

CAL  
STATE  
**EAST  
BAY**

NURSING  
ROCKS!

## **SEARCH PROFILE**

FOUNDING DEAN, COLLEGE OF HEALTH

## **ABOUT THE UNIVERSITY**

Cal State East Bay is recognized as a regionally engaged and globally oriented university with a strong commitment to academic innovation, faculty and student research, student success, community focused service learning, diversity and sustainability. Founded in 1957, Cal State East Bay is one of 23 universities of the California State University (CSU) system. The campus is designated an Hispanic Serving Institution (HSI) and an Asian American Native American and Pacific Islander Serving Institution (AANAPISI). It most recently was awarded a Seal of Excelencia for going beyond enrollment to more intentionally serve Latinx students. Cal State East Bay has the distinction of having the second highest percentage of Black and African American students in the CSU system at 9%.

The beautiful main campus is located in the Hayward Hills with panoramic views of the San Francisco Bay shoreline. Situated above the city of Hayward, the University offers an ideal setting for teaching and learning with easy access to the many cities in the Bay Area. With a student population of nearly 15,000 students, the institution has a satellite campus in Concord, a professional development center in Oakland, and a significant presence online. The University's students arrive predominantly from Alameda and Contra Costa Counties, and more than 60% are first-generation college students.



Cal State East Bay's four colleges, including [Business and Economics](#); [Education and Allied Studies](#); [Letters, Arts and Social Sciences](#); and [Science](#), offer a total of 48 bachelor's degrees, 56 minors, 23 credentials and certificates, 34 master's degrees, a doctorate in Educational Leadership and five subject matter preparation programs. The University strives to meet the educational needs of and contribute to the vitality of the East Bay, the state, the nation and global communities.

## **INSTITUTIONAL LEARNING OUTCOMES**

The Cal State East Bay [Institutional Learning Outcomes](#) (ILOs) express a shared, campus-wide articulation of expectations for all degree recipients. Through development of the higher order capacities represented by the Cal State East Bay ILOs, students acquire the habits of lifelong learning and community engagement that prepare them to effectively apply their skills personally and professionally.

## **STUDENT LIFE**

Cal State East Bay offers a full range of student cocurricular activities, including clubs, organizations, servicelearning opportunities, and NCAA Division II athletics. [Student Life and Leadership Programs](#) provide opportunities for student learning beyond the classroom and enhances the mission of the University through the coordination and support of a variety of special programs that promote campus life, leadership, and community engagement. Special programs include orientation for new students and families; the recognition and development of student clubs and organizations; leadership conferences, seminars and workshops; and campus-wide programs and events.

## **MISSION**

Cal State East Bay welcomes and supports a diverse student body with academically rich, culturally relevant learning experiences that prepare students to apply their education to meaningful lifework and to be socially responsible contributors to society. Through its educational programs and activities, the university strives to meet the educational needs and to contribute to the vitality of the East Bay, the state, the nation and global communities.

## ABOUT THE EAST BAY

### THE CITY OF HAYWARD

Hayward is a city located in Alameda County in the East Bay subregion of the San Francisco Bay Area — 25 miles southeast of San Francisco, 14 miles south of Oakland and 26 miles north of San Jose. From the peaks of the eastern hills to the city’s pristine shoreline, 159,000 people call Hayward home. It is the sixth-largest city in the Bay Area and the third largest in Alameda County. Known as the “Heart of the Bay,” Hayward has capitalized on its unparalleled location to become one of the most desirable business locations for companies in advanced industries. Hayward as a city is proud of its significant ethno-racial and linguistic diversity.

### THE CITY OF CONCORD

Concord is the largest city in Contra Costa County, located 30 miles east of San Francisco in California’s Bay Area with easy access to Napa Valley, Silicon Valley and Sacramento. Outdoor enthusiasts enjoy the mild year-round climate and recreation activities at Mt. Diablo State Park, Iron Horse Regional Trail, and Markham Regional Arboretum. The city block-sized Todos Santos Plaza is the focal point of downtown Concord dining and entertainment.

### THE CITY OF OAKLAND

Incorporated in 1852, Oakland is the eighth-largest city in California, with a population of about 410,000 and a wealth of resources and opportunities. The major west coast port city is located on the east side of the San Francisco Bay. It is bordered by 19 miles of coastline to the west and rolling hills to the east.



## OVERVIEW

Cal State University, East Bay is founded on the belief that every one of our students has incredible potential and that it is our job to help them unlock that potential. This unlocked potential ultimately opens doors to boundless opportunities for our students and their families.

These students — these modern-day pioneers who are breaking new ground and paving the way for future generations — represent a wonderfully rich variety of backgrounds and life experiences. Cal State East Bay provides each student with an education that is as unique and relevant as they are.

Cal State East Bay is home to one of the most diverse student populations in the country and is a federally designated Asian American, Native American, Pacific Islander Serving Institution (AANAPISI) and Hispanic Serving Institution (HSI).

In selecting the Founding Dean for the newly established College of Health, Cal State East Bay seeks applications and interest from highly qualified academic leaders. Applicants should possess an established history of demonstrated excellence in the Health Professions. Additionally, candidates should have a genuine and lived commitment that is aligned with Cal State East Bay's institutional and college missions, values and goals.



## Position Summary

The Founding Dean for the College of Health will report directly to the Provost and will be responsible for the overall leadership, management and direction of a multi-disciplinary and talented team in the College of Health. The college is focused on and dedicated to advancing health education, research and community engagement. The departments that comprise the College of Health include: **Kinesiology; Nursing; Public Health; Social Work; and Speech, Language and Hearing Sciences.** The college serves approximately 1,350 undergraduates and 370 graduate students as well as employs 160 faculty (Tenured, Tenure-Track and Lecturers) and support staff and administrators.

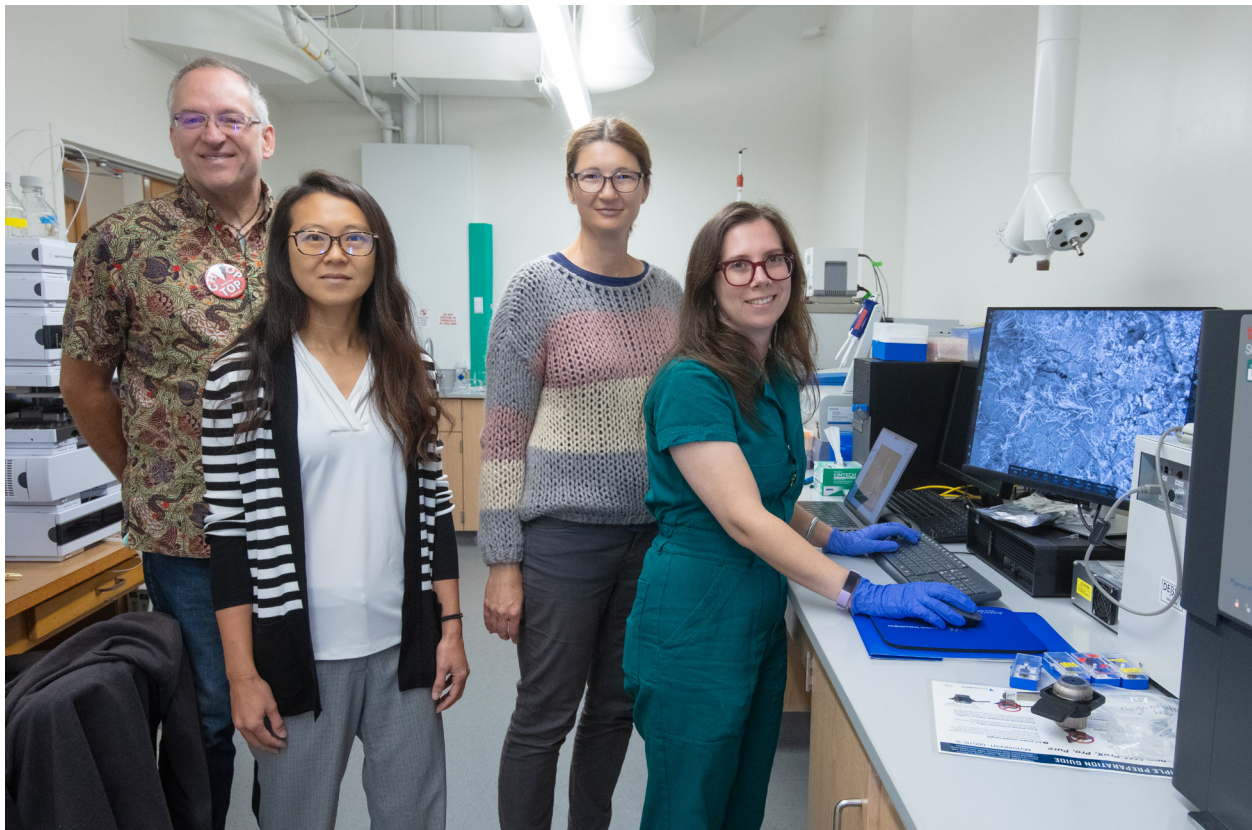
The successful candidate will serve as the chief academic leader for the college and a member of the President's Extended Cabinet. The new dean will join Cal State East Bay at an exciting time of transition, with other new senior leaders in Academic Affairs – deans and provost – and a reorganization of Colleges. The Founding Dean will play a critical role in developing innovative academic programs, building strong community and employer partnerships, fostering interdisciplinary collaborations, and promoting a culture of excellence and inclusivity.



## **SPECIFIC OPPORTUNITIES FOR THE FOUNDING DEAN OF HEALTH**

### **Vision, Strategic Planning and Academic Leadership**

- Develop and execute a comprehensive strategic vision for the College of Health, ensuring alignment with California State University, East Bay's mission and overarching strategic objectives.
- Drive the expansion and enhancement of academic programs, research initiatives, and community partnerships to meet the evolving needs of the future healthcare workforce.
- Champion diversity, equity, and inclusion across the college, embedding these principles into all programs, policies, and initiatives.
- Foster a strong commitment to social justice and health equity, ensuring these values are reflected in the college's activities and contributions.
- Provide leadership to the College Chairs Council, guiding collaborative decision-making and advancing academic excellence.



## **Academic Program Excellence and Student Success**

- Facilitate initiatives that build a sense of community and foster active engagement among faculty members.
- Oversee the development and delivery of rigorous academic programs that meet accreditation standards and address the evolving needs of the healthcare sector.
- Lead the planning and implementation of comprehensive, efficient annual course schedules that align with student and programmatic needs.
- Identify opportunities for competitive and innovative degree programs in emerging areas of healthcare.
- Cultivate a culture of research excellence and innovation, supporting faculty and student research initiatives.
- Promote interdisciplinary research collaborations both within the university and with external partners to drive impactful outcomes.
- Integrate principles of sustainability and environmental health into academic programs and research to address contemporary public health challenges.
- Collaborate with the AVP for Research and Graduate Studies to secure external funding and support for the college's initiatives.
- Advance the integration of technology in teaching, research, and administrative functions to enhance efficiency, innovation, and accessibility.
- Design, implement, and evaluate student success initiatives focused on retention, graduation, and career preparedness for students within the College of Health.
- Provide oversight and guidance for academic advising services to ensure student needs are effectively addressed.
- Strengthen efforts to recruit, support, and retain graduate students within the college.
- Support the development of interdisciplinary curricula and experiential learning opportunities that equip students to excel in diverse healthcare environments.



## **External Relations, Engagement and Advancement**

- Foster and sustain strong partnerships with healthcare organizations, government agencies, and community stakeholders.
- Serve as a passionate advocate for health equity and take active measures to address health disparities within the community.
- Contribute to the development and promotion of sustainable health practices and systems that benefit society.
- Represent the College of Health to external audiences, including donors, alumni, industry leaders, and other key stakeholders.
- Spearhead fundraising initiatives to support the college's strategic goals, growth, and long-term vision.
- Collaborate closely with University Advancement to cultivate and maintain relationships with private donors, ensuring effective stewardship of their contributions.
- Identify, establish, and nurture strategic alliances with healthcare institutions, industry partners, and academic organizations to elevate the college's reputation and expand collaborative opportunities.



## **Faculty Recruitment, Support, Retention and Success**

- Lead efforts to recruit, mentor, and retain a diverse and highly qualified faculty and staff committed to excellence in teaching, research, and service.
- Conduct comprehensive annual reviews of all faculty members to ensure continued development and alignment with institutional goals.
- Oversee faculty evaluations for tenure, promotion, and post-tenure review, adhering to university policies and standards.
- Review and evaluate lecturers for range elevations, ensuring equitable and transparent processes.
- Drive recruitment initiatives for tenure-track faculty positions, attracting top talent to advance the college's mission and vision.
- Recommend department chair appointments and conduct annual performance reviews to support effective departmental leadership.

## **Facilities and Resource Management**

- Ensure efficient and effective management of the college's budget, resources, and facilities to support institutional priorities.
- Oversee the allocation and effective utilization of all spaces within the college to support academic, research, and administrative needs.
- Lead the planning, design, and execution of renovations and new construction projects, ensuring alignment with the college's strategic objectives.
- Identify, assess, and prioritize maintenance needs to ensure a safe, functional, and efficient environment across all facilities.
- Support the acquisition, installation, and ongoing maintenance of major equipment to enhance the college's operational and academic capabilities.

## Required Qualifications

- An earned doctorate or terminal degree in a health-related field to warrant academic appointment at the rank of professor with tenure in one of Cal State East Bay's academic departments
- Distinguished record of teaching, scholarship or professional practice
- Significant and increasingly responsible academic leadership experience, preferably in a higher education setting
- Demonstrated success in strategic planning, program development, and organizational leadership
- Strong interpersonal and communication skills, with the ability to engage effectively with diverse stakeholders
- Commitment to diversity, equity, and inclusion in all aspects of academic and administrative leadership
- Demonstrated commitment to shared governance and experience working in a collective bargaining environment
- A strong record of building and proactively supporting faculty teaching, research, and development
- Ability to effectively manage resources in a competitive environment consistent with university mission and strategic plan



## Preferred Qualifications

- Knowledge of accreditation standards and best practices in health education and research
- Visionary leadership style, with a track record of fostering innovation and collaboration, within and across colleges
- Experience in administering or working with programs that serve a diverse population
- Substantial experience leading in an academic environment that encourages innovation, equity, scholarship, and research
- Experience building and maintaining strong and collegial relationships with faculty, students, staff, administration and external partners
- Ability to provide strong leadership through collaborative and shared decision making
- Demonstrated ability to master and effectively implement the policies of a large complex public organization
- Experience working with industry and community leaders to build effective partnerships
- Track record of obtaining external support through contracts, grants, and private gifts

**Note:** 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.



## **APPLICATIONS, NOMINATIONS, AND EXPRESSIONS OF INTEREST**

To assure full consideration, applications should be received by **March 7, 2025**, and must include:

- A detailed letter of interest that addresses the specific qualifications identified in this profile;
- A current *curriculum vitae*; and
- A list of five professional references with each person's position, email address, telephone number, and relationship to the candidate. References will not be contacted without prior authorization from the candidate.

Application materials should be submitted in PDF format through the AGB Search portal using this link: [Cal State East Bay - Dean of Health](#).

Please direct any nominations, expressions of interest, or questions regarding the application process to [CalStateEastBayDeanHealth@agbsearch.com](mailto:CalStateEastBayDeanHealth@agbsearch.com) or to the AGB Search team assisting the university with this search:

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## **AGB SEARCH**

Advancing Higher Education Leadership

### EEO Statement

As an Equal Opportunity Employer, Cal State East Bay does not discriminate on the basis of any protected categories: age, ancestry, citizenship, color, disability, gender, immigration status, marital status, national origin, race, religion, sexual orientation, or veteran's status. The University is committed to the principles of diversity in employment and to creating a stimulating learning environment for its diverse student body.