Opportunity and Challenge Profile

Search for the Dean of the School of Social Work
Portland State University
Portland, Oregon

Portland State University seeks the next Dean to lead the School of Social Work.

Located in the heart of Oregon’s economic and cultural center, Portland State University (PSU) is the most diverse public university in Oregon. PSU enrolls approximately 28,000 students from every state in the nation and more than 80 foreign countries in 88 bachelors, 88 masters, and 37 doctoral programs. Founded in 1946, PSU is hailed by The Princeton Review as one of the best colleges and universities in the West. The University is accredited by the Northwest Commission on Colleges and Universities and all programs are accredited by professional bodies. PSU encompasses eight primary divisions: the College of Liberal Arts & Sciences; College of Urban & Public Affairs; College of Education; Maseeh College of Engineering and Computer Science; School of Business; School of Social Work; and OHSU-PSU School of Public Health; as well as the University Library, University Honors College, and Department of University Studies. A Carnegie Doctoral Research University (High Intensity), PSU has grown its sponsored research in recent years, with $60.5 million in research expenditures in 2017-18. From a vibrant campus spanning 50 buildings in downtown Portland, PSU is an integral part of the Metro area.

Portland State University School of Social Work is highly regarded within the Pacific Northwest and nationally. Established in 1961 by a resolution of the Oregon Legislature, the School of Social Work is the only public social work program in the state, serving all of Oregon with its central campus in Portland and distance options in communities around Oregon (Medford, Bend, Eugene, Salem) as well as highly successful online MSW and BSW programs. The PSU School of Social Work is among the top 20 percent (38th in the nation) of schools of social work based on its high ranking by U.S. News & World Report, and is one of the top 3 Schools in terms of external funding. In addition to social work programs at the bachelors, masters and doctoral level, the SSW is one of few schools of social work in the country that also houses an interdisciplinary bachelors’ program (Child, Youth, and Family Studies Program). Across all four degree-granting programs, the curricula are guided by principles of equity, social justice, and anti-oppressive practice with a primary goal to prepare students for ethical leadership and practice with diverse populations and communities. Educational content includes values, principles, and skill development for culturally responsive practice that enables students to work effectively, cross-culturally, and innovatively. The School prioritizes research and scholarship that focuses on understanding, preventing, and ameliorating social problems, with funded research and program evaluations of national and local significance. The School has a long track record of community services and a rich array of inter-professional, interdisciplinary collaborations and individual, family, and community partnerships supporting field placements, research and evaluation partnerships, and teaching exchanges.

To pursue its mission, the SSW has two undergraduate professional degree programs: Child, Youth, and Family Studies (CYFS) and Bachelors in Social Work (BSW) and two graduate academic degree programs: a Masters in Social Work (MSW) and Doctor of Philosophy in Social Work and Social Research (Ph.D.). CYFS has 271 majors, 184 minors, and 838 total students enrolled in CYFS courses; the BSW has 204 students; the MSW has 602 students; and the Ph.D. program has 47 students.

Isaacson, Miller
Faculty in the School of Social Work engage in a wide range of research and scholarship, and the school regularly ranks in the top three nationally in amount of externally funded work. 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 $14.5 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 Regional Research Institute for Human Services (RRI) and The Center for Improvement of Child and Family Services (CCF), both long-standing units in the School.

The Dean will engage with a multidisciplinary faculty whose research interests and practice expertise span a wide range of policy and practice areas, with undergraduate and graduate students, and with constituencies within the academy and in the public sphere. As the chief executive and academic officer for the School, the Dean will set the standard for intellectual engagement and accomplishment by providing strategic vision for, and operational leadership of, the school as a whole. The Dean will serve as a catalyst to link the work of social work faculty and students to other disciplines in the academy, and to public and private communities and interests outside of the institution. The Dean will also serve with other Deans as a member of the Academic Leadership Team for the University, providing university-wide leadership to shape a future of success for PSU as a whole. This individual will serve as the School’s public voice, promoting initiatives within Portland State, and articulating the School’s contributions in local, state, regional, and national arenas, as well as pursuing an aggressive development program to build the School’s resources.

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document, which was prepared by the Search Advisory Committee with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About Portland State University

Over the last 71 years, Portland State has developed from a temporary extension center to its position today as a nationally recognized urban research university, the largest and most diverse in Oregon. The institution was first established as the Vanport Extension Center in June 1946 to satisfy the demand for higher education in Portland for returning World War II veterans. Following the Vanport Flood of 1948, the college became known as “the college that wouldn't die” for refusing to close after the flood. In 1953, the School moved to downtown Portland and occupied the vacated buildings of Lincoln High School on SW Broadway Street. The School in 1955 changed its name to Portland State College to mark its maturation into a four-year degree-granting institution, continuing to grow with graduate programs added in 1961 and doctoral programs added in 1968. The institution was granted university status by the Oregon Legislature in 1969, becoming Portland State University (PSU).

In recent years, PSU programs have attracted national attention. When PSU replaced its traditional undergraduate general education distribution system and adopted a new interdisciplinary program, University Studies, in 1994, it received national press, and institutions all over the country visited the PSU campus. For the ninth consecutive year, U.S. News & World Report has recognized University Studies and on multiple occasions has listed it as a “Program to Look For.” PSU programs continue to garner national recognition and rankings. The University has been named one of the top ten innovative universities in the country (U.S. News and World Report 2017-2018) and as a Community Engaged Institution by the Carnegie Foundation for the Advancement of Teaching. To see an up-to-date list of the outstanding PSU rankings and references by Princeton Review and other nationally respected
organizations, please visit the following link: [http://www.pdx.edu/profile/portland-state-university-rankings-and-references](http://www.pdx.edu/profile/portland-state-university-rankings-and-references).

Student diversity and engagement with diverse communities have increased with the expansion and development of academic programs gathered in the School of Gender, Race and Nations, including the Black Studies, Indigenous Nations Studies; Chicano/Latino Studies; and Women, Gender, and Sexuality Studies. In addition, students are supported by a number of resource centers, including five cultural resource centers: La Casa Latina Student; Multicultural Student Center; Native American Student & Community Center; Pacific Islander, Asian, and Asian American Student Center; and Pan-African Commons.

A seminal moment in the institution occurred in September 2008, when the James F. and Marion L. Miller Foundation awarded PSU a ten-year $25M challenge grant to enhance and expand its sustainability efforts. Both the $25M Miller grant and the funds raised to match it are being used exclusively for the advancement of sustainability in program offerings, including research and engagement with community partners. In 2014-15, with significant leadership from Social Work Faculty Tom Keller, the University was awarded a $24M grant from NIH to promote the training of traditionally underrepresented undergraduate students for graduate studies and research careers in health and biomedical fields. PSU is also the recipient of about $29M in federal funding for its Transportation Research and Education Center (TREC), which supports students through research projects and fellowships, develops innovative transportation-related curriculum, and conducts research on multi-modal transportation solutions. Two of the largest research centers on campus are affiliated with the School of Social Work: the Regional Research Institute (RRI) and the Center for Improvement of Children & Families. Both are engaged in a wide range of research, community-engagement, training, and education programs.

**PSU Today**

Portland State University has approximately 28,000 students – roughly 22,500 undergraduates and 5,500 graduate students. About 62 percent of students are full time, approximately 78 percent are residents of Oregon, and 70 percent are transfer students. The University employs approximately 4,135 employees, including 1,853 research and instructional faculty, 2,399 academic professionals, managers, and staff, and 92 administrators. The faculty and most of the staff, including graduate assistants, are represented by various collective bargaining units. Collective bargaining plays a strong role in the University’s governance.

PSU employs adjunct faculty and researchers throughout its academic units who bring diversity and broad experience to their work at PSU. Adjuncts at PSU often teach the same courses as full-time faculty and teach a large share of the total credit hours. Recently, an ex-officio position for adjunct faculty was added to the Faculty Senate.

PSU offers over 200 degree programs: 88 bachelor’s, 88 master’s, and 37 doctoral programs. In recent years, PSU has added more doctoral programs as it has grown from its original mission as a liberal arts undergraduate college into a comprehensive urban research university. Recently added doctoral programs include community health, health systems policy, mathematics, biology, chemistry, computer science, applied psychology, engineering and technology management, mechanical engineering, and sociology.

PSU’s research funding has grown steadily from about $5M in 1990 to more than $60.5M in 2017-18. In addition, PSU’s Business Accelerator has fostered the growth of 38 businesses, 35 percent of which work directly with PSU’s faculty experts. Research synergies in areas such as medical devices and instrumentation, computer science, urban design and transportation, automation and artificial intelligence, and sustainability support private-sector innovation and improve the quality of life of all Oregonians.
while helping attract members of the “creative class” to Portland. Social work research and evaluation have led to significant changes in national and state policy relative to child welfare, disability services, and youth service integration.

PSU drives its academic agenda in accordance with the following mission statement:

- We serve and sustain a vibrant urban region through our creativity, collective knowledge and expertise.
- We are dedicated to collaborative learning, innovative research, sustainability, and community engagement.
- We educate a diverse community of lifelong learners.
- Our research and teaching have global impact.

Diversity, Inclusion and Globalization

Since its founding, Portland State University has embraced a mission of access to higher education for students across the state. Throughout its growth and development, PSU has remained committed to providing access and opportunity to students from regional, national, and international communities in their pursuit of lifelong learning and diverse educational goals. To this end, PSU has utilized an equity lens in its strategic plan¹ and values diversity and fosters a climate of mutual respect and inclusiveness that celebrates the diversity of its students and supports different points of view and the open exchange of ideas. The University is also committed to increasing the diversity of its faculty and staff to enrich the educational experience of students both inside and outside the classroom and give them the skills they need to flourish and succeed in a diverse global society.

Since 2000, internationalization has been a central theme of PSU, and the University has demonstrated an ongoing commitment to globalization as part of its mission. PSU’s future is guided by the belief that its students will be leaders in an emerging global community. To help achieve this, it strives to weave global thinking seamlessly into everything that it does. Today, PSU has grown to become a university of distinction that attracts students and faculty from around the world. It has experienced more than a 50 percent increase in its international enrollment, with international students coming from over 80 countries. Additionally, the University hosts approximately 200 international visiting researchers and scholars who contribute their knowledge and expertise to the PSU community. The University also sponsors more than 140 study abroad programs in over 38 countries, and the number of students who study abroad has increased 58 percent since 1999.

Campus Development and Community Partnerships

Portland State has a long history of collaboration with public and private sector partners to make the metro region’s economy stronger and more resilient. PSU remains committed to the further and ongoing

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¹PSU has distinguished itself regionally and nationally by refining and expanding its focus on equity, and this commitment is demonstrated throughout the strategic plan and throughout the planning process itself. The Strategic Planning Project Support Team created an Equity Lens panel that reviewed and made recommendations on the strategic planning process and drafts of the plan. In order to design and implement this lens using best practices and the most current thinking on the subject, PSU enlisted the help of a small group of experts from within the PSU community and the Metro region. In the development of the Strategic Plan, Equity Lens questions were asked to consider answers from two perspectives: through the lens of race and ethnicity and through the lens of marginalized communities including (but not limited to) persons with disabilities, women, transgender and gender non-conforming persons, and those in the LGBTQ community.
evolution of a dynamic, energetic, and inviting University District. To this end, it has partnered with the City and private interests to develop a 50-block, mixed-use campus that strengthens the fabric of surrounding neighborhoods. It also invests in infrastructure improvements – such as the streetcar and light rail systems – that enhance the quality of the urban experience.

The PSU campus consists of 49 acres and 50 buildings, including 11 residential student-housing properties. Since 2000, PSU has added more than 1 million square feet of new space through real estate acquisitions and has plans for new capital investments. The University’s special emphasis on the values and practices of community engagement reinforces the potential for successful economic development partnerships and makes PSU a catalytic institution with a sphere of influence that expands well beyond its contributions to a vibrant and active downtown.

For more information about Portland State University, click here: http://www.pdx.edu/aboutpsu.

Leadership

The President: Dr. Rahmat Shoureshi, Ph.D. assumed the presidency of Portland State University in August 2017. He is an experienced administrator and innovative academic leader who considers his work with students to be his greatest accomplishment. Dr. Shoureshi brings to PSU nearly four decades of academic experience, a record of expanding research opportunities, and a history of inspiring faculty collaboration. Dr. Shoureshi is a mechanical engineer who earned a master’s degree and a doctorate from the Massachusetts Institute of Technology. Dr. Shoureshi has spent his first year immersing himself in the campus community, listening to faculty, staff, students, and alumni; and gathering ideas that will inform his priorities for PSU.

The Provost and Vice President for Academic Affairs: Dr. Susan Jeffords, Ph.D., joined Portland State University in August 2018. Dr. Jeffords comes from the University of Washington Bothell, where she served as Vice Chancellor for Academic Affairs. Dr. Jeffords has written and taught broadly in the area of American popular culture, with a particular emphasis on Hollywood film, the Vietnam War, and feminism. She is particularly committed to increasing opportunities for more diverse and underrepresented communities to participate actively in higher education, including expanding opportunities for international and community engagement.

Governance: In 2014, PSU became an independent public body governed by a 15-member Board of Trustees appointed by the Governor with the approval of the Oregon Legislature. The state appropriation and all major academic policies and program changes at PSU are coordinated through Oregon’s Higher Education Coordinating Commission. PSU has a strong tradition of shared governance, of which the Faculty Senate is an essential component.

The School of Social Work

Changing Lives, Changing Communities

Portland State University School of Social Work is highly regarded within the Pacific Northwest and nationally. Established in 1961 by a resolution of the Oregon Legislature, the School of Social Work serves the entire state with its central campus in Portland and distance options in communities around Oregon (Medford, Bend, Eugene, Salem) as well as a highly successful online program. The PSU School of Social Work is among the top 20 percent (38th in the nation) of schools of social work based on its high ranking 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 degree as well (Child, Youth, and Family Studies Program). The School
of Social Work programs’ curricula are guided by principles of equity, social justice, and anti-oppressive practice with a primary goal to prepare students for ethical leadership and practice with diverse populations and communities. Educational content includes values, principles, and skill development for culturally responsive practice that enables students to work effectively, cross-culturally, and innovatively. In addition, the School prioritizes research and scholarship that focuses on understanding, preventing, and ameliorating social problems. Community services involve inter-professional, interdisciplinary collaborations and individual, family, and community partnerships to support social service practices, policies, and community change processes that are driven by consumers and key stakeholders.

To learn more, visit: https://www.pdx.edu/ssw/

Mission

“The School of Social Work (SSW) is committed to the enhancement of the individual and society. The School’s values and beliefs include a dedication to social change and to the attainment of social justice for all peoples, the eradication of poverty, the empowerment of oppressed peoples, the right of all individuals and groups to determine their own destinies, and the opportunity to live in harmony and cooperation. While the School maintains a special commitment to these values, it recognizes the need for joining with others in society who are working toward this same purpose.”

Strategic Priorities

In 2014, the School began work on a strategic plan to achieve its mission. The strategic plan articulates eight priorities that include:

- Diversity and Equity
- Excellence in Research and Community Projects
- Excellence in Teaching
- Community and Policy Impact
- Quality of Life
- Shared Identity Across the School
- Organizational Excellence and Financial Stability
- Responsible and Sustainable Growth Strategy

Academic Programs

To pursue its mission, the SSW has two undergraduate academic degree programs, Child, Youth, and Family Studies (CYFS) and Bachelors in Social Work (BSW) and two graduate academic degree programs, Masters in Social Work (MSW) and Doctor of Philosophy in Social Work and Social Research (Ph.D.). The Ph.D. in Social Work and Social Research provides advanced education to prepare professionals for teaching, research, and leadership roles in the human and social services.

- **Child, Youth, and Families Studies (CYFS) Program.** CYFS is an undergraduate program approved by National Council on Family Relations (NCFR), which provides an internationally recognized certification for family life education professions, Certified Family Life Educator (CFLE). Offering either a BA or BS degree, the CYFS major is a professional preparation program for students interested in a broad range of educational or social services careers working with children, youth, and families. The CYFS minor helps students majoring in other fields to focus their studies on issues related to theory building about and practice skills serving children, youth, families, and their communities. The CYFS Program emphasizes integrating theory, research, and practice as well as a social justice perspective rooted in critical and post-structural
theory. Students complete two practica, for a total of 300 hours, as well as a rigorous professional portfolio that documents their achievement of the program learning outcomes. Students pursue graduate studies or careers in youth work, Child Life, elementary education, early childhood education, early intervention/early childhood special education, child welfare/human services, family life education, international work, program administration, social work, counseling, and more. CYFS admits between 90 and 100 students to the major each year with an average total enrollment of 277 students per year. The majority of CYFS student are Oregon residents and with 26 years as the average age. The majority, 68%, of CYFS students identify as White, non-Hispanic.

- **Bachelor in Social Work (BSW) Program.** The SSW offers the only Council on Social Work Education (CSWE) accredited BSW program at a public institution of higher education in Oregon. The BSW Program prepares either BA or BS degreed graduates to become professional entry-level generalist social workers in a wide variety of community based, family-centered human services organizations in both the public and private sectors. BSW students take courses as a cohort with classes on social justice, policy, research, human behavior in the social environment, practice, and field that are allied with the CSWE practice behaviors used to assess practice competencies. Students have a professionally supervised 500-hour field internship in a variety of settings in their senior year. The BSW Program follows a cohort model and admits roughly 90 students per academic year. The BSW Program total approximate per-year enrollment is 275. Among enrolled BSW students, 83% are Oregon residents and approximately 57% are White, non-Hispanic. The BSW program has recently expanded statewide, introducing a hybrid program to serve Oregon’s rural and tribal human services workforce needs.

- **Masters in Social Work (MSW) Program.** The SSW offers the only public CSWE accredited MSW program in the State of Oregon. To meet the diverse needs of students, the SSW provides several pathways to complete the MSW degree—Portland Campus option, Online option, or four Distance option sites (Medford, Bend, Eugene, and Salem). The MSW Program may be completed in 2, 3, or 4 years or in a 1-year Advanced Standing Program for qualified students with a BSW from an accredited social work program. MSW students may select one of the following advanced concentrations: Clinical; Health Across the Lifespan; Children, Youth, and Families; and Practice and Leadership with Communities and Organizations. In addition, students may complete a dual degree, certificate program, or a specialization track by taking coursework in other departments. Students are required to complete 500 hours of supervised practica in their foundation and advanced year courses of study. The MSW Program admits approximately 180 students to the Portland Campus, 40 students in the Online, and 30 students in the Distance options yearly. Nearly, 87% of the approximately 530 students enrolled each year are Oregon residents. The MSW Program attracts primarily non-traditional students with an average age of 33 years. Of the MSW students enrolled over the past six years, 70% identified as White, non-Hispanic.

- **Doctor of Philosophy in Social Work and Social Research (Ph.D.) Program.** The mission of the Ph.D. Program in Social Work and Social Research at Portland State University is to educate the next generation of scholars, researchers, teachers, and leaders in social work and related fields. The program prepares students to contribute to scholarly knowledge, to conduct ethical, rigorous, and community-engaged research, and to teach passionately and effectively in various settings--all with special attention to equity and justice. The Ph.D. program promotes the integration of practice, policy, and research by encouraging students to collaborate with investigators in the research centers and programs of the School, specifically the RRI and CCF. In addition to training students for rigorous interdisciplinary scholarship, the curriculum highlights teaching pedagogy in social work and social science related disciplines using a variety of
didactic, interactive, and experiential strategies and enables students gain instructional skills teaching in classroom and community settings. The Ph.D. Program admits an annual cohort of 6-10 students, most of whom are Oregon residents (60%) with an average age of 39 years. Approximately, 46% of the Ph.D. student body is White, non-Hispanic.

Research and Scholarship

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 $14.5 million in expenditures for social science research, training, and outreach projects representing approximately 24% of PSU’s externally funded sponsored projects.

The Regional Research Institute for Human Services (RRI) and The Center for Improvement of Child and Family Services (CCF) are two nationally recognized research, training, and evaluation units within the School of Social Work. Most grant-supported projects are managed within these affiliated units. The RRI has served the region for over 45 years and has over 80 active running research and evaluation projects focused on improving the lives of underserved children, adults, and families. Highlights of a few of the RRI projects include:

- AASPIRE Healthcare Integration
- BUILD EXITO
- Reclaiming Futures
- Trauma Informed Oregon
- Chime In: National HIV Behavioral Surveillance
- Health Resources Services Administration (HRSA) Integrative Care
- My Life/Better Futures Intervention Studies for Adolescents in Foster Care
- HIV and Drug Use Prevention Needs Among Homeless Youth in the U.S.
- Early Assessment & Support Alliance (EASA)
- Achieving Justice for Survivors from Communities of Color
- StreetRISE at Outside In
- Volunteers of America-Miracles: Family Recovery Support
- Autism and Skilled Employment

CCF integrates research, education, and training to advance service delivery to children and families and to build community capacity to address emerging social and economic justice issues. For a complete description see: https://www.pdx.edu/ccf/.

Highlights of the CCF projects include:

- Oregon Child Welfare Staff, Supervisor & Caregiver Training
- Child Welfare (Title IV-E) Stipend program
- System of Care / Wraparound Training Team
- Wraparound Early Childhood Initiative
- Evaluation of Oregon’s Title IV-E Waiver: Leveraging Intensive Family Engagement (LIFE)
- Kids Transition to School (KITS)
- Ecological Systems Approach to the Investigation of Child Neglect in Early Head Start
The Role of the Dean of the School of Social Work

The Dean will engage with a multidisciplinary faculty whose research interests span a wide range of areas, with students, and with constituencies within the academy and in the public sphere. 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. The Dean will serve as a catalyst to link the work of SSW faculty and students to other disciplines in the academy, and to public and private communities and interests outside of the institution.

The Dean will be the School’s public voice, promoting initiatives within Portland State, and articulating the School’s contributions in local, state, regional, and national arenas. The Dean will pursue an aggressive development program to build the School’s resources. In conducting this work, the Dean will

Faculty and Curriculum

The SSW has 23 tenured and tenure track faculty, 38 non-tenure track faculty, 3 fixed-term faculty, and 47 adjunct faculty. In the last five years, new hiring has markedly increased the diversity of the faculty. Continuing that process remains a School priority.

SSW boasts a strong interdisciplinary faculty reflecting education expertise in fields such as Social Work, Education, Human Development and Family Studies, Medicine, Systems Science, Conflict Resolution, Psychology, Community and Action, Social Policy and Sociology. SSW faculty are recognized as leaders in critical inquiry 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. Faculty members are responsible for the editorship of three academic journals, including Affilia, Autism in Adulthood, and Child & Youth Services. SSW faculty also place an extremely high priority on their instructional roles, and excellence in teaching is a hallmark across all programs of the School. The University and the School share a goal to enhance support for the research endeavors of all faculty to continue their contributions to basic and applied research for understanding issues in the city, state, region and nationally. Many of the School’s faculty are engaged in developing research methods and conducting research in partnerships that reflect the school’s equity lens, with a commitment to elevating the voices of those most impacted by the issues social work must address.

Equity and Inclusion

The School of Social Work is committed to equity and inclusion in all of 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 SSW has pursued a number of School-wide initiatives to address equity and inclusion, including a 2017 document developed by the School of Social Work Students of Color Caucus entitled “Expectations for Portland State University’s School of Social Work” and a racial equity assessment conducted in 2016. For more information on this important work, visit: https://www.pdx.edu/ssw/equity-inclusion

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collaborate with the president, provost and vice president for academic affairs, vice presidents, deans, and department chairs at Portland State. The Dean will report to the provost and vice president for academic affairs.

The Dean will manage about a $5 million budget and will be accountable for the financial well-being of the School. In addition, the Dean is expected to actively participate in external fundraising, and will have the experience and temperament required to work effectively in challenging times.

Directly reporting to the Dean are: the Associate Dean for Academic Affairs; the Assistant Dean for Finance and Administration; the Executive Director of the Center for Improvement of Child & Family Services; the Director of the Regional Research Institute for Human Services; and the Executive Assistant for the Dean.

**Key Opportunities and Challenges for the Dean**

Portland State University has great pride in and ambitious goals for its School of Social Work. The new Dean will build on a strong foundation and can expect in the immediate future to address several key opportunities and challenges:

*Create a vision for the future and a strategic plan to realize it*

In recent years, the School has undergone profound shifts in the size and scope of academic offerings. The next Dean has the opportunity to build on a strong and collegial intellectual foundation and develop and align a School-specific strategic plan with a recent University-wide strategic plan. Under the Dean’s leadership, the School community must renew and update a vision for its future that identifies areas of growth and distinction, supports development in external funding and the corresponding infrastructure investments, and that is aligned with current Council on Social Work Education (CSWE) standards for reaccreditation.

This vision also must leverage and translate the School’s substantive and disciplinary diversity into a strategic plan that defines the way forward for the School and enables more interdisciplinary efforts. The Dean will help the School engage in ongoing efforts that support curricular innovation, expanding nascent interdisciplinary partnerships within the School and across campus.

*Respond to student and community needs*

As the only public School of Social Work in Oregon, the SSW at PSU plays a vital state-wide role. The Dean must determine the plan forward to respond to increased regional demand, potentially through the growth and enhancement of online offerings. The Dean must balance the needs of the human services workforce with the necessity to provide the faculty to teach in the programs and to identify the necessary fieldwork components to complement them. To that end, the Dean must continue to develop new and support current relationships with fieldwork and human services partners.

*Develop new resources for the School*

The Dean, in combination with the School’s Director of External Relations, will develop a strategy for attracting external resources and devoting the necessary time to execute that plan. Fundraising needs and opportunities include graduate fellowships, endowed professorships, undergraduate scholarships, and additional external support through publicly funded grants. The Dean must work with partners to build individual, foundation, and corporate fundraising capacity and cultivate local donors who support human
service agencies. Additionally, SSW alumni should be better tracked and involved in the development process.

**Recruit and retain a world-class faculty and staff to provide an excellent student experience**

The School has attracted and retained faculty with a wide range of research, practice, and teaching interests, advancing the School’s stature and reputation. The Dean must continue to build upon this success, creating an intellectually rich and inclusive environment to which faculty and staff wish to come and stay. The Dean must be attuned to the appropriate balance between tenure-track, practice, and adjunct faculty, and invest in faculty and staff development and mentorship. Additionally, the Dean must continue to increase the diversity amongst faculty and staff ranks to greater reflect the heterogeneity in the populations served.

**Continue to prioritize, embrace, and promote diversity and inclusion**

The School remains especially committed to creating and maintaining a diverse community in which all of its members are respected and their differing life experiences accepted. As the diversity of the School changes, it poses special challenges to faculty and students alike to continue to explore the full implications of creating a diverse community with self-awareness. The School can and needs to be a model for the University as a whole as it relates to racial and social justice.

The Dean must continue to support and enhance the efforts of SSW groups such as the Students of Color Caucus; Equality, Partnership and Inclusion Council (EPIC); etc.

**Serve as the School's principal public voice**

The Dean, as the intellectual leader of the School, needs to have a powerful public presence, representing the School and its capabilities to a variety of communities in the region. The School is well positioned to influence decision-making for those communities, and it can play a stronger role as a thought leader in scholarly dialogue, public policy, as well as public discourse on social issues. The Dean must leverage the Regional Research Institute and other assets of the School, to attract a wide range of scholars in addressing critical social issues.

**Qualifications and Characteristics**

The successful candidate will be a nationally recognized, strong, self-assured, inclusive, and entrepreneurial leader able to infuse the Portland State University School of Social Work with a sense of common purpose and to create the record of accomplishment that engenders pride. Requirements include a record of distinguished research, teaching, and/or public service; administrative experience; proven success in external fund development; and credentials that merit appointment at the rank of full professor in the School. Experience in addressing the social issues of the widest variety of communities will be highly valued.

The Dean will make critical contributions to the continued development of a distinguished institution. This is an exceptional opportunity for an individual with the drive, skill, and experience to bring creative leadership to the organization and to play a meaningful role in shaping its future. The new Dean will embrace these opportunities, helping to realize the potential of the Portland State University School of Social Work. The Dean will work collaboratively with the PSU administrative leadership team and other executives at the university. The selected candidate, whose leadership is eagerly sought, will make a meaningful difference to the institution.

In addition, the candidate will possess most if not all of the following:
• An outstanding record as an accomplished educator/scholar in order to be eligible for the rank of full professor.
• An M.S.W. degree is highly desirable and a doctorate degree in a field related to the School’s mission is required.
• Leadership to develop a clear vision for the possibilities of the School and the capacity to design and implement a sound strategic plan for the School’s future in conjunction with the faculty.
• Skills and experience to represent the School effectively to audiences within Portland State University, in Portland, nationally, and internationally.
• A demonstrated track record of effectively engaging and partnering with diverse communities and constituents.
• A collegial, consultative management style allied with the ability to be a decisive leader within a rapidly changing environment.
• A commitment to creating and nurturing a distinguished faculty.
• Fiscal planning experience.
• Commitment to an intellectually and culturally diverse academic environment.
• Commitment to the School’s role in addressing the critical policy and social issues of the time.
• Innovative ideas for rethinking the curriculum and delivery of programs.
• A record as an innovative and creative thinker with the ability to make clear, informed decisions.
• An ability to work effectively and collaboratively with people at all levels and different cultural backgrounds and orientations.
• A clear understanding of leading-edge methods and instructional technologies to support faculty and students in a large public university.
• A proven, demonstrated commitment to shared governance and openness to collaborative relationships with campus unions.
• Experience with accreditation processes and the assessment of learning outcomes.
• Honesty, integrity, enthusiasm, sense of humor, resilience, and a strong work ethic.

Location

Big city excitement and small town charm make Portland, known as “the City of Roses” one of the most popular cities on the west coast. Situated where the Columbia and Willamette Rivers meet and approximately 70 miles from the Pacific Ocean, Portland enjoys a magnificent setting, combining sparkling waterways with lush greenery rarely found in urban settings. Portland is home to approximately 647,800 residents and the population of the surrounding metropolitan area is approximately 2.6 million. Portland is widely recognized in national surveys and rankings as one of America's most livable cities, and is ranked #1 as the most desirable city for career development and entrepreneurship.

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 River 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 Rose Gardens and the Japanese Gardens. Portland's Forest Park, at nearly 5,000 acres, is the largest park within a city in the U.S. and has nearly 50 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. Relocation information can be found at: http://www.portlandreloguide.com/

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/6837. Electronic submission of materials is strongly encouraged.

Portland State University is an equal opportunity employer.