



UNIVERSITY OF OREGON

Search for the Dean of the College of Education
University of Oregon
Eugene, Oregon

The University of Oregon (UO) seeks a visionary, inclusive, and highly dynamic leader to serve as its next Dean of the College of Education (COE). Working with an exceptional team of faculty and staff, the Dean will lead the University's highest-ranking and largest research-contributing college known for its innovative teaching and research in special education, counseling psychology, human services, education, and clinical sciences.

The COE special education program ranks third in the nation by *U.S. News and World Report* and is ranked no. 14 in national graduate schools of education by the same publication. Founded on excellence in research, scholarship, instruction, and practice, the COE seeks to be a trusted resource locally and nationally for evidence-based innovation in the education and human development sciences. The COE is a leader in culturally responsive Indigenous and bilingual teacher preparation programs as well as community-based research. The COE's renowned work creates a widespread, positive impact on our country's schools year-to-year, all while contributing significantly to the University of Oregon's own research enterprise. In Fall 2022, the COE enrolled close to 1,400 students across its 16 degree programs. The COE includes approximately 500 faculty and staff and 14 outreach and research units that promote key partnerships across the UO's campus and in the communities of Eugene, Portland, and greater Oregon.

This is an exciting time to join the University of Oregon and the College of Education. UO has recently completed an impressive fundraising campaign of over \$3 billion that included a billion dollar gift in support of the Knight Campus and \$425 million to establish the [Ballmer Institute for Children's Behavioral Health](#). Both present great opportunities for the COE. The Ballmer Institute, in particular, represents a bold new approach to improving the behavioral health and wellness of children and adolescents through an emphasis on prevention and early detection of mental health disorders. The Dean of the COE will play an instrumental role in bringing together the College's community of diverse faculty, students, researchers, and staff around the UO's central initiatives and the COE's own educational mission. The Dean will do this by ensuring a unit-wide commitment to diversity, equity, and inclusion. In leading the COE, the Dean will address the following opportunities and challenges:

- Champion and build upon the COE's innovative, inclusive, and relevant academic, research, and outreach activities
- Sustain a culture of innovation and strengthen connections with the broader UO community
- Build and strengthen the COE's internal culture and organizational infrastructure so that all faculty, students, and staff continue to excel
- Authentically and effectively prioritize a diverse, equitable, and inclusive community in the COE
- Continue to attract and retain exceptional faculty, with a specific emphasis on the recruitment and retention of faculty from underrepresented backgrounds
- Generate fruitful and sustainable funding resources and external partnerships for the COE

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

ABOUT THE UNIVERSITY OF OREGON

Founded in 1876, the University of Oregon is the state's flagship institution. It is one of only two Pacific Northwest members of the AAU and is also a member of the Association of Pacific Rim Universities. The University of Oregon is located on Kalapuya Ilihi, the traditional indigenous homeland of the Kalapuya people. Following treaties between 1851 and 1855, Kalapuya people were dispossessed of their indigenous homeland by the United States government and forcibly removed to the Coast Reservation in Western Oregon. Today, descendants are citizens of the Confederated Tribes of Grand Ronde Community of Oregon and the Confederated Tribes of Siletz Indians of Oregon, and continue to make important contributions in their communities, to the University of Oregon, across the land we now refer to as Oregon, and around the world.

The UO enrolls more than 19,500 undergraduate and 3,600 graduate students from all 50 states, the District of Columbia, and 95 countries and offers 172 (77 undergraduate and 95 graduate) degree programs, as well as 27 certificate programs through its nine academic units:

[The College of Arts and Sciences](#)

[The Charles H. Lundquist College of Business](#)

[The College of Design](#)

[The College of Education](#)

[The Robert D. Clark Honors College](#)

[The School of Journalism and Communication](#)

[The School of Law](#)

[The School of Music and Dance](#)

[The Graduate School](#)

The University is ranked in the top 100 for national universities according to *U.S. News and World Report* 2021 rankings. The UO also ranks in the top 20 (or top 20 percent) nationally in education, psychology,

creative writing, environmental law, landscape architecture, sports marketing, sustainable business practices, and many more. The UO offers 22 doctoral and professional programs ranked in the top 20 or the top 20 percent of programs nationally.

The University launched an ambitious \$2 billion [comprehensive campaign](#) in 2014, with a focus on supporting faculty excellence in teaching and research, creating access for outstanding students, and enriching the student experience. In October 2016, the University announced the first of two \$500 million gifts from Penny and Phil Knight, the largest gift ever received by a flagship public university to create the [Knight Campus for Accelerating Scientific Impact](#) – a \$1 billion ten-year initiative in the applied sciences. The Knight Campus builds on the longstanding interdisciplinary traditions of the UO, by bringing together life scientists, physical scientists, engineers, human health researchers and more to address problems of import in today's society, collaborate with universities in Oregon and beyond, and engage with industry and funders to commercialize technology.

In 2018, the University announced an extension of the 2014 campaign with an expanded fundraising goal of \$3 billion. New focal areas in student success, athletic facilities, and innovation funds were added to the existing priorities in the campaign. In July 2021, the University announced the completion of the 11-year campaign and a total of \$3.24 billion in funds raised, including an unprecedented second \$500 million gift in support of the Knight Campus and a final annual year fundraising total in excess of \$867 million. Annual budgeted revenues for FY 2022 are approximately \$1.6 billion, and the endowment was valued at \$1.2 billion as of June 30, 2021. The UO is an integral economic driver for the state, with an estimated \$2.2 billion annual economic return to Oregon.

In 2022, the UO launched the [Ballmer Institute for Children's Behavioral Health](#) thanks to an historic \$425 million gift from Connie and Steve Ballmer. The Ballmer Institute, which will be based in Portland, represents a bold new approach to improving the behavioral health and wellness of children and adolescents through an emphasis on prevention and early detection of mental health disorders within K-12 schools and Oregon communities. The Institute began to offer graduate courses in children's behavioral health in 2022 and will begin admitting undergraduate students for its flagship bachelor's degree program in fall 2023.

Recently, the University has set forth an ambitious set of institutional grand challenges. These initiatives are designed to focus and strengthen the University of Oregon's research and teaching excellence in core themes to address major societal challenges. They support interdisciplinary faculty research, curriculum innovation, student recruitment, data science, and experiential learning. In so doing, they help define a public university of the future.

The five current initiatives include:

- The [Environment Initiative](#) focuses the intellectual energy and work of faculty, students, and community partners on working towards a just and livable future through transdisciplinary research, teaching, and experiential learning.
- The [Innovation Initiative](#) bolsters research commercialization, enhances entrepreneurship, and propels the work of UO students, faculty, and staff into the world while fostering a community of partners and serving as a hub of resources and activities.
- The [Diversity Initiative](#) affirms the UO's intent to apply research, teaching, funding, and creativity to accelerate a reckoning with the dissonance and challenges of racial inequity.
- In Fall 2022, the School of Computer and Data Science was formed which started as the [Data Science Initiative](#). It employs analysis of data to empower researchers to improve the world, students to achieve successful careers, and communities to make positive transformations with a uniquely Oregon mindset, asking what they can do with data and what they should do.
- The [Sport and Wellness Initiative](#) delivers a new model of education and scholarship. Programs, courses, research, and partnerships are structured to address complex sport and wellness problems with innovative and applied solutions that benefit all people across ages, abilities, and health.

For more information about the University and its leadership, please see the Addendum.

ABOUT THE COLLEGE OF EDUCATION

The College of Education (COE) is the University of Oregon's highest-ranking college, due in part to its consistently strong research and outreach portfolio, exceptional academic programs, and the widespread adoption of educational innovations developed by COE faculty and staff throughout the state and nation. The COE is home to the Department of Counseling Psychology and Human Services, the Department of Education Studies, and the Department of Special Education and Clinical Sciences as well as 14 research and outreach units.

The COE at the University of Oregon is a community of leading researchers and practitioners dedicated to transformational scholarship, integrated teaching, and collaborative practice designed to enhance individual lives and systems within a culture that values diversity and promotes respect and inclusion. The COE's 500 faculty and staff include tenured and tenure track, research, and clinical faculty; instructors and lecturers; software engineers; program coordinators; researchers; and more. Together, they work to produce scholars and practitioners who promote meaningful change in local, national, Indigenous, and international communities. Teacher preparation programs include the nationally renowned [Sapsik'watá program](#), founded in 2002 to address the dire need for American Indian and Alaska Native teachers. The program collaborates with all nine Federally Recognized Sovereign Indian Nations of Oregon and the [UOTeach master's program](#) to deliver a pathway for Indigenous people to become teachers within their communities and support the implementation of Oregon's [Tribal History/Shared History](#) law in which K-12 curricula center Native American experience and perspectives that are historically accurate, culturally relevant, community-based, and developmentally appropriate.

The COE is committed to educating and supporting students in the critical evaluation and adoption of science-based practices, and to accelerate multidisciplinary research to be applied innovatively within education, health, and human service organizations around the world.

Academics

In Fall 2022, the COE enrolled 1,359 students (895 undergraduate and 464 graduate) across its 16 degree programs in disciplines that include family therapy, prevention science, quantitative research methods, teacher education, behavior analysis, educational leadership, and more. Through these pertinent programs, the COE aims to change lives and improve outcomes for individuals and systems.

The COE partners with other colleges and schools on campus including the College of Design and the School of Music and Dance on various needs and initiatives. Cross-campus collaboration between the COE and other UO units include the counsel on licensure and certification processes for newly developing programs; and data science and analytics instruction in interdisciplinary coursework for students.

Accreditation

Teacher preparation programs at the COE are accredited by the Association for Advancing Quality in Education Preparation (AAQEP). Accredited initial teacher preparation programs are offered through the [Sapsik'wałá Teacher Education Program](#), [Curriculum and Teaching \(UOTeach\) master's program](#), and [Special Education master's program](#). AAQEP's Accreditation Commission commends UO's teacher preparation programs for their engagement in continuous improvement and persistent investigation of opportunities for innovation. In addition to AAQEP accreditation, the UO's teacher preparation programs and school psychology programs are approved by the Oregon Teacher Standards and Practices Commission (TSPC).

The School Psychology doctoral and master's level programs are accredited by the National Association of School Psychologists (NASP), and the doctoral program is accredited by the American Psychological Association (APA).

The Couples and Family Therapy master's program has been accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE) since 2003, and the counseling psychology doctoral program has been accredited by the APA since 1955.

The Communication Disorders and Sciences master's program has been accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association (ASHA) since 1992.

Research and Community Engagement

The COE is known for its deep ties to communities in and around Eugene and Portland through its 14 research and outreach units' work. The COE brings in approximately one third of the University's research funding, amounting to over \$60 million in new sponsored research funding in 2021, thanks in part to the key relationships the COE cultivates with communities and schools in Oregon. Outreach units include the [Oregon Research Schools Network \(ORSN\)](#), the [Social Systems Data Science \(SDS\) Network](#), and the [HEDCO Institute for Evidence-Based Educational Practice](#).

Thanks to the researchers and community partners collaborating at the COE's outreach units, 43 new commercial education products are on the market and over 29,000 schools use positive behavioral interventions and support apps developed at the UO. To learn more about the other research and outreach units at the COE, please visit the following website: <https://education.uoregon.edu/research>.

Diversity, Equity, and Inclusion at COE

Values of diversity, equity, and inclusion are central to educational programming at the COE. The COE prepares students to be professionals who recognize, invite, and ensure equity and inclusion in their professional roles and who infuse social justice principles into their worldview.

As part of this important mission, the Dean is part of a team of leaders at the COE who commit to diversity, equity, and inclusion. The [Community Diversity Advisory Board](#) of the COE consists of community members; the Dean; the Associate Dean of Academic Affairs; the Assistant Dean for Administration, Equity and Inclusion; and the Executive Assistant to the Dean. The charge of the Board is to provide counsel and recommendations to the Dean regarding the COE's efforts to improve diversity and promote inclusivity within both the COE and the broader educational and social service community.

The COE also promotes culturally responsive programming by structuring course offerings on a foundation of equity, inclusion, and social justice; engaging in research towards dismantling entrenched social structures; and ensuring that each program plan dedicates a minimum number of credits to the study of issues related to inclusivity and diversity.

To learn more about the COE's diversity, equity, and inclusion initiatives, please visit the following website: <https://education.uoregon.edu/diversity-equity-and-inclusion>.

ROLE OF THE DEAN

Reporting to the Provost and Executive Vice President, the Dean of the College of Education is the chief academic and administrative officer for the College and is responsible for developing and implementing academic strategies; recruiting and retaining faculty, students, and staff; and managing organizational and financial structures that promote excellence in research, scholarship, creative practice and education.

The Dean will work with University administration, faculty, alumni and other internal and external leaders to promote the national and international visibility of the college and to ensure that resources align with its strategic objectives and potential. The Dean is also a member of the Provost's Deans Council and Academic Leadership Team.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

Champion and build upon the COE's innovative, inclusive, and relevant academic, research, and outreach activities

Building upon the COE's excellent reputation for promoting meaningful change in local, national, Indigenous, and international communities through research, teaching, and practice, the Dean will work to inspire the development and continued improvement of pertinent and state-of-the-art academic programming so graduates from the COE are prepared well for their chosen careers. The Dean will work to ensure that the programs continue to be rooted in research and best practices are applied. At the same time, the Dean will work with department leaders, faculty, and staff to critically evaluate existing programs in a spirit of continuous improvement. Furthermore, the Dean will effectively support and increase visibility of the COE's upward trajectory and growth in research activity. The Dean will also work with others across the University to look for opportunities to build new programs that will enhance the COE and UO. In particular, the Dean will work closely with the Ballmer Institute and others working in data science and related fields. The Dean will also look for opportunities to have an even greater impact on the State of Oregon by looking to ensure that the COE has the right mix of programs at the undergraduate, graduate, certificate, and professional levels.

Sustain a culture of innovation and strengthen connections with the broader UO community

As a leader of the UO research enterprise, the COE plays an important role in sustaining excellence and growing the impact of the University on the State of Oregon and beyond. Leveraging opportunities with the grand challenges, the Knight Campus, and the Ballmer Institute, the Dean will work to enhance collaboration between faculty and staff of the COE and peers in the University's other eight academic units. The Dean will also look to strategically align with the University's burgeoning programs and spaces in Portland. The Dean will balance support for the research enterprise while also thinking about ways to ensure that all faculty have access to the support they need to excel and that clinical faculty, instructors, and staff contributions are valued and resourced.

Build and strengthen the COE's internal culture and organizational infrastructure so that all faculty and staff can continue to excel

The COE is ambitious, complex, and innovative and the Dean will build a vision that will honor, respect, and support the contributions made by all members of the organization. The Dean will work to create the right balance between different types of faculty, including research faculty, tenure and tenure track

faculty, instructors, clinical faculty, and staff. To do so, the Dean will need to understand the roles that each type plays in the reputation of the college, its ability to deliver excellent programs, and the opportunities to serve Oregon more broadly. The Dean will also need to understand the budget realities and the drivers of funding, including the relationship between undergraduate students and funding. The Dean will continue to foster the COE's identity as a unit of excellence, while strategically building an infrastructure that incentivizes an effective exchange of teaching, research, and practice across the college.

Authentically and effectively prioritize a diverse, equitable, and inclusive community in the COE

As a college that promotes culturally responsive programming through its academic offerings, the COE must be able to reflect the diversity of Oregon's and the nation's student populations and greater communities and to bring the lessons from research, teaching, and practice to play within the University. As part of this reality, the Dean will partner with others across the University, including other Deans and leaders, students, and advisory boards, in order to bring values of diversity, equity, and inclusion to life within the University. This includes, but is not limited to, supporting effective recruitment and retention of diverse faculty and staff, broadening student success and access initiatives, helping secure individuals' sense of belonging, and directing sustainable funding resources towards academic programs that address critical needs in education with regards to equity. The Dean will be an ardent advocate for the COE's faculty, students, and staff of diverse backgrounds both internally on campus and externally in Eugene and Portland. The COE's work is also relevant to educational issues that go beyond Oregon's and our nation's borders; the Dean will work towards expanding the COE's representation of international faculty, staff, and students while broadening outreach.

Continue to attract and retain exceptional faculty, with a specific emphasis on the recruitment and retention of faculty from underrepresented backgrounds

Realizing the importance of having a staff and faculty that reflects the changing demographics of Oregon and the nation, to effectively live out the COE's mission and vision, the Dean will work with University leadership to recruit and retain faculty and staff of diverse and underrepresented backgrounds. Understanding the importance of creating a welcoming and inclusive community, the Dean will also actively work with the campus community and the City of Eugene to prioritize inclusivity and belonging for all faculty, staff, and students.

Generate fruitful and sustainable funding resources and external partnerships for the COE

The Dean will be a highly visible spokesperson for the College, leveraging partners in University Advancement, the Office of Research, and other leaders at the UO's campuses in order to continue to build upon impactful external relationships. By highlighting the COE's research and outreach units and innovative academic departments, the Dean will champion the COE's relevance and contribution to societal impact by representing the College in fundraising efforts. The Dean will advocate for resource

allocation to the College internally and externally in interactions with legislators, University leadership, and private donors, all with the goal to expand the College's long-term vision through sustainable funding structures.

QUALIFICATIONS AND CHARACTERISTICS

The Dean is expected to have achieved professional distinction in one or more of the fields within the COE. The Dean will understand and be able to cultivate the possibilities associated with the College's rich array of disciplines, while promoting collegiality and shared purpose.

The successful candidate will possess most of the following qualifications and characteristics:

Minimum Qualifications:

- An earned doctorate in education or related discipline with a distinguished record of academic achievements and a record of scholarship, teaching, and service that warrants appointment at the rank of professor within the college.
- Distinguished record in teaching, research, scholarship, creative activity, and professional service sufficient to merit appointment as a tenured full professor in a discipline within the College of Education.
- Substantial administrative experience, including management of budgets and personnel.
- Demonstrated record of leadership in higher education.

Professional Competencies:

- Demonstrated commitment to principles of diversity, equity and inclusion, and evidence of success in fostering a diverse staff and in serving a broad community.
- Demonstrated strategic leadership in a complex organization or academic setting.
- The ability to represent all areas of the college.
- Demonstrated commitment to high quality research with a record of sponsored research and management of a sponsored research portfolio.
- Demonstrated excellence in teaching and promoting justice in educational settings.
- Experience with budget policy in a large organizational context.
- The experience and/or aptitude and commitment to enable successful advocacy and fundraising on behalf of the college.
- A commitment to recruiting and supporting culturally diverse staff, faculty, and students from underrepresented backgrounds.
- The ability to support and enhance the College's efforts to create programs whose graduates are able to competently serve the needs of culturally, linguistically, economically, racially, sexually, physically, and mentally diverse populations.
- Demonstrated understanding of Indigenous Nations and sovereignty and commitment to working with and in service to Indigenous peoples.
- Track record of supporting and sustaining partnership building with Indigenous Nations.

- Demonstrated the ability to lead in a collaborative or collegial manner within a large and complex organizational environment with diverse populations.
- Demonstrated excellent interpersonal and communication skills.

Location

The University of Oregon is located in the Willamette Valley, a picturesque region known for its excellent wines, abundant recreational opportunities, and outdoor activity. It sits on 295-acres and features state-of-the-art facilities in an arboretum-like setting. Eugene is a vibrant and growing metropolitan area of over 200,000 people located two hours from Portland, and five hours from Seattle with varied cultural and culinary offerings, a pleasant climate, and a community engaged in environmental and social concerns. It hosts several world-class museums and cultural centers, including the Jordan Schnitzer Museum of Art, the Museum of Natural and Cultural History, and the Many Nations Longhouse. Eugene is also a prime location for outdoor enthusiasts; skiing, hiking, fishing, rafting, cycling, and running are all popular pastimes in the area.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: www.imsearch.com/8728. Electronic submission of materials is required.

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The University of Oregon is an equal opportunity, affirmative action institution committed to cultural diversity and compliance with the Americans with Disabilities Act.

Addendum: About the University of Oregon

The University of Oregon is an AAU Institution with a Fall 2022 undergraduate enrollment of 19,568 students. Of the 5,348 students in the Fall 2022 entering freshman class, 36 percent are students of color, 21 percent are eligible for Pell Grants, and over 20 percent are first-generation college students. Graduate enrollment totals 3,634 in a variety of masters, doctoral and professional degree programs. Across all student groups, 32 percent are students of color and 4.3 percent are international students, while 55 percent identify as female, and 45 percent identify as male.

Committed to the creation and transfer of knowledge locally, nationally, and globally, the UO has broad-based academic strength and a long history of innovation and excellence. The University takes pride in the honors and achievements of its faculty, including a Nobel Prize Winner, a MacArthur Fellow, two National Medal of Science recipients, two American Cancer Society Fellows, three Pulitzer Prize Winners, nine National Academy of Science Members, 41 Guggenheim Fellows, over 35 Fellows in the American Association for Advancement of Science, and over 125 Fulbright Scholars across 40 disciplines. The University currently employs 1,951 teaching and research faculty and 3,086 staff. In FY 2021, the UO received \$172.5 million in grants, contracts, and competitive awards.

University of Oregon 253,415 living alumni include winners of Emmy, Oscar, and Tony awards, Pulitzer Prizes, Guggenheim Fellowships, MacArthur Genius Grants, the Nobel Prize, Olympic medals, Rhodes Scholarships, the National Humanities Medal, along with 7 Oregon governors, 8 U.S. Senators, and 20 U.S. Representatives. The University's ROTC program graduates more officers than any other civilian school, and the UO ranks 16th for Peace Corps volunteers produced by the nation's largest universities. The [University of Oregon Alumni Association](#) includes domestic and international chapters and offers a breadth of personal and professional engagement programs.

Governance and Leadership

In 2014, the State of Oregon revised its governance for the University and created an independent governing body. Like many states, Oregon, with growing demands on its budget, contributes relatively modest financial support to the University. Recognizing the need for flexibility, the State created a new independent governing structure that provides dynamic leadership at the Board-level and supports the ability for the UO to chart new directions, drastically improve entrepreneurial activity and output, invent creative programming, and respond vigorously to the challenges that face all of higher education.

Patrick C. Phillips is the Interim President of the University of Oregon. A noted biologist, Phillips has a long history at the UO, beginning in 2000 when he became a faculty member in the Department of Biology. Phillips is a fellow of the American Association for the Advancement of Science, is a past editor for the journals *Genetics*, *G3 (Genes, Genetics and Genomes)*, *Genetical Research*, and *Evolution*, and has been a John Simon Guggenheim Foundation fellow, a Searle fellow, a UO Fund for Faculty Excellence Award recipient. At the UO, he was the inaugural executive director of the Phil and Penny Knight Campus for

Accelerating Scientific Impact. He received a bachelor's degree in biology from Reed College in 1986, an MS in evolutionary biology from the University of Chicago in 1988, his PhD from the University of Chicago in 1991, and was a National Institutes of Health postdoctoral fellow at the University of Wisconsin, Madison.

Janet Woodruff-Borden is the UO's Acting Provost and Executive Vice President. Woodruff-Borden joined UO in 2018 as the Vice Provost and Dean of Graduate Students and has also served as the Executive Vice Provost. A professor of psychology, Woodruff-Borden came to UO from the University of Louisville where she was professor of psychological and brain sciences. Her research focuses on the etiology, developmental psychopathology, and treatment of anxiety disorders. She received a bachelor's degree in psychology from Wake Forest University, an MS and PhD in clinical psychology from Virginia Polytechnic Institute and State University and completed postdoctoral training at the University of Pittsburgh School of Medicine.