



Search for the Vice Provost for Extension and Engagement & Director of the OSU Extension Service

The Opportunity

Oregon State University (OSU), Oregon's land-grant research university and the state's only institution to hold both the Carnegie Foundation's top designation for research institutions and its prestigious Community Engagement classification, invites inquiries, nominations, and applications for the role of the Vice Provost for Extension and Engagement and Director of the OSU Extension Service (VPEE).

As it has done for more than 100 years, and in support of its mission, OSU Extension partners with Oregonians in all 36 counties and is helping them thrive every day. Extension's programs, partnerships, and volunteer opportunities are focused on:

- Healthy communities and economies
- Resilient and productive forestry and natural ecosystems
- Sustainable agriculture, food systems, and gardening
- Thriving youth, individuals, and families

The next Vice Provost will join a Division on an upward trajectory. Working collaboratively, the Vice Provost will build on the Division's success, continuing to raise the profile and influence of the Division which will, in turn, result in an even greater impact on the region, state, and nation. To fulfill this goal, the Division seeks a creative thinker who is comfortable operating beyond functional silos and who is excited by boundary-spanning opportunities within and outside of the university. Additionally, OSU seeks a collaborative and inspiring Vice Provost who will hold fast to the university's core values of accountability, diversity, integrity, respect, and social responsibility, while strategically leading the Division.

About the Division of Extension and Engagement

In the fulfillment its mission, the [Division of Extension & Engagement](#) is committed to the following goals:

- Engaging communities in learning, identifying local needs and opportunities, and problem solving.
- Co-creating knowledge, expertise, and innovation.
- Connecting OSU's educational programs and resources to all people, wherever and whenever they wish to learn.

This collaborative work serves to improve the health and well-being of Oregonians and communities, encourage economic development and industry innovation, co-create and share the science and

knowledge of Oregon State University, and deliver access to education for learner success across the lifespan.

Seven Focus Areas

The Division has two core units: the [OSU Extension Service](#) and the [Office of Professional and Continuing Education \(PACE\)](#). Within these two units, OSU Extension's educational [programming](#) and activities center around seven focus areas. Within each area, the network of diverse educators and researchers provide practical, research-based information, engage learners, and collaborate with partners and volunteers in communities across Oregon to support and sustain healthier individuals and families, thriving ecosystems, and growing economies. The seven program areas are:

4-H Youth Development: [4-H](#) provides young people with intentional, high quality learning experiences that promote positive interactions with adults and peers, sustained and active participation across time, and opportunities to make meaningful contributions to the world. 4-H is the largest out-of-school youth program in the United States. There are more than 6 million 4-H members nationwide, and thousands of young people participate in Oregon 4-H each year.

Agriculture and Natural Resources: [Agriculture and Natural Resources Extension](#) helps keep farms vibrant, strengthen ecosystems, support safe and sustainable food and water systems, and grow Oregon's economy. Programs and expertise include the [Small Farms Program](#), [Master Gardener](#), agricultural technology, crops, environmental quality, food processing, livestock, pollinator health, wildlife, and more.

Family and Community Health: [Extension Family and Community Health](#) partners with families and communities to enhance health and wellness. It promotes statewide and local changes that impact school lunchrooms and physical activity policies, child and elder care issues, and community vitality. This program also provides science-based programs at every stage of life. The health-enhancing programs include physical activity, nutrition, parenting education, and food preservation and safety.

Forestry and Natural Resources: [Forestry and Natural Resources Extension](#) brings scientific knowledge and expertise to Oregon's communities, ensuring the forests are resilient and continue to provide the wide array of benefits that Oregonians treasure. Programs and expertise include Tree Schools, Citizen Fire Academy, Master Woodland Manager, Master Naturalist, Women Owning Woodlands, Ties to the Land, forest health, forest management, logging and selling timber, and non-timber forest products.

OSU Open Campus: [OSU Open Campus](#) is a community-based education partnership that provides local access to learning in order to address the unique educational needs of Oregon's communities. Through a statewide network of Open Campus education coordinators, working in partnership with community colleges, regional economic development groups, the K-12 education systems, business community and local government, OSU delivers education to underserved and place-bound Oregonians. The focus areas include college and career readiness, degree completion, economic and community development, and the Juntos program.

Outdoor School: [Outdoor School](#) is a transformative, immersive experience that instills environmental literacy and positive learning behaviors in students. It also encourages a belief that Oregon is a special place, with ecosystems students can enjoy and should protect. The OSU Extension Service is a trusted partner with the state and with local school districts in administering Outdoor School. As entrusted by voters, directed by Oregon law, and with input from an advisory committee, Outdoor School provides fiscal, programmatic, and administrative responsibility for the program, which currently serves Oregon 5th and 6th grade students. Working in collaboration with school districts, partners, and communities to support and grow the statewide Outdoor School program, Outdoor School is building on a legacy that began in 1966.

Sea Grant: [Oregon Sea Grant](#) serves the state, region, and nation through an integrated program of research, outreach, and education that helps people understand, rationally use and conserve marine and coastal resources. Part of the national network of [NOAA Sea Grant College Programs](#), the Sea Grant program works with scientists, scholars, and communities statewide. Outreach and public engagement are integrated into everything Sea Grant does. They are the tools used to ensure that the work is not only relevant to society, but directly connected with it. The programs and expertise include earthquake and tsunami preparedness, sustainable fisheries, seafood product innovation, aquatic invasive species, environmental literacy, and more.

For more information about specific programs, please visit: <https://extension.oregonstate.edu/programs> and <https://extension.oregonstate.edu/projects>

Commitment to Diversity, Equity, and Inclusion

The Extension Service's Office of Diversity, Equity and Inclusion collaborates within the OSU community and beyond to design and implement initiatives, partnerships, and programs to support Extension programs that are welcoming, safe, and meet the needs of all Oregonians.

- OSU Extension develops and maintains trusted relationships with all Oregonians, including members of the nine federally recognized tribes; the Latinx, African American, and the Asian and Pacific Islander communities; and rural and urban areas.
- Division employees participate in professional development opportunities, such as OSU's Search Advocate Program, Social Justice Education Initiative workshops, and the OSU Extension Service's Diversity Champions program. These activities generate conversations and reflection around the complex issues of equity and inclusion.
- OSU Extension is committed to equal access and opportunity, and to ensuring all reasonable effort is made to deliver and to provide access to Extension programs and services for all individuals.

Stakeholder Advisory Body

An advisory group—the Extension Community Advisory Network (ECAN)—provides a network of geographically and professionally diverse volunteers who coordinate local advocacy on behalf of the OSU Extension Service and solicit and communicate local advice to the Vice Provost regarding Extension programs. ECAN consists representatives from all Oregon counties, the Confederated Tribes of Warm

Springs, and the Extension Service's seven program areas. Also included are two county commissioners (one East, one West) and additional at-large members.

The Role of the Vice Provost for Extension and Engagement

The Vice Provost for Extension and Engagement provides strategic and operational direction of the OSU Extension Service and university-wide leadership for community-engaged research and teaching. The Vice Provost engages statewide advisory groups and collaborates with deans and other relevant university leaders to identify issues to which university resources may be directed. As Director of the Extension Service, the Vice Provost works closely with OSU's Office of Government Relations to build legislative relationships and advocacy for Extension's biennial state budget and serves as the federally designated director of Smith-Lever capacity fund appropriations (see <https://nifa.usda.gov/program/smith-lever-act-capacity-grant>).

The Vice Provost reports to the Provost and Executive Vice President, serves as a member of the Provost's Senior Leadership Team and the University Cabinet, and is an active participant in all aspects of institution-wide planning and policy development. The Vice Provost collaborates closely with the deans of Agricultural Science, Forestry, and Public Health and Human Sciences, while making use of an internal shared governance group (the Program Leadership Council) to advise on matters of strategy, priorities, and budget.

The Division is a \$75.6+ million enterprise with 600 employees, including approximately 400 academic and professional faculty.

Roles and Responsibilities

➤ Vision and Leadership

- Provides visionary and strategic leadership over the planning and execution of community engaged scholarship and outreach programs within the Division and in partnership with OSU's colleges, schools and departments.
- Collaboratively guides Extension and engagement-related activities furthering OSU's mission of teaching, research, and service.
- Serves on policy-making bodies of the Association of Public and Land-grant Universities.
- Advances the field of Extension and Engagement through innovation and recognition of exemplary efforts across university missions.

➤ Management

- Leads and manages processes and projects associated with work of the OSU Extension leadership teams, and the Extension and Engagement Council.
- Is transparent and deliberate in communication, recognizing that faculty and staff are geographically dispersed throughout the state.
- Cultivates and maintains relationships with members of the Extension Citizens Advisory Network (ECAN).
- Regularly evaluates performance metrics with deans and program leaders in colleges, sharing implementation of base-funded programs.

- Conducts periodic needs assessments to define future program directions and possible legislative initiatives.
- Provides oversight and management of the budget, ensuring that there is appropriate funding to staff Extension to support existing and future programming.

➤ **Community Engagement**

- Maintains regular exchanges with the Association of Oregon Counties and County Commissioners.
- Develops and maintains trusted relationships with all Oregonians, rural and urban, including members of the nine federally recognized tribes and members of the Black, Latinx, African American, Asian Pacific Islander communities.
- Supports and creates experiential learning opportunities for OSU students in collaboration with the other academic leaders.
- Engages external constituencies to help bring awareness of programs and opportunities to all citizens of Oregon, with emphasis on K-12 and continuing education programs.
- Develops and maintains positive working relationships across state educational systems including K-12, community colleges, and other institutions of higher education.
- Collaborates with OSU's Senior International Officer to explore worldwide partnerships to extend innovations and establish learning opportunities for OSU and others.

➤ **Resource Development**

- Receives and allocates resources from federal, state, and county sources.
- Proactively pursues a philanthropic agenda, working with the OSU Foundation and appropriate Extension Service personnel to identify, cultivate, and steward relationships with current and potential donors.
- Represents the university to relevant consortia that advance the Extension and Engagement mission.
- Maintains appropriate relationships with policy-making bodies, including federal, state, and county government, and the Northwest Commission on Colleges and Universities.

Supervision

The Vice Provost supervises and oversees the following positions:

- Associate Vice Provost of Extension and Associate Director, OSU Extension Service
- Director, Extension Communications
- Director and Program Leader, Open Campus,
- Development Specialist for Diversity, Equity, and Inclusion
- Director and Program Leader, of Outdoor School
- Director and Program Leader, 4-H Youth Development
- Fiscal Officer
- Executive Director, Center for the Outdoor Recreation Economy
- Executive Assistant to the Vice Provost

Shared Oversight

The Vice Provost allocates resources on an annual basis to the following deans and directors and shares oversight of Extension programming and associated accountability:

- [College of Agricultural Sciences](#)
- [College of Forestry](#)
- [College of Public Health and Human Sciences](#)
- [Oregon Sea Grant](#)

The Division Organizational Chart is available here:

https://extension.oregonstate.edu/sites/default/files/documents/11696/ee-ext-admin-org-chart-2020-09_0.pdf

Points of Pride

- With over 5,000 volunteers, OSU Extension has the largest volunteer organization in the state.
- OSU's [Juntos](#) program unites family and community partners to provide culturally relevant programming for 8-12th graders and their parents to provide knowledge, skills, and resources to prevent dropping out of high school and gain access to college.
- The Division has continued to respond to the needs of the citizens of Oregon with uninterrupted programming during the pandemic and by helping serve community members and care for their livestock during the 2020 wildfires.
- The [PACE](#) program provides professional and continuing education for community members and companies in Oregon.
- OSU Extension has a national reputation for established food systems resources across all programs, regions, and counties.
- Oregon 4H Youth Development Program leads the nation in research. Furthermore, the 4-H Thriving model at OSU is leading the effort to understand how 4-H positively impacts the lives of youth.

Challenges/Opportunities

- Crafting a modern post-COVID vision and developing a strategic plan in alignment with OSU's strategic plan.
- Meeting the diverse needs of all populations within the state of Oregon and showing more visible impact in Oregon and beyond related to local, regional, national, and global challenges.
- Identification of new stakeholders in a changing environment, with particular focus on engaging communities that have historically not been well served by the OSU Extension Service.
- Building new programs that support tribal and underserved communities, engaging early with youth, and helping recruit and retain tribal students who attend OSU.
- Understanding and serving the different needs of urban and rural communities, and the unique needs within each county in Oregon.
- Building and maintaining trusted mutually beneficial relationships with community members utilizing Extension and research stations.
- Using technology to increase connectivity with community and tribal leaders across the state.
- Leveraging federal and state investments in OSU Extension.

- Building and securing additional funding partnerships, as well as endowments for administrative positions.
- Assessing and building the Extension team to ensure OSU Extension is properly staffed to meet the needs and expectations of its constituencies.

Professional Qualifications

➤ Minimum Qualifications

- A demonstrable track-record of administrative achievement that gives strong evidence of the capacity to manage a complex unit, including its budget, workforce, and programs.
- The skills to navigate the organizational, political, and fiscal realities unique to a major public research university, and to make changes to improve current practice, including effective advocacy for the resources required to uphold mandates and achieve aspirations.
- Demonstrated capability to manage professional and support staff effectively, including hiring, motivating, training, developing, and evaluating the job performance of employees.
- Experience recruiting and retaining a diverse staff.
- Evidence of success working with diverse populations, including by race, gender, socioeconomic status, sexual orientation, place, and abilities.
- Experience and/or the clear potential to represent the Extension Service articulately and compellingly within the larger university and to external constituencies, enhancing the visibility and impact of its work while increasing gifts, grant-related funding, and other mission-aligned revenue.
- Demonstrated current knowledge of Extension Service issues and trends.
- Demonstrated experience with coordinating resources to support research and disseminating research findings.
- A proven ability to provide skilled, enthusiastic leadership to a variety of groups and individuals as well as a large, geographically dispersed organization.
- The ability to articulate an innovative organizational vision; to develop and implement effective strategic plans, including translate institutional strategy into operational goals; and to specify and prioritize short and long-range objectives.
- The ability to manage change, resolve conflict, and build consensus with a leadership style that invites collaboration, encourages teamwork, welcomes diverse perspectives, values transparency, and ensures accountability.
- Familiarity with the distinctive mission of a land-grant institution.
- Knowledge of and/or experience with one or more of the fields in which Extension Service operates.
- A Master's degree in a relevant field, such as agriculture, forestry, natural resources, marine and coastal studies, extension education, community development, family and consumer sciences, education administration, and related areas.

➤ Preferred Qualifications

- Earned doctorate in a relevant field, such as agriculture, forestry, natural resources, marine and coastal studies, extension education, community development, family and consumer sciences, education administration, and related areas.
- Documented successful experience working in an Extension Service or at a land-grant university.

- Proven dedication to excellence in teaching, research, and service.
- Experience in acquiring external funding through fundraising, grants acquisition, and fee for services.
- The ability to effectively navigate policies and procedures in the state of Oregon.
- Experience as an agent of innovation and change for the purposes of achieving excellence across a complex organization.
- Demonstrated ability to effectively deploy digital engagement initiatives with an eye on the future and to build upon traditional engagement.

About Oregon State University

This is an exciting time to join Oregon State, which is more committed than ever to the principles of scholarly excellence, equity, and access, with a sharp focus on conducting cutting edge research, supporting learner success from matriculation to graduation and career, and putting knowledge into action through engagement. The university recently released its [SP4.0 2019-23 strategic plan \(SP4.0\): Transformation, Excellence and Impact](#) and continues to make measurable progress in all areas, including the growth and diversification of its student body, expansion and diversification of its research enterprise, attraction of an excellent and diverse faculty, creation of a more inclusive and welcoming community, and engagement with communities in tackling major economic, environmental, and social challenges.

Founded in 1868, [Oregon State University](#) is Oregon’s land-grant university. Its 8,450 employees serve more than 32,000 students, making it the largest university in the state. OSU’s annual budget exceeds \$1.3 billion.

OSU’s main campus is in Corvallis, a community of 58,000 people located in the heart of western Oregon’s Willamette Valley. Corvallis is 90 miles south of Portland, 36 miles south of Salem, the state capital, and one hour from the Pacific Coast and the Cascade Mountains. Corvallis is a vibrant college town and is consistently ranked among the best and safest cities to live in the United States. Known for being an environmentally responsible town, Corvallis sits within a short driving distance to Oregon’s finest recreational and scenic areas: ocean beaches, lakes, rivers, forests, high desert, and the rugged Cascades and Coastal ranges.

Oregon State has a growing second campus—[OSU-Cascades](#)—in Bend, Oregon, as well as the Hatfield Marine Science Center in Newport, a new facility in downtown Portland, 14 Agricultural Experiment Station sites, and 36 county and one tribal Extension Service offices. Its presence extends to all of Oregon’s 36 counties and 9 federally recognized tribes and it provides online education worldwide through its highly ranked Ecampus. Oregon State experienced a record number of students for the fall 2020 term, enrolling 32,312 students, over 24,000 of which enrolled at the main campus in Corvallis. OSU is one of only two universities in the country to hold the Land, Sea, Space and Sun Grant designations.

Oregon State has a talented faculty producing top scholarship across many academic disciplines. Year after year, OSU receives more research funding than any other university in Oregon. In fiscal year 2020, the university received over \$449.9 million in competitive research grants and contracts, a \$10 million increase from the year before and the third time in three years that OSU grant-funded research exceeded \$400 million. In line with the university’s strategic plan, OSU’s shared research agenda guides faculty

inquiry in three signature areas: advancing the science of sustainable earth ecosystems, improving human health and wellness, and promoting economic growth and social progress.

OSU is fully committed to the ideal that higher education is a public good, and that high-quality college degrees should be accessible to all students. Through its “Student Success Initiative,” OSU continues to improve first-year retention and six-year graduation rates for all students.

OSU [offers](#) more than 200 undergraduate and approximately 100 graduate degree programs through its 11 colleges—Agricultural Sciences; Business; Earth, Ocean, and Atmospheric Sciences; Education; Engineering; Forestry; Liberal Arts; Pharmacy; Public Health and Human Sciences; Science; Carlson College of Veterinary Medicine; and the Graduate School and Honors College. In addition, OSU offers more than 55 graduate and undergraduate degree programs through its growing online education program Ecampus, which is ranked No. 5 in the nation for best online bachelor’s programs in the 2020 edition of *U.S. News and World Report*.

OSU promotes a collaborative, inclusive, and caring community that strives for equity and equal opportunity; creates a welcoming environment and enables success for people from all walks of life; and shares common values grounded in justice, civility, and respect. The university is fully committed to ethnic, gender, and cultural diversity and promotes access to a quality affordable education for all qualified students. Cultural Centers on campus are highly successful in providing extensive orientation and resources for tribal and underserved students.

OSU recognizes the past and present contributions of Indigenous people, recognizing that ideas and initiatives have deeper meaning when they are acted upon. Oregon State’s Indigenous community has shown the vital importance of presenting land acknowledgements—statements that honor the present and past of the land the university and its communities reside on—in an authentic way. The Associated Students of Oregon State University (ASOSU) requires the presentation of a land acknowledgement at the beginning of every ASOSU event. Multiple Oregon State departments, including the Board of Trustees, have also adopted the land acknowledgement. The trustees, for example, incorporate it into the beginning of each regular Board meeting and at the first committee meeting of the day. Many OSU staff and faculty have also added the land acknowledgement to their email signatures.

The following is OSU’s land acknowledgement: Oregon State University in Corvallis, Oregon, is located within the traditional homelands of the Mary’s River or Ampinefu Band of Kalapuya. Following the Willamette Valley Treaty of 1855, Kalapuya people were forcibly removed to reservations in Western Oregon. Today, living descendants of these people are a part of the Confederated Tribes of Grand Ronde Community of Oregon (<https://www.grandronde.org/>) and the Confederated Tribes of the Siletz Indians (<http://ctsi.nsn.us/>).

OSU Foundation

The [OSU Foundation](#) partners with the university to engage the broad OSU community, inspire investment, and steward resources to enhance the university’s excellence and impact. In 2014, [The Campaign for OSU](#) concluded, having raised \$1.14 billion, which made OSU one of only 35 public universities at the time to have crossed the billion-dollar mark in a fundraising campaign. Following the campaign, the Foundation and university partnered on a series of successful strategic fundraising

initiatives designed to advance goals in the university's [strategic plan](#) and maintain fundraising momentum. Raising approximately \$140 million annually, the OSU Foundation has for the last three years achieved its best years for fundraising, and in FY 2019 set a record for cash gifts. The Foundation is integrated with the OSU Alumni Association and employs 170 professionals. It holds assets surpassing \$850 million and manages an endowment of more than \$600 million. Like the university, the Foundation is deeply committed to strategic planning, with a framework that currently emphasizes donor engagement and the digital transformation of operations and advances the Foundation's work with campus partners in the planning phase for our next comprehensive campaign. The Foundation follows national, established models for university-foundation working relationships and has been a leader in developing guidelines put forth by the Association of Governing Boards and other industry groups.

As with all leaders of major units at the university, a significant investment of the VPEE time will be devoted to discovering, cultivating, and stewarding relationships with donors and potential donors and engaging the entire Extension community. There is significant potential to grow the impact of philanthropy and engagement on Extension.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC is assisting Oregon State University in this search. Individuals who wish to nominate a candidate should submit a letter of nomination including contact information for the nominee. Inquiries and nominations should be directed to Jan Greenwood, founder, at jangreenwood@greenwoodsearch.com or Julie Holley, senior executive search consultant, at julieholley@greenwoodsearch.com.

Application review will begin immediately and continue until the position is filled. The position is expected to begin July 1, 2021. Application materials should include a letter addressing how the candidate's experiences match the position requirements, a curriculum vitae or resume, and five references. Submission of materials as PDF attachments is strongly encouraged.



For more information about Oregon State University and Extension Service please visit <https://oregonstate.edu/> and <https://extension.oregonstate.edu/>

OSU commits to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.