



Portland State
UNIVERSITY



POSITION PROFILE

Dean, School of Social Work

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 SCHOOL OF SOCIAL WORK

Established in 1961 by a resolution of the Oregon Legislature, the [School of Social Work](#) (SSW) serves the behavioral health and human services workforce needs of the entire state. The PSU School of Social Work ranks in the top 12% of schools of social work by U.S. News & World Report. The three major functions of the School are teaching, research, and community service, and the SSW is one of the few schools of social work in the country that houses an interdisciplinary program, Child, Youth, and Family Studies.

In pursuit of its mission: “Rooted in justice, relationship, and community collaboration, PSU SSW advances knowledge and creates social change through teaching, research, practice, and advocacy,” the SSW has two undergraduate academic degree programs: Child, Youth, and Family Studies (CYFS) and the Bachelor’s in Social Work (BSW), and two graduate academic degree programs: a Masters in Social Work (MSW) and the Doctor of Philosophy in Social Work and Social Research (PhD). The MSW program offers in-person classes on its Portland campus and through two distance sites in Eugene and Bend, OR. It also offers a nationally ranked, online MSW program. The BSW program offers classes on its Portland campus and in its fully online program, the only one of its kind in the Pacific NW. The School is in the process of building a fully online Human Services major (fall 2024) that will serve as PSU’s use case for Credit for Prior Learning.

The SSW prepares more than 1,000 students each year to meet the workforce needs of the State of Oregon through the contributions of 56 faculty, including 27 tenure track faculty, 21 non-tenure track faculty, 8 research professors, and more than 50 adjuncts in typical years. In the last 5-7 years, the SSW has intentionally sought to recruit and retain scholars from historically underrepresented communities. This remains a core commitment of the SSW, as reflected in its mission statement.

Faculty in the School of Social Work engage in a wide range of research and scholarship. Funded projects include large multi-site studies, national research and training centers, major workforce development initiatives, and community-based evaluations. Faculty, students, and researchers in the School of Social Work conduct over \$14 million in expenditures for social science research, training, and outreach projects representing approximately 24% of PSU’s externally funded sponsored projects. Most grant-supported projects are managed within the affiliated research units, the Regional Research Institute for Health Services (RRI) and The Center for Improvement of Children and Family Services (CCF).

In recent years, faculty members have served as editors of three academic journals, including *Affilia*, *Autism in Adulthood*, and *Child & Youth Services*. SSW faculty also place a high priority on their instructional roles, and excellence in teaching is a hallmark across all programs of the School.

ADDITIONAL POINTS OF PRIDE RELATED TO THE SCHOOL OF SOCIAL WORK FACULTY:

- The School boasts a strong interdisciplinary faculty, reflecting expertise in fields such as social work; early childhood, primary, and secondary education; family studies and human services; cultural studies and queer theory; disability studies; ethnic studies; medicine and public health; law, social policy, and sociology.
- Faculty represent diverse practice expertise such as mental health and healthcare, child welfare, addictions treatment; interpersonal violence; community organizing; suicide prevention; immigration; climate change and foresight thinking; child life; early childhood and elementary education; anti-poverty; and DEI work.
- SSW faculty are recognized thought leaders in critical inquiry, inclusive pedagogy, and innovations in qualitative research, such as consumer-driven and community-based participatory research, intervention research, translational research, and research on pedagogy and workforce development.
- SSW faculty play leadership roles in high-impact partnerships shared with multiple departments on campus and/or with other universities focused on undergraduate research training; the national development of the early psychosis evidence-based best practices; reducing homelessness and its negative impact; the promotion of health equity; and youth mentoring.

The School of Social Work is committed to equity and inclusion in all its academic, research, training, professional development, and community program offerings to students, faculty, staff, field instructors, campus partners, and community members. Bringing equity and inclusion to the School's activities is an ongoing process that requires continued vigilance, intentional focus, and continuous improvement. The next Dean will be prepared to support the SSW's current Mission, Vision, Values, and Position and to lead further strategic developments in these areas. For more information on the School's strategic plan, [click here](#).

THE POSITION

Dean, School of Social Work

The Dean reports to the Provost & Vice President for Academic Affairs, Dr. Shelly Chabon, and serves as a vital member of the University's Academic Leadership Team (ALT). As the chief executive and academic officer for the School, the Dean will set the standard for intellectual engagement and accomplishment by providing a strategic vision for and operational leadership of all school programs.

In addition to the faculty noted above, the Dean manages a total staff of approximately 20 people and direct reports include the Associate Dean for Academic Affairs; the Assistant Dean for Finance and Administration; the Director of the Center for Improvement of Child & Family Services; the Director of the Regional Research Institute for Human Services; the Executive Director of Student Affairs and Enrollment Management; the Marketing and Communications Manager; and the Executive Assistant for the Dean.

The Dean manages a budget of approximately \$10 million and will be accountable for the financial well-being of the School. The Dean is expected to actively participate in development, fundraising, and stewardship of donors to the School and is charged with pursuing an aggressive program in collaboration with the PSU Foundation, to support the University's priorities and advance visionary work in the School. In addition to the Foundation, the Dean will collaborate with PSU leadership, department chairs, faculty, and select school staff, to buoy these efforts for the School.

The Dean will lead a multidisciplinary faculty whose research and scholarly interests are broad and whose work engages constituencies both in the academy and in the public sphere. The Dean will serve as a catalyst to link SSW faculty and students to other departments across campus, to other disciplines in the academy, and to public and private communities outside of the institution.

The Dean will also help realize the SSW's vision and will function as the School's public voice, promoting initiatives within Portland State, and articulating the School's contributions in local, state, regional, and national arenas.

JOB RESPONSIBILITIES

Leadership and Administration

- Demonstrates a commitment to scholarly, pedagogical, and research excellence. Assesses, monitors, and guides overall School priorities and productivity in instruction, research, and service.
- Reviews School policies, procedures, and recommendations for appointment, salary, retention, tenure, and/or promotion of faculty, and ensures that appropriate policies are followed.
- Provides recommendations to the Provost regarding tenure and promotion reviews, hiring, appointments, and sabbaticals.
- Leads School strategic planning and oversees program development and entrepreneurial opportunities.
- Supports and oversees the associate dean in assessment and accreditation of current programs, and in development of new programs.
- Engages 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 constituents within the academy and in the public sphere.
- Provides leadership in the national organizations of the social work profession and shares accomplishments of faculty with these national bodies. Serves with other Deans as a member of the Academic Leadership Team for the University, providing university-wide leadership to shape PSU's success as a whole.
- Works with legislative and policy affairs professionals in promoting legislation, licensing, and other policy interventions that support the social work profession and the educational mission of the School, including continued investment in social work education.

Financial Resource Management, Development, and Fundraising

- Responsible for the financial growth of the SSW and the development of industry and community partnerships.
- Responsible for sound financial management of SSW resources. Leads the development of the School budget.
- Ensures the efficient use and strategic investment of School resources. Establishes a vision for long-term financial health, and the development of long-term and short-term goals to move the School toward this health.
- Develops, leads, and encourages fundraising, cultivating development opportunities with a broad array of constituents, in collaboration with the PSU Foundation, to support the School's goals and the goals of its programs and students.
- Encourages research and external funding success among faculty of the SSW and works with the Communications and Marketing Manager to communicate these research products internally and externally to the School and the University.



QUALIFICATIONS

Candidates for consideration must possess:

- An earned doctorate and a record of distinguished accomplishments consistent with an appointment as a tenured full professor in the School of Social Work.
- A minimum of five years of progressively responsible experience in leadership at a higher education institution or social services agency.
- Demonstrated knowledge of core management functions; experience managing strategic priorities; experience implementing complex initiatives; and familiarity with organizational policies, guidance, best practices, and procedures.
- An ability and desire to garner philanthropic and corporate support.
- A demonstrated commitment to justice, equity, diversity, and inclusion; a track record of effectively engaging and partnering with diverse communities and constituents, and a record of implementing related initiatives.
- The ability to represent the School effectively within Portland State University, in Portland, nationally, and internationally.

The successful candidate will also possess many, if not all, of the following professional qualifications and personal attributes:

- A collegial, consultative management style and the ability to lead decisively within a rapidly changing environment.
- Experience with change management or implementation science.
- A commitment to creating and nurturing a distinguished faculty.
- Commitment to an intellectually and culturally diverse academic environment and to the School's role in addressing the critical policy and social issues of the time.
- Experience working in a unionized environment.
- Experience with accreditation processes and the assessment of learning outcomes, ideally familiar with the Council on Social Work Education (CSWE).
- Experience with preparation and access issues relating to community colleges and K-12.
- A record of community service and urban engagement.
- A belief in delegation of power and authority with appropriate controls.
- Honesty, integrity, enthusiasm, sense of humor, resilience, and a strong work ethic.





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 March 4, 2024 will be given first consideration.**

To apply, go to: <https://theapplicantmanager.com/jobs?pos=su406>. 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:

Stephanie Rivas-Fowler
Senior Consultant
Summit Search Solutions, Inc.
(480) 213-7078
srivasfowler@summitsearchsolutions.com

Beth Baldino, MSW
Senior Consultant
Summit Search Solutions, Inc.
(828) 216-6606
bbaldino@summitsearchsolutions.com

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/>*

