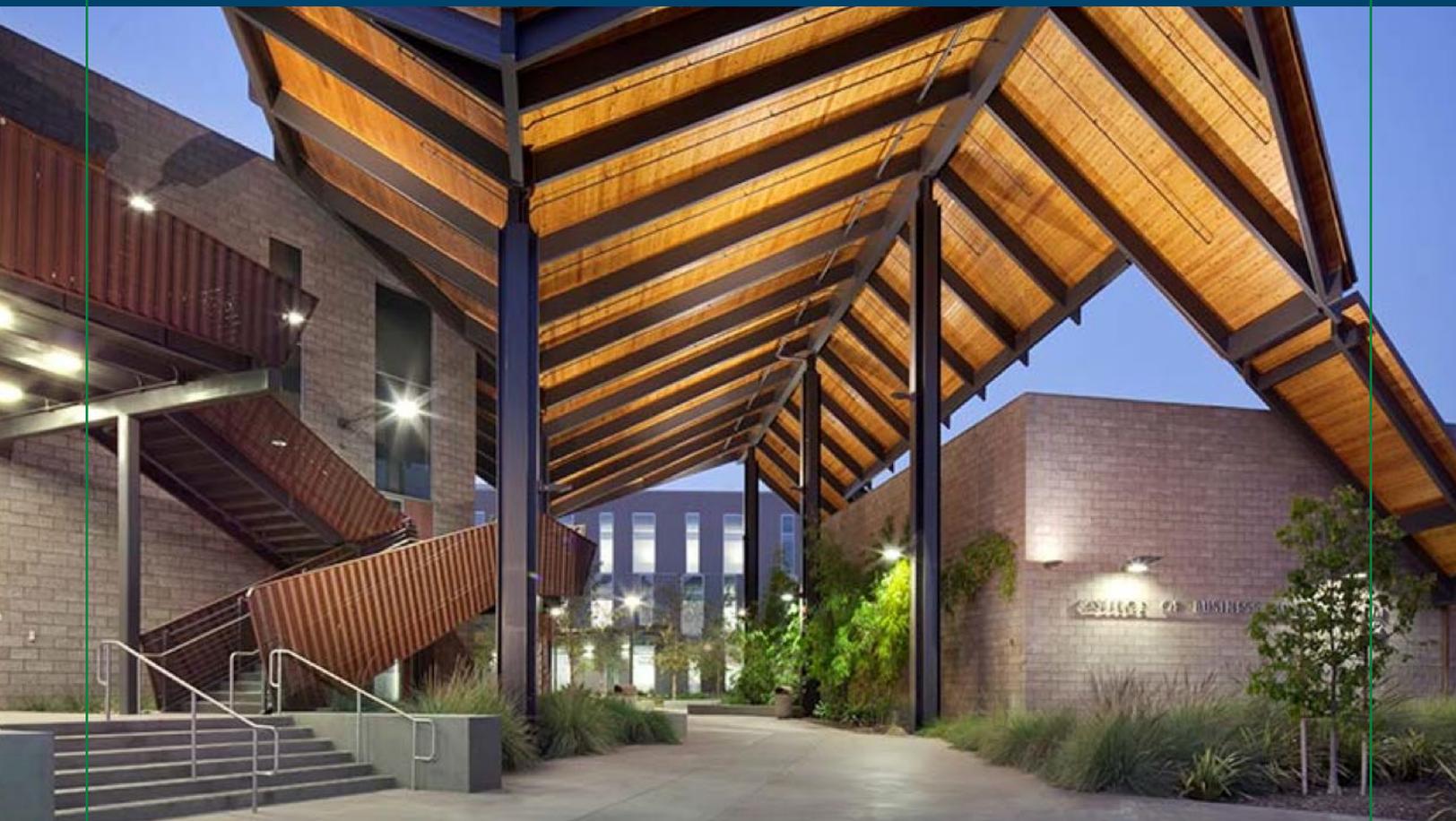


SEARCH PROFILE:

SINGELYN FAMILY DEANSHIP
COLLEGE OF BUSINESS ADMINISTRATION



CalPoly
Pomona

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Cal Poly Pomona, also known as California State Polytechnic University, Pomona or CPP, seeks a Singelyn Family Dean of the College of Business Administration (CBA). The new Dean must be an innovative, strategic, and collegial academic leader

who understands the mission of Cal Poly Pomona, is committed to student success, and will be a champion for the college. Ideally, the new Dean will take office by **July 1, 2022**.



CAL POLY POMONA

Cal Poly Pomona is one of three polytechnic universities in the 23-campus California State University system and among 11 such institutions nationwide. Since its founding in 1938, the university has offered a unique education steeped in experiential learning. With a variety of degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the university is well known for its learn-by-doing philosophy. The university is noted for its scenic and historic 1,400-acre campus. Cal Poly Pomona acknowledges that it resides on the territorial and homelands of the Tongva and Tataavium people who are the traditional land caretakers of Tovaangar. The university's nearly 28,000 students are taught and mentored by the campus's more than 1,400 faculty as part of 54 baccalaureate and 29 master's degree programs, 11 credential and certificate programs, and a doctoral program in educational leadership.

Highly regarded among its peer institutions, Cal Poly Pomona is No. 3 in the *U.S. News and World Report* rankings of top public regional universities in the west and was named the No. 15 best value college in the nation by *Money Magazine*. Cal Poly Pomona, a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution, stands as a national leader in promoting social mobility, and was placed among the 25 top institutions in the country in awarding bachelor's degrees to minoritized students by *Diverse Issues in Higher Education*.

The Cal Poly Pomona campus is nestled in the beautiful San Gabriel Valley less than 30 miles east of downtown Los Angeles at the intersection of Los Angeles, Orange, Riverside and San Bernardino counties. It is within an hour's drive of beaches, mountains, and deserts. The university's history and geography are unlike any other institution in the region. For additional information about the university, please visit www.cpp.edu.

INCLUSIVE ACADEMIC EXCELLENCE AND CAL POLY POMONA'S POLYTECHNIC APPROACH

The Dean will be guided by the University's Strategic and Academic Master Plans.

THE UNIVERSITY'S STRATEGIC PLAN

The strategic plan articulates a vision for Cal Poly Pomona as a model for an *inclusive polytechnic university* that inspires creativity, discovery, and innovation; embraces local and global challenges; and transforms lives.

Launched in 2017, the strategic plan serves as the cornerstone for current and future initiatives, centering on [five strategic initiatives](#), each clearly defined with specific outcomes and relevant metrics to track progress:

1. Deliver quality programs that promote integrative learning, discovery, and creativity.
2. Enhance student learning, development, and success.
3. Prepare our students for the future of work and civic engagement.
4. Strengthen our economic vitality and impact.
5. Advance organizational development and employee excellence.

THE UNIVERSITY'S ACADEMIC MASTER PLAN

Cal Poly Pomona's polytechnic approach provides a high-quality, inclusive, up-to-date, relevant, engaging, and immersive educational experience to students, in which theory and practice are linked in curricular and co-curricular experiential learning activities.

This polytechnic approach is driven by evidence-based pedagogical practices as well as by innovation, and it is supported, enabled, and enhanced by technology. CPP uses multiple modalities of teaching to facilitate and enhance student learning of theoretical principles and designs a variety of discipline-specific and discipline-appropriate hands-on, real-world experiences to link theory to practice. The multi-faceted polytechnic approach prepares students for effective entry into the workforce, as well as for the pursuit of advanced professional and graduate studies; and it instills a collaborative spirit in students and prepares graduates for lifelong learning and problem solving.

Guided by the University Strategic Plan, Cal Poly Pomona's academic master plan integrates eight elements in all programs (majors and minors), including the General Education program. When applied together and in a synergistic fashion, these [eight elements](#) make up the rich educational experience of our students. Each theme contains actionable recommendations (referred to as action steps) to implement measurable objectives and identifies key stakeholders and partners who will be involved in advancing each action step.

The new Dean will be charged with continuing the successful implementation of the [Academic Master Plan](#), in which the eight elements are part of the focus on [nine themes](#):

1. Inclusive Polytechnic University (see previous section)
2. Experiential Learning (Learn by Doing)
3. Support to Exemplify Our Inclusive Polytechnic Identity
4. Inclusive Student Success
5. Degree Program Creation and Growth
6. Shaping the Undergraduate Student Population
7. Role and Growth of Graduate Programs
8. Enhancement and Development of Space to Support the Polytechnic Identity
9. Program Review and Assessment





THE COLLEGE OF BUSINESS ADMINISTRATION

The College of Business Administration (CBA), with over 5,000 students, is one of the largest business schools both within the CSU system and the nation. Accredited by AACSB current standards, at both the undergraduate and graduate levels, the CBA strives to be the business college of choice for students seeking degrees in business by offering a high-quality student learning- centered technology-enhanced, polytechnic education. The CBA emphasizes Cal Poly Pomona's learn-by-doing approach to better prepare students to "hit the ground running" upon graduation. This is accomplished through distinct career tracks, specialized coursework and internships that connects students to industry leaders.

The CBA consists of six departments: Accounting; Computer Information Systems; Finance, Real Estate and Law; International Business and Marketing; Management and Human Resources; and Technology and Operations Management and five graduate programs: MBA, MS Accountancy, MS Information Security, MS Business Analytics and MS Digital Supply Chain Management. In addition, the CBA is home to the Center for Consultative Selling, the Center for Customer Insights and Digital Marketing, the Center for Entrepreneurship and Innovation, the Global Leadership Initiative, , the Mitchell C. Hill Center for Digital Innovation, the NASACPP Business Program, the Real Estate Research Council, Singelyn Center for Innovative Analytics, and the California Center for Cyber Risk. These centers provide students with additional hands-on learning opportunities, while serving as research hubs for faculty and industry.

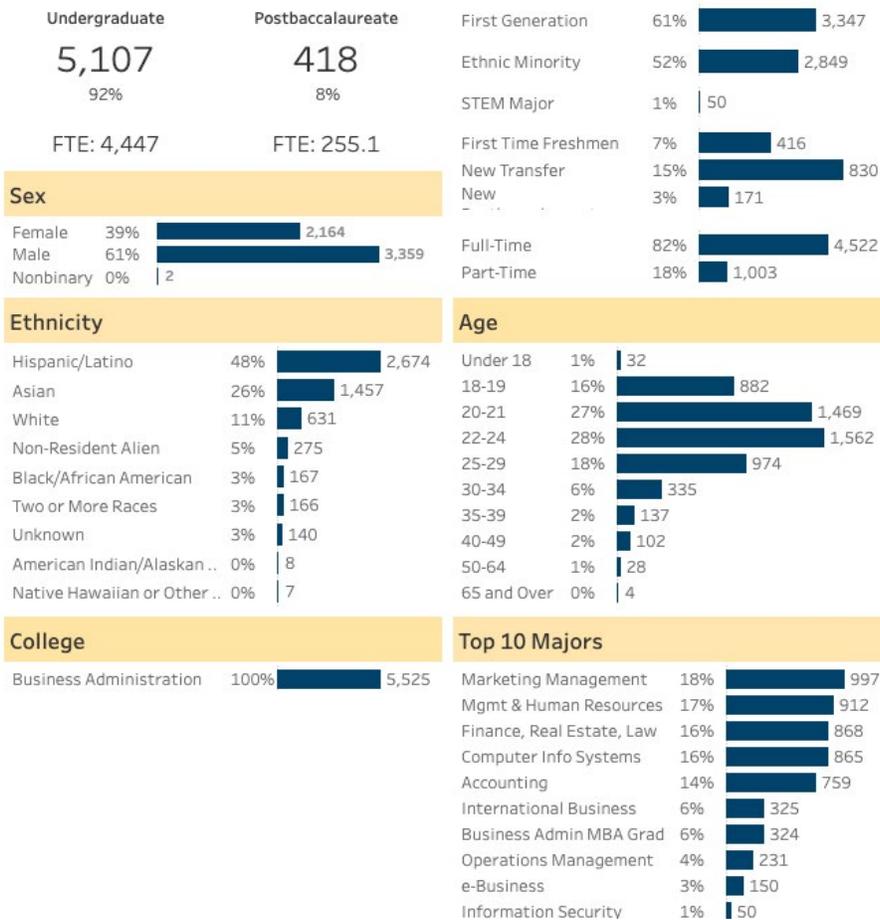
THE COLLEGE OF BUSINESS ADMINISTRATION (CONT.)

CBA AT A GLANCE

Experience the Polytechnic Advantage



Fall Term Enrollment Summary



MISSION

Our business programs cultivate success through diversity, experiential learning, discovery, and innovation.

VISION

The CBA will be a model for experiential, innovative and global business education that transforms lives, organizations, and societies.

- 51% of CBA undergraduate students are members of underrepresented minority groups
- Over 500 graduate students are enrolled in the College's MBA, MSA, MSIS, MSBA and MSDSCM programs.
- Approximately 80 tenure-track faculty and 71 lecturers are employed by the college.



LEADERSHIP OPPORTUNITY

The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of Cal Poly Pomona, is committed to student success, and will be a champion for the College of Business. The College seeks a dean who respects the importance of faculty and shared governance, is an advocate for the College within the university and broader community, has a demonstrated record of success in fundraising and partnerships, and values ongoing engagement with faculty, staff, and students.

The Dean reports to the Provost and Vice President of Academic Affairs, serves as a member of the Provost's Council and works closely with University Advancement and others across campus to advance the goals and priorities of the college and university. The Dean provides leadership to the college and university on various initiatives to

promote the elements of a polytechnic education, inclusive excellence, and student success, including professional development and success.

The Dean must be able to lead the strategic direction of the college. The Dean is considered the lead administrator in the college and as such represents the college to the faculty, staff, students, community and donors. Additionally, many of the policies administered by the Dean's Office have legal, ethical, procedural implications, such as faculty and staff searches, the retention, tenure and promotion process, and student issues. The shared governance model on campus and the CSU call for a decision-making process that is consultative and includes consideration of the impact and implications of decisions beyond the Dean's office.



THE LEADERSHIP AGENDA

The Dean is expected to serve as a role model who supports diversity, inclusion, and transparency in decision making; and who promotes innovative approaches to teaching and learning and possesses a passion for reducing equity gaps and student success. The successful candidate will be a collaborative leader who acts with integrity and possesses the ability to communicate with diverse constituents and fosters collegiality and clarity in the decision-making process.

The Dean will lead a dedicated faculty and staff committed to the successful completion of the University's Strategic and Academic Master Plans outlined above. The Dean will also strengthen and advance graduate education.

To fulfill their responsibilities the new Dean will demonstrate the following qualities, expertise, and experience:

REQUIRED QUALIFICATIONS

- An earned doctorate, or appropriate terminal degree from an accredited institution or professional equivalency in one or more fields related to the disciplines in the College of Business.
- A record of university teaching, scholarly and creative activity that satisfies eligibility of appointment to the rank of tenured full professor in an academic program in the College.
- A dynamic educational vision for the role of the College of Business within a **polytechnic university** that includes leadership and support for innovative curriculum and program development, teaching excellence, and scholarly research.
- Demonstrated experience of successful activities to foster diversity, equity, and inclusive environment for students, faculty members, and staff members.

THE LEADERSHIP AGENDA (CONT.)

PREFERRED QUALIFICATIONS

- Demonstrated commitment to excellence in student learning and support for faculty development in teaching, scholarship, and service, including demonstrated success and/or expertise in educating a diverse and underserved student population.
- Strong administrative and organizational skills, with the ability to manage complexity and balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously, with a commitment to data-informed decision making and accountability.
- Demonstrated effectiveness in supporting innovative programs and initiatives during a time of changing educational modalities.
- Evidence of providing students with a high-quality educational experience and leading successful initiatives for student success, particularly as related to students from underrepresented minority groups.
- Demonstrated support of faculty to enable them to effectively enact the teacher-scholar model.
- Successful experience in creating global programs and recruit international students.
- Evidence of a strong commitment to shared governance and a respectful, consultative, and accessible leadership style, coupled with the willingness to lead decisively and to energize and inspire, even when consensus is elusive.
- Experience working in a unionized environment
- Demonstrated an understanding and success experience with AACSB accreditation.
- Demonstrated success in developing, improving, expanding, and supporting the graduate education.
- Knowledge of California State University's system-wide initiative *Graduation 2025* and success in reducing equity gaps and improving student success.
- Fundraising capability with demonstrated success in and enthusiasm for soliciting financial support from alumni, foundations, and the broader community.
- Demonstrated personal and professional qualities of integrity, honesty, open mindedness, forthrightness, and resiliency.



NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **April 18, 2022**. The University plans to complete the search process by the end of May with a start date of July 1, 2022.

To apply a candidate should submit 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/resume; and 3) contact information for at least five professional references, including email addresses and a brief note of the candidate's working relationship with each. References will not be contacted without the prior knowledge and approval of the candidate and at a later stage in the search.

Academic Search is assisting California State Polytechnic University, Pomona in this search. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to: CPPCBADAN@academicsearch.org.

Nominators and prospective candidates may arrange a confidential conversation about this opportunity with the senior consultant leading this search: Cynthia M. Patterson, Cynthia.Patterson@academicsearch.org.

Additional information about the institution can be found at www.cpp.edu.

If you have any questions or if you have a disability and need accommodation with pre-employment processes (applications, interviews, etc.), please contact Manuel Montilla, ADA Coordinator, at adacoordinator@cpp.edu.

EMPLOYMENT REQUIREMENTS:

The duties of this position will include participation in decisions that may have a material financial benefit to the incumbent. Therefore, the selected candidate will be required to file Conflict of Interest Form 700: Statement of Economic Interests on an annual basis, complete ethics training within 6 months of appointment, and take this training every other year thereafter.

A background check (including a criminal record check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.



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 July 21, 2017 as a condition of employment.

Cal Poly Pomona is committed to creating a community in which a diverse population can learn, live, and work in an atmosphere of tolerance, civility and respect for the rights and sensibilities of each individual, without regard to race, color, national origin, ancestry, religious creed, sex, gender identity, sexual orientation, marital status, disability, medical condition, age, Vietnam era veteran status, or any other veteran's status. Cal Poly Pomona is an Equal Opportunity Employer.

ABOUT ACADEMIC SEARCH

Academic Search is assisting California Poly Pomona in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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