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SEARCH PROFILE
DEAN OF THE COLLEGE OF SCIENCE

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 a designated 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.



OPPORTUNITIES AND CHALLENGES FOR LEADERSHIP

California State University East Bay seeks a creative and collaborative leader to serve as its next Dean of the College of Science. 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 that will include a new College of Health. Reporting to the Provost, the new dean will be poised to champion the academic programs in the College of Science while building synergies across the other colleges to achieve the university’s strategic goals, mission, and values. Strengthening opportunities for faculty research through grants and sponsored programs, pursuing external partnerships in the community, appreciating Cal State East Bay students’ diverse experiences and the communities surrounding East Bay, and supporting inclusive excellence among faculty, staff, and students will be important for the successful candidate.

As a member of the Academic Affairs leadership team and the President’s Extended Cabinet, the Dean will lead the university’s strategic plan in the College of Science and work collaboratively with others across the campus to support the overall mission and core values of student equity and success. The Dean will have the opportunity to think strategically and creatively about existing academic programs and to support the well-being of faculty, staff, and students through active listening and engagement of the community.



Leadership and Vision

- Provide leadership and engage all stakeholders of the College of Science in a time of transition and reorganization of academic units in anticipation of a new College of Health.
- Provide leadership for the addition of a new building for Science programs, The Braddock Center for Science and Innovation, opening early in 2025, and manage the renovation of current facilities. Encourage collaborative uses of the new teaching and research space, designed to support interdisciplinary, open-concept labs.
- Actively promote and foster pathways for faculty research, grant opportunities, and other external funding sources, as well as continue commitment to faculty-mentored student research experiences.
- Think creatively about enrollment trends across Cal State East Bay and work closely with senior administration, other deans, faculty, and staff to identify and operationalize strategies to attract and retain students, while balancing programmatic goals and student success with the realities of financial and human resources.
- Cultivate external stakeholders to increase potential funding sources and industry partnerships for links to research opportunities and student experiential learning.
- Lead the College of Science Chairs Council in the spirit of shared communication and collaboration.



Academic Programming and Resource Management

- Create a strategic vision of the College and maintain an active planning process for undergraduate and graduate programs, aligned with broader university goals and the needs of Cal State East Bay students.
- Foster the growth of College's research portfolio, considering the university's R2 classification, new facilities and lab spaces, and deep commitment to STEM education. Work closely with the Office of Research and Sponsored Programs to continue to build the College's research opportunities.
- Manage a large, complex annual operational budget of approximately \$19M, including state appropriations, revenue programs, grants, and private gifts, with strategic acumen and financially sound practices.
- Lead the budget development and prioritization process with transparency, integrity, clear communication, and alignment with the future vision and goals of the College.
- Work with University Development and Advancement to foster relationships with donors and engage in fundraising efforts to promote the programs in the College, student scholarships, faculty research, and capital needs.
- Be a passionate and energetic advocate for the College of Science with professional communities, community leaders, and regional business and industry leaders.
- Engage with the Alumni Office and participate in events that include College alumni and cultivate their long-term relationship with Cal State East Bay.



Faculty, Staff, and Student Success

- Support faculty development in teaching, research, scholarship/creative endeavor, and service to the community.
- Review probationary faculty annually; review faculty for tenure, promotion, and post-tenure review; review lecturer faculty; lead recruitment and retention efforts for tenure-track faculty; review department chairs annually and recommend department chairs for appointment.
- Champion and recognize the excellence of the faculty's work, build and uplift the academic community, and foster a sense of belonging among faculty. Appreciate the faculty culture of deeply caring about student success.
- Motivate faculty and staff by active listening, excellent communication, transparency, modeling fairness and consistency, and being responsive and visible.
- Build relationships with staff and appreciate their critical contributions to the success of the College, knowing the work of support units and exhibiting respect for the individuals who perform essential work for faculty and student success.
- Understand Cal State East Bay students, the majority of whom are first-generation, commute to campus, and have jobs; know the diverse communities that Cal State East Bay serves; and explore opportunities to serve adult learners in the area.
- Explore ways to scale student success initiatives beyond the first year and be comfortable using data to track student retention and time-to-degree. Collaborate with units across campus engaged in student success efforts.



REQUIRED QUALIFICATIONS

- Distinguished record of teaching and scholarship with an earned doctorate or terminal degree in a field to warrant academic appointment at the rank of professor with tenure in one of the academic departments in the College of Science.
- A proven track record of high research productivity with undergraduate and graduate students, including a significant record of extramural funding and publications in peer-reviewed journals, and demonstrated success in managing large projects and research collaborations across scientific disciplines.
- Significant and increasingly responsible academic leadership experience, including effective resource management in a complex organization, commitment to shared governance, and consultative decision-making.
- Demonstrated success in strategic planning and academic program development.
- Strong interpersonal and communication skills, and the ability to engage effectively with diverse stakeholders.
- Commitment to diversity, equity, and inclusion in all aspects of academic and administrative leadership.



PREFERRED SKILLS AND QUALITIES

- Collaborative leadership style, with holistic approach to working with teams within the College and across the university.
- Active listening skills; forward-thinking; creative problem-solving.
- Demonstrated success as a manager of staff and complex needs of science labs, equipment, and facilities.
- Flexibility to live with flux, change, and ambiguity through academic reorganization and uncertain budgets.
- Able to inspire, encourage, and promote respect among faculty, staff, and students.
- Approach leadership with transparency, collaboration, and accessibility.
- Commitment to promote social justice through the academic mission and student success initiatives.
- Demonstrated experience in administering or working with programs that serve diverse populations.
- Strong record of building and supporting faculty teaching, scholarship, and professional development.
- Proven track record in developing and implementing policies in a large, complex public institution.
- Experience working with industry leaders and community organizations to build effective partnerships.
- Experience in obtaining external support through contracts, grants, and private gifts.

APPLICATIONS, NOMINATIONS, AND EXPRESSIONS OF INTEREST

To assure full consideration, applications should be received by **March 12, 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 Science](#).

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

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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.