Eastern Oregon University (EOU) seeks nominations, applications, and expressions of interest for the position of Vice President for Student Affairs (VPSA).

Located in La Grande, Oregon, EOU sits at the base of the picturesque Blue Mountains, about halfway between Portland, Oregon and Boise, Idaho. Founded in 1929 as a teacher’s college, EOU has evolved into a regional residential and online institution that combines a strong emphasis on access and quality, and offers excellent educational opportunities for residents of rural communities dispersed over the large geographical region of eastern Oregon, southeast Washington, and western Idaho. With a student body of nearly 3,500 students, about 1,450 students attend classes at the main campus in La Grande.

EOU was an early adopter of distance and online education in an effort to extend its reach to the many rural communities throughout the region, state, and country. Over half of all students matriculate beyond the boundaries of campus through its distance and online education courses. For students enrolled on-campus, EOU provides a learning environment that takes full advantage of modern facilities, updated classrooms, and state-of-the-art lab space. EOU’s passionate, caring, and distinguished faculty take pride in the close interaction and mentoring of students.

The Leadership Role of the Vice President for Student Affairs

EOU is seeking a Vice President for Student Affairs with a breadth of knowledge and experience in student affairs and enrollment management. The VPSA will have strong communication, team building, decision-making, and strategic implementation skills that will foster a culture of unity in the Division of Student Affairs and across the University.

The Vice President for Student Affairs serves as the senior student affairs officer for the university and reports directly to the President. The VPSA is a member of the President’s Cabinet and has overall responsibility for providing leadership, management, and supervision for the Division of Student Affairs.

Departments/programs directly reporting to the Vice President for Student Affairs include:

- Admissions
- Center for Student Involvement
- Counseling Center/Student Health Center
- Student Relations/Conduct
- Multicultural Center
- Learning Center
- Housing and Residence Life
- First Year Experience Program
- Native American Programs
- International Student/Study Abroad Programs
- Student Orientation Programs
- TRiO Student Support Services Program

For additional information about the Division of Student Affairs and other resources please visit: eou.edu/student-affairs-vp-search

Professional Qualifications and Competencies

The Vice President for Student Affairs must be a leader in the University community and beyond with a commitment and passion for higher education in a rural setting and possess demonstrated experience, knowledge, vision, and interpersonal skills to lead a complex organization.
The core leadership competencies required for this position are the following:

> **Adaptability** - Maintaining effectiveness when experiencing major changes in work tasks or the work environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.

> **Building Trust** - Interacting with others in a way that gives them confidence in one's intentions and those of the organization.

> **Communication** - Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.

> **Decision Making** - Identifying and understanding issues; problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences.

> **Developing Others** - Planning and supporting the development of individuals' skills and abilities so that they can fulfill current or future job/role responsibilities more effectively.

> **Formulating and Implementing Strategy** - Using broad business knowledge to design and effectively implement a course of action for achieving the organization's vision and aligning people within the organization to carry out that plan.

> **Gaining Commitment** - Using appropriate interpersonal styles and techniques to gain acceptance of ideas or plans; modifying one's own behavior to accommodate tasks, situations and individuals involved.

> **Organizational Awareness** - Having and using knowledge of systems situations, pressures, and culture inside the organization to identify potential organizational problems and opportunities; perceiving the impact and the implications of decisions on other components of the organization.

In addition to these competencies, the successful candidate will have the following:

> An advanced degree, Ph.D. preferred, in student affairs, education leadership, higher education management, a teaching discipline, counseling or a closely related field;

> Ten years increasingly responsible executive management and supervisory experience;

> A strong executive level management experience with an excellent track record of cultivating, valuing, fostering and maintaining effective working relationships. Experience accomplishing University goals through collaboration with students, faculty, academic and administrative directors, vice presidents and staff across the University;

> Extensive knowledge and experience in student development and programming to foster and promote student learning that is foundational to an academic, cultural, civic, and social experience;

> Experience with enrollment management with a track record of success in developing strategies related to recruitment and financial aid to increase enrollment, and improving retention;

> Demonstrated commitment to collaborating with ethnically, culturally, and socially diverse populations to grow and promote diversity and awareness within the University;

> Extensive knowledge and experience ensuring Title IX and ADA compliance as it pertains to students and of policies and procedures related to student due process;

> Demonstrated ability for sound decision making and leadership when identifying and responding to matters involving the health and safety of students and the University community;

> Excellent finance and budgeting skills with experience overseeing both general fund and auxiliary budgets;

> Experience working with governing and volunteer boards and a willingness to develop and foster productive relationships with the Board of Trustees, including oversight and coordination of a committee of the Board of Trustees;
Demonstrated experience developing, fostering, and promoting current and new partnerships within the public nonprofit, and private sectors;

Demonstrated use of broad administrative knowledge to design and effectively implement a course of action for achieving operational objectives that meet the university's mission, goals, and key performance indicators;

Experience working in a rural university setting with a deep understanding of the needs of underserved, first-generation students dispersed over a large geographic region.

Procedure for Candidacy

Inquiries, nominations and applications are invited. Applications will be accepted September 1, 2016 through October 9, 2016, 5:00 p.m. (PST). Candidates should provide a resume, a letter of application that addresses the Professional Qualities and Competencies outlined above and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. Candidates should complete the application and upload all required materials at the following link: eou.peopleadmin.com/postings/1059.

Questions should be directed to Chris McLaughlin, Director of Human Resources, cjmclaughlin@eou.edu, 541-962-3548.

Eastern Oregon University is an Affirmative Action/Equal Opportunity Employer that actively encourages and promotes diversity within its community. Women and Minorities are encouraged to apply.

An overview of Eastern Oregon University

Eastern Oregon University (EOU), a comprehensive, public, liberal arts institution, serves as the region’s center for education, culture, and scholarship. EOU is located in La Grande, Oregon, 259 miles east of Portland, Oregon and 177 miles west of Boise, Idaho.

EOU focuses on providing quality educational opportunities for the public good, with a strong history of offering meaningful learning experiences through teaching excellence. As a university community, EOU seeks to adapt and transform itself to the ever-changing social, political, environmental, and economic conditions that affect its ability to serve its diverse student body.

History

Founded in 1929, EOU opened as Eastern Oregon Normal School, a Teachers College. In 1939, the Oregon Legislature changed the name to Eastern Oregon College of Education. In 1956, the words “of Education” were dropped from the college’s name. In 1973, the Legislature changed Eastern Oregon College’s name to Eastern Oregon State College. In 1997, Eastern Oregon State College became Eastern Oregon University.

Mission

EOU has the following mission statement:

“EOU guides student inquiry through integrated, high-quality liberal arts and professional programs that lead to responsible and reflective action in a diverse and interconnected world.

As an educational, cultural and scholarly center, EOU connects the rural regions of Oregon to a wider world. Our beautiful setting and small size enhance the personal attention our students receive, while partnerships with colleges, universities, agencies and communities add to the educational possibilities of our region and state.”

This was adopted by the University Assembly on February 3, 2004.

Governance

EOU installed an inaugural Board of Trustees on July 1, 2015. For more information on EOU’s Board of Trustees, please visit: eou.edu/governance.

EOU values and is committed to shared governance. The two shared governance bodies are the Faculty Senate and the University...
Council. These groups meet regularly with the Provost and executive staff. For more information on shared governance at EOU, please visit: eou.edu/govern.

Academics and Accreditation

EOU offers 28 undergraduate degree programs, 13 pre-professional programs, and four graduate programs through the College of Arts and Sciences and the Colleges of Business and Education. In addition, programs in Agriculture, in cooperation with Oregon State University, the baccalaureate degree in Nursing through the Oregon Health & Sciences University are offered on this campus and in the region.

For more information regarding academic programs, please visit:  
On campus: eou.edu/academics/on-campus-majors-and-minors  
On-line: eou.edu/academics/online-majors-and-minors

EOU has been continuously accredited since 1931 by the Northwest Commission on Colleges and Universities (NWCCU) and its predecessor agencies. In accordance with NWCCU standards and guidelines, and as part of the commission's new seven-year cycle, Eastern Oregon University will submit its Year Seven Report in the Fall of 2018.

For information on accreditation standards, please visit:  
nwccu.org/Standards%20and%20Policies/Accreditation%20Standards/Accreditation%20Standards.htm

EOU receives specialized accreditation for its business programs through the International Assembly for Collegiate Business Education (IACBE). EOU's teacher preparation programs are accredited through Oregon's Teacher Standards and Practices Commission (TSPC) and is moving to the Council for the Accreditation of Educator Preparation (CAEP) accreditation.

Faculty and Staff

The faculty and staff numbers include full-time, part-time, and adjunct:

- 130 faculty members
- 107 administrative professionals
- 116 classified staff members

These numbers do not include temporary, hourly, or adjunct employees.

Faculty at EOU are represented by Associated Academic Professionals (AAP) and the Classified Staff at EOU are represented by Service Employees International Union (SEIU). For more information about the bargaining units please visit: eou.edu/hr.

Student Body and Student Affairs

EOU’s student body consists of 3,488 individuals, which includes 2,744 undergraduates, 217 graduates, and 527 non-degree seeking students. The student body has the following attributes:

- Full-time students: 1,782
- Part-time students: 1,706
- International students: 31
- Countries represented: 11
- Faculty-to-student ratio: 17:1

EOU enjoys a vibrant and close-knit intellectual community comparable to the environment in a small liberal arts college. In addition to the educational amenities of being in the classroom, EOU offers more than 50 active student groups on campus, including 10 diversity-focused clubs.

For more information regarding student activities at EOU, please visit: eou.edu/csi.

Diversity

EOU values diversity on its campus. As part of this effort, the EOU Diversity Committee was charged, “to advise the University President and University Council on matters related to diversity; to formulate and implement diversity policy, including a campus-wide diversity plan, and review existing policy, particularly handbooks; to promote public education, collaboration, and special
events; to assess achievement of strategic plan objectives related to diversity; to serve as an advisory resource for the campus community on diversity issues; and, to support changes in the curriculum related to issues of diversity.”

Their mission is “to promote mutual respect, participation, and inclusiveness in all aspects of the university community, both on and off-campus. Our mission directly supports the overall mission of the university to encourage responsible and reflective action in a diverse and interconnected world.”

For more information on diversity at EOU, please visit: eou.edu/diversity.

**Finances**

EOU’s annual operating revenue (including state appropriations and financial aid) was $51.1 million in 2015.

An essential part of the fabric of northeast Oregon, EOU plays a unique role as an economic engine. EOU is also home to two essential grant-funded services in the region: Eastern Oregon Head Start, an early childhood education program; and the Small Business Development Center, providing resources and advising to small business owners and entrepreneurs.

**Tuition and Fees**

Students are charged tuition based on student level (undergraduate, post-baccalaureate or graduate) and residency status. Resident rate applies to those living in Oregon, as well as Washington and Idaho. Post-baccalaureate undergraduates pay undergraduate tuition and fees; post-baccalaureate graduates pay graduate tuition and fees. Baccalaureate degree holders may petition to be admitted to the post-baccalaureate non-degree program and pay undergraduate rates; students may not claim graduate credit for graduate courses taken in this status.

- Resident: $8,073 (OR, WA, and ID)
- Western Undergraduate Exchange (WUE): $11,424
- Non-resident / international: $18,804

For more information on tuition, fees, and WUE please visit: eou.edu/fao/coa and eou.edu/online/costs.

**La Grande, Oregon**

The City of La Grande (population 13,085), located in Union County (population 25,748), is against the eastern base of the Blue Mountains, one of Oregon’s oldest and largest mountain ranges. The city is on the edge of one of the largest, enclosed circular valleys in the United States, with over a million acres of fertile soil surrounded by snow-capped mountain peaks.

La Grande had long been a waypoint along the Oregon Trail. Incorporated in 1865, it was named by Charles Dause, a Frenchman, to describe the region’s beautiful views. La Grande grew rapidly during the late 1860s and early 1870s, partly because of the many gold mines in the region and the valley’s agricultural capabilities. In 1929, Eastern Oregon University (formerly known as Eastern Oregon Normal School) opened as a teacher’s college. La Grande includes a 43-acre historic commercial district listed in September 2001 on the National Register of Historic Places.

The beauty of the Grande Ronde Valley also provides a quality of life that few communities can surpass. Eastern Oregon University, together with an excellent K-12 school system, provides educational opportunities for all ages, as well as ample cultural activities. Recreational activities are mere steps away and include biking, fishing, skiing, hiking, swimming and hunting. EOU also has an outdoor program that works to make outdoor opportunities available to students and community members throughout the year.

The City of La Grande is dedicated to creating a diversified, healthy, and educated economic environment to fuel prosperity for the business community and to enhance the quality of life for residents. Its strengths include an excellent transportation system, an available and trained workforce, existing manufacturing and commercial sites, and an active business community. The geographic location and stable economy is very conducive to manufacturing, healthcare, distribution and service industries.

For more information on La Grande and Union County, please go to:

visitlagrande.com
union-county.org
visiteasternoregon.com