Western Oregon UNIVERSITY
Human Resources
Lieuallen Administration 206 | 503-838-8490 | hr@wou.edu | wou.edu/hr

Dean of Students

Recruitment #: S2661
Review Date: Open | Open until filled
Department: Student Affairs
Salary Rate: $105,733 - $124,392

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:
Reporting to the Vice President for Student Affairs (VPSA), the Dean of Students (DOS) provides strategic leadership and vision for student care, advocacy, conduct, crisis response, and engagement at Western Oregon University. As a member of the Student Affairs Executive Leadership Team (ELT), the DOS drives initiatives that foster student success, well-being, and belonging while leading cross-institutional systems to help students navigate complex challenges.

In this role, the DOS chairs the multidisciplinary WOU CARE Team and the Emergency Student Aid committee and serves as the primary liaison for complex student emergencies and behavioral interventions, collaborating closely with University Housing, Academic Affairs, Campus Public Safety, General Counsel, and other key departments.

Additionally, the DOS oversees the university's student conduct processes, ASWOU (student government), advises campus leadership on policy and institutional risks and acts as a trusted resource on student rights and responsibilities. The DOS maintains administrative, personnel, and budgetary oversight totaling approximately $1.2 million for an assigned portfolio that includes: Disability Access Services, Multicultural Student Services & Programs, Office of Student Conduct, and TRiO Upward Bound, and other areas as assigned by the VPSA.

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:

- Master's Degree in College Student Services or applicable discipline
- 3–5 years of progressive higher education leadership experience, including personnel supervision, budget management, and operational planning and strategy.
- 3–5 years of experience fostering student success and engagement, including the integration of academic and co-curricular student life to support a vibrant and inclusive campus experience.
- 3–5 years of experience managing campus crises and complex student issues, with demonstrated ability to exercise sound judgment, ethical decision-making, and composure under pressure.

- 3–5 years of experience advancing diversity, equity, inclusion, accessibility, and belonging (DEIAB) and supporting the success of diverse student populations.
- 3–5 years of experience building collaborative partnerships, with exceptional communication skills and the ability to foster strong relationships across campus and with the surrounding community.

How to Apply: 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
2. Cover Letter that outlines your qualifications and how they align with the required qualifications
3. Resume/CV
4. Unofficial transcripts for the highest degree earned
5. Reference form available here

Background and Education Verification:
As a condition of employment, the selected candidate must successfully complete a criminal background check. For positions that require a formal degree as a minimum qualification, the university will also verify educational credentials.

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 employees, 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.

Requests for Accommodation:
Western Oregon University is committed to developing a barrier-free recruitment process and work environment. Applicants who need disability-related accommodations to participate in the application or hiring process are encouraged to contact leaveandaccommodations@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.shtmlq