

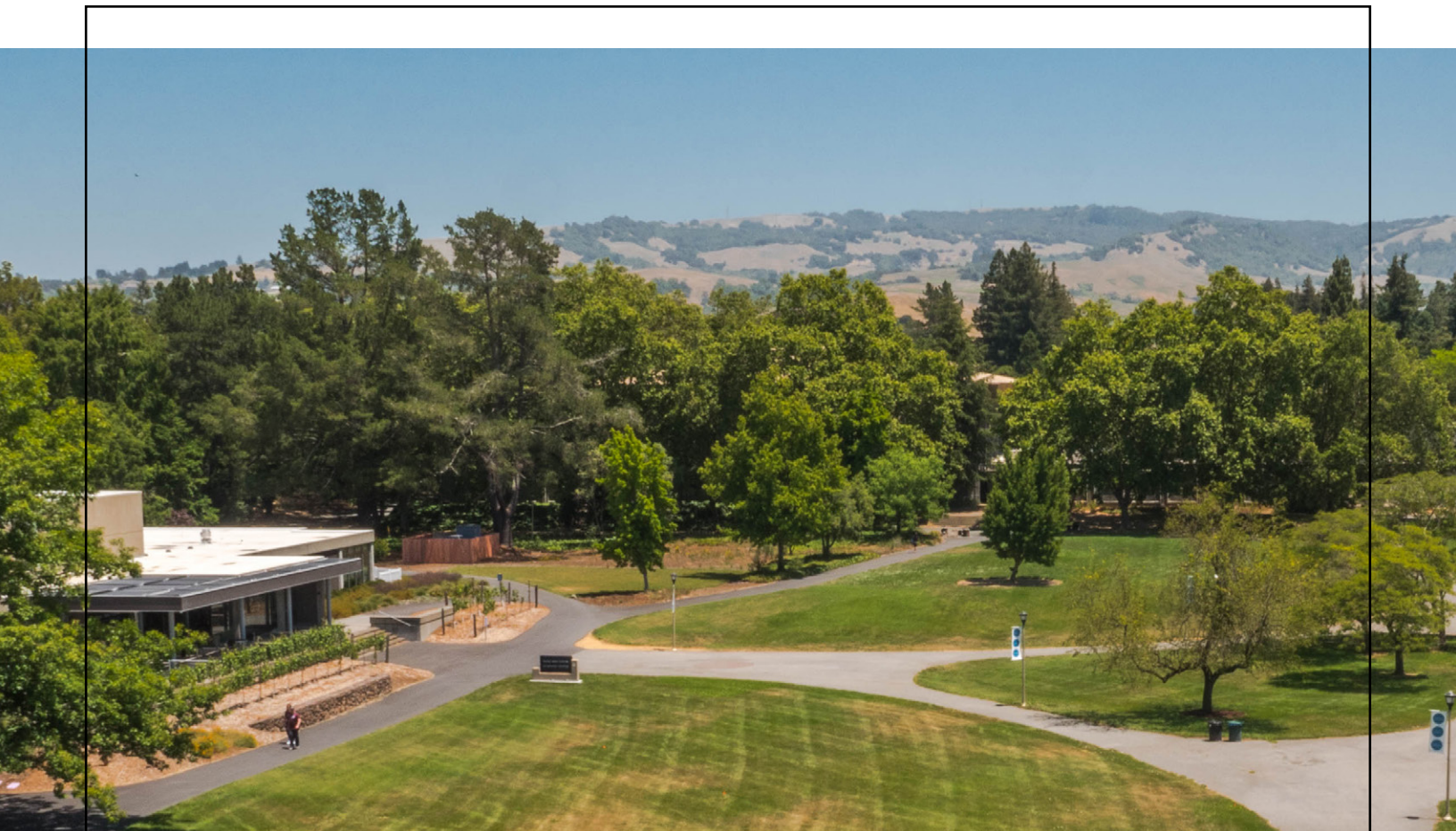
SEARCH PROSPECTUS:

Dean of the School of Science and Technology



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Sonoma State University (SSU) is a regionally serving public university committed to educational access and excellence. Guided by SSU core values and driven by a commitment to the liberal arts and sciences, Sonoma State delivers high-quality education through innovative programs that leverage the economic, cultural, and natural resources of the North Bay. The university seeks a visionary and collaborative leader to serve as Dean of the School of Science and Technology. This is a remarkable opportunity to provide dynamic leadership at a public institution poised to become a national model for student success. SSU is located north of San Francisco in the heart of wine country and is the only public four-year university in the North Bay.

The Dean, working with various stakeholders and constituents, will have the opportunity to shape and execute the vision for the School's next chapter of growth aligned with the university's new strategic plan. Building Our Future @ SSU has four priorities at its core: student success; academic excellence and innovation; leadership cultivation; and transformative impact. The Dean will join a team of faculty, staff, students, and academic leaders who are working to build the future of Sonoma State and deliver on its vision to embrace innovation in the

institution's quest to be a national model for public higher education by 2025.

Founded as a liberal arts college in 1961, Sonoma State has evolved into a comprehensive university that provides students with the intellectual framework and hands-on skills to thrive in a variety of professional careers. *U.S. News and World Report* consistently names SSU among "America's Best Colleges." The University enrolls approximately 8,700 students (93 percent undergraduate) and operates as part of the 23-campus California State University (CSU) system, the largest four-year system of higher education in the United States. Sonoma State has a long tradition of promoting intellectual and personal growth and contributing significantly to the region's economy and workforce preparation. With a strong foundation in the liberal arts and sciences, the institution embraces its core values of diversity, sustainability, community engagement, and adaptability. The campus is in a phase of growth and excitement that started with the arrival of President Judy Sakaki in 2016 and Provost Lisa Vollendorf in 2017, who both are committed to a collaborative vision supporting and promoting student, faculty, and staff success.

THE SCHOOL OF SCIENCE AND TECHNOLOGY

Sonoma State University has excelled in preparing students for careers in science and technology with faculty and programs that are highly regarded by students and the wider academic community. The School of Science and Technology is a dynamic community committed to educational excellence across disciplines in the life and physical sciences, technology, engineering, math and health-related sciences including kinesiology and nursing. Highly qualified and dedicated faculty and staff are committed to SSU's mission to graduate learned and capable students who will contribute to the wellbeing and prosperity of the region, state, nation and planet. The School of Science and Technology faculty and staff take pride in offering individualized and small group experiences for students in rigorous and highly regarded programs. In December 2019, EdgeCube, a small satellite

developed at the School of Science and Technology, funded and supported by NASA, was launched at Cape Canaveral. SSU's work on the small satellite is but one of many examples of School of Science and Technology students working alongside other universities, agencies, and institutions. In 2017, an asteroid was named after Sonoma State, "25164 Sonomastate," honoring work done in the School's Department of Physics and Astronomy.

Faculty research and service help students become fine scientists, technologists, engineers and nurses and give students opportunities to actively participate in exploring real-world solutions for tomorrow's problems.

Statistics reflecting the school's excellence can be found [here](#).

THE OPPORTUNITY

The next Dean of the School of Science and Technology at Sonoma State University has the opportunity to build on past successes and to take the school to the next level of impact and excellence. The Dean will be joining the institution at a time of increased investment in leadership development and research opportunities. As Sonoma State continues to focus on its regionally serving focus, the Dean of Science and Technology

will play a major role in providing leadership and guiding community partners in a shared quest to improve STEM education as a national model. Sonoma State is deeply committed to the values of diversity and social justice that are core to the School of Science and Technology. The dean has the opportunity to amplify these values and help improve access to high-quality education for all students, regardless of their backgrounds.





ABOUT SONOMA STATE UNIVERSITY

Founded as a teacher education center for the North Bay, Sonoma State College was approved by the state legislature in 1960; it opened in the fall of 1961 with 274 students. Five years later, the nascent college moved to its current, 269-acre campus, which at the time had two buildings. In its first years, Sonoma State was a small, liberal arts college that served primarily as a commuter and re-entry student campus. The institution grew steadily over the years and, in 1978, Sonoma State officially received university status. SSU currently has 9,200 students, 600 faculty, 900 staff, an endowment of \$44 million, and an operating budget of over \$100 million. It is a federally designated Hispanic Serving Institution.

Sonoma State University has six schools—Arts and Humanities, Business and Economics, Education, Extended & International Education, Science and Technology, and Social Sciences—that provide students with a high-quality education featuring

close interactions with faculty, research, and internship opportunities. A major contributor to the North Bay workforce, Sonoma State offers degrees in 46 majors and 49 minors at the bachelor's level and 15 at the master's level, as well as nine credential programs and eight undergraduate and graduate certificate programs.

The University operates as part of the 23-campus California State University (CSU) system, the largest four-year system of higher education in the United States. Sonoma State is one of the smaller CSU institutions and approximately 34 percent of students live on campus—one of the highest percentages in the CSU System—and roughly 80 percent of first year students come from outside the North Bay region. Many classes have fewer than 40 students, enabling close interaction between students and faculty. SSU has been recognized nationally as a “Best Value,” “Most Connected,” and “Most Green” college by the Princeton Review.

ABOUT SONOMA STATE UNIVERSITY (CONT.)

MISSION

Sonoma State is a regionally serving public university committed to educational access and excellence. Guided by SSU's core values and driven by a commitment to the liberal arts and sciences, Sonoma State delivers high-quality education through innovative programs that leverage the economic, cultural, and natural resources of the North Bay. As a member of the 23-campus California State University system, Sonoma State is proud to serve a diverse student population on its beautiful campus, at its environmental preserves, and at satellite centers throughout the region. Located north of San Francisco in California's wine country, Sonoma State drives the economic, cultural, and educational engines of the North Bay. Sonoma State University prepares students for meaningful citizenship in a complex world.

VISION

Sonoma State University embraces innovation in our quest to be a national model for public higher education by 2025. Our students graduate prepared to meet the challenges of the 21st century and to make an impact in the community and the world.

CORE VALUES

SSU's core values are an expression of who we are at Sonoma State. We proudly embrace integrity, respect, excellence, and responsibility as part of our Seawolf Commitment. Core values include:

- Diversity and social justice
- Sustainability and environmental inquiry
- Connectivity and community engagement
- Adaptability and responsiveness

STUDENT AND CAMPUS LIFE

The Sonoma State campus community is ethnically diverse and 64 percent of SSU students receive some type of financial aid; SSU awards approximately \$1.1 million in scholarships per year (academic scholarships, athletics, and performing arts). The University has a 60 to 40 female-to-male ratio. The majority of SSU students come from California (99 percent), although countries all over the world are represented within the student body. The University is also proud to have received its designation as a Hispanic-Serving Institution (HSI) in 2017 as 33 percent of the university's 8,600 undergraduates identify as Hispanic.



ABOUT SONOMA STATE UNIVERSITY (CONT.)

STRATEGIC PLAN

In 2017-2018, Sonoma State University engaged in a comprehensive process to share, shape, and unite around one strategic plan that will set the direction for the University for years to come. With the participation of nearly 4,000 individuals, including faculty, staff, students, alumni, and community members, a proposed plan has been put in place that will help Sonoma State achieve its vision of becoming a national model for higher education by 2025. The strategic planning process has been guided by Sonoma State's core values, which include: diversity and social justice; sustainability and environmental inquiry; connectivity and community engagement; and adaptability and responsiveness.

Below are four strategic priorities that will provide a road map for Sonoma State's strategic plan implementation in the coming years:

1. **Student Success:** Sonoma State aspires to be a national model for student success, which includes all aspects of the student experience, from academics to campus life to graduation. All members of our campus community have the responsibility to serve students with integrity and to provide the support services students need to succeed.
2. **Academic Excellence and Innovation:** Sonoma State has high-quality, innovative academic programs that prepare students to flourish in a changing workforce and world. By educating beyond classroom walls and across disciplines, Sonoma State promotes synergy and creativity in a dynamic educational environment that responds to regional workforce and community needs.
3. **Leadership Cultivation:** As the region's only public four-year university, Sonoma State embraces its leadership role in the North Bay and beyond. We prepare the next generation of leaders by providing students with opportunities to learn the knowledge and skills needed to build a better society both locally and globally.
4. **Transformative Impact:** Sonoma State transforms the lives of students, families, and communities by providing educational access and opportunity to help all students succeed.

Our faculty and staff work to transform our region, our communities, and our academic disciplines through service, research, programming, and outreach.

To learn more, see the Sonoma State strategic plan [here](#).

In addition to the university strategic plan, the School of Science and Technology has its own [Purpose, Vision, and Values Statement](#):

Purpose:

The purpose of the School of Science and Technology at SSU is to:

- Inspire and educate the next generation of leaders in STEM+H.
- Build strong partnerships across our communities.
- Serve as a state-wide center of excellence and be recognized for innovation in STEM+H.

Vision:

The vision of the School of Science and Technology at SSU is to:

- Educate critical thinkers and problem-solvers by providing clear pathways to graduation and career success through high-quality, innovative learning experiences.

Values:

The School of Science and Technology embraces the values of the University. We manifest these values by employing:

- Scientific Inquiry
- Diversity, Inclusion, and Equity
- Individualized Learning
- Creativity, Curiosity, Collaboration and Exploration
- Community Engagement

* STEM+H refers to STEM and Health-related programs.



SCHOOL OF SCIENCE AND TECHNOLOGY ACADEMIC PROGRAMS

The curriculum offered in the School of Science and Technology meets the professional needs of students planning a career in biology, chemistry, computer science, engineering science, geology, kinesiology, mathematics and statistics, nursing, and physics and astronomy. The school also covers the needs of students in the schools of Arts and Humanities, Business and Economics, Education and Social Sciences. Many of the general education courses offered in the school are directly beneficial to the students of other schools.

Students with career goals in fields such as business, management, law and urban planning may find courses in mathematics, statistics or computing essential to their future. In addition, the School of Science and Technology offers a rich selection of studies that can enhance a student's entire life. Courses in kinesiology, astronomy, biology, geology and computer science can provide a basis for lifelong pursuits and enrichment.

The school's dedicated faculty of professional scientists, engineers, mathematicians and health professionals are proud of the education they provide and their students' accomplishments. Graduates have established excellent records; some have earned national awards; many have advanced degrees and virtually all have found excellent employment opportunities.

The three master's programs in biology, computer and engineering science, and nursing provide graduate students with a wide variety of opportunities ranging from research to clinical studies. In certain departments, graduate students are also provided with teaching or research assistantships.

Sonoma State University is surrounded by many high-tech industries and centers, which include telecommunications, electronics, optics, biotechnology and bioinformatics. In addition to our resident faculty, a number of scientists and engineers from our local high-tech industries participate in exciting graduate and undergraduate research activities in the school.

The School of Science and Technology is composed of the following departments:

[Biology](#)
[Chemistry](#)
[Computer Science](#)
[Engineering Science](#)
[Geology](#)
[Kinesiology](#)
[Mathematics and Statistics](#)
[Nursing](#)
[Physics and Astronomy](#)

Recent outstanding achievements within the School of Science and Technology can be found [here](#).



ROLE OF THE DEAN OF THE SCHOOL OF SCIENCE AND TECHNOLOGY

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean of the School of Science and Technology serves as the chief academic and administrative officer of the School and provides academic, intellectual, and administrative leadership to the School. The Dean sets and articulates the vision for the School aligned with Sonoma State University's mission and goals, creates new opportunities for the School and the University, and directs its growth and development through shared academic governance. The Dean is responsible for promoting and improving the quality and effectiveness of the School's programs, including all aspects of teaching and learning; research, scholarship, and creative activity; and community engagement. The Dean provides leadership for assessment, accreditation, and metrics related to graduation and retention. The Dean is also responsible for fund diversification, including fundraising and development as well as

new programs in alignment with the goals of the School of Science and Technology. As a member of the Provost's Leadership Council, the Dean has the responsibility to work collaboratively and collegially with all stakeholders to advance the goals and mission of the Division of Academic Affairs and the broader University.

MAJOR DUTIES

Working closely with students, faculty, and staff in a tradition of collegial shared governance within a collective bargaining system, major priorities of the position include, but are not limited to, the following:

- Strategically direct the School's academic programs;
- Provide leadership in faculty support, student success, staff development, and curriculum development;

ROLE OF THE DEAN OF THE SCHOOL OF SCIENCE AND TECHNOLOGY (CONT.)

- Support and lead School fundraising and revenue diversification efforts and assure the effective use of human, fiscal, and physical resources;
- Make informed, evidence-based decisions and make progress towards all graduation and retention metrics for the School;
- Develop and articulate the School's role in supporting the broader strategic direction of the University;

The Dean is responsible for leading efforts to hire diverse faculty and staff and for developing and articulating the School's role in supporting the broader strategic direction of the University. The Dean plays a critically important role as a leader in Academic Affairs. The incumbent serves on University academic leadership teams, representing the School in all University matters, including planning and budgeting. As a member of the Provost's Leadership Council, the Dean has the responsibility to work collaboratively and collegially with all stakeholders to advance the goals and mission of the Division of Academic Affairs and the broader University.

The Dean also represents the School in the broader community through active leadership in the development of activities that further the mission of the School, the University, and the community. The Dean may be called upon to serve on boards of community and business organizations to further the mission of the University and the economic and cultural vitality of the region. The Dean also has oversight responsibility for centers, programs and outreach operating within the School, and for grant and contract activity undertaken by such centers or conducted independently by faculty. In addition, the Dean often represents the School and the University at the California State University system level.



ROLE OF THE DEAN OF THE SCHOOL OF SCIENCE AND TECHNOLOGY (CONT.)

MINIMUM QUALIFICATIONS

- An earned doctorate and an academic record to support appointment at the rank of professor in the School of Science and Technology;
- At least five (5) years of successful administrative experience such as serving as a dean, associate vice president, associate dean, department chair, or similar position;
- A broad understanding of the disciplines in the School of Science and Technology;
- A commitment to maintaining and developing strong undergraduate and graduate programs;
- Experience, knowledge, and commitment to strategic budgeting and strategic enrollment management rooted in evidence-based decision-making;
- Demonstrated excellence in higher education leadership;
- Strong communication, interpersonal, and managerial skills;
- Commitment to effective, collegial decision-making within the context of shared governance and collective bargaining;
- Experience and vision for effective fundraising, grant diversification, research, scholarship, and fostering community relationships.

The incumbent must demonstrate integrity and sound judgment in performing duties; possess the ability to supervise the work of staff and recommend appropriate personnel actions; be able to apply strong problem solving and conflict resolution skills and train and evaluate performance, taking corrective action as needed; deal with stressful situations while maintaining composure; and contribute to a collaborative environment utilizing exemplary communication and problem solving skills as necessary. Must have strong organizational skills and the ability to manage multiple projects and competing priorities simultaneously, adjusting quickly to changes needed on a daily basis. Must have the ability to effectively communicate with all levels within the university and establish and maintain productive and effective, inclusive working relationships amongst diverse populations including staff, faculty, administration, students, and other internal and external constituents. Must be able to accept constructive feedback and work cooperatively in group situations.

Salary/Benefits:

Salary is commensurate with knowledge, skills, and experience. The University offers excellent fringe benefits.

GENERAL INFORMATION

This position is a “designated position” in the California State University’s Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission. This position is a sensitive position as designated by the CSU. A background check (including a criminal records check) must be completed satisfactorily. Failure to satisfactorily

complete the background check may affect the status of candidates who apply for the position. Additionally, the person holding this position is considered a “limited 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 as a condition of employment.



HOW TO APPLY

Applications should consist of a substantive cover letter, a curriculum vitae and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations and expressions of interest can be submitted electronically, and in confidence, to:

SSUDeanSciTech@academicsearch.org.

The position is open until filled. All applications received by April 6, 2020, are assured full consideration. The University is being assisted by Academic Search, Inc. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Die Hasselmo at Ann.Hasselmo@academicsearch.org, Beth Martin at Beth.Martin@academicsearch.org, and Chris Butler at Chris.Butler@academicsearch.org. Further information about Sonoma State University is available at www.sonoma.edu.

SSU is an Equal Opportunity Employer and prohibits discrimination on the basis of race, color, ethnicity, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, and disability. Our nondiscrimination policy is set forth in CSU Executive Order 1096. Reasonable accommodation will be provided for applicants with disabilities who self-disclose by contacting Recruitment Services at (818) 677-2101.

ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Sonoma State University in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit <http://www.academicsearch.org/>.



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