

Position and Candidate Specification



OHSU-PSU School of Public Health

Dean

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The OHSU-PSU School of Public Health (OHSU-PSU SPH) is a highly innovative school that combines the strengths of two renowned universities to prepare a public health workforce, create new knowledge, address social determinants, and lead in the implementation of new approaches and policies to improve the health of populations. The SPH traces its roots from a 25-year partnership between the Oregon Health & Science University (OHSU) and Portland State University (PSU) when they began collaborating for the novel Oregon M.P.H. program. The two universities are uniquely complementary and additive: OHSU is a leading academic health center with outstanding research, patient care, and education in the clinical health sciences, while PSU is a national model for a thriving urban university anchored in access, community engagement, and academic excellence.

The School was established in 2016 as a new model to meet the evolving public health needs of Oregon and beyond. Together, the two universities offer unmatched opportunities for students to learn in the classroom and in real-world settings. The mission of the OHSU-PSU SPH is to educate future public health leaders and advance public health scholarship and practice in collaboration with its communities to promote health and social equity. Uniting the cultures and resources of OHSU and PSU, the SPH educates future public health leaders and advances public health scholarship through creative research, innovative educational practices, and sustained engagement with community partners. By leveraging the unique and shared strengths of both universities, the OHSU-PSU SPH is poised to meet the evolving public health needs of Oregon and beyond.

The principles of community-engaged learning and scholarship that puts the student and researcher out in the world, in real communities, anchor the School. With students, faculty work to find enduring and sustainable solutions to today's public health problems and are committed to educating students of all backgrounds who want to enter the public health field and improve lives in their communities.

Social justice, health equity, and antiracism are the foundation of the OHSU-PSU SPH's vision, mission, and values. The SPH is committed to collaborative, community-centered partnerships in the service of promoting social justice and health equity in its communities and beyond. The SPH is aligned with the American Public Health Association in declaring racism a public health crisis, and the School is committed to becoming an antiracist SPH. The School is working to center social justice in internal and external work as a school, and are committed to addressing structural and institutional racism, and to holding members of the SPH accountable to this work.

Graduates of the SPH recognize the uneven sources of health risk in society, promote approaches and strategies that increase health opportunities for all people, and mobilize resources for social change. Portland is ranked as one of the nation's most livable cities, in part because of the thoughtful innovation dating back decades to build a city that supports good health. And Oregon has been known over the past two decades as a pioneer in exploring public health issues and transforming health systems.

That environment, along with faculty who are national leaders in their areas of expertise, offer students of the OHSU-PSU SPH a one-of-a-kind educational experience. Students at the SPH pursue rigorous studies and experience varied, high-quality internships and field work. Graduates go on to begin or advance their careers in biostatistics, health promotion and disease prevention, measurement and monitoring of health and disease, community and rural health, environmental health, physical fitness, gerontology, health policy, and more. Graduates are entering a robust career market and will have opportunities to work anywhere in the world.

For additional information on programs and research in the SPH, and its parent institutions, please refer to the appendix at the end of the document.

The OHSU-PSU SPH seeks a strategic and inspirational leader. The Dean is the chief academic and administrative leader of the School. Working collaboratively with faculty and staff and leaders at OHSU and PSU, the Dean advances the School's mission to educate future public health leaders and advance public health scholarship and practice in collaboration with communities to promote health and social equity. The Dean reports to the Provosts and Executive Vice Presidents for Academic Affairs of OHSU and PSU. Additionally, the Dean is responsible for all matters related to the administration of the School, including academic programs, faculty, staff, students, facilities, budget, alumni relations, fundraising, legislative and regulatory affairs, and fostering a diverse, inclusive, and equitable environment. The Dean represents the School within two universities to create synergistic collaborations with other schools and colleges. The Dean also works externally to promote the School as a leader in public health education, research, policy, and practice in the state of Oregon, nationally, and globally.

KEY RELATIONSHIPS

Reports to OHSU Provost and Executive Vice President for Academic Affairs
PSU Provost and Executive Vice President for Academic Affairs

Direct reports Associate Dean, Finance and Administration
Associate Dean, Social Justice
Associate Dean, Research
Associate Dean, Student and Alumni Affairs
Associate Dean, Academic Affairs
Strategic Projects and Administrative Manager
Communications, Marketing, and Outreach Manager
Assessment and Evaluation Data Analyst
Executive Assistant
Administrative Manager
OHSU-PSU SPH Faculty Council

Other key relationships OHSU Executive Vice Provost
Senior Director of Development, OHSU-PSU SPH
Director, Development, PSUF Central Units
Student Leadership Council, OHSU-PSU SPH
The State of Oregon and State Leaders
OHSU Government Relations
PSU Government Relations

KEY RESPONSIBILITIES

The OHSU-PSU SPH and the OHSU and PSU communities will look to the Dean of the SPH to provide strong, collaborative leadership in public health research, education, and service. Specifically, the major responsibilities of the Dean are to:

- Maintain and enhance the stature of the School by ensuring that it continues to be at the forefront of research.
- Maintain and enhance the education of students to prepare them to be public health leaders in a changing world.
- Maintain high standards in faculty recruitment, appointments, promotion, and tenure in order to promote consistent excellence in research, teaching, and service, with a particular emphasis on the recruitment of early-career faculty and faculty from and of communities impacted by health inequities. Ensure the success and mentorship of faculty members and faculty development within SPH.
- Maintain and enhance the financial health of the School.
- Mentor and develop the leadership team at SPH to ensure the next generation of academic public health leadership.
- Ensure strong collaborative relationships with the executive offices at OHSU and PSU, and the Deans of the universities' schools and colleges.
- Raise the School's visibility and obtain financial and other types of support from individuals, foundations, and corporations for school-wide initiatives, programmatic efforts, research, public service, faculty and student projects, student support, and discretionary activities.
- Take an active leadership role in promoting and building the University's and School's programs, initiatives, and investments in global health.
- Serve as a catalyst and advocate for research that is innovative, that has an impact on science, and that also has had a translational impact on the world.
- Promote the parallel development of excellence within departments and across disciplinary lines and academic units, along with the enhancement of collaborations between the School and other academic units, centers, and external organizations.
- Increase the SPH's national ranking in education and external research funding.
- Foster a student-centered culture that enhances effective teaching, engages students in faculty research, builds strong relationships between students, faculty, staff, and alumni, and promotes leadership development.
- Increase student diversity and other DEIB outcomes.
- Increase the number of graduates in the graduate SPH programs.
- Enhance the engagement of alumni in the life and affairs of the SPH.
- Foster a vibrant intellectual community among all constituents within the SPH.
- Present and promote the SPH within the State of Oregon. Engage in meaningful partnerships with state leaders and officials.

DESIRED OUTCOMES

- A clear, cohesive vision that will continue to support and build on strategic priorities of the OHSU-PSU SPH.
- Positioning of the School as a public health leader in advancing antiracism.
- A well-developed organizational and communication structure between all stakeholders, supporting the work and continued growth of the School.
- Focused efforts on faculty development and a diverse school of faculty and staff that are passionate about their work and committed to the highest levels of excellence.
- Strong focus on equity, diversity, and inclusion initiatives, particularly racial justice, to create positive, supportive communities within the School.
- An engaged and empowered cohort of leaders for the School.

- Strong relationships with faculty, staff, and students, and enhanced morale across the School through a focus on faculty, student, and staff engagement.
- Thriving research and education programs, providing outstanding career paths and options for students.
- Financial health of the School for continued sustainability.
- Funding and resources for the diverse student population across varying degree programs.

The ideal candidate will possess the following: national and international recognition as a scholar with credentials commensurate with a tenured faculty appointment at the rank of professor in the SPH; demonstrated leadership, managerial, and administrative experience; a collegial, consultative, and collaborative orientation, having worked in a matrixed environment; the ability to recruit and retain an outstanding faculty and staff; proven commitment to advancing antiracism and enhancing diversity, equity, inclusion, and belonging; a global perspective; a commitment to innovation and translation of research to a wide range of audiences; the ability to champion public health education, research, service, and practice within preeminent research institutions and among a diverse range of external constituencies, including local, state, and national legislatures; and the ability to engage with donors, alumni, policy makers, and the community at large in representing the School.

IDEAL EXPERIENCE

Academic Excellence

A distinguished academic background to include a history of achievement in scholarship, teaching, and administration, with an emphasis on areas pertinent to public health and social determinants of health. Qualification for appointment as a full professor is required.

Organizational Literacy and Leadership

Demonstrated success in building sound organizational infrastructures to support the missions of a school of public health. An accomplished recruiter and advocate for faculty, staff, and students.

Commitment to Equity and Access

A strong commitment to educating an ethnically, racially, culturally, generationally, and economically diverse student body, and to recruiting and supporting a diverse faculty, staff, and administration.

Commitment for Development and Fundraising

Commitment and experience in fundraising: the ability to initiate, contribute to, and lead development efforts and other extramural funding activities.

Community Engagement Experience

Ability to build a sense of community and engage faculty, staff, students, alumni, and the broader community in support of a shared strategic vision and culture. A demonstrated ability to build effective partnerships across professional disciplines, within and throughout the School and University, and throughout the broader community.

Degree/Certification

A doctoral degree from a school of public health or from another school relevant to public health, with clear leadership in public health.

CRITICAL LEADERSHIP CAPABILITIES

Collaborating and Influencing

- Supports and facilitates opportunities that enable all members of the OHSU-PSU SPH to collaborate independently with one another and the OHSU and PSU communities.
- Promotes collaboration and partnership in the OHSU-PSU SPH's matrixed organizational setting.
- Orchestrates connections for key leaders and stakeholders to engage in dialogue and shape the future of the School.
- Builds and leverages a network of relationships within the local and national communities that are important to the School.
- Appreciates and enforces the need for transparency among collaborators and key stakeholders.

Acting Strategically

- Creates a strategic plan to implement the vision and future direction for the OHSU-PSU SPH.
- Identifies and prioritizes factors critical to the success of the OHSU-PSU SPH.
- Makes plans to address changes or trends in the field of public health.
- Develops a vision or plan that considers the impact on public health on a national or international scale.

Leading Change

- Takes ownership for advancing significant change in the communities of OHSU, PSU, and the School.
- Communicates a new direction or change with a clear rationale and understanding.
- Leverages resources and relationships to pursue multiple opportunities to effect change.
- Adapts communication content, approach, or style around change to appeal to different audiences.

Education and students are at the heart of the OHSU-PSU SPH. The School offers various degree offerings ranging from undergraduate education through Ph.D. studies. Dual degree programs are also provided through the OHSU-PSU SPH. In AY21-22, the School enrolled 412 undergraduate and 155 graduate students.

The SPH has 191 faculty to participate in its education, research, public health practice, and outreach activities. The faculty's work is paired with contributions from dedicated staff members who contribute to the School's mission. The School also relies on the voluntary participation of many members of the public health community to provide training opportunities for its students and feedback on the School's academic and research programs.

The faculty and staff employed through PSU are unionized: The Association of University Professors (AAUP) represents over 1,300 tenure stream and non-tenure track faculty, and academic professionals; the Portland State University Faculty Association (PSUFA) represents over 1,000 adjunct faculty; Service Employees International Union (SEIU) represents over 800 classified staff; and the Service Employees International represents over 800 classified staff and police. The classified employees within the SPH who are hired through OHSU are represented by American Federation of State, County & Municipal Employees and they represent 12 administrative employees and 8 student employees.

In FY22, the SPH had an annual operating budget of about \$33 million with revenues derived from several sources including tuition, state appropriations, grants and contracts, and institutional support.

Our Vision

- Promoting a healthy, equitable, and just society.
- Our SPH will lead in advancing a healthy, equitable society through community engagement, education, research, scholarship, and service.

Our Mission

- Educate future public health leaders and advance public health scholarship and practice in collaboration with our communities to promote health and social equity.
- Uniting the cultures and resources of OHSU and PSU, the SPH educates future public health leaders and advances public health scholarship through creative research, innovative educational practices, and sustained engagement with community partners.

Our Values

The values of the SPH guide our community-engaged education, research, scholarly, and service activities. OHSU-PSU SPH believes in:

- Inclusion: Promoting diversity, equity, and cultural humility in our institutions and communities.
- Innovation: Uniting the strengths of our two institutions through creative education, research, and sustained community engagement.

- Integration: Connecting perspectives, strategies, and methods across institutions, disciplines, and communities.
- Integrity: Practicing ethical principles, transparency, and empathy.
- Impact: Advancing health, justice, and social equity in our city, state, and the world.

Our Goals

- Education: Advance a social justice and health equity-centered public health workforce.
- Scholarship and Creative Activity: Create innovations that drive impactful social justice and health equity-focused transformation.
- Engagement: Sustain and grow community partnerships that center social justice and health equity.
- Healthy and Sustainable Organization: Cultivate a thriving organization grounded in social justice and health equity.

Accreditation

The OHSU-PSU SPH is accredited by the Council on Education for Public Health (CEPH), the nationally recognized accrediting body for schools and programs of public health. The M.P.H. Health Management & Policy program is accredited by the Commission on Accreditation of Healthcare Management Education (CAHME). The Human Lactation undergraduate certificate is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP).

EDUCATION

Undergraduate Overview: Portland State University admitted its first students into the B.A./B.S. program with a major in health studies in 1983. The program is CEPH accredited and shares most of its faculty with the M.P.H. in health promotion program. Students seeking a B.A./B.S. primarily take their graduate classes at PSU, where the undergraduate curriculum is organized around its interdisciplinary core curriculum called Public Health Studies. The four goals of the University Studies' curriculum include: (1.) an ability to communicate effectively, (2.) to think creatively and critically, (3.) to be curious about the diversity of the human experience, and (4.) to wrestle with understandings of ethics and social responsibility.

Undergraduate students must also complete 28 total credits of courses aligned with their selection of either the B.A. or B.S. degree. The combination of the University Studies program and basic requirements for a degree introduces students to several content areas that serve as a background for public health, including the foundation of scientific knowledge, the foundations of social and behavioral sciences, math and quantitative reasoning, and humanities and fine arts disciplines.

Graduate Overview: The SPH offers 16 different programs leading to the six M.P.H. programs, one M.S. program, three Ph.D. programs, and four dual-degree programs. The **Graduate Certificate in Public Health** is designed to enhance the preparation of public health professionals not currently prepared in a public health academic specialty and provide a broad introduction to public health. The **Graduate Certificate in Biostatistics** provides basic and intermediate graduate-level biostatistics training for a diverse range of students in the health sciences. It is primarily aimed at researchers, students in other degree programs, and working professionals who are interested in becoming more skilled in applied biostatistics methods and theory.

The **M.S. in Biostatistics** program provides graduate-level training in the application and theory of biostatistics. The program serves those students wishing to pursue careers as intermediate-level biostatisticians or apply for doctoral programs in biostatistics. The program is appropriate for individuals who have earned a graduate certificate in biostatistics and wish to pursue further training, or who completed statistics and calculus courses as an undergraduate. Target audiences for this program include individuals who desire careers as collaborative biostatisticians in the basic, clinical, translational, or population sciences. The program attracts clinical and translational researchers as well as working professionals throughout the state and region.

Students in the **M.P.H. in Biostatistics** program receive training in both applied statistical methods and public health concepts, so that they gain the practical knowledge and skills to engage in successful careers in public health.

The **M.P.H. in Environmental Systems & Human Health** provides ecosystem-based public health training for students who want to investigate and remediate environmental impacts on public health. Believing that a healthy environment is the cornerstone of preventive medicine, the goal of this program is to produce graduates who will be able to analyze how human activities impact environmental systems, which in turn affect the health of human populations. Specific emphasis is placed on mediating and modifying the effects of environmental disruptions on the health of vulnerable populations in a culturally competent, ethical manner.

The **M.P.H. in Epidemiology** program trains health professionals in the population perspective toward health care and disease prevention. The core curriculum, offered to all M.P.H. students, provides an understanding of the statistical, epidemiological, political, behavioral, environmental science, and organizational basis of public health and of the health care system in general. For those students seeking a M.P.H. in epidemiology, additional focus is placed on providing students with epidemiological and statistical reasoning skills and competency in studying the distribution and dynamics of disease in populations, in evaluating health care programs, and in conducting clinical, behavioral, and health services research.

Students in the **M.P.H. in Health Management & Policy** program develop and strengthen their knowledge and practice of the delivery and management of health services. The curriculum includes the core concepts of public health with specific instruction in management, finance, strategy, policy, economics, and ethics. This degree program prepares individuals for the exercise of competent and effective policy and administrative leadership in the health sector.

The **M.P.H. in Health Promotion** prepares students to utilize public health approaches to develop, administer, implement, and evaluate culturally sensitive health promotion and behavior change programs, and to mobilize community resources for planned social change. Graduates of this program are well-prepared for advanced study or professional work in the fields of community health and health promotion in a wide variety of settings.

Three Ph.D. programs mark the important collaboration of the OHSU-PSU SPH. They include a Ph.D. in epidemiology, Ph.D. in health systems and policy, and Ph.D. in community health.

The **Ph.D. in Epidemiology** is based upon competencies in doctoral education recommended by the American College of Epidemiology and the ASPPH. Graduates are prepared to work independently and to collaborate with

health professionals in other disciplines on research and applied projects that include epidemiologic elements, and to teach graduate students and health professionals in academic, governmental, nonprofit, and private sector settings.

The **Ph.D. in Community Health** provides students with advanced learning in conducting research and developing instruction skills in public health, social and behavioral determinants of health, gerontology, and social epidemiology. This program provides unique training for students interested in the rapidly developing research area that includes the psychosocial aspects of health.

The **Ph.D. in Health Systems and Policy** provides students with advanced knowledge, analytic skills, and competencies in conducting research, developing teaching, and learning skills in health systems and policy. The Ph.D. in health systems and policy provides a unique educational experience for students seeking to apply theory to practice in careers as researchers and educators by building upon Oregon's role as a leader in health systems transformation.

RESEARCH

The SPH has a strong portfolio of research examining the organization, delivery, and financing of services for alcohol, drug, and mental health disorders and the outcomes of those services. A focus on the nexus of policy, practice, and research characterizes much of the work; investigators collaborate with practitioners to assess the impacts of organizational change, implement evidence-based practices, and promote the adoption of evidence-based practices.

SPH faculty actively collaborate with researchers outside of the School and are engaged in clinical epidemiology research in a variety of fields, including molecular epidemiology, the epidemiology of aging, epidemiology of the built environment, and community-based research. In a similar manner, SPH faculty maintain active methodology research in biostatistics and broad interdisciplinary research in such areas as Bayesian analysis, categorical data analysis, complex sampling, clinical trial design, spatial-temporal modeling, statistical computing, statistical genetics, and survival analysis.

SPH also works closely with the Moore Institute for Nutrition and Wellness at OHSU to integrate the science of the developmental origins of health and disease (DOHaD) into public health policy and comprehensive community programming. The Moore Institute is one of the international leaders in research on developmental origins and the related science of epigenetics. CPHS, in a collaborative sense, is the public health and policy program of the Moore Institute.

The School is ranked among the nation's top 50 schools of public health with over \$4.6M in NIH funding in FY22.

OREGON HEALTH & SCIENCE UNIVERSITY

Oregon Health & Science University (OHSU) in Portland is the state's only comprehensive public academic health center. With roots back to 1887, OHSU has a long and outstanding history of dedication to improving the health and well-being of people in Oregon and beyond. As part of its public mission, OHSU strives for excellence in education, research and scholarship, clinical practice, and community service. OHSU is Oregon's only public academic health center with a system of hospitals and clinics across Oregon and southwest Washington,

providing leading and often world-renowned educational services through its four schools of Medicine, Nursing, Dentistry, and Pharmacy, with a network of campuses and partners throughout Oregon. It is the only place in Oregon that grants doctoral degrees in medicine, dentistry, and nursing. OHSU is a national research hub, with thousands of scientists developing lifesaving therapies and deeper understanding. A statewide economic engine and Portland's largest employer, OHSU is a public organization, providing services for the most vulnerable Oregonians, and outreach to improve health in communities across the state. With missions of healing, teaching, and discovery, OHSU unites some of the world's brightest minds in a singular vision: to rethink everything. They are the creators of precision cancer medicine; innovators of an education model that lets each student forge a unique path; and the top-rated healthcare provider in Oregon. OHSU is a community — one of different colors, genders, orientations, cultures, and interests with a relentless pursuit of new ideas, working toward a cause bigger than any of one person: to bring health and hope to all.

In 2022, the Oregon Legislature passed HB 5202, legislation that included a \$45 million prioritized investment in Oregon Health & Science University's innovative 30-30-30 plan to help address the state's urgent health care workforce needs. The funding — the largest appropriation made to an individual higher education institution this legislative session — will allow OHSU to significantly increase the number of graduates from several key health care professions programs, adding new, high-quality professionals to the state's hospitals and clinics over the next decade. The SPH has a 30-30-30 responsibility to increase the number of graduates and increase student diversity. The Dean is key in fulfilling 30-30-30 obligations.

PORTLAND STATE UNIVERSITY

Portland State University has been emboldening students and challenging the status quo in Portland for 75 years. From its founding to serve veterans home from World War II, PSU has been committed to meeting the needs of individual students and society as a whole. PSU was established in 1946 as the Vanport Extension Center for 220 students in Vanport, a city built to house wartime shipyard workers. After surviving a devastating flood in 1948, PSU moved three times before finding its permanent home in 1952 in the heart of downtown Portland, Oregon. Since then, PSU has grown into Oregon's most diverse urban public research university with 26,000 students and more than 200-degree programs.

Notably, the newly constructed Vanport Building on PSU's campus is the home to the majority of the OHSU-PSU SPH's faculty, staff, graduate researchers and student employees. The Vanport Building opened in January of 2021 and represents the first co-location of OHSU and PSU faculty, staff and students since the School's inception. The building is a seven-story condominium partnership between Portland State University, Oregon Health & Science University, the City of Portland, and Portland Community College (PCC). The building was designed collaboratively between the four owners to better connect workforce development, educational and economic opportunity, as well as providing public services. The Vanport Building provides a home for the City of Portland's Bureau of Planning and Sustainability, PCC's Dental Services Programs, PSU's College of Education, and the OHSU-PSU School of Public Health. In addition to its academic, research, and civic facilities, it also features a dental-clinic and low-cost mental health services for the general public.

Portland State University is leading the way to an equitable and sustainable future through academic excellence, urban engagement, and expanding opportunity for all. PSU pursues excellence through accessibility, innovation, collaboration, engagement, sustainability, and transformation.

PORTLAND, OREGON

Big-city excitement and small-town charm make Portland, known as "the City of Roses," one of the favorite cities on the West Coast. Situated approximately 70 miles from the Pacific Ocean where the Columbia and Willamette rivers meet, Portland enjoys a magnificent setting, combining sparkling waterways with lush greenery rarely found in urban settings. Portland is home to approximately 610,000 residents and the population of the surrounding metropolitan area is approximately 2.35 million. Portland is widely recognized in national surveys and rankings as one of America's most livable cities.

Portland's historic old town, which houses many galleries and museums, the Saturday Market, the Waterfront Park, and an abundance of fine restaurants keep residents and visitors busy and satisfied. The performing arts in the area offer classical music, jazz and blues, as well as theater and dance. Portland is just a short distance from the spectacular Columbia Gorge and Multnomah Falls, windsurfing at Hood River, touring valley wineries, skiing at Mt. Hood, and the drama of the Oregon coast.

Portland is known for its extensive park system of more than 200 parks. These encompass such areas as the elm-shaded South Park Blocks in the downtown area and Washington Park, home of the Rose Gardens and the Japanese Gardens. Portland's Forest Park, at nearly 5,000 acres, is the largest park within a city in the U.S. and has nearly 50 miles of walking trails.

Portland's award-winning mass transit system is one of the most extensive and advanced in the U.S. and includes buses and the MAX, an urban light rail line, as well as a downtown transit mall.