



Associate Dean

Recruitment #: S2565
Review Date: Open | Open until filled
Department: College of Liberal Arts and Sciences
Salary Rate: \$100,957 - \$118,773

About Western Oregon University:

Western Oregon University is a regional public, mid-sized university – committed to changing lives, strengthening communities and transforming our world. Located in Monmouth, the heart of Oregon's lush Willamette Valley, WOU is about 20 minutes from Salem, the state's capital and about 75 minutes from Portland, the state's cultural hub.

Western is one of Oregon's oldest public institutions of higher education and was incorporated into the state system as a teacher training institution in 1882. The university offers undergraduate and graduate degrees in arts and sciences, education and professional areas. It's known for small class sizes, a focus on sustainability and a diverse liberal arts education in a student-centered environment. Western is a Hispanic Serving institution, with over 40% of undergraduates being students of color.

Position Summary:

The Associate Dean position works under the broad, administrative direction of the Dean with significant responsibility in leadership with faculty and staff to ensure the highest quality student support and achievement through curriculum and schedule refinement/management, excellence in pedagogy, and assessment/accreditation/continual improvement.

Requires planning, organizing, and managing services and personnel associated with academic affairs and student success. This position collaborates closely with department leadership, faculty and staff to ensure the quality and consistency of academic offerings and support the success of all CLAS students.

The Associate Dean ensures CLAS's program quality, including leadership to support curriculum, program review and accreditation work. This position is a primary responder to inquiries from students.

[Click here](#) for the complete position description which includes knowledge areas and preferred qualifications.

Required Qualifications: Please ensure your application materials clearly demonstrate how you meet the following:

- Doctoral degree (Ph.D., J.D., Ed.D.) or other terminal degree
- Minimum earned rank of associate professor in a CLAS associated discipline
OR Prior administrative leadership in higher education at the associate dean or dean level.
- Evidence of creative leadership, organizational abilities, and student support/success work.
- Evidence of leadership skills using listening, discernment, and collaboration to result in leadership growth in others and program successes.
- Demonstrated leadership that has had a meaningful impact on the success of programs and

people during challenging situations.

- Evidence of responsive interpersonal skills and the ability to contribute to a collaborative, transparent, and equitable culture of work.
- Evidence of a strong record of student support, including demonstrated meaningful systemic changes resulting from this work.
- A record that shows a meaningful commitment to, and demonstrated/specific accomplishments in, social justice, equity, and inclusive practices.
- Superior communication skills: the ability to articulate a compelling message to diverse audiences; clarity in written and oral presentation.
- Experience with curricular planning, review/assessment, change, and implementation.
- Evidence of attention to issues of governance in a complex organization.
- Experience in actively participating in accreditation efforts and the assessment of learning outcomes.

How to Apply: To apply for this position, please upload the following required materials within the application portal.

Applications missing any of the required documents will not move forward for consideration. Please include only the materials listed below:

1. WOU Employment Application form [available here](#) - unclassified/faculty
2. Cover Letter that outlines your qualifications and how they align with the position
3. Resume/CV
4. Unofficial transcripts for your highest degree earned
5. Complete and submit the Reference Check form, [available here](#) along with your application

Background/Education Check:

A criminal background check will be completed as a condition of employment. Education checks are processed for positions requiring a formal degree as a minimum requirement.

Benefits:

Western Oregon University offers an excellent benefits package for eligible employees which includes 95% premium paid healthcare, a generous retirement and vacation package, and reduced tuition rates for employee, spouse or dependent at any of the Oregon Public Universities.

<http://www.wou.edu/hr/benefits/>

Equal Employment Opportunity:

Western Oregon University is an equal opportunity employer. We do not discriminate based on race, color, national origin, gender, gender identity, sexual orientation, age, disability, religion, veteran status, or any other characteristic protected by law. We embrace our differences, and know that our diverse team is a strength that drives our success.

Accommodation Requests:

Western Oregon University is committed to developing a barrier-free recruitment process and work environment. If you would like to request disability-related accommodation(s) to participate in a WOU activity or event, please complete the [online request form](#) at least three (3) business days in advance. If you have questions, contact Desiree Noah at noahd@wou.edu.

Veterans Preference

Applicants are eligible to use Veterans' Preference when applying with Western Oregon University in accordance with ORS 408.225, 408.230 and 408.235; and OAR 105-040-0010 and 105-040-0015. Preference will be given only if the applicant meets the minimum criteria of the position and electronically attach the required documentation at the time of application. For information regarding Veterans' Preference qualifications, visit <http://www.oregonjobs.org/DAS/STJOBS/vetpoints.shtml>

To stay informed about the status of this search, we encourage you to regularly visit our careers page at wou.edu/hr/employment/jobs/. Due to the high volume of applications we receive, we are unable to provide individual updates regarding the status of each application. We appreciate your understanding and sincerely apologize for any inconvenience this may cause. Thank you for your interest in employment at Western Oregon University.