Leadership Profile
DEAN, OSU COLLEGE OF PHARMACY

Oregon State University (OSU) seeks a creative and strategic individual to lead its College of Pharmacy (COP). The Dean is the chief administrative officer for the College that includes faculty, staff, and students based both at OSU’s main campus in Corvallis and Oregon Health and Science University’s (OHSU) campus in Portland. This position provides overall leadership for the College’s academic, research, and outreach programs; stewards its financial resources, and serves as its principal representative with stakeholders internal and external to OSU.

The Dean shapes and guides the College’s marketing and student recruitment efforts, development activities, alumni relations, and legislative relations. Establishing and maintaining relationships with external stakeholders and internal partners is a key role for the Dean.

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 works collaboratively with the other colleges’ deans to help ensure cross-college planning, coordination, joint programs, shared faculty appointments and other activities that advance the University’s goals of collaborative research and interdisciplinary education.

The Dean is appointed by, reports to, and serves at the pleasure of the OSU Provost and Executive Vice President and serves as a member of the Provost’s Council of Deans. The Dean also meets regularly with the Provost of OHSU, OSU’s partner in awarding the Doctor of Pharmacy (Pharm.D.) degree. Traditionally the dean has served as a member of the OHSU Deans Council and other OHSU committees and councils, as appropriate. The Dean is expected to maintain an active presence at both OSU and OHSU.

The College of Pharmacy, with approximately 145 employees and nearly 5,000 alumni, has been an integral part of OSU for more than 100 years and continues to play an important role in helping the University achieve its strategic goals and vision. The College is fully accredited by the Accreditation Council for Pharmacy Education and offers access to world-renowned faculty based in Corvallis and Portland.

The three foundational goals of the College of Pharmacy are to provide excellent professional education for aspiring pharmacists and continuing education for practicing pharmacists; to foster outstanding and innovative research; and to contribute to public health by developing and promoting ways to provide medications safely and affordably.

At the core of these goals is the student body. Pharm.D. students generally study for two years at the OSU Corvallis campus, and then move to complete their program at OHSU, although smaller cohorts do remain at a single campus for all three didactic years. At OHSU, Pharm.D. students help foster collaboration within the health sciences profession. Students pursue a multidisciplinary approach to studying pharmacy theory and practice. The students in the College of Pharmacy’s Ph.D. and M.S. graduate program in Pharmaceutical Sciences are involved in innovative biomedical research on both the OSU Corvallis and OHSU Portland campuses in areas of inquiry that have broad impacts on the health care and well-being of Oregonians and others around the world. The goal of the College is to produce pharmacists and independent scientists dedicated to improving health, promoting wellness, and providing a better quality of life.

As noted in the 2022 COP Strategic Plan, the College has identified the following objectives that are critical to its success:

As noted in the 2022 COP Strategic Plan, the College has identified the following objectives that are critical to its success:
Recruit and nurture diverse and high-achieving students, faculty, and staff to address the healthcare needs of a diverse population.

Create professional leaders who advance societal health by building a culture of critical thinking, evidence-based decision making, and interprofessional team-based patient care.

Create scientific leaders whose innovative ideas and strategies advance new options to improve health.

Engage in and disseminate impactful scholarship, ranging from foundational research to applications in patient care to scholarship of teaching and learning.

Equip students and faculty with academic, professional, and leadership skills required to compete successfully and sustain satisfaction, both personally and professionally.

Enhance alumni relationships through a partnership that assures continuing competence, awareness of contemporary practice issues, and engages alumni with faculty and current students for reciprocal benefits.

Establish key partnerships, collaborations and strategic alliances that will advance the mission of the College.

Be Oregon’s pharmacy resource advancing healthcare regionally, nationally, and globally.

The Dean is responsible for building and increasing the success and impact of the College. The Dean will be the face and voice of the College, promoting it and advocating for it across OSU, Oregon, the nation, and the world. The Dean will develop a deep understanding and appreciation for the College’s programs and departments and be attentive and responsive to stakeholder needs and concerns. The Dean will:

- Create a compelling narrative that positions COP as a college of choice for students.
- Lead resource generation and management for the College.
- Recruit, retain, and develop excellent research and teaching faculty, and staff.
- Improve access, increase enrollment, and create programs to sustain the future of COP.
- Nurture and expand partnerships with OHSU and key stakeholders.
- Oversee strategic planning and alignment of College goals with OSU’s strategic plan.
- Proactively advance diversity, equity, and inclusion goals in all mission elements.
- Undertake fundraising and alumni engagement in partnership with the OSU Foundation.
- Provide direct line supervision for three associate deans, two department chairs, and a few other professional staff positions.

Qualifications

This is an internal search. Candidates must be currently employed by Oregon State University.

Candidates must possess an earned doctorate in a pharmacy- or pharmaceutical sciences-related discipline or a closely related field, with a distinguished record of scholarly and/or clinical
accomplishments that merit appointment at the rank of Professor in the College of Pharmacy. Appointment with tenure is optional and dependent on qualifications and record. In addition, ideal candidates will bring most of the following qualifications:

- A record of excellence in leadership positions of increasing responsibility.
- A proven ability to serve as an executive of a complex academic unit and provide strategic, innovative, and entrepreneurial leadership.
- An ability to build and manage a strong leadership team and associated staff that brings supporting expertise in academic affairs, research administration, and outreach and engagement.
- 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/or staff.
- A collegial, accessible, and consultative approach to leadership with a track record of building meaningful partnerships and relationships internally and externally.
- Experience in developing and executing academic program and research strategies across disciplines.
- 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, 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 an ability to represent both OSU and the College to internal and external stakeholders.
- Demonstrated aptitude for fundraising and maintaining strong alumni relations.
- Outstanding interpersonal skills and the highest degree of personal integrity.
- A demonstrated understanding of Accreditation Council for Pharmacy Education (ACPE) accreditation standards.

This position is designated as a critical or security-sensitive position; therefore, the incumbent must successfully complete a criminal history check and be determined to be position qualified as per OSU Standard 576-055-0000 et seq. Incumbents are required to self-report convictions and those in youth programs may have additional criminal history checks every 24 months.
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 is one of only three universities in the nation with land, sea, space, and sun grant designations.

Oregon State is Oregon’s statewide university with its main campus in Corvallis; its OSU-Cascades campus in Central Oregon’s Bend; the Hatfield Marine Science Center in Newport; extension centers and programs in all of Oregon’s 36 counties; 13 branch agricultural experiment stations; the OSU Forest Research Laboratory; and the OSU Portland Center.

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.

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 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 University, 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.

In fiscal year 2022, the OSU Foundation raised a record $216.9 million while managing an endowment of $764.5 million. More than 50,000 donors, volunteers, alumni, and others are globally engaged with OSU in FY22.

Applications, Inquiries, Nominations

Applications should include, as separate documents, a CV and a letter of interest addressing the themes outlined in this leadership profile.

Screening of complete applications will begin immediately and will continue until the position is filled. For fullest consideration, application materials should be received by Monday, January 9, 2023. Submit application materials via email to Gigi.Bruce@oregonstate.edu.
All applications and inquiries will be held in strict confidence.

Nominations and inquiries should be directed to:

Sue Tornquist, Dean of the Carlson College of Veterinary Medicine and Chair of the Dean of Pharmacy Search Advisory Committee
Susan.Tornquist@oregonstate.edu

Gigi Bruce, Chief Assistant to the Provost and Search Administrator
Gigi.Bruce@oregonstate.edu

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.