



**Search for the Dean of the College of Science  
Oregon State University  
Corvallis, Oregon**

Oregon State University (OSU) invites inquiries, nominations, and applications for the role of Dean of its College of Science. This is an excellent opportunity for an experienced and creative leader to join a dynamic community of faculty, staff, and students at one of the nation's leading land-grant research universities.

OSU is Oregon's land grant university and the state's only institution to hold both a Carnegie R1 (very research-intensive) designation and Carnegie Community Engagement classification. In addition to its main campus in Corvallis, the university consists of OSU-Cascades in Bend, the nation's 5th ranked online education program (Ecampus), joint programming with Eastern Oregon University, the Hatfield Marine Science Center in Newport, and the OSU Portland Center. Through its two campuses, centers in Newport and Portland, agricultural research experiment stations, Extension offices, and research forests, OSU has a presence in all 36 Oregon counties.

The College of Science (COS), formally established in 1932, is a vibrant scientific community of more than 3,600 undergraduate students, 500 graduate students, and 184 faculty. Home to the core life, statistical, physical, and mathematical sciences in seven departments, OSU's College of Science is recognized nationally and globally as a center for excellence in research and scholarship. Many of the leading scholars and researchers at the university are COS faculty, including two members of the National Academy of Sciences, two MacArthur "Genius" Fellows, 10 NSF CAREER awardees, 16 Fellows of the American Association for the Advancement of Science, and 16 Distinguished University Professors, the most of any college at OSU. COS is leading change in critical priority areas at OSU. It was the first OSU college to develop a comprehensive diversity strategic plan and it, in furtherance of the university's student success goals, it pioneered a learning assistant program that ushered in a new era of evidence-based science teaching.

The next Dean of the College of Science will join Oregon State at an exciting time as the University recently welcomed Dr. Jayathi Murthy as its 16<sup>th</sup> president. Emerging in a strong position from the pandemic, OSU continues to experience steady enrollment growth and climb in excellence by holding fast to the values of student success, developing and disseminating knowledge, and working in collaboration with communities in Oregon and beyond. The University recently announced the creation of a new \$200 million [Jen-Hsun and Lori Huang Collaborative Innovation Complex](#) (CIC), which will be a hub for using computation, artificial intelligence and other technologies and tools to advance team-based, transdisciplinary research tackling grand challenges in climate science, sustainability, and health. The COS Dean is a key contributor to the development of the CIC.

As part of a trailblazing research institution, the College seeks a creative thinker who is comfortable operating beyond functional silos and excited by boundary-spanning opportunities. The next Dean will also be a collaborative and inspiring leader who will hold fast to OSU's core values of accountability, diversity, integrity, respect, and social responsibility while strategically leading the College of Science

into its next phase. In fulfilling this goal, the Dean will address the following opportunities and challenges:

- Champion the College of Science as a leading force for improving the human condition;
- Recruit, retain, and develop eminent faculty to deepen excellent research and education;
- Increase enrollment, improve access, and ensure the academic and career success of all students;
- Lead resource generation and the efficient and effective management of the college;
- Partner across the university and with external stakeholders to help fulfill OSU's land-grant mission and enhance the College's profile.

A list of the desired qualifications and characteristics of the Dean of the College of Science are outlined below. Isaacson, Miller, a national executive search firm, is assisting the search. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

### **ABOUT THE COLLEGE OF SCIENCE**

While the College of Science at OSU was formally established in 1932, science programs and departments have shaped the evolution of research and education at OSU since its 1868 land grant designation. The College is proud to have played a significant role in the establishment of several distinguished academic fields of study and pioneering research centers.

As one of the largest academic units at OSU, the College of Science has seven departments: [Biochemistry and Biophysics](#), [Chemistry](#), [Integrative Biology](#), [Mathematics](#), [Microbiology](#), [Physics](#), and [Statistics](#). It provides the basic science courses essential to the education of every OSU student and builds future leaders in science. Its faculty are international leaders in scientific research.

The College supports three of the university's world-class research centers, namely the Linus Pauling Institute, the Pacific Northwest Center for Translational Environmental Health Research, and the Center for Quantitative Life Sciences. In addition, the college has two new centers: The Genetic Code Expansion for All (GCE4ALL) NIH Center and the Physics Frontiers Center funded by the NSF.

The College offers nine undergraduate majors; eight master's programs, including a fully online M.S. in Data Analytics; and eight Ph.D. programs. The College houses an impressive Electron Microscopy Facility—one of only two such facilities at a U.S. university—and the Natural Products and Small Molecule Nuclear Magnetic Resonance Facility, providing state-of-the-art instrumentation for chemistry-related researchers throughout the university and across the state.

The College has an annual operating budget of \$47M and external research funding of \$17,078,682 garnered by 142 tenure-track faculty, teaching 3,411 undergraduates and 475 graduate students. Of the undergraduate student body at COS, 28 percent are the first in family to attend college, 14 percent are underrepresented minority students, seven percent are international students. The College also engages with 31,000+ alumni around the world.

The College's [Strategic Plan 2022-2027](#) embeds and integrates its recent 2021-2024 strategic diversity action plan, "[Embedding Equity, Access and Inclusion](#)," and aligns with [OSU's Strategic Plan SP4.0](#). The [new strategic plan](#) outlines actions that advance the following goals:

- Develop the next generation of science leaders, mentors and culture shapers;

- Lead in fundamental, use-inspired and transdisciplinary scientific research, scholarship and innovation;
- Deliver a 21st century high-quality, innovative science education that is equitable, accessible and inclusive of all learners;
- Achieve critical and visible impact in local, national and globally.

Several of the College's facilities are under renovation or are slated for improvements. Cordley Hall is home to the departments of Integrative Biology (the fourth-largest major on campus, serving one-third of the entire undergraduate student body with the Introductory Biology series) and Botany and Plant Pathology. The [Cordley Hall Renewal Project](#) aims to turn the 236,000-square-foot building into a modern learning and research space. In Spring 2022, the project reached an important milestone in a four-year renovation process, with the interior of Cordley West now featuring modern lab facilities that are built to accommodate changing research. The College recently contributed \$50K for an impending remodel project in Nash Hall to create gender neutral bathrooms. Following the demolition of Weniger Hall by 2023, Statistics and Physics will move to renovated facilities—potentially including Plageman Hall and a repurposed campus Heat Plant Building.

### **ROLE OF THE DEAN**

The Dean serves as the chief administrative officer of the College of Science, charged with leading the College to achieve its goals and in alignment with the University's priorities and strategic plan. Reporting to the Provost and Executive Vice President, the Dean is expected to be a visible and creative partner who builds on OSU's strengths as a land-grant research university seeking high state, national, and global impact.

The Dean is a member of the senior leadership team of the University, participating in institutional strategic planning, goal setting, and resource allocation. The Dean is also a proactive member of the Provost's Council of Deans and is expected to work collaboratively with the other colleges' deans and the chancellor and dean of OSU-Cascades to help ensure cross-university planning, coordination, joint programs, shared faculty appointments and other activities that advance the University's goals of collaborative research and interdisciplinary education. Alongside all other university senior leaders, the Dean contributes to the development of OSU's growing branch campus—OSU-Cascades—by helping to extend access to academic programs and research in science disciplines in Bend and central Oregon, and to the continued growth of Ecampus, which strives to extend education to a rapidly growing audience of remote learners.

The Dean will nurture outstanding academic programs, assess and evolve the structure of the College as it continues to grow, and foster the development of connections and lasting institutional relationships with federal agencies, state partners and organizations. The Dean oversees 18 direct reports, including the seven department chairs, three facility directors, the Director of the Oregon Space Grant Consortium, associate deans for academic and student affairs and research and graduate studies, and directors or managers for equity, access, and inclusion; marketing and communication; project and event planning; and financial planning and an executive assistant. The philanthropic responsibilities and goals of the Dean are supported by the OSU Foundation.

### **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN**

To achieve the College of Science's strategic goals, the Dean will work with faculty, staff, students, the College leadership team, and external partners to address a set of key opportunities and challenges:

### **Champion the College of Science as a leading force in improving the human condition**

The College of Science plays a central role at OSU with a rich history of research, teaching, and serving the people of Oregon and the world. The Dean will appreciate the College's intellectual diversity and continue to enhance its reputation as an agent of impact by providing visionary leadership and strengthening a sense of common purpose across the College. With COS's leading role in developing the new Collaborative Innovation Complex, the Dean will champion innovation and entrepreneurship in COS especially in including team-based, transdisciplinary science in the critical areas of sustainable materials science, climate Change, marine and coastal sciences; quantitative, computational and data science; and BioHealth science, genomic and bioinformatic sciences. The Dean will work with the College's many stakeholders in operationalizing the strategic plan 2022-2027, ensuring the sustainability of COS programs and services, and enhancing the College's scholarly impact and research excellence.

### **Recruit, retain, and develop eminent faculty to deepen excellent research and education**

At the heart of COS's success is the commitment of its faculty, who are both focused on research and dedicated to teaching and service. The Dean will lead COS in actively recruiting outstanding research and teaching faculty, with a keen eye toward cluster hiring in partnership with other colleges to promote interdisciplinary collaboration. To develop and retain top talent, the Dean must foster a culture that promotes diversity, equity, and inclusion and celebrates research and teaching. The Dean will have experience making thoughtful and fair decisions and will support faculty in balancing a sustainable teaching course load, research, and service contributions. With the [Cordley Hall Renewal Project](#) halfway through, the Dean will also have an opportunity to be creative with staffing plans in the expanded classroom and lab spaces, providing faculty with a more robust research infrastructure for high-impact work.

### **Improve access, increase enrollment, and ensure academic and career success for all students**

As the academic leader of the College, the Dean will assess current programs and explore areas for growth for COS. The Dean will champion holistic education and will be sensitive to effective strategies to support the success of a diverse student body with an array of learning styles, needs, and talents. The Dean will be passionate about ensuring all COS students are well prepared for academic and career success beyond graduation from the College. This may include efforts to strengthen structures and programs that recruit and support students from historically underrepresented populations, modernize the curriculum and assure innovative academic programs that appeal to a diverse audience. The Dean will also thoughtfully leverage the strength of Ecampus in offering online education to enhance educational opportunities for non-traditional students and working professionals, as well as to increase enrollment possibilities for COS.

### **Lead resource generation and the efficient and effective management of the college**

The Dean must be a financially astute leader who provides strategic management of the College's current resources, works to generate and diversify new revenue streams, encourages and facilitates interdisciplinary research to expand externally funded research, and provides vision and leadership in development and fundraising. The Dean will actively engage in discussions and advocate for the College's needs while working collaboratively with University leadership. The Dean will ensure the College's funding portfolio is sustainable and will be an enthusiastic and convincing advocate with alumni, industry, and other donors to broaden and deepen the relationships that are critical to continued and increased funding. The Dean will identify and articulate ways in which financial support will help ensure the College's future success in research, attract and retain the best faculty and staff, and make COS a destination for exceptional students. The Dean will tell the story of the College's

present and future in a way that engages and inspires a wide range of audiences. Fundraising will be an integral part of the Dean's job, and the Dean will spend considerable time working with donors and the OSU Foundation.

### **Partner across campus and with external community to fulfill the land-grant mission and enhance the College's profile**

The Dean will contribute to OSU's strong culture of cross-college collaboration, and COS is well-positioned to serve as a place for faculty working across disciplines to convene and partner. The Dean will seek out and facilitate collaborations to bring together participants from across the University, federal agencies, and potential external partners to address some of the biggest challenges facing society today and fulfill the land-grant promise of serving the public. To that end, the Dean will be at the forefront of communicating the College's vision and distinct assets widely to raise the visibility of the College and its work. The Dean will be the face and voice to deliver the message of the breadth, strength, and academic quality of science programs at OSU nationally and internationally.

### **QUALIFICATIONS AND CHARACTERISTICS**

The successful candidate will possess an earned doctorate with a distinguished record of professional and scholarly accomplishments and contributions that justify appointment as a professor with tenure in the College of Science. In addition, they will bring most of the following qualifications:

- A record of excellence in leadership positions of increasing responsibility;
- Experience in developing and executing academic and research strategies across science disciplines;
- A proven ability to serve as an executive and provide strategic, innovative, and entrepreneurial leadership;
- An awareness of and respect for the values and mission of land-grant universities;
- Demonstrated experience in promoting diverse and inclusive environments and improving access to higher education for all;
- A commitment to students and an understanding of pedagogical approaches, mentoring, and support systems and programs necessary for their success;
- A record of successful recruitment and retention of superb faculty, administrators, and staff;
- A collegial, accessible, and consultative approach to leadership with a track record of building meaningful partnerships and relationships internally and externally;
- The capacity to listen thoughtfully, consult with others, build consensus, and develop an overarching vision and strategy for moving forward;
- Intellectual curiosity and the ability to be a thought leader and mentor;
- Excellent financial management skills; demonstrated experience working with complex budgeting and an understanding of the relationships among academic priorities and available resources;
- A commitment to transparency in policy, strategy, and financial management;
- A commitment to shared governance and a proven capacity to effectively implement and communicate decisions within a shared governance framework;
- Outstanding written and oral communication skills and ability to represent both OSU and COS to internal and external stakeholders;
- Experience in growing and sustaining fundraising efforts and building and strengthening alumni relations;
- Outstanding interpersonal skills and the highest degree of personal integrity.

### **ABOUT OREGON STATE UNIVERSITY**

Founded in 1868, [Oregon State University](#) is Oregon's land-grant university, serving more than 35,239 students, with more than 5,268 faculty and staff, and a \$1.53 billion annual budget. OSU is a collaborative, inclusive, and caring community that strives for equity and equal opportunity; offers a welcoming environment and enables success for people from all walks of life; and shares common, fundamental values grounded in justice, civility, and respect.

OSU offers nearly [200 undergraduate and graduate degree programs](#) through its 11 academic colleges, its Honors College, and the Graduate School. The University's academic colleges are Agricultural Sciences; Business; Earth, Ocean, and Atmospheric Sciences; Education; Engineering; Forestry; Liberal Arts; Pharmacy; Public Health and Human Sciences; Science; and the Carlson College of Veterinary Medicine. In addition, OSU offers more than 70 undergraduate and graduate degree programs through its online education program, Ecampus, which is ranked No. 5 in the nation for best online Bachelor's programs in the 2022 edition of *U.S. News and World Report*. In June 2022, Oregon State graduated 7,318 students from its Corvallis campus – six students fewer than a record graduating class in 2021 – and 22 students from its OSU-Cascades campus.

The University's strategic plan ([Strategic Plan 4.0 or SP4.0](#)) continues to make measurable progress in all areas, including the growth and diversification of its student body, expansion of its research enterprise, the attraction of an excellent and diverse faculty, and the creation of a more inclusive and welcoming community.

Oregon State's talented faculty produce top scholarship across many academic disciplines. Year after year, OSU receives more external research funding than any other comprehensive university in Oregon. In the fiscal year 2022, faculty engaged in \$471 million in grant-funded research, the sixth consecutive year that OSU-funded research exceeded \$380 million. In line with the University's strategic plan, OSU's shared research agenda guides faculty inquiry in three signature areas: advancing the science of sustainable earth ecosystems, improving human health and wellness, and promoting economic growth and social progress.

The mission of Oregon State, faculty scholarship, and OSU's commitment to student success and access are supported by the philanthropic and engagement efforts of the [OSU Foundation and Alumni Association](#). In October 2022, Oregon State announced its second university-wide fundraising campaign: "[Believe It: The Campaign for Oregon State University](#)." Donors have already committed more than \$1 billion to the campaign, which seeks to raise \$1.75 billion to support OSU priority initiatives, including student access and success, faculty positions, academic programs, research, statewide community engagement programs, OSU Athletics, and facilities on OSU's Corvallis campus and OSU-Cascades campus in Bend.

The [Corvallis Shared Responsibility Budget Model](#) (SRBM), a modified responsibility-centered management (RCM) approach to allocating education and general (E&G) funds to academic and administrative units, is in its fourth year of use at OSU. The University is currently evaluating a new budget model, and the new Dean of COS will be able to engage in the discussion.

## Leadership

Jayathi Y. Murthy, a national leader in higher education engineering teaching, research and service, began as Oregon State University's 16th president on Sept. 9, 2022. As OSU's president, Murthy is committed to improving access to college for all learners; advancing student success, undergraduate graduation rates and inclusive excellence throughout the university; expanding OSU's strong research

portfolio by investing in research infrastructure; and supporting faculty excellence in teaching, research and Extension and engagement programs. Prior to joining Oregon State, Murthy served as the Ronald and Valerie Sugar Dean at the UCLA Henry Samueli School of Engineering and Applied Science since January 2016. Murthy received a doctorate in mechanical engineering from the University of Minnesota, a master's degree in mechanical engineering from Washington State University, and a bachelor's degree in mechanical engineering from the Indian Institute of Technology, Kanpur, where she was named a distinguished alumna in 2012.

Edward Feser has served as Oregon State University's provost and executive vice president since 2017. Prior to joining Oregon State, he held several leadership roles at the University of Illinois at Urbana-Champaign, including Interim Provost and Vice Chancellor for Academic Affairs, Dean of the College of Fine and Applied Arts, and Head of the Department of Urban and Regional Planning. He has also served as Davies Chair of Entrepreneurship and Head of the Division of Innovation, Management and Policy at the Manchester Business School, University of Manchester, UK; Assistant and Associate Professor at the University of North Carolina at Chapel Hill; and Assistant Secretary for Policy, Research, and Strategic Planning in the North Carolina Department of Commerce. He holds PhD and master's degrees from the University of North Carolina at Chapel Hill and a bachelor's degree from the University of San Francisco.

## Location

OSU's main campus is in Corvallis, a community of 58,000 located in the heart of western Oregon's Willamette Valley. Corvallis is 90 miles south of Portland and 36 miles south of Salem, the state capital. The Pacific Coast and the Cascade Mountains are nearby. Corvallis is a vibrant college town; WalletHub recently ranked it as the fourth best overall college city in America. The [Corvallis Imagine 2040](#) campaign demonstrates Corvallis's commitment to making itself a livable, diverse community. Known for prioritizing environmental responsibility, Corvallis sits within easy access to Oregon's finest natural recreational and scenic areas: ocean beaches, lakes, rivers, forests, high desert, wine country, and the rugged Cascade Mountain and Coast ranges. The University's branch campus, OSU-Cascades, is located in Bend which is world-famous for both its outdoor pursuits and pristine beauty. Today, Bend and central Oregon represent Oregon's fastest growing region and one of its most dynamic economies.

## 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/8894](http://www.imsearch.com/8894). Electronic submission of materials is strongly encouraged.

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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, 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.