Concordia University in Portland, Oregon announces a national search for Dean of the College of Health and Human Services (CHHS). The Dean is administratively responsible for all academic departments and programs within the college, while also serving as a key member of Concordia’s Academic Council. The new Dean will be expected to assume office on or about July 1, 2014.

CONCORDIA UNIVERSITY PORTLAND: AN OVERVIEW

Concordia is one of 10 universities founded by The Lutheran Church-Missouri Synod (LCMS), and the only LCMS university in Oregon. Concordia opened its doors for the first time at its current location in 1905. The school began as a four-year academy and has evolved into a university that offers a solid liberal arts education, pre-professional programs, professional church work programs, and undergraduate and graduate degrees in education and business. The university’s 5400 students, including online enrollment, come from all over the United States and the world, but primarily from the Pacific Northwest.

Concordia University is a Christian university that welcomes students from all faiths and prepares leaders for the transformation of society. Located on 13 acres in a residential neighborhood of Portland, Concordia’s mission drives all planning in academics and future directions. The campus builds on its strengths, pursuing programs that will assist students to
prepare for work or to enhance their pursuit of lifelong learning. Students, staff, and faculty — the Concordia community — are valued as the most important components of this campus, as all strive to encourage, support, and equip for service and fulfillment.

**Portland**

Portland is located near the confluence of the Willamette and Columbia rivers and as of the 2010 census, it had a population of 583,776 making it the 28th most populous city in the United States. Portland is Oregon's most populous city, and the third most populous city in the Pacific Northwest region, after Seattle, Washington, and Vancouver, British Columbia. Approximately 2,289,800 people live in the Portland metropolitan area (MSA) the 19th most populous MSA in the United States.

The city is noted for its superior land-use planning and investment in light rail. Because of its public transportation networks and efficient land-use planning, Portland has been referred to as one of the most environmentally friendly, or "green", cities in the world. Located in the Marine west coast climate region, Portland has a climate marked by both warm, dry summers and wet, cool-to-chilly winter days. This climate is ideal for growing roses and for more than a century, Portland has been known as the "City of Roses." The city is also known for its abundant outdoor activities, and beer and coffee enthusiasm. Portland is home to a collection of independent microbreweries, microdistilleries and food carts that contribute to an eclectic, vibrant, and open community.

**The College of Health and Human Services**

CHHS is one of five colleges at Concordia, including the College of Theology, Arts and Sciences; College of Education; School of Management; and the School of Law in Boise, Idaho. CHHS offers degrees in social work, nursing, health care administration, and exercise and sport science. The comprehensive curriculum includes all of the academic and clinical components
students will need for a successful career in the health or social services industry. Internships, clinical experience, and service learning projects are also integral components of these programs.

**LEADERSHIP AGENDA FOR THE NEW DEAN**

The Dean is responsible for providing leadership and overall management of the college, including strategic planning, support for instruction and research, personnel evaluations, preparation and management of budgets, curriculum development, and fundraising. The position reports to the provost and has extensive collaborative relations with members of the university community. The Dean is also responsible for building collaborative community partnerships with local stakeholders in the health and human services communities.

The Dean should be a visionary leader possessing the personal and professional skills to lead CHHS into a new era of scholarship, teaching, and learning. S/he will support the university and college missions, be a builder of people and programs, and a key partner with the provost and other Concordia University college Deans who will work collegially with faculty, staff, and others in a spirit of shared governance. The Dean’s mission is to create a community of mature, critical thinkers, informed by the Christian faith, who become servant leaders in service to society.

The college has been without a fulltime Dean for over one year and has been governed by a well functioning team of four program directors. In order to move the college forward, a key to the Dean’s leadership effectiveness will be to quickly establish a full understanding of the people, programs, and relationships that constitute the college community. The Dean will be encouraged to lead discussions around a wide range of educational issues by offering transparent leadership that fosters a strong sense of trust and respect from faculty, staff, administration, and students, all within the framework of shared governance. The new Dean will be expected to improve existing programs, develop new ones, and maintain current resources while developing new opportunities that will help the college realize its commitment to supporting a faculty of
accomplished teacher-scholars and producing graduates prepared to meet the challenges of the 21st century.

As new economic realities impact all of higher education, the Dean will need the fiscal acumen to enable strong financial management across all areas of the college’s academic and administrative programs. The Dean will be asked to oversee reliable operating budgets, build strategic academic business models, identify new and existing resources for program and infrastructure investment, and lead a conversation about potential new revenue streams. Development will also be an essential role since the Dean will be expected to work with the senior administration to articulate the strengths and needs of the academic programs to potential donors.

The new Dean has the opportunity to join a vibrant and stable senior administrative team under the strong leadership of the president, Dr. Charles Schlimpert who has been at CU for over 30 years and the provost, Dr. Mark Wahlers, who has been at the university for over 20 years.

**DESIRED ATTRIBUTES FOR THE NEXT DEAN OF THE COLLEGE OF HEALTH AND HUMAN SERVICES**

The successful Dean will be:

- A person of proven leadership who will inspire trust and instill confidence in the college community;
- An individual who can provide visionary strategic thinking and planning skills;
- A leader of integrity, with the highest ethical standards guided by a Christian faith;
- A person who values technology and understands the importance of leveraging technology in the service of the academy;
- A strong advocate for the needs and well being of the CHHS staff, faculty, and students;
- A person who has an enthusiastic campus presence, actively engaged in a living learning community of faculty, students, staff, alumni, and the local community;
- A transparent and courageous decision-maker who builds consensus, has the ability to make difficult choices when necessary, and communicates decisions with clarity and care;
• A person of financial acumen who will aid the college in matching aspirations with finite resources while thinking creatively about alternative revenue streams;
• A fund raiser who has experience with the process of building and earning philanthropic support;
• A strong manager who promotes collaboration and will seek the best from his/her leadership team;
• A person of global perspective who is committed to fostering diversity in its many forms;
• A student of higher education, knowledgeable about key issues affecting colleges of health and human services nationwide;
• A superb listener and communicator, at ease in a multitude of settings with multiple constituencies;
• A sense of humor;
• A person who has a maturing relationship with Jesus Christ, thus providing an example of servant leadership and encouragement to constituencies of the university, as related to his/her Christian faith.

QUALIFICATIONS

In addition to the aforementioned desired attributes the successful candidate will possess an earned doctoral degree in a discipline within the college and a demonstrated record of progressively responsible academic administrative experience in an area related to allied health and/or human services. Alternatively, significant administrative experience in the field may be substituted. The successful candidate must be able to fully support the Christian mission of the institution.

NOMINATION AND APPLICATION PROCESS

Nominations and applications will be received until the position is filled, but in order to receive full consideration, candidates are encouraged to submit their materials by November 18, 2013. All nominations, applications, and inquiries will be held in full confidence until finalists are identified for on-campus interviews.

The college is being assisted in this search by Academic Search, Inc. Nominators or prospective candidates may direct inquiries or questions to Senior Consultant Dr. Tom Fitch at rtf@academic-search.com.

Application materials should consist of a curriculum vitae, a substantive cover letter addressing required and preferred qualifications, and a list of five references, none of whom will be contacted without the explicit permission of the candidate. All application materials must be submitted electronically to the search committee at CUDeanCHHS@academic-search.com.
Concordia University does not discriminate in the employment of individuals on the basis of race, color, national or ethnic origin, disability, sex, or age. However Concordia University is an institution of The Lutheran Church-Missouri Synod and, to the extent allowed by law, Concordia University reserves the right to give preference in employment based upon religion.