty.
- Intellectually and culturally diverse academic environments.
- Enhancing the College's role in addressing the critical policy and social issues of the time.
- Being a progressive and creative thinker who is not afraid to try new ideas and take calculated risks, with evidence of engaging others to do so and bringing others along as ideas develop.
- Working collaboratively with people at all levels and from different cultural backgrounds and orientations.





INQUIRIES, NOMINATIONS AND APPLICATIONS

Confidential review of applications will begin immediately and continue until the position is filled. **Applications can be submitted immediately and will be reviewed as they come in. Those received by February 28, 2021 will be given first consideration.**

To apply, go to: <https://theapplicantmanager.com/jobs?pos=su224>. Please submit your CV and a letter of interest that demonstrates your interest, expertise, and skills concerning the responsibilities of the Dean.

For more information or to offer recommendations or nominations:

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Portland State University is an affirmative action/equal opportunity employer and seeks candidates who are committed to the highest standards of scholarship and professional activities and a campus climate that supports equality, diversity, and inclusion.



Summit Search Solutions, Inc. is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Colorado, Kansas, New York, and North Carolina.



ABOUT PORTLAND, OREGON

Big city excitement and small-town charm make Portland one of the most popular cities on the west coast. Situated approximately 70 miles from the Pacific Ocean where the Columbia and Willamette Rivers meet, Portland enjoys a magnificent setting, combining sparkling waterways with lush greenery rarely found in urban settings. The Portland metro area is home to approximately 2.35 million residents. Portland is widely recognized in national surveys and rankings as one of America's most livable cities.

Portland's historic old town, many galleries and museums, Saturday Market, Waterfront Park and an abundance of fine restaurants keep residents and visitors busy and satisfied. The performing arts in the area offer classical music, jazz, and blues as well as theater and dance. Portland is just a short distance from the spectacular Columbia Gorge and Multnomah Falls, windsurfing at Hood River, valley wineries, skiing at Mt. Hood, and the drama of the Oregon coast.

Portland is known for its extensive park system of more than 200 parks. These encompass such areas as the elm-shaded South Park Blocks in the downtown area and Washington Park, home of the International Rose Test Garden and a Japanese Garden. Portland's Forest Park, over 5,000 acres, is the largest park within a city in the U.S. and has nearly 80 miles of walking trails.

Portland's award-winning mass transit system is one of the most extensive and advanced in the U.S. and includes buses and the MAX, an urban light rail line, as well as a downtown transit mall.

To learn more about Portland and surrounding areas:

Information about Portland, OR: <https://www.travelportland.com/>
 Portland Regional Chamber of Commerce: <https://www.portlandregion.com/>
 City of Portland, OR: <https://www.portlandoregon.gov/>

