

RH PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION



CALIFORNIA STATE UNIVERSITY
Stanislaus

California State University Stanislaus

EXECUTIVE SEARCH PROFILE

DEAN OF THE COLLEGE OF SCIENCE



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Interactive



CALIFORNIA STATE UNIVERSITY
Stanislaus



The Opportunity

California State University, Stanislaus (Stanislaus State) seeks nominations of and applications from accomplished academic leaders to serve as the Dean of the College of Science.

DEMERGASSO - BAWA
HALL



The University



Stanislaus State opened as Stanislaus State College in 1960, with a faculty of 15 and fewer than 800 students, at the Stanislaus County Fairgrounds in Turlock. The institution moved to its current location in 1965, gained university status and its present name in 1986, and opened its Stockton campus in 1998. Today, the University has almost 700 faculty and 600 staff and administrators and serves a diverse student body of more than 11,000. Dr. Ellen Junn is in her sixth year as President of the University, and she has brought a bold, new vision for its future.

The University has two locations in the Central Valley – a beautiful, 228-acre main campus in Stanislaus County in the city of Turlock, and serving San Joaquin County, the branch campus in Stockton, in the city’s historic Magnolia District. The Stockton campus is home to 1,200 students and provides critical educational access, with baccalaureate and graduate degree programs available to an underserved population. There is a strong commitment to community partnership with all stakeholders in Stockton and the region to advance equity and social justice initiatives.

Our Campus

Strategic Plan

Stanislaus State is a critical educational resource for 1.5 million people in a six-county region, one of the most agriculturally rich in the nation, but an underserved and under-resourced area. Serving a primarily first-generation population, the University prides itself on advancing the educational attainment of the residents of a highly diverse region. In 2019, 18% of the region’s population possessed a bachelor’s degree, compared to the state’s average of 34% and a national average of 32%. The Central Valley has a diverse cultural and political landscape. Close to 50% of the population in the region is Hispanic, and there is a large African-American population in San Joaquin County, as well as significant Sikh, Portuguese, and Assyrian populations. Stanislaus State is recognized as a Hispanic-Serving Institution (HSI) by the U.S. Department of Education. 57% of the student population is Latin-X, and 60% of students are Pell Eligible.

Quick Facts

Love Letter

Widely recognized for its quality academic programs, the University has 10 nationally accredited programs. Over eighty percent of full-time faculty members hold doctorates or terminal degrees in their fields. The University offers a rich mix of 45 undergraduate majors, 43 undergraduate minor programs, 14 master’s programs, seven post-graduate credential programs, and one doctorate program in educational leadership.

Institutional Data

The University continues to receive national recognition with its ranking as one of the best 373 colleges in the nation by *The Princeton Review*. The University was one of 12 public universities in the nation to be recognized by the American Association of State Colleges and Universities for demonstrating exceptional performance in retention and graduation rates. For the last eight consecutive years, the University has been ranked in the top 25 in CollegeNET’s Social Mobility Index as one of the best schools in the nation at educating economically disadvantaged students and graduating them into good-paying jobs. In addition, *U.S. News and World Report* ranks Stanislaus State as one of the “Top Public Universities-Master” institutions in the West in its America’s Best Colleges ratings. In 2020, the University claimed the #1 ranking for value in the West in *Washington Monthly* for the third consecutive year, and is named one of the ten best colleges in California by *Money Magazine*. The University is part of California State University (CSU), a 23-campus system across California. With more than 480,000 students, it is the largest, the most diverse, and one of the most affordable university systems in the country. CSU campuses emphasize access to quality public higher education and workforce preparation that is responsive to regional needs.



CALIFORNIA STATE UNIVERSITY
Stanislaus

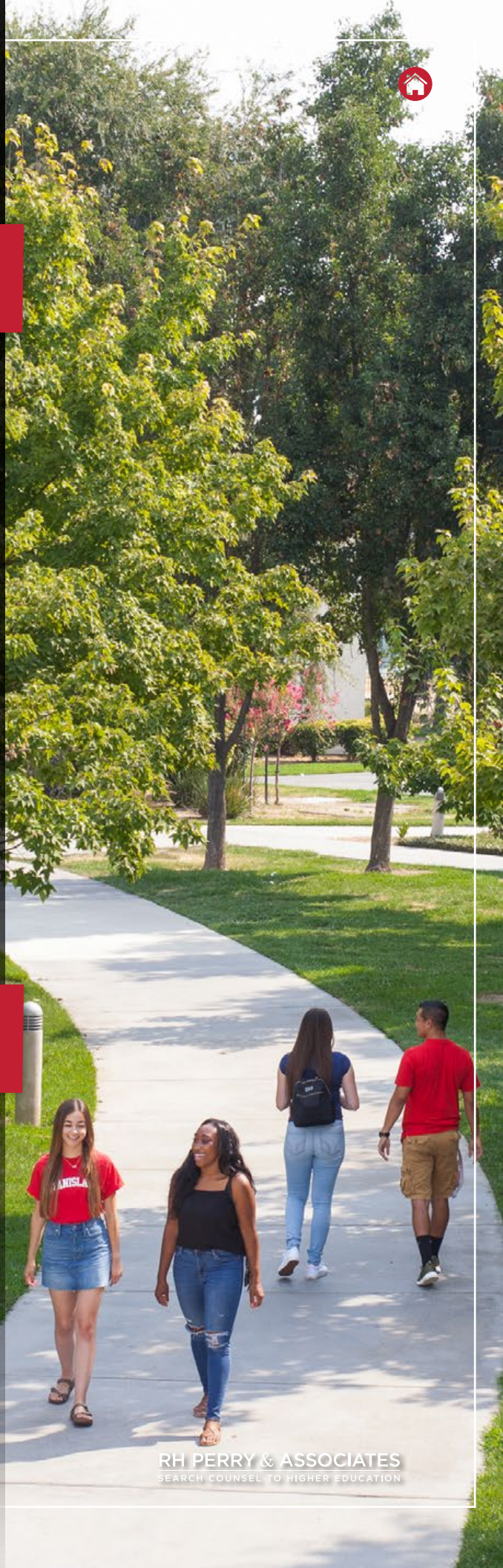


University Mission

The faculty, staff, administrators, and students of Stanislaus State are committed to creating a learning environment which encourages all members of the campus community to expand their intellectual, creative, and social horizons. We challenge one another to realize our potential, to appreciate and contribute to the enrichment of our diverse community, and to develop a passion for lifelong learning. To facilitate this mission, we promote academic excellence in the teaching and scholarly activities of our faculty, encourage personalized student learning, foster interactions and partnerships with our surrounding communities, and provide opportunities for the intellectual, cultural, and artistic enrichment of the region.

University Vision

Stanislaus State strives to become a major center of learning, intellectual pursuit, artistic excellence and cultural engagement for California's greater Central Valley and beyond. We will serve our diverse student body, communities and state by creating programs, partnerships and leaders that respond effectively to an evolving and interconnected world.





University Values

- *We inspire all members of the campus community to demand more of self than we do of others to attain new knowledge and challenge assumptions.*
- *We challenge one another to be fully engaged, responsible citizens with the ethics, knowledge, skills, and desire to improve self and community.*
- *We value learning that encompasses lifelong exploration and discovery through intellectual integrity, personal responsibility, global and self-awareness, grounded in individual student-faculty interactions.*
- *We are a student-centered community committed to a diverse, caring, learning-focused environment that fosters collegial, reflective and open exchange of ideas.*
- *We, as students, create the collegiate experience through initiative, participation, motivation, and continual growth to meet the demands of self and others.*
- *We, as faculty, elicit, nurture, and enhance the different voices of ourselves, students and communities through deliberate engagement, continual discovery and ongoing transformation.*
- *We, as staff and administrators, contribute to the learning environment by demonstrating the knowledge, skills and values that serve and support the University's mission.*

Shared Governance Statement

Commitment to Diversity & Inclusion



Stanislaus State is recognized as a Hispanic-Serving Institution (HSI) by the U.S. Department of Education and is also a MSI (Minority Serving Institution) campus. Stanislaus State has a foundational commitment to promoting, supporting and affirming the rich diversity of our students and the surrounding communities.

To this end, the President created the President's Commission for Diversity and Inclusion (PCDI), and charged this large council composed of faculty, students, staff and others to develop an institutional Diversity and Inclusion Action Plan .

Diversity & Inclusion Action Plan

PCDI was affirmed by the Academic Senate and the campus also implemented a formal process to assess progress on this plan annually.

In addition, Stanislaus State and the Academic Senate has approved and adopted a campus Diversity Statement that states:

Mission, Vission & Values

Stanislaus State is a collegiate community that serves a diverse population of students, faculty, staff, and administration. These facets of diversity encompass but are not limited to: race,

ethnicity, nationality, sex, sexual orientation, gender, gender identity, creed, religion, age, social class, socio-economic status, physical and cognitive differences, political views, and veteran status. The University is intent on engaging with all of its community members in meaningful ways that support the values and strengths that each individual brings to this campus. In building a community inclusive of everyone, more than recognition, tolerance, acceptance, and celebration are required. Stanislaus State also strives to teach, incorporate, mediate, and promote issues of diversity that go beyond the surface.

Furthermore, the University worked with the City of Turlock, the second largest city in Stanislaus County (pop. 74,000) to create, with unanimous approval from City Council, a first-ever, City-University Joint Task Force for Diversity and Inclusion. Details on this joint Task Force and its activities can be found at:

City-University Joint Task Force



The College

In Fall 2012, Stanislaus merged programs from two previous colleges to form a new College of Science (COS). The College of Science is now composed of a variety of degree programs in Biological Science, Chemistry, Child Development, Computer Science, Geology, Mathematics, Physical Sciences, Physics, Psychology, and Nursing. It is organized into seven different departments and holds accreditation by the American Chemical Society, the American Board of Genetic Counseling, the Commission on Collegiate Nursing Education and the Board of Registered Nursing. The College also includes the Endangered Species Recovery Program, a corporative program with the U.S. Fish and Wildlife Service the U.S. Bureau of Reclamation. In addition, the departments in the College house four self-support degree programs offered through University Extended Education.

These departments form a scientific community dedicated to providing students with the intellectual and technological capacity to contribute to and succeed in their academic and scientific pursuits. This merger gives students the ability to see relationships within and among all the sciences included in this College. The opportunity for interdisciplinary connections is stronger by bringing these programs together.

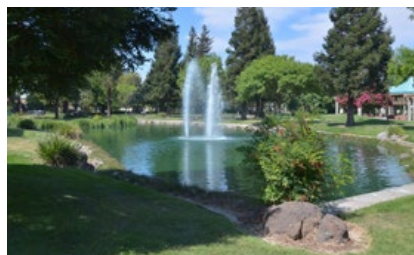
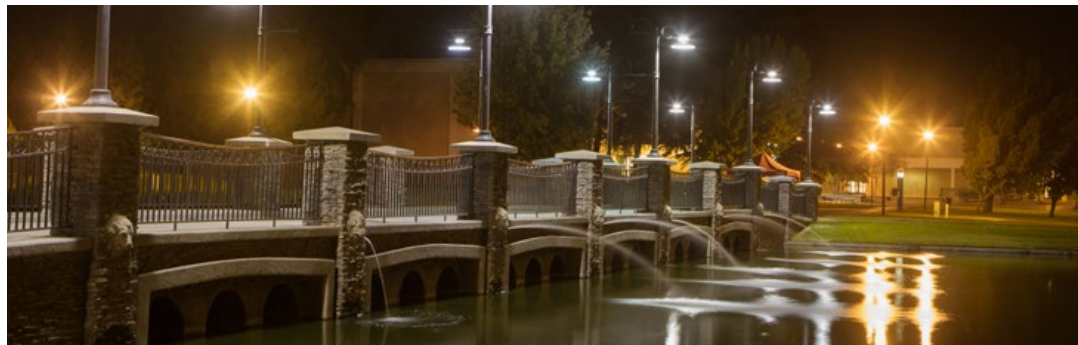
The College is focused on the community the University serves. With the HSI designation and a large number of first-generation students, understanding the community is critical. Faculty work hard to meet people where they are in their educational development. The commitment to students is deep.

The **COLLEGE VISION** is to be a center for education and scholarship in science, health, human services, mathematics, and technology in California's Central Valley. The College provides the state and region with outstanding scientific, technical, service and health professionals. It also responds to the national and regional need for service leading to the sustainability of the community and environmental resources.

The **COLLEGE MISSION** is an intellectual community dedicated to providing students and faculty with the opportunities to succeed in their careers. The faculty and staff seek to educate students through quality instruction, experimental learning, research experience, community engagement, and effective advising. The College seeks to provide faculty with the environment and resources to support research, scholarly and creative endeavors in the context of the mission of the University as a learning-centered institution. The College strives to provide a collegial and supportive working environment and career development opportunities for its staff.

CORE VALUES for the College in service of creating and maintaining high quality programs include the following:

- student support
- excellence in teaching effectiveness
- leadership development
- research, scholarship, and creative activities
- faculty and staff development
- community engagement





Facilities

The newest building on campus is the Nora and Hashem Naraghi Hall of Science. Naraghi Hall provides state of the art facilities for science and laboratory instruction with room for the College to grow and develop interdisciplinary programs. The recently renovated Science Building houses Mathematics Department and the School of Nursing with state-of-the-art simulation and computing labs. A STEM-focused Child Development Center is in the planning stages.

Notable Achievements of the College include the School of Nursing being ranked among the best in California and Western United States in 2022 and COS students earning second place honors at CSU research competition in 2022. The College's On-line RN-BSN program ranked No. 1 for value.

No. 1 RN-BSN ranking

Standout research includes studies to predict the Atmospheric effects of Wildfires and a U.S. Department of Agriculture HSI grant to establish a food safety concentration. The College of Science has many students actively engaged in hands-on learning projects with funding from state and federal agencies, including NSF, NASA, and the Department of Education.



GRAND OPENING



The Position

The Dean is the chief academic and administrative officer of the College of Science. The Dean provides operational, fiscal, and strategic oversight to the College and is responsible for developing and maintaining the highest standards for academic excellence and accomplishment. The Dean reports to the Provost and Vice President of Academic Affairs and is in charge of all College programs, personnel, and funds in accordance with the University's policies and procedures. The Dean serves as the spokesperson of the College of external partners and is the direct supervisor of the College staff and Department Chairs.



Opportunities & Challenges for the Next Dean



The University is looking for a dynamic leader who will build on internal successes of the past and create a strong national reputation for the sciences at Stanislaus State. In addition, the next Dean is expected to:

- Create a cohesive college by developing common goals which will highlight the expertise housed within individual units.
- Expand corporate and community partnerships.
- Encourage and financially support research efforts of faculty.
- Increase collaborative and cross disciplinary teaching that will enhance students' ability to bring more of a world view to solving scientific problems.
- Collaborate with faculty, staff and students to implement the Academic Affairs and University Strategic Plan within the College of Science.
- Work in collaboration with University Advancement to create opportunities to increase funding for the College.
- Work in concert with the Dean of the Stockton comprehensive branch campus to develop, grow, and promote the science programs on that campus.
- Work in concert with the Dean of Graduate Studies and Research to develop new graduate programs and grow existing graduate programs, and to provide support for faculty research, scholarships, and grants development.
- Build on the success of Science Day and Science in Our Community program, and collaboration with the Office of Service Learning by securing additional funding and support for these activities.
- Develop a plan for the upgrading and maintenance of scientific equipment.

Science Day

Science Day in Our Community Program

Qualifications



- Must possess an earned doctorate in a discipline represented in the College or closely related field
- Five years of experience in an academic leadership position at the department level or above.
- Demonstrated success in working in a multi-ethnic environment that supports diversity, equity and inclusion and the ability to increase diversity of the College's faculty, staff and students through the creation of programs that support equal opportunity goals of the University.
- Serve as a role model for faculty with a proven record of distinguished teaching, research, scholarship, and service commensurate with a faculty appointment at the rank of a tenured professor. The dean then serves as a role model for faculty.
- Uses an inclusive, collaborative approach for programmatic development.
- Ability to maintain clear lines of communication among the College faculty, department chairs, staff, students and the University administration.
- Demonstrated experience working effectively in an academic shared governance environment.
- Ability to build trust and credibility with students, staff and faculty from a diversity of backgrounds
- Successful experience working with and promoting undergraduate research.
- Knowledge of and ability to critically analyze and respond to changing economic and social trends when meeting the need of students in general and the adult learner in particular.
- Knowledge of enrollment management strategies to increase student enrollments, retention, and graduation rates at both the Turlock and the Stockton campuses.
- Strong budget and personnel management skills.
- Demonstrated ability to increase funding from both public and private external sources.
- Evidence of connection and successful involvement with the external community.
- Ability to adhere to state and federal regulations, university and system policies, and appropriate accreditation standards.
- Experience and knowledge in the use of academic technology and databases.
- An accessible, decisive, and compassionate leader who will foster teamwork and promote a positive productive and professional work environment.
- A strong work ethic with an enthusiastic and passionate approach to work.
- Strong emotional intelligence and interpersonal communication skills through both oral and written communication.

Preferred Qualifications

- Understanding and experience with the service region of Stanislaus State as a Hispanic Serving Institution, primarily serving first-generation students.
- Clear understanding of current CSU and national higher education issues and policies.
- Ability to analyze enrollment and retention data and incorporate that data into the strategic plan.
- Successful grantsmanship experiences as a PI or co-PI, including large institutional, interdisciplinary grants.
- Demonstrated success in conducting needs assessments and developing and implementing programs that meet academic standards.
- Experience working in a collective bargaining environment.



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Application Procedures

Screening for the position will begin immediately and for full consideration, applications are due by December 15, 2022. The position will remain open until filled. Applicants should submit the following information in their materials: 1) a cover letter that addresses the position's responsibilities and qualifications; 2) a current résumé or CV; and 3) the contact information for one professional reference. Please submit your application securely through our [website](#), or by email to StanStateScience@rhperry.com.

Salary will be commensurate with education and experience. This is a 12-month, full-time, CSU Management Personnel Plan (MPP) position with an excellent benefits package. For detailed information on management benefits, please refer to the following benefit web page: [benefits web page](#).

A background check (which may include fingerprinting, checks of employment records, education records, criminal records, civil records, motor vehicle records, professional licenses, and sex offender registries, as position requires) must be completed satisfactorily before any candidate can begin employment with the CSU.

For further information, please contact:

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RH Perry Policy

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality to assure interested parties that their background and interests will not be discussed without the consent of the applicant prior to his or her becoming a candidate.

California State University, Stanislaus Policy

Equal Employment Opportunity. The University is an Equal Opportunity Employer and does not discriminate against persons on the basis of race, religion, color, ancestry, age, disability, genetic information, gender, gender identity, gender expression, marital status, medical conditions, national origin, sex, sexual orientation, covered veteran status, or any other protected status. All qualified individuals are encouraged to apply. The person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083, revised 7/21/17, as a condition of employment.

Applications requiring necessary accommodations to the application process may contact the Human Resources Department at (209) 667-3351. California Relay Service is available at (800) 735-2922 voice and (800) 735-2929 TDD. As a federal contractor, we are committed to attracting a diverse applicant pool.

Stanislaus State hires only individuals lawfully authorized to work in the United State. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

csustan.edu