



Dean of College of Education

Recruitment #:	S2503
Review Date:	Immediate review Open until filled
Department:	College of Education
Salary Rate:	\$142,960 - \$168,189

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 an emerging Hispanic Serving institution, with 41% of undergraduates being students of color.

Position Summary:

The Dean of College of Education serves as the academic leader and chief academic officer of the college, providing transformative leadership to advance the college's contributions to the university's strategic plan. This position involves direct supervision of three academic divisions and numerous unclassified and classified staff, ensuring effective management of the college’s personnel and budget. The Dean guides and supports curriculum development, assessment, and program enhancement, advocating for the college’s students, faculty, and staff. Representing the college on university committees, the Dean ensures alignment with the University’s Strategic Plan and fosters collaboration among students, faculty, and staff both within the college and in the wider community. The Dean of the College of Education in collaboration with the Office of Advancement works to guide and secure philanthropic gifts that support the mission of the college and institution.

This is an exciting opportunity to provide transformative leadership for the College of Education. At Western Oregon University, our mission is to provide a personalized learning community where individuals experience a deep sense of belonging and empowerment. Our vision is for the University to be a model of intentional inclusion and accessibility, empowering students to meaningfully impact both our local community and the wider world. We are committed to enhancing career and social mobility through a public liberal arts education, focusing on the critical thinking and communication skills essential for navigating life’s complexities.

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

Required Qualifications:

- PhD or terminal degree in discipline within the college
- Experience with complex budgets and financial statements (3-5 Years)
- Experience with personnel management and effective hiring and retention practices (3-5 Years)
- Experience with data-informed decisions (3-5 Years)
- Record of teaching, scholarship, service
- Experience working collaboratively in a system of shared governance..
- Demonstrated success securing external funding for institutional initiatives
- Experience in a bachelor’s-degree granting institute of higher education (3-5 Years)
- Experience advancing diversity, inclusion, and equity in higher education (3-5 Years)

- Experience providing leadership, especially in times of organizational change (3-5 Years)
- Strong understanding of current trends and challenges in higher education
- Exceptional verbal and written communication skills
- Proven ability to actively listen and foster collaborative discussions

Required Application materials:

*Please submit only the required materials listed below. Applications **missing** required materials will not move forward for consideration.*

1. WOU Employment Application form [available here](#) - unclassified/faculty
2. Cover Letter that addresses your qualifications for the position.
3. Resume/CV
4. Name and contact information for 3 professional references

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 that is committed to diversity, equity and inclusion in the workplace. We celebrate our inclusive work environment and encourage people of all backgrounds and perspectives to apply. 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 Disability Services (ODS) at 503-838-8250 or ods@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 progress of this search, we invite and encourage you to explore our career page at wou.edu/hr/employment/jobs/. Unfortunately, due to the volume, it is challenging for us to offer individual updates on the status of each application, and for that, we sincerely regret any inconvenience. We thank you for your patience and interest in employment at Western Oregon University.