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# *POSITION PROFILE*

# *DEAN SCHOOL OF BUSINESS*

## AN OPPORTUNITY TO LEAD

### SHAPING THE FUTURE OF BUSINESS

Located in the heart of one of America's most dynamic cities, The School of Business at Portland State University is shaping the future of business through inclusive, transformative learning and meaningful research. With world-class faculty and deep connections with regional industry partners, our campus brings together today's innovators and tomorrow's leaders.

615 SW Harrison St, Portland, OR 97201

[PDX.EDU/BUSINESS/](https://pdx.edu/business/)



Portland  
State  
UNIVERSITY

# “LET KNOWLEDGE SERVE THE CITY”

## THE OPPORTUNITY

“Let Knowledge Serve the City” — the Portland State University motto — is prominently emblazoned across our downtown campus skybridge. An inspiring reminder of the spirit that moves our campus, it informs our curriculum, enriches our research, empowers our students, and lifts our community. Our urban engagement creates global impact. PSU is one of the nation’s leaders in social mobility. We are Oregon’s most diverse student body. We are a place where ideas become actions. PSU seeks an inspiring, visionary leader to be the next Dean of the School of Business. The next dean must be an advocate for the institution, ready to collaborate with the campus community in support of a vision of academic integrity, research excellence, student success, and racial and economic justice across the Portland metropolitan region, where more than 100,000 PSU alumni live, work and thrive. We are looking for a leader committed to advancing our community impact, growing our student population, and solidifying PSU’s position as Oregon’s top urban public research university.

## HEART OF THE CITY

Portland State University’s 50-acre campus at the south end of downtown Portland is the testing ground for ideas that transform lives and communities. From the tree lined Park Blocks to the bustling Urban Plaza, PSU is a vibrant community of diverse people and places. We are united in our dedication to serving our students and our city.

## IDEAS IN ACTION

Our students do more than study the issues. They work to find new solutions, putting their learning into practice and garnering real world experience. Through internships, applied learning and unparalleled research opportunities, students emerge from PSU with strong career opportunities in Portland and beyond. Our location in the heart of the city and hundreds of community partnerships with top employers like Intel and Oregon Health & Science University make it possible.

## WORLD CLASS FACILITIES

PSU’s urban campus is home to state-of-the-art classrooms, labs, and recreation spaces, as well as beautifully renovated historic buildings. Thanks to support from major donors and the state of Oregon, PSU has invested more than \$400 million since 2005 in new construction and renovation projects to expand and modernize our campus.

## WELCOMING ALL STUDENTS

PSU first opened in 1946 as Vanport College, serving G.I.s home from World War II. Since then, our students have been at the heart of everything we do. As we grew to 23,000 students, we kept our core commitment to serving students of all types — from new high school graduates to older students returning to school — and giving them the tools and support they need to succeed.

# **NON-TRADITIONAL STUDENTS ARE OUR TRADITION**

The average age of our students is 27, nearly half of our students are first generation, and 37% are BIPOC. We welcome students from all 50 states and 53 countries, but 80% of our students are from Oregon. We are proud to serve more transfer students than any other college in Oregon, and many students commute to class, work full time, and have children. We also are pleased to co-admit community college students to give them a headstart on a four-year degree.

At the same time, we welcome about 1,700 first-year students each year. We give them a complete first year experience with freshman-only campus housing, learning communities and peer mentors. We offer a full range of individualized support to help all of our students connect on campus and complete their degrees, including one-on-one tutoring and a financial wellness center. PSU has eight residence halls, 200 student clubs, student media, an active student government, and 10 cultural and resource centers.

More than half of our new undergraduate students who entered in fall 2021 and 2022 were BIPOC, and we expect to be a majority BIPOC-student institution in the future. The work we put into supporting BIPOC communities will create a culture that serves everyone better and supports the thriving of all students and employees.





# POSITION PROFILE

## DEAN, SCHOOL OF BUSINESS

### RECOGNIZED FOR EXCELLENCE

Portland State University is consistently ranked among the nation's top universities by U.S. News & World Report for its innovative strategies that help students succeed. The 2022 Best Colleges guide recognizes PSU as the best national university in Oregon for Social Mobility and Service Learning, as well as Oregon's Most Innovative campus. The ratings reflect PSU's commitment to transforming the lives of students with meaningful learning experiences.



### TOP COLLEGE FOR DIVERSITY INSIGHT

Into Diversity recognized Portland State's outstanding commitment to diversity and inclusion with a 2022 Higher Education Excellence in Diversity (HEED) Award. The awards are given to the nation's top colleges for diversity, measured by their level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through initiatives, programs, and outreach; student recruitment, retention, and completion; and hiring practices for faculty and staff.

### SUSTAINABILITY GOLD

Portland State has earned a "gold" rating for 10 years in a row on the Sustainability Tracking, Assessment & Rating System (STARS). STARS is a transparent, self-reporting framework for schools to measure sustainability performance. The rankings measure how much a university is doing to achieve the United Nations' Sustainable Development Goals. Categories range from good health and wellbeing to sustainable cities and communities.

### AANAPISI DESIGNATION

Portland State was recently awarded a nearly \$2 million federal grant to expand support, resources and services for Asian American and Pacific Islander (AAPI) students, a testament to the years-long advocacy from students, faculty and staff to better meet their diverse needs. The five-year award recognizes PSU's designation as an Asian American Native American Pacific Islander Serving Institution (AANAPISI) with nearly 11% of PSU's undergraduate students identifying as AAPI. AANAPISIs must also have a substantial number of enrolled students from low-income backgrounds.

# POSITION PROFILE

## DEAN, SCHOOL OF BUSINESS



### PRESIDENT OF PORTLAND STATE UNIVERSITY



President Ann E. Cudd joined Portland State in August, 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.

### INTERIM PROVOST



Shelly Chabon, Ph.D., is serving as Interim Provost and Vice President of Academic Affairs. 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 of the American Speech-Language-Hearing Association (ASHA), recipient of the Dorothy Dreyer award for Volunteerism, and the Certificate of Recognition for Outstanding Contributions in Higher Education, received the Honors of the Association in 2021, and was the 2012 ASHA President.

# THE SCHOOL OF BUSINESS

Located in the heart of one of America's most dynamic cities, The School of Business at Portland State University is shaping the future of business through inclusive, transformative learning and meaningful research. With world-class faculty and deep connections with regional industry partners, our campus brings together today's innovators and tomorrow's leaders.

The School of Business is centered on social, ecological and economic business practices that drive positive change. We embrace a holistic approach to education, taking students out of the classroom and into the community. In keeping with the PSU motto to "let knowledge serve the city," our students turn ideas into action.



We offer our undergraduate degree in eight concentrations, nine graduate degree programs, a variety of certificate programs and continuing education through our Center for Executive and Professional Education.

Our faculty are committed researchers who delve into today's most important business issues. They teach from a real-world perspective, bringing valuable business experience and connections to bear for the benefit of students.

At The School of Business, we believe the power of inclusion leads to a brighter, more sustainable future. And our campus reflects that belief: you will be part of the most diverse student population in Oregon. You will also be exposed to a wide range of diverse perspectives through our highly collaborative programs, which place students alongside business leaders in the community.

The Association to Advance Collegiate Schools of Business (AACSB) has accredited The School of Business in both business and accounting, placing us among only 190 schools — the top 1% — worldwide to receive this dual distinction.

The Karl Miller Center provides a space for hands-on, collaborative learning. The modern, award-winning building is LEED Platinum Certified and includes classrooms, study areas, family spaces and our advising offices.

Over 60 business faculty provide dynamic instruction, lead research projects with global influence and collaborate to find solutions to the world's pressing challenges. At every step of the way, our students benefit from the experiential teachings of renowned scholars and business leaders. More than half of our tenured and tenure-track faculty are female, placing us well above the AACSB average.

The School of Business has produced over 32,000 alumni, the majority of whom still live and work in the Portland metro area.

## **POSITION**

The Dean is the chief academic and administrative officer and provides leadership to The School of Business. The Cameron Dean of The School of Business is an endowed position and reports directly to the Provost & Vice President of Academic Affairs. The Cameron Dean works collaboratively both within The School of Business and across other colleges to create a unified vision for the School and to provide strategic leadership to advance its overall quality, reputation, stature, and aspirational goals.

The Cameron Dean is also responsible for the financial growth of The School of Business and development of industry partnerships. The Cameron Dean will oversee a budget of over \$20 million and a talented academic team including six discipline areas, three Associate Deans, Assistant Dean of Student Success, Fiscal Officer, Director of Marketing, Executive Director – Center for Retail, and a dedicated administrative staff. In policy matters the Cameron Dean acts in consultation with appropriate faculty members and the Provost, but is responsible for all decisions made by the School. In addition, the Dean plays a leadership role in advancing all institutional initiatives, including diversity, assessment, and sustainability.

## **OPPORTUNITIES AND PRIORITIES**

**1. LEAD AND EXPAND THE SCHOOL OF BUSINESS'S VITAL ROLE AS A CITY AND INDUSTRY PARTNER AND COMMUNITY LEADER.**

Leverage the School of Business's tradition of strong external partnerships to play a leading role in the development and realization of downtown Portland's full potential as the urban center of the Pacific Northwest Coast. Lead the School's involvement as a significant contributor to the vibrancy of downtown Portland as well as a generator of unique opportunities for Portland State students. Ensure Portland State's position as the primary provider of students for industry partners in the state and region. Build entrepreneurial programs and connect the School of Business to the regional innovation ecosystem.

**2. CELEBRATE PORTLAND STATE'S MISSION AND BUILD ON A TRADITION OF FUNDRAISING FOR IMPACT WITHIN THE SCHOOL OF BUSINESS.**

Celebrate the School of Business's role within Portland State's distinguishing mission as an institution committed to "access, inclusion and equity as pillars of excellence." Build on a tradition of strong fundraising within the School of Business to support Portland State's students, many of whom face challenges that impact their ability to stay in school. Leverage new development opportunities to expand the School's impact for students, including the funding of supports such as the Career Center. Lead and expand external relationships to support the School and Portland State's unique role within the state and region as a driver of access, opportunity, and social impact.



# POSITION PROFILE

## DEAN, SCHOOL OF BUSINESS

**3. LEAD WITH TRUST, HOPE FOR THE FUTURE, AND TRANSPARENCY, AND CREATE AN ENVIRONMENT OF INCLUSION AND BELONGING FOR ALL MEMBERS OF THE SCHOOL OF BUSINESS.**

Work within Portland State's governance system and processes to ensure an environment built on trust, collaboration, and a commitment to building a future of opportunity for all, centered on the vibrancy of Portland State's urban location. Lead the School of Business's student-centric focus and strong, demonstrated commitment to diversity, equity, inclusion and accessibility. Ensure the support and further development of the School's highly productive and engaged faculty and staff, and provide support for the expansion of faculty research and industry partnerships.

**4. LEAD INNOVATION AND CURRICULAR DISTINCTIVENESS WITHIN THE ACADEMIC PORTFOLIO OF THE SCHOOL OF BUSINESS.**

Through an inclusive, collaborative and transparent process, continue to evaluate and grow the School of Business's curriculum. Ensure that academic programs are competitive, meet the particular needs of Portland State students, and demonstrate the innovative, urban spirit that defines Portland State.

**5. ENGAGE PARTNERS ACROSS CAMPUS TO SUPPORT AND LEAD UNIVERSITY-WIDE INITIATIVES.**

Work collaboratively across campus to support university-wide initiatives, particularly the new strategic planning process, student success efforts, and interdisciplinary programming. Leverage success within the School of Business to partner with Portland State's other colleges and schools to support institutional enrollment and retention goals, as well as faculty and staff development measures.





# KEY QUALIFICATIONS AND ATTRIBUTES

The Dean of the School of Business at Portland State University will be a dynamic and inclusive leader with an understanding of the challenges facing 21st century higher education. The dean will passionately embrace and promote PSU's mission and values including serving and sustaining a vibrant urban region, educating a diverse community of learners, promoting access, inclusion and equity, and a commitment to stewardship and sustainability.

## MINIMUM QUALIFICATIONS

- Candidates must possess an earned doctorate and qualify for appointment as a tenured professor in the School of Business.
- Demonstrated ability to lead, offer vision, and successfully manage professionals in diverse academic, corporate, community, and governmental organizations.
- Substantial administrative experience with budgeting and financial planning.
- Proven experience in recruiting, developing, retaining, and evaluating faculty and professional staff.
- Experience with and commitment to AACSB accreditation.
- A record that shows a meaningful commitment to and demonstrated accomplishment in advancing inclusiveness, equity and diversity, incorporating them into the daily operations of the unit, including in the areas of hiring, promotions, retention, and programs.
- A proven track record of building effective relationships with industry, donors, alumni, and finding agencies that result in institutional goodwill and successful fundraising.
- Demonstrated record of excellent interpersonal and leadership skills including the ability to motivate a diversified faculty and staff in support of the strategic vision, effectively problem solve and negotiate.
- A well regarded history of personal and professional ethics, character, and integrity.
- An understanding and commitment to shared governance.
- A successful record of developing, implementing, and sustaining innovative policies and programs that foster excellence in teaching, research, and service in higher education.
- Strong knowledge of issues and trends facing the business discipline.
- Strong communication skills with a commitment to inclusiveness, transparency and consensus building.
- Firm, fair, and consistent judgment, combined with an ability to make and communicate tough decisions.
- Demonstrated success or related experience in securing external support and/or fund-raising with a commitment to broadening support for the School of Business.
- Possess personal qualities that will facilitate collaborative relationships within the University, the School, and among business leaders and alumni.
- Demonstrated commitment to equity and diversity.
- Experience with preparation and access issues relating to community colleges and K-12.
- A record of community service and urban engagement.
- An ability to communicate with diverse audiences: to collaborate and communicate effectively across college/school lines and foster collaborative academic environments, capitalizing on assets throughout.

# POSITION PROFILE

## DEAN, SCHOOL OF BUSINESS

### KEY CULTURAL COMPETENCIES:

- 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 of PSU's policies including the policies on Prohibitive Discrimination and Harassment and the Professional Standards of Conduct.

### PORTLAND AND THE PACIFIC NORTHWEST

Portland is known as much for its locally roasted coffee and microbreweries as its leadership in sustainability and urban planning — and PSU is at the center of it all. From PSU, you can take the streetcar to Powell's, the world's largest independent bookstore, explore the city's many walkable neighborhoods, bike along the Willamette River, sample hundreds of international food carts, and go hiking in Forest Park, the nation's largest city park. And we are just a short drive away from all the rugged beauty of the Pacific Northwest, including Mount Hood, the Oregon Coast, and the Columbia River Gorge.

# NOMINATIONS AND APPLICATIONS

Representing AGB Search, Dawn Overstreet, Ph.D, and Laura Woodworth–Ney, Ph.D, will be assisting the Portland State University Business School Dean Search Committee. Should prospective nominators or potential candidates have questions or wish to seek additional information, they are encouraged to email either Dr. Overstreet ([dawn.overstreet@agbsearch.com](mailto:dawn.overstreet@agbsearch.com)), or Dr. Woodworth–Ney ([laura.woodworth-ney@agbsearch.com](mailto:laura.woodworth-ney@agbsearch.com)) to arrange time for a confidential conversation prior to submitting materials.

Applicants are requested to submit the following materials:

1. a letter of interest based on the Profile
2. a current curriculum vitae, and,
3. names and email addresses of five references (please specify your professional relationship with each).

All application materials should be submitted through the AGB Search portal system accessible via this link: <https://bit.ly/4aeP6ij>

Please submit all materials by **March 4, 2024** for best consideration. Please direct any questions regarding the application process to: [BusinessDeanPSU@agbsearch.com](mailto:BusinessDeanPSU@agbsearch.com).

Nominations and expressions of interest are encouraged and should be directed to [BusinessDeanPSU@agbsearch.com](mailto:BusinessDeanPSU@agbsearch.com) or to the AGB search consultants listed. All candidate names will remain confidential until finalists are identified during the latter stages of the search.

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