POSITION AND CANDIDATE SPECIFICATION

OREGON STATE UNIVERSITY

DEAN, COLLEGE OF EARTH, OCEAN, AND ATMOSPHERIC SCIENCES

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Assignment: 52145-001

Date: December 2015
POSITION SPECIFICATION

Client Company

Overview

Oregon State University (OSU), an internationally recognized public research and land, sea, space, and sun-grant university, seeks a Dean of the College of Earth, Ocean, and Atmospheric Sciences (CEOAS). CEOAS is a relatively new institution, formed from the merger of the former College of Ocean and Atmospheric Sciences and Department of Geosciences in 2011, and is now one of the world's premier institutions studying all aspects of the earth system. CEOAS is also one of few institutions offering both undergraduate and graduate degrees spanning the earth, ocean, and atmospheric sciences and their human dimensions. The university seeks a leader who will build on the research focus, teaching strengths, and academic mission of the College to further realize the potential of the new institution and play a leading role in setting strategic directions for the College, University, and national and international research and education in environmental sciences.

CEOAS is built on a foundation of outstanding faculty who work together to understand solid and surface earth processes and solve today's complex, interdisciplinary environmental challenges, with a long history of leadership and innovation in their fields. The college is also committed to building student excellence with emphasis on hands-on field and laboratory-based learning. CEOAS is proud of a culture of shared governance, collaboration, and collegiality, which allows leadership and active participation in managing college activities from faculty and staff of all ranks.

CEOAS hosts almost 120 faculty who attract roughly $41M annually in non-state funding from the National Science Foundation, National Oceanic and Atmospheric Administration, National Aeronautics and Space Administration and other federal agencies. Faculty and students have won numerous prestigious honors and have contributed to fundamental discoveries and understanding of our planet. CEOAS operates numerous state-of-the art research facilities, including one of the nation's largest archives of sediment cores, a large suite of mass spectrometers and other analytical instrumentation, and two oceanographic research vessels — the 177-foot ocean-going Oceanus and the 54-foot coastal research vessel Elakha. Our researchers provide leadership for large multi-disciplinary regional, national and international initiatives. Examples include:

- The Oregon Climate Change Research Institute (http://occri.net/) and The Pacific Northwest Climate Impacts Research Consortium
- Ocean Observatories Initiative (OOI), a network of science-driven sensor systems to measure the physical, chemical, geological, and biological variables in the ocean and seafloor (http://oceanobservatories.org/)
• The Regional Class Research Vessels program to build next-generation research vessels for the US Oceanographic Fleet (https://ceoas.oregonstate.edu/ships/rcrv/)
• Partnership in the NSF-funded Long Term Ecological Research (LTER) program at H.J. Andrews Experimental forest http://andrewsforest.oregonstate.edu/lter/about.cfm, a 15,800-acre forest administered cooperatively between OSU, the US Forest Service and the Willamette National Forest.

CEOAS scientists are recognized for their research excellence in coastal and near-shore oceanography, marine resource management, water resources, past and future climate change, elemental cycles, food webs, ocean and atmospheric transport, solid and surface earth processes, natural hazards and geographic information science. Moving forward, the College desires to build on historical strengths to maintain and grow excellence in understanding the integrated Earth system through innovative research, education, and outreach and engagement at local, national, and international levels.

CEOAS is committed to a broad range of graduate and undergraduate programs across the breadth of the earth system. The College educates more than 200 graduate and 600 undergraduate majors and delivers courses to over 9000 learners per year. Graduate programs include Master’s and Ph.D. degrees in Ocean, Earth, and Atmospheric Sciences; Geology; and Geography. A multi-disciplinary Master’s degree in Marine Resource Management is offered and CEOAS is a major participant in the Water Resources graduate program. The College has undergraduate programs in Environmental Sciences and Earth Sciences, with options in Geography, Geology and Ocean Science. A new option in Climate Science and an undergraduate degree in Geography and Geospatial Science are under development. Several minors and certificate programs allow students to specialize their degree program, and the GIS Certificate remains the largest certificate program on campus. Faculty strengths and the access to diverse natural settings facilitate experiential learning as a vital part of our curricula, including an NSF REU site at OSU’s Hatfield Marine Sciences Center, a long-running geology field school at our permanent research station in Mitchell, Oregon, and recently developed undergraduate and graduate training cruises on the R/V OCEANUS, supported by state funds and private giving.

Alumni and student organizations also contribute strongly to the educational mission of the College through engagement on the CEOAS Board of Advisors, regularly organized field and classroom activities, international experiences run by the student Geo Club, and special events such as the recent celebrations of the Geology (100 year) and Oceanography (50 year) anniversaries.

The College values diversity as a source of enrichment and strength. It is committed to equity and inclusion through hiring, mentoring, retention, and advancement processes that value faculty and staff well-being, diverse job descriptions to support the multiple missions of the College, recognition of individuals, and support for individual and family needs. Recent activities provide evidence of this commitment, including key partnership in the
NSF ADVANCE program to increase participation and advancement of women in academic sciences and a recently-completed a five-year, NSF-supported program to improve recruitment and retention of underrepresented minorities in STEM fields.

The College’s dedication to studying the integrated earth system parallels the University’s overall excellence in these areas. Oregon State University was recently ranked among the strongest earth and environmental sciences programs in the world by the journal *Nature*. In addition, Corvallis has been named the number four college town in America by Forbes magazine, the number one most eco-friendly small city, number one in patents issued per capita and number four among America’s most innovative cities. The University-wide launch of the Marine Studies Initiative (http://marinestudies.oregonstate.edu/) positions CEOAS as a key partner in an ambitious effort to increase understanding of coastal and ocean systems and promote sustainability on key issues including climate change, food security and safety, natural hazards, renewable energy production and natural resources management. The $65 million first phase of this initiative includes a $50 million education and research facility in Newport, Oregon, and faculty, student and programmatic support to develop new approaches to manage ocean resources wisely and to pioneer an integrated teaching, research, outreach and engagement model.

Along with the Colleges of Agricultural Sciences and Forestry, CEOAS is a part of the Division of Earth Systems Science. The Divisional structure is a coalition structure that helps to advance the University’s three signature areas of distinction: *Advancing the Science of Sustainable Earth Ecosystems; Improving Human Health and Wellness; and Promoting Economic Growth and Social Progress*. The Divisional alignment also enables the three colleges to further enhance interdisciplinary collaboration and to create faculty coalitions to enhance institutional and unit priorities.

About the College, including Vision, Mission and Strategic Plan: http://ceoas.oregonstate.edu/about/

**About Oregon State University**

Oregon State University has always been a place with a purpose — making a positive difference in quality of life, natural resources and economic prosperity in Oregon and beyond. Through discovery, innovation and application, the University is meeting challenges, solving problems and turning ideas into reality. Founded in 1868, Oregon State is the state’s Land Grant University and is one of only two universities in the U.S. to have Sea Grant, Space Grant and Sun Grant designations. Oregon State is also the only university in Oregon to hold both the Carnegie Foundation’s top designation for research institutions and its prestigious Community Engagement classification.

Oregon State welcomes a diverse student body of over 30,058 students from across Oregon, all 50 states and more than 100 countries. Students can choose from more than 200 undergraduate and more than 80 graduate degree programs, including over 30
degrees online offered through Oregon State Ecampus. Oregon State increasingly attracts high-achieving students, with nationally and internationally recognized programs in areas including earth, oceans, atmospheric sciences, conservation biology, agricultural sciences, nuclear engineering, forestry, fisheries and wildlife management, community health, pharmacy and zoology.

Oregon State also ranks high in sustainability, fourth among universities nationwide for using renewable energy and first in the Pac-12 Conference. The 400-acre main campus in Corvallis includes an Historic District making Oregon State one of only a handful of U.S. University campuses listed on the National Register of Historic Places.

OSU is committed through continuous improvement to be a collaborative, inclusive and caring community that strives for equity and equal opportunity in everything that they do. They work together to create an organization that enables success for everyone and to create and sustain this through interpersonal interactions that explicitly support and affirm the inherent dignity and uniqueness of individuals and communities. They work to address systemic barriers to inclusion and aim to promote and enhance diversity in all University endeavors, striving to benefit maximally from different ideas, perspectives and ways of being, knowing and doing. The OSU community embraces values grounded in social justice, civility and respect while looking to our diversity as a source of enrichment and strength. The OSU campus features the Asian & Pacific Cultural Center, Centro Cultural Cesar Chavez, Ettihad Cultural Center, Lonnie B. Harris Black Cultural Center, Native American Longhouse Eena Haws, Pride Center and Women’s Center.

OSU is situated on a beautiful campus, with numerous park-like areas for playing, relaxing, and studying. The College is located in Corvallis, a vibrant university community of 58,000 people in the heart of western Oregon's Willamette Valley, located about 90 miles south of Portland and one hour from the Pacific Coast and the Cascade Mountains. Corvallis is an idyllic college town, and is consistently ranked among the best and safest cities to live in the U.S. Corvallis is at the top of the list of most affluent cities in Oregon and number two among the most educated cities domestically. Recently, Corvallis was ranked the fourth best overall college city in America by both WalletHub and Forbes magazine. Corvallis was also named one of the most secure small towns in the U.S. by the Farmers Insurance Group, and Sunset magazine named Corvallis one of its five favorite eco-friendly small towns. Known for being one of the most environmentally responsible towns, Corvallis sits in the middle of Oregon’s finest recreational and scenic areas: ocean beaches, lakes, rivers, forests, high desert, and the rugged Cascade and Coast Ranges are all nearby.

For more about OSU, please visit http://oregonstate.edu/main/about

About the Oregon State University Foundation

The Oregon State University Foundation, a private, nonprofit organization, leads all fundraising efforts for OSU and manages the philanthropic investments alumni and friends
make in the institution. Annual fundraising totals have averaged more than $100 million for the last five years, placing the OSU Foundation among top performing like organizations nationally. The Foundation recently concluded The Campaign for OSU, the University’s first comprehensive fundraising campaign, in which more than 106,000 donors made gifts totaling $1.14 billion.

The OSU Foundation is partnering with University leaders on efforts to raise $40 million in private funding for the Marine Studies Initiative: an ambitious University-wide commitment to expand educational, research, outreach and engagement programs to help sustain healthy oceans and ensure wellness, environmental health, and economic prosperity for future generations. This includes raising $25 million, matched with state bonds, for a new building at OSU’s Hatfield Marine Science Center in Newport, and $15 million for related programs. A major gift officer on the earth systems science team is dedicated to marine studies fundraising efforts and collaborates with the Dean on all development work, which includes significant investment of the Dean’s time for cultivating relationships with donors and potential donors.

For more about the Oregon State University Foundation, see: http://osufoundation.org/

**Position Summary**

The Dean reports to, and serves at the pleasure of, the Provost and Executive Vice President. As a member of the Provost’s Council, the Dean is an active participant in all aspects of institution-wide planning and policy development. The Dean will be a creative and innovative thinker who will build on OSU’s strengths as an international research university. The Dean will be responsible for the further development, growth and expansion of the CEOAS.

**Key Relationships**

Reports to: Provost & Executive Vice President

Direct reports: Associate Dean for Research
Associate Dean for Academic Programs

Key relationships: OSU Academic Deans; Vice Provosts; Vice Presidents; OSU Foundation; external stakeholders, etc.
Major Responsibilities

The Dean is the chief administrative officer of the College with responsibility for:

- Elevating and advancing a compelling shared vision for the College in the context of OSU’s Strategic Plan for the 21st Century and with the goal of being a top-10 land grant university.
- Advancing the College’s strategic direction, mission, vision, and goals.
- Advocating for growth and innovation in earth, ocean and atmospheric sciences research and funding at national, state and local levels.
- Leading a sustained and aggressive commitment to private, foundation, and corporate fundraising working in partnership with faculty leaders, University leadership and the OSU Foundation, including a focus on meeting the fundraising goals for the Marine Studies Initiative.
- Creating and sustaining an environment of academic and scholarly excellence in order to enable success for students, faculty, and staff, including the evaluation and career development of faculty and staff.
- Developing and implementing a business plan that looks to strategic opportunities for sustainable program development.
- Developing and enhancing relationships with internal and external constituencies.
- Raising the visibility and profile of the College at the national and international levels.
- Elevating the College’s commitment to a diverse, inclusive and multicultural University, and creating a civil and respectful environment that embraces all individuals.
- Fostering interdepartmental and interdisciplinary programs, scholarship, and initiatives.
- Further advancing the learning-centered and research cultures in the College and the University.
- Working with College of Agricultural Sciences and College of Forestry leadership to identify and advance goals for the Division of Earth Systems Science.
CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience

The successful candidate will also bring most, if not all, of the following professional qualifications, skills, experiences, and personal qualities:

• A distinguished record in teaching, scholarship and service consistent with the expectations of the rank of professor in the College.

• A proven record of leadership in an academic or other institution.

• A terminal degree.

• Ability to facilitate a collaborative and collegial leadership environment and a demonstrated commitment to shared governance.

• Administrative ability and competence, including budget and financial management processes, public relations and development, strategic planning, policy formation, and personnel management.

• A clear understanding of the mission of a land, sea, sun, and space grant university.

• Demonstrated track record of advancing diversity, including cultural and ethnic diversity, equity, and inclusion.

• Demonstrated commitment to high quality research, interdisciplinary education, and effective outreach and engagement.

• Demonstrated commitment to high-quality learning and student success at the undergraduate and graduate levels; experience in advancing innovation in academic programs and student experiences.

• Experience in program development and implementation to address continuing education and development needs of working professionals through outreach and extended education programs.

• Highest degree of personal integrity.

• Leadership and success in developing and maintaining an externally funded research program in the earth, ocean, or atmospheric sciences as a primary professional activity.

• Leadership and success in philanthropic development and fundraising.
• Leadership and success in securing internal and external programmatic support for instruction, research, service, and outreach.

• Leadership skills with the ability to set challenging and attainable goals, to set priorities, and work with and inspire others to high levels of creative performance.

• Understanding of current and emerging issues in earth, ocean and atmospheric research, education, and outreach of importance to the state, nation, and the world.

Critical Competencies for Success

Academic Leadership & Management Skill

The Dean of CEOAS will have a deep understanding of the academic opportunities within the various fields of study contained within the broad scope of the College. Ideally, possessing both a significant body of research as well as skills in the classroom, the Dean of CEOAS will necessarily understand and appreciate the needs of the researchers and the faculty of the College. Demonstrating an adept and sensitive management style, the Dean will build on the integration of the College that was begun several years ago and provide strong leadership to insure its world class academic stature.

Fundraising Orientation & Effective Communication Ability

The Dean of the College will be a forceful and passionate advocate for the College, both with the administration and other stakeholders on campus, as well as with the College’s myriad partners and constituents off campus. The Dean must have extensive experience in soft money funding, as a result of their own grant writing and work within federal agencies, foundations and other state or regional funding bodies. A charismatic and engaging leader, the Dean will embody the collaborative and transparent culture of the College.

Compensation

Salary is competitive, and the benefits package includes several options for health/dental/life insurance, retirement, and a new program of reduced tuition for dependents (some restrictions apply).

The Search Process

A Dean - CEOAS search committee consists of faculty, staff and students. The members of the search committee are actively engaged in seeking input to identify
the best candidates to lead the College. To that end, the search committee welcomes your comments, applications and nominations.

OSU commits to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, and individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.

If you wish to submit your own application materials or nominate someone to serve as the next Dean of the College of Earth, Ocean & Atmospheric Sciences at Oregon State University, please send an e-mail message with supporting materials to OSUCEOASDean@SpencerStuart.com.