



Portland State
UNIVERSITY



POSITION PROFILE

Dean, College of Urban & Public Affairs

January 2024





PORTLAND STATE UNIVERSITY

Portland State University (PSU) is Oregon’s largest urban university, located in Portland, Oregon. PSU enrolls over 22,000 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. Employees describe Portland State University as a vibrant, diverse, progressive place to work and an environment that welcomes process improvement and innovation. 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.

Portland State is composed of 10 constituent schools and colleges, offering undergraduate degrees in 123 fields and postgraduate degrees in 117 fields. Schools at Portland State include The School of Business, College of Education, School of Social Work, College of Urban and Public Affairs, College of the Arts, College of Liberal Arts and Sciences, Maseeh College of Engineering and Computer Science, the Combined OHSU/PSU School of Public Health, the Graduate School, and the Honors College. The athletic teams are known as the [Portland State Vikings](#) and compete at the NCAA Division I Level, primarily in the [Big Sky Conference](#). See www.pdx.edu for additional information about the institution.

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.
- 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. 1 in Oregon for Service Learning.
- PSU was among the first universities in the country to garner the [community engagement classification](#) from the Carnegie Foundation in 2006 and has just been recognized again for its exceptional commitment.
- Portland State has been named by Newsweek as one of [America’s Greatest Workplaces for Diversity for 2024](#).
- For the second year in a row, PSU has received the [Higher Education Excellence in Diversity \(HEED\) Award](#) from INSIGHT Into Diversity magazine.
- In 2022, PSU became an [emerging Hispanic Serving Institution \(HSI\)](#), and in fall 2023 received a [five-year grant under its Asian American Native American Pacific Islander Serving Institution \(AANAPISI\) designation](#).
- PSU recently joined more than 300 institutions nationwide as part of the [College Cost Transparency Initiative](#), making it easier for students and families to navigate the financial aid process.

As President Ann Cudd recently remarked, “PSU is truly an anchor institution: We are a powerhouse for education and the arts in this region. We are woven into the fabric of this city. We are an innovative hub of research, much of it trained on addressing Oregon’s current and future challenges. And our students — our wonderful, creative, and passionate students — will take their education out into the community and make lasting change.”

LEADERSHIP



Dr. Ann E. Cudd

President Ann E. Cudd joined Portland State in August of 2023, bringing with her an immense amount of energy and focus on the mission and values of Oregon’s urban research university. She comes to the president’s office as an accomplished academic leader and philosophy scholar whose research explores themes of oppression, economic inequality, capitalism and gender. Cudd came to Portland from western Pennsylvania where she served as Provost and Senior Vice Chancellor of the 34,000-student, five-campus University of Pittsburgh from 2018 to 2023. During her tenure at Pitt, applications increased by 60% and Cudd was instrumental in the university offering enhanced financial aid through the Pitt Success Pell Match, similar to PSU’s Tuition-Free Degree Program. She is a proven champion of racial justice and equity initiatives, including the development of an online course for incoming students on racism in America.

Cudd holds three advanced degrees from the University of Pittsburgh, including a doctorate of philosophy and master’s degrees in philosophy and economics. She also holds a bachelor’s degree in mathematics and philosophy from Swarthmore College. She has held faculty positions at the University of Kansas, Occidental College, Boston University, and the University of Pittsburgh.

Dr. Cudd, the second woman to serve as PSU’s president in its 76-year history, said her initial priorities include restoring the University’s downtown campus vitality. Dr. Cudd is keen to ensure that the University plays an active role in the city of Portland’s revival, using the example of the city’s current charter reform process and suggesting ways that PSU can act as a convener of citizens and experts to help inform and shape that effort. Getting more students to enroll at Portland State is also high on her list. “There is a national challenge in re-engaging potential students, especially among low-income and first-generation students, with higher education,” she said. “PSU is perfectly positioned to turn that around.”



Dr. Shelly Chabon

Dr. Shelly Chabon was appointed Interim Provost and Vice President of Academic Affairs in August 2023. Dr. Chabon has worked in a university setting for over 35 years and has been at PSU since 2008. She formerly served as Vice Provost for Academic Personnel and Dean of Interdisciplinary General Education, as Associate Dean of Humanities and Social Sciences in the PSU College of Liberal Arts and Sciences, and as Chair and Professor in Speech and Hearing Sciences. As Vice Provost, she directed leadership training, served as a liaison with union representatives, and oversaw general education including University Studies and PSU’s Honors College.

Chabon earned a B.A. degree from Brooklyn College, an M.S. in speech-language pathology from Pennsylvania State University, an M.S. in audiology from Towson State University, a Ph.D. from the University of Pittsburgh, and completed postdoctoral studies at Howard University. She is a Fellow and former President of the American Speech-Language-Hearing Association (ASHA). Her association accolades include the Dorothy Dreyer Award for Volunteerism, the Certificate of Recognition for Outstanding Contributions in Higher Education, and Honors of the Association in 2021.

THE COLLEGE OF URBAN & 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.

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 will champion educational opportunities for all. And in so doing, the next dean will 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.

PSU AS AN URBAN UNIVERSITY

The year 2022 marked the 50th anniversary of the [City of Portland's 1972 Downtown Plan](#), one of the most consequential plans in the city's history. It put in place a vision for a public, pedestrian-scaled, multipurpose, and vital downtown. Through the requirements adopted in the Downtown Plan and subsequent public and private investments stemming from it, Portland's core area became an international icon for central city recovery.

In February of 2022, PhD candidate, Kimberly Nightingale, and Professor Emeritus, Ethan Seltzer, wrote a paper entitled [Portland, Portland State, and the Urban University Idea](#) that examines the history of the urban university idea in the U.S. and presents a working definition of what an urban university is today.

To learn more: <https://www.pdx.edu/urban-public-affairs/psu-as-urban-university>



PROGRAMS WITH A PURPOSE

CUPA is home to two schools and four departments: Nohad A. Toulan School of Urban Studies and Planning; Department of Criminology & Criminal Justice; Department of Economics; and Mark O. Hatfield School of Government which houses the Department of Politics and Global Affairs and the Department of Public Administration.

CUPA's academic programs prepare students to identify and address injustice effectively through the development of innovative, interdisciplinary approaches to wicked problems. Students are encouraged to take risks, build bridges, think outside of the box, and collaborate with faculty and community partners to test creative solutions in the field, both domestically and globally. CUPA programs are ranked by *U.S. News and World Report* among the top 57 of Public Affairs Schools, and graduate programs within the Mark O. Hatfield School are ranked as #10 in Urban Policy and #13 in Local Government Management.

In fall 2021, CUPA partnered in launching an innovative master's degree in Emergency Management and Community Resilience. This multi-disciplinary, multi-college program is the first of its kind on the West Coast and is particularly distinguished by its emphasis on community resilience.

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 CENTERS AND INSTITUTES

[CUPA's 15 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."

CUPA OFFERS DEGREES IN:

Undergraduate

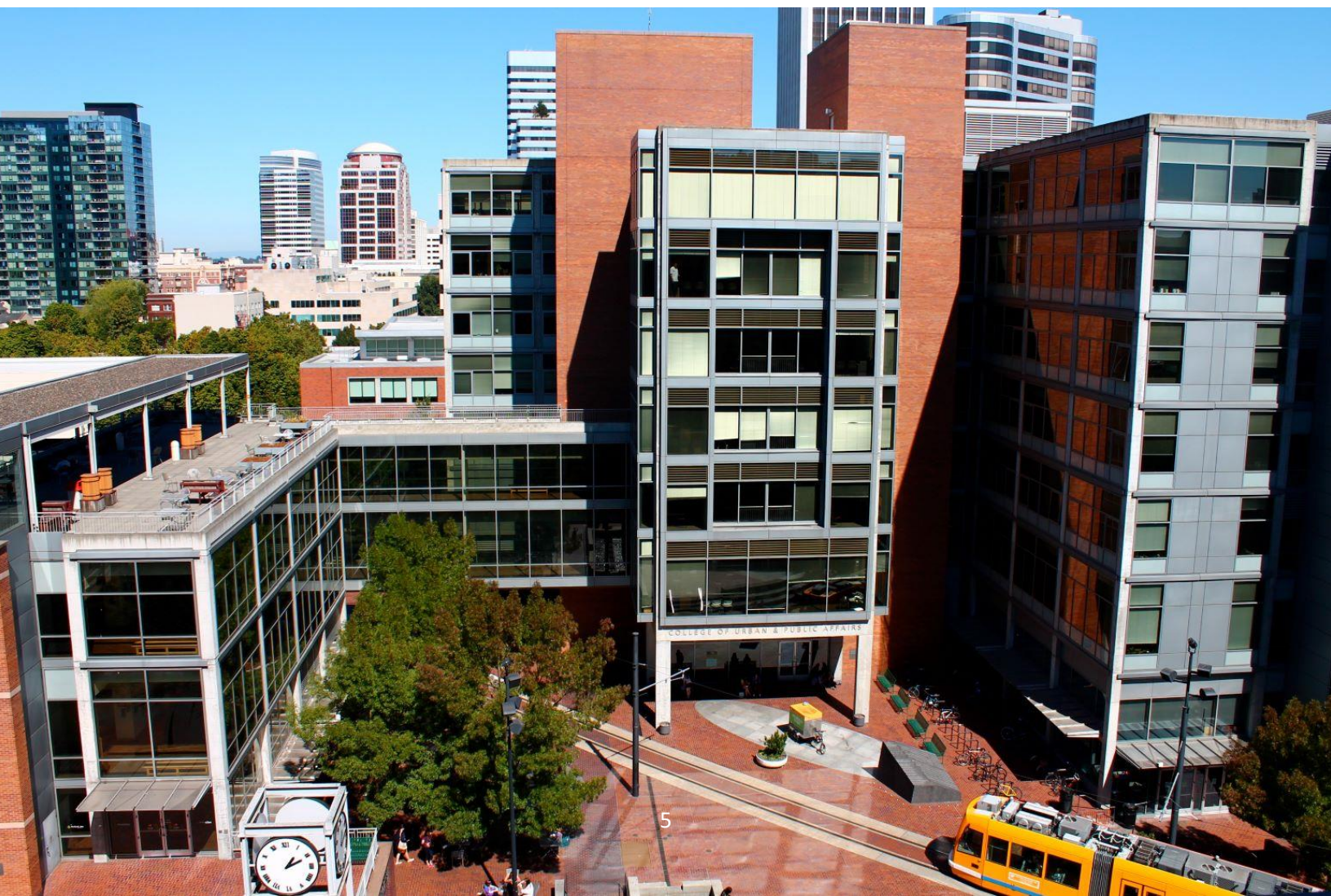
Business Economics
Community Development
Criminology & Criminal Justice
Economics
International and Global Studies
International Development
Political Science
Public Service
Quantitative Economics
Urban and Public Affairs

Graduate

Criminology & Criminal Justice (MS)
Economics (MA/MS)
Emergency Management & Community Resilience (MS)
Nonprofit Leadership (MNL)
Political Science (MS)
Public Administration (MPA)
Public Administration, Executive (EMPA)
Public Affairs & Policy, PhD
Public Policy (MPP)
Urban & Regional Planning (MURP)

CUPA Highlights

- The Center for Public Service welcomed the incoming cohorts of Hatfield Resident Fellows and Oregon Summer Fellows July 10, 2023 at the Urban Center. This year's [talented fellows](#) will be working on projects for sponsor agencies including the City of Portland, Metro, Oregon Health Authority, Sunrise Water Authority, Multnomah County, and Western Federal Lands Highway Division.
- Melody Valdini, a Professor in the Department of Politics and Global Affairs, and Joshua Laurent, a recent graduate from our Master of Public Policy program, were chosen as two (of 13 total) members of the [Independent District Commission](#) (IDC) for the city of Portland. The IDC, which completed its work on August 21, 2023, has been tasked with the important job of drawing new geographic districts for city council elections following voters' approval to reform Portland city government in 2022.
- PSU is one of only four universities in the United States that hosts students from the [US Department of State's Middle Eastern Partnership Initiative Student Leaders Program](#) (MEPI). Annually, more than a dozen student leaders from the Middle East and North Africa travel to Portland to network, learn, and grow as civic leaders and engaged citizens.
- The Master of Urban and Regional Planning (MURP) program was ranked by planning educators as the 16th best in the country out of 66 participating schools in the 2023 Planetizen Guide to Graduate Urban Planning Programs.
- The Criminal Justice Policy Research Institute (CJPRI) housed in the Criminology & Criminal Justice Department works with a variety of funding sources including Oregon's Criminal Justice Commission and the U.S. Department of Justice to better understand the impacts of crime policy for local, state, and national audiences. CJPRI was recently awarded a three-year grant by the National Institute of Justice to study Oregon's experiment with drug decriminalization.





THE POSITION

Dean, College of Urban & Public Affairs

Reporting to the Provost & Vice President for Academic Affairs, Dr. Shelly Chabon, the Dean serves as a vital member of the University's Academic Leadership Team (ALT). As the chief executive and academic officer for the College, the Dean will set the standard for intellectual engagement and accomplishment by providing a strategic vision for and operational leadership of all school programs. The Dean's portfolio includes 1,750 students, 60 tenured or tenure track faculty, 10 non-tenure track instructional faculty, 22 fixed term research faculty, and approximately 50 staff. Total budget is \$22M; grants and contracts generated \$5.2M in FY23 research expenditures.

The Dean will serve as a catalyst to link the work of the College of Urban & Public Affairs (CUPA) faculty and students to other disciplines in the academy, and to public and private communities and interests outside of the institution. The Dean will be the College's public voice, promoting initiatives within Portland State University, and articulating the College's contributions in local, state, regional, national, and international arenas. The Dean will pursue an aggressive development program to build the College's resources. In conducting this work, the Dean will collaborate closely with the President, Provost & Vice President for Academic Affairs, Vice Presidents, Deans, and Department Chairs and will make critical contributions to the continued development of a distinguished institution.

The successful candidate will be a nationally recognized, inclusive, and an entrepreneurial leader able to infuse CUPA 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. This position requires vision, skill, experience, and creative leadership to help shape the future of the College and the University as a whole.

JOB RESPONSIBILITIES

Academic Leadership

- 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.
- Demonstrate a commitment to educational excellence and to diversity.
- 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 the overall Departmental/School productivity in instruction, research, and service responsibilities.

- Review the Departmental/School policies, procedures, and recommendations for appointment, salary, retention, tenure, and/or promotion of faculty, and 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 Departmental/School priorities and productivity in instruction, research, and service.
- Lead College strategic planning and oversee curriculum development.
- Ensure completion of assessment for all curricular majors and oversee the program-level and institution-level accreditation processes.
- Foster a College climate that promotes a collegial environment and supports excellence in teaching, research and service to the institution and the community.

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.
- Develop mechanisms for coordinating and furthering diversity, equity and inclusion mechanisms across units within the College.
- Foster an environment where College faculty, staff and students feel engaged, included, and equipped for success.

Financial Management, Leadership, and Fundraising

- Responsible for sound financial management of College resources.
- Leads the development of the CUPA budget.
- 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.
- Develop community and industry partnerships that support the goals of the College.
- 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.

Represent and Promote the College Both Internally and Externally

- Maintain open, positive channels of communication with all College and University stakeholders.
- Serve as the College's public voice, promoting initiatives within Portland State University, and articulating the College's contributions in local, state, regional, national, and international 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 future of success 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.
- Represent the College in University events, committees, and special engagements.

REQUIRED QUALIFICATIONS

- An earned doctorate 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.
- Demonstrated ability to provide civic leadership and work successfully with professionals in academic, community, and governmental organizations.
- Demonstrated ability to develop and articulate a compelling vision that: 1) excites, attracts, and retains high-quality faculty and students, 2) attracts capital, and 3) drives resource management decision-making.
- Demonstrated track record of effectively engaging and collaborating with diverse communities both internal and external to academic institutions.
- A collegial, consultative management style allied with the ability to be a decisive leader within a rapidly changing environment.
- Commitment to applied, professional, and community-based education and scholarship.
- Demonstrated success in fundraising and/or securing external support, coupled with a commitment to broadening financial support for a complex organization.
- Skills and experience necessary to champion the College effectively to audiences within Portland State University as well as locally, regionally, nationally, and internationally.
- A commitment to shared governance and openness to collaborative relationships with campus unions.
- A commitment to creating and nurturing a distinguished faculty.
- Demonstrated success in fiscal planning and management of complex budgets in environments with limited resources. Ability to allocate resources and empower entrepreneurialism with a high level of transparency and fairness.
- Commitment to an intellectually and culturally diverse academic environment.
- Commitment to the College's role in addressing critical policy and social issues.
- Experience improving the efficiency and effectiveness of organizations.
- A record of innovative and creative thinking with the ability to make clear, informed decisions.
- Demonstrated capacity to create and develop a cadre of leadership.

Preferred Qualifications

- Demonstrated experience with personnel development and decision-making.
- Evidence of the ability to articulate and convey a compelling message to diverse audiences; evidence of clarity, crispness, and effectiveness in written and oral presentation; evidence of effective decision making, including around difficult issues.
- Commitment to grow research programs that address important societal issues and that contribute to the economic vitality of the city and the state.
- A record of inclusive approaches to building consensus around new ideas and informed strategic risks.
- A clear understanding of leading-edge methods and technologies to support a large public college.
- Experience working under collective bargaining agreements.



INQUIRIES, NOMINATIONS AND APPLICATIONS

Confidential review of applications will begin immediately and continue until the position is filled. **Applications will be reviewed as they come in. Those received by February 27, 2024 will be given first consideration.**

To apply, go to: <https://theapplicantmanager.com/jobs?pos=su402>. Applicants must submit a CV/resume, a letter of interest that details their related qualifications and vision for the role, as well as a statement (one page maximum) that describes their commitment to equity, diversity, and inclusion personally and/or professionally.

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 the education and nonprofit sectors nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, Maryland, 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/>*

